

# ILWU-PMA BENEFIT PLANS /

International Longshore & Warehouse Union —  
Pacific Maritime Association [www.benefitplans.org](http://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

October 3, 2023

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

FROM: Jacquie Gasparro, Manager, Pension Plans

**SUBJECT: ILWU-PMA Pension Plan - MOU Pension Increases**

The July 1, 2022 Memorandum of Understanding (MOU) between the ILWU and PMA provides for pension benefit increases to Pensioners and Survivor Pensioners, as described below:

## **PENSIONERS**

- For Pensioners who retired before July 1, 1999 the MOU provides a retroactive increase of:
  - \$6.00 per month per Year of Service effective July 1, 2022;
  - \$6.00 per month per Year of Service effective July 1, 2023;
  - \$4.00 per month per Year of Service effective July 1, 2024;
  - \$4.00 per month per Year of Service effective July 1, 2025;
  - \$3.00 per month per Year of Service effective July 1, 2026; and
  - \$3.00 per month per Year of Service effective July 1, 2027.
- For Pensioners who retired after June 30, 1999 and prior to July 1, 2002 the MOU provides an increase of:
  - \$2.00 per month per Year of Service effective July 1, 2023;
  - \$3.00 per month per Year of Service effective July 1, 2024;
  - \$2.00 per month per Year of Service effective July 1, 2025;
  - \$5.00 per month per Year of Service effective July 1, 2026; and
  - \$5.00 per month per Year of Service effective July 1, 2027.
- For Pensioners who retired after June 30, 2002 and prior to July 1, 2008 the MOU provides an increase of:
  - \$2.00 per month per Year of Service effective July 1, 2023;
  - \$2.00 per month per Year of Service effective July 1, 2024;
  - \$3.00 per month per Year of Service effective July 1, 2025;
  - \$5.00 per month per Year of Service effective July 1, 2026; and
  - \$5.00 per month per Year of Service effective July 1, 2027.
- For Pensioners who retired after June 30, 2008 and prior to July 1, 2014, the MOU provides an increase of:
  - \$2.00 per month per Year of Service effective July 1, 2024;
  - \$2.00 per month per Year of Service effective July 1, 2025;
  - \$3.00 per month per Year of Service effective July 1, 2026; and
  - \$3.00 per month per Year of Service effective July 1, 2027.
- For Pensioners who retired after June 30, 2014 and prior to July 1, 2022, the MOU does not provide any pension benefit increases.

- For Pensioners who retired after July 1, 2022 and prior to July 1, 2028, the MOU provides an increase of:
  - \$5.00 per month per Year of Service effective July 1, 2024;
  - \$5.00 per month per Year of Service effective July 1, 2025;
  - \$15.00 per month per Year of Service effective July 1, 2026; and
  - \$15.00 per month per Year of Service effective July 1, 2027.

Thus, pension rates will be effective as follows:

	As of 7/1/21	As of 7/1/22	As of 7/1/23	As of 7/1/24	As of 7/1/25	As of 7/1/26	As of 7/1/27	Total Increase
Retirees before 7/1/1999	\$104	\$110	\$116	\$120	\$124	\$127	\$130	\$26
Retirees from 1999-2002	\$113	\$113	\$115	\$118	\$120	\$125	\$130	\$17
Retirees from 2002-2008	\$153	\$153	\$155	\$157	\$160	\$165	\$170	\$17
Retirees from 2008-2014	\$180	\$180	\$180	\$182	\$184	\$187	\$190	\$10
Retirees from 2014-2022	\$215	\$215	\$215	\$215	\$215	\$215	\$215	\$0
Retirees from 2022-2028	\$215	\$215	\$215	\$220	\$225	\$240	\$255	\$40

### **SURVIVING SPOUSES/DEPENDENT CHILD SURVIVOR**

- For Surviving Spouses (including surviving spouses of QDROs) or Dependent Child Survivors of Pensioners who retired before July 1, 1999, the MOU provides an increase of:
  - \$4.50 per month per Year of Service effective July 1, 2022;
  - \$4.50 per month per Year of Service effective July 1, 2023;
  - \$3.00 per month per Year of Service effective July 1, 2024;
  - \$3.00 per month per Year of Service effective July 1, 2025;
  - \$2.25 per month per Year of Service effective July 1, 2026; and
  - \$2.25 per month per Year of Service effective July 1, 2027.
- For Surviving Spouses (including surviving spouses of QDROs) or Dependent Child Survivors of Pensioners who retired on or after July 1, 1999 and before July 1, 2002, the MOU provides an increase of:
  - \$1.50 per month per Year of Service effective July 1, 2023;
  - \$2.25 per month per Year of Service effective July 1, 2024;
  - \$1.50 per month per Year of Service effective July 1, 2025;
  - \$3.75 per month per Year of Service effective July 1, 2026; and
  - \$3.75 per month per Year of Service effective July 1, 2027.
- For Surviving Spouses (including surviving spouses of QDROs) or Dependent Child Survivors of Pensioners who retired on or after July 1, 2002 and before July 1, 2008, the MOU provides an increase of:
  - \$1.50 per month per Year of Service effective July 1, 2023;
  - \$1.50 per month per Year of Service effective July 1, 2024;
  - \$2.25 per month per Year of Service effective July 1, 2025;
  - \$3.75 per month per Year of Service effective July 1, 2026; and
  - \$3.75 per month per Year of Service effective July 1, 2027.

- For Surviving Spouses (including surviving spouses of QDROs) or Dependent Child Survivors of Pensioners who retired on or after July 1, 2008 and before July 1, 2014, the MOU provides an increase of:
  - \$1.50 per month per Year of Service effective July 1, 2024;
  - \$1.50 per month per Year of Service effective July 1, 2025;
  - \$2.25 per month per Year of Service effective July 1, 2026; and
  - \$2.25 per month per Year of Service effective July 1, 2027.
- For Surviving Spouses (including surviving spouses of QDROs) or Dependent Child Survivors of Pensioners who retired on or after July 1, 2014 and before July 1, 2022, the MOU provides **no** pension benefit increases for this contract, therefore it remains the same at \$161.25 per month per Year of Service.
- For Surviving Spouses (including surviving spouses of QDROs) or Dependent Child Survivors of Pensioners who retired on or after July 1, 2022, the MOU provides an increase of:
  - \$3.75 per month per Year of Service effective July 1, 2024;
  - \$3.75 per month per Year of Service effective July 1, 2025;
  - \$11.25 per month per Year of Service effective July 1, 2026; and
  - \$11.25 per month per Year of Service effective July 1, 2027.

Thus, survivor rates will be effective as follows:

Survivors of:	As of 7/1/21	As of 7/1/22	As of 7/1/23	As of 7/1/24	As of 7/1/25	As of 7/1/26	As of 7/1/27	Total Increase
Retirees before 7/1/1999	\$78.00	\$82.50	\$87.00	\$90.00	\$93.00	\$95.25	\$97.50	\$19.50
Retirees from 1999-2002	\$84.75	\$84.75	\$86.25	\$88.50	\$90.00	\$93.75	\$97.50	\$12.75
Retirees from 2002-2008	\$114.75	\$114.75	\$116.25	\$117.75	\$120.00	\$123.75	\$127.50	\$12.75
Retirees from 2008-2014	\$135.00	\$135.00	\$135.00	\$136.50	\$138.00	\$140.25	\$142.50	\$7.50
Retirees from 2014-2022	\$161.25	\$161.25	\$161.25	\$161.25	\$161.25	\$161.25	\$161.25	\$0
Retirees from 7/1/2022	\$161.25	\$161.25	\$161.25	\$165.00	\$168.75	\$180.00	\$191.25	\$30

For those registered longshoremen, clerks, walking bosses, and foremen retiring on or after July 1, 2022 that did not take advantage of the ILWU-PMA Pension Plan's Early Retirement Window that ended June 30, 2022, the MOU provides an increase in the rate of pension accrual to:

- \$220.00 per month per Year of Service effective July 1, 2024;
- \$225.00 per month per Year of Service effective July 1, 2025;
- \$240.00 per month per Year of Service effective July 1, 2026; and
- \$255.00 per month per Year of Service effective July 1, 2027.

Pension benefit increases which are effective July 1, 2022 will be reflected in the November 1, 2023 pension payments. All pensioners and survivors will receive individual notices describing their pension increase. A sample of this notice is enclosed.

Enclosure

cc: Area Welfare Directors

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ILWU-PMA Pension Plan  
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

# SAMPLE

October 2023

INSERT NAME  
INSERT ADDRESS  
INSERT CITY, STATE ZIP

Local: 10  
Reg. No: 12345

The 2022 Memorandum of Understanding (MOU) between ILWU and PMA provides that for the Plan Years 2022 through 2028 provides that pensioners who retired with the following separation:

After June 30, 1999, and prior to July 1, 2002

Will receive a benefit increase as follows:

<u>Effective Date</u>	<u>Increases per month per Year of Service</u>
July 1, 2022	\$0.00
July 1, 2023	\$2.00
July 1, 2024	\$3.00
July 1, 2025	\$2.00
July 1, 2026	\$5.00
July 1, 2027	\$5.00

Your pension qualifying Years of Service are: 35  
Your Benefit Credits are: 35.00000

You will receive a retroactive payment for the increases that were effective July 1, 2022 through October 31, 2023.

You will receive a separate letter detailing the amount of your pension benefit payment effective November 1, 2023. The letter will show the difference between your October and November 2023 pension payments and any differences in your tax withholding as a result of the benefit increase.

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.

# SAMPLE