



ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

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

May 6, 2009

To: ILWU Longshore, Ship Clerk and Walking Boss/ Foreman Locals
From: Kate McClure, Executive Director
**Subject: Eligibility Requirements under the ILWU-PMA Welfare Plan and the
ILWU-PMA Pension Plan**

The attached notice describes the hours requirements for active Longshoremen, Clerks and Walking Bosses/Foremen to establish and maintain eligibility under the ILWU-PMA Welfare Plan and the ILWU-PMA Pension Plan.

This notice will be mailed to all active members this week.

Attachment

cc: Area Welfare Directors

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

KM:jo/opeiu29aflcio/MTP Hours Req-050609

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Re: Eligibility of Benefits

This letter has been written in order to explain the eligibility requirements for active Longