

ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

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

June 8, 2011

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

FROM: Kevin Wolfe, Interim Executive Director

SUBJECT: ILWU-PMA Pension Plan – July 1, 2011 Pension Increases

The July 1, 2008 Memorandum of Understanding between the ILWU and PMA provides for the following pension increases to pensioners and survivor pensioners effective July 1, 2011, which will be reflected in the July 1, 2011 pension payments.

- Pensioners who retired on or after July 1, 1999 and prior to July 1, 2002 will receive an increase of \$2.00 per month per Year of Service. Survivors of such Pensioners will receive 65% of this amount, an increase of \$1.30 per month per Year of Service.
- Pensioners who retired on or after July 1, 2002 and prior to July 1, 2008 will receive an increase of \$1.00 per month per Year of Service. Survivors of such Pensioners will receive 65% of this amount, an increase of \$.65 per month per Year of Service.
- Pensioners who retired on or after July 1, 2008 will receive an increase of \$10.00 per month per Year of Service. Survivors of such Pensioners will receive 75% of this amount, an increase of \$7.50 per month per Year of Service.

Pensioners and Survivors will receive individual notices describing their pension increase. A sample of the form of this notice is attached.

Please Note: The ILWU-PMA Supplemental Welfare Benefit Plan (“SWB”) will be terminated June 30, 2011. All pensioners and Survivor Pensioners will receive their total monthly benefits from the ILWU-PMA Pension Plan effective July 1, 2011. This change will not have any financial impact on monthly payments. No benefits will be reduced by the termination of the SWB Plan.

Enclosure

cc: Area Welfare Directors

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

ILWU-PMA BENEFIT PLANS /

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

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ILWU-PMA Pension Plan
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SAMPLE

May 27, 2011

Local:
Reg No:

The 2008 Memorandum of Understanding between the ILWU and PMA provides that the pensioners who retired with a Separation Date on July 1, 1999 through June 30, 2002 will receive a benefit increase of \$2.00 per month per year of service (adjusted as necessary) effective July 1, 2011. The 2008 Memorandum of Understanding provides additional benefit increases as follows:

<u>Effective Date</u>	<u>Increase per month per Year of Service</u>
July 1, 2012	\$2.00
July 1, 2013	\$2.00

Your pension qualifying Years of Service are:

You will receive a separate letter detailing the amount of your July 1, 2011 pension benefit payment. The letter will show the difference between your June and July 2011 pension payments and any differences in your tax withholding as a result of the benefit increase.

Please Note: The ILWU-PMA Supplemental Welfare Benefit Plan ("SWB") will be terminated effective June 30, 2011. All benefit obligations from the SWB Plan will be assumed by the ILWU-PMA Pension Plan effective July 1, 2011.

This means that your total monthly benefit will be paid by the ILWU-PMA Pension Plan effective July 1, 2011. This change will not have any financial impact on your monthly payments. No benefits will be reduced by the termination of the SWB Plan.

All Pensioners and Survivor Pensions who received SWB payments from January through June 2011 will receive a 1099-R from both the Pension Plan and the SWB Plan in January 2012. The taxable income that you receive annually is the sum of the amounts you have been paid from the ILWU-PMA Pension Plan and the ILWU-PMA Supplemental Welfare Benefit Plan.

If you and/or your spouse are enrolled in Medicare, your monthly benefit payments will continue to reflect reimbursement for Medicare Part B premiums paid to you from the ILWU-PMA Welfare Plan.