

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) 749-1400

ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

April 1, 2016

To: ILWU Oregon Locals 04, 08, 12, 21, 40, 50, 53, 92
ILWU Washington Locals 07, 19, 23, 24, 25, 27, 32, 47, 51, 52, 98

From: Mario Perez, Manager, Welfare Plans

Subject: Weekly Indemnity Disability Benefit Modification

The attached letter will be sent out to Active ILWU-PMA Welfare Plan members in Oregon and Washington advising them the basic Weekly Indemnity maximum benefit is increasing from \$775 to \$875. The increase applies to claims beginning on or after April 2, 2016. In addition, the employee contribution will decrease from 1.35% to 1.25% of earnings effective the payroll period ending April 8, 2016.

Enclosure

cc: Ty Gorton, Area Welfare Director
Andrea Stevenson, Area Welfare Director

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

MP:ac/opeiu29aflicio/WeeklyIndemnityDisabilityBenefit04012016

April 2016

To: Active ILWU-PMA Welfare Plan Members in Oregon and Washington

Re: Weekly Indemnity Disability Benefit Modification

For Weekly Indemnity Disability Claims beginning on or after April 2, 2016, the basic Weekly Indemnity maximum benefit will increase from \$775 to \$875. Weekly Indemnity benefits are based on your average earnings in the highest quarter of your Base Period. A chart showing the benefit levels and a description of the Base Period is printed on the back of this sheet.

The Non-Industrial Disability Supplement Benefit of \$125.00 per week is unchanged.

Effective April 2, 2016 (payroll period ending April 8, 2016), the employee contribution to the ILWU-PMA Welfare Plan will decrease from 1.35% to 1.25% of earnings.

If you have any questions, please call the Benefit Plans Office at 415-673-8500 or your local Area Welfare Director (Ty Gorton, Columbia River and Oregon Coast Area - 503-226-0012), (Andrea Stevenson, Puget Sound and Washington Area – 206-938-6720).

ILWU-PMA Welfare Plan
Weekly Indemnity Benefit Amounts

(This chart reflects maximum weekly benefit amounts for claims incurred on or after April 2, 2016.)

