

# 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

November 3, 2023

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

From: Jacquie Gasparro, Manager, Pension Plans

**Subject: ILWU-PMA Pension Plan – Other Pension Provisions**

The Memorandum of Understanding (“MOU”) dated June 29, 2023, as to the terms and conditions of the 2022-2028 Pacific Coast Longshore and Clerks’ Agreement (PCL&CA), and Pacific Coast Walking Bosses and Foremen’s Agreement (PCWB&FA) provides the following changes.

### **Disability Retirement**

Effective October 1, 2023, the ILWU-PMA Pension Agreement shall be amended to reduce the number of pension qualifying years required to qualify for a Disability Retirement from thirteen years to ten years.

### **Non-Industrial Illness or Injury**

Effective retroactive to July 1, 2022, for participants and Widows/Dependents of Actives applying for Retirement Benefits, the “500-Hour Rule” included in Section 1.13 of the Pension Trust Agreement shall not apply to participants who demonstrate that they have been unable to work due to a non-industrial illness or injury but that they have credited with at least 500 hours in five of the last ten Payroll Years, preceding or ending with the year of retirement. (This provision is not extended to include participants that have an Industrial Illness or Injury and are receiving or will receive worker’s compensation benefits.)

### **Incapacitated Dependent Child Survivor of a Surviving Spouse**

Effective retroactive to July 1, 2022, upon the death of a Surviving Spouse who is receiving a survivor pension benefit, the survivor pension benefit only shall be paid to any Incapacitated Dependent Child Survivor of a Surviving Spouse as long as the child continues to be mentally or physically incapacitated so as to be incapable of self-sustaining employment.

Please contact the Benefit Plans Office at 415-673-8500 with any questions about these new provisions.

cc: Area Welfare Directors

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