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 ... | \$50 - \$59 | \$7,776.37 - | \$8,012.72 | ..... | \$330 - \$339 | \$14,394.55 - | \$14,630.91 | ..... | \$610 - \$619 | | |
| \$1,375.00 - \$1,624.99 ... | \$60 - \$69 | \$8,012.73 - | \$8,249.09 | ..... | \$340 - \$349 | \$14,630.92 - | \$14,867.27 | ..... | \$620 - \$629 | | |
| \$1,625.00 - \$1,867.27 ... | \$70 - \$79 | \$8,249.10 - | \$8,485.45 | ..... | \$350 - \$359 | \$14,867.28 - | \$15,103.63 | ..... | \$630 - \$639 | | |
| \$1,867.28 - \$2,103.63 ... | \$80 - \$89 | \$8,485.46 - | \$8,721.82 | ..... | \$360 - \$369 | \$15,103.64 - | \$15,340.00 | ..... | \$640 - \$649 | | |
| \$2,103.64 - \$2,340.00 ... | \$90 - \$99 | \$8,721.83 - | \$8,958.18 | ..... | \$370 - \$379 | \$15,340.01 - | \$15,576.36 | ..... | \$650 - \$659 | | |
| \$2,340.01 - \$2,576.36 ... | \$100 - \$109 | \$8,958.19 - | \$9,194.54 | ..... | \$380 - \$389 | \$15,576.37 - | \$15,812.72 | ..... | \$660 - \$669 | | |
| \$2,576.37 - \$2,812.72 ... | \$110 - \$119 | \$9,194.55 - | \$9,430.91 | ..... | \$390 - \$399 | \$15,812.73 - | \$16,049.09 | ..... | \$670 - \$679 | | |
| \$2,812.73 - \$3,049.09 ... | \$120 - \$129 | \$9,430.92 - | \$9,667.27 | ..... | \$400 - \$409 | \$16,049.10 - | \$16,285.45 | ..... | \$680 - \$689 | | |
| \$3,049.10 - \$3,285.45 ... | \$130 - \$139 | \$9,667.28 - | \$9,903.63 | ..... | \$410 - \$419 | \$16,285.46 - | \$16,521.82 | ..... | \$690 - \$699 | | |
| \$3,285.46 - \$3,521.82 ... | \$140 - \$149 | \$9,903.64 - | \$10,140.00 | ..... | \$420 - \$429 | \$16,521.83 - | \$16,758.18 | ..... | \$700 - \$709 | | |
| \$3,521.83 - \$3,758.18 ... | \$150 - \$159 | \$10,140.01 - | \$10,376.36 | ..... | \$430 - \$439 | \$16,758.19 - | \$16,994.54 | ..... | \$710 - \$719 | | |
| \$3,758.19 - \$3,994.54 ... | \$160 - \$169 | \$10,376.37 - | \$10,612.72 | ..... | \$440 - \$449 | \$16,994.55 - | \$17,230.91 | ..... | \$720 - \$729 | | |
| \$3,994.55 - \$4,230.91 ... | \$170 - \$179 | \$10,612.73 - | \$10,849.09 | ..... | \$450 - \$459 | \$17,230.92 - | \$17,467.27 | ..... | \$730 - \$739 | | |
| \$4,230.92 - \$4,467.27 ... | \$180 - \$189 | \$10,849.10 - | \$11,085.45 | ..... | \$460 - \$469 | \$17,467.28 - | \$17,703.63 | ..... | \$740 - \$749 | | |
| \$4,467.28 - \$4,703.63 ... | \$190 - \$199 | \$11,085.46 - | \$11,321.82 | ..... | \$470 - \$479 | \$17,703.64 - | \$17,940.00 | ..... | \$750 - \$759 | | |
| \$4,703.64 - \$4,940.00 ... | \$200 - \$209 | \$11,321.83 - | \$11,558.18 | ..... | \$480 - \$489 | \$17,940.01 - | \$18,176.36 | ..... | \$760 - \$769 | | |
| \$4,940.01 - \$5,176.36 ... | \$210 - \$219 | \$11,558.19 - | \$11,794.54 | ..... | \$490 - \$499 | \$18,176.37 - | \$18,412.72 | ..... | \$770 - \$779 | | |
| \$5,176.37 - \$5,412.72 ... | \$220 - \$229 | \$11,794.55 - | \$12,030.91 | ..... | \$500 - \$509 | \$18,412.73 - | \$18,649.09 | ..... | \$780 - \$789 | | |
| \$5,412.73 - \$5,649.09 ... | \$230 - \$239 | \$12,030.92 - | \$12,267.27 | ..... | \$510 - \$519 | \$18,649.10 - | \$18,885.45 | ..... | \$790 - \$799 | | |
| \$5,649.10 - \$5,885.45 ... | \$240 - \$249 | \$12,267.28 - | \$12,503.63 | ..... | \$520 - \$529 | \$18,885.46 - | \$19,121.82 | ..... | \$800 - \$809 | | |
| \$5,885.46 - \$6,121.82 ... | \$250 - \$259 | \$12,503.64 - | \$12,740.00 | ..... | \$530 - \$539 | \$19,121.83 - | \$19,358.18 | ..... | \$810 - \$819 | | |
| \$6,121.83 - \$6,358.18 ... | \$260 - \$269 | \$12,740.01 - | \$12,976.36 | ..... | \$540 - \$549 | \$19,358.19 - | \$19,594.54 | ..... | \$820 - \$829 | | |
| \$6,358.19 - \$6,594.54 ... | \$270 - \$279 | \$12,976.37 - | \$13,212.72 | ..... | \$550 - \$559 | \$19,594.55 - | \$19,830.91 | ..... | \$830 - \$839 | | |
| \$6,594.55 - \$6,830.91 ... | \$280 - \$289 | \$13,212.73 - | \$13,449.09 | ..... | \$560 - \$569 | \$19,830.92 - | \$20,067.27 | ..... | \$840 - \$849 | | |
| \$6,830.92 - \$7,067.27 ... | \$290 - \$299 | \$13,449.10 - | \$13,685.45 | ..... | \$570 - \$579 | \$20,067.28 - | \$20,303.63 | ..... | \$850 - \$859 | | |
| \$7,067.28 - \$7,303.63 ... | \$300 - \$309 | \$13,685.46 - | \$13,921.82 | ..... | \$580 - \$589 | \$20,303.64 - | \$20,540.00 | ..... | \$860 - \$869 | | |
| \$7,303.64 - \$7,540.00 ... | \$310 - \$319 | \$13,921.83 - | \$14,158.18 | ..... | \$590 - \$599 | \$20,540.01 - | \$20,658.18 | ..... | \$870 - \$879 | | |
| \$7,540.01 - \$7,776.36 ... | \$320 - \$329 | \$14,158.19 - | \$14,394.54 | ..... | \$600 - \$609 | \$20,658.19* - | and above | ..... | \$875 | | |

* The \$20658.19 wage limit is based on the average of the EDD Wages in the High Quarter \$20,541.01 and \$20,776.36 which have a Weekly Benefit Amount of \$870 - \$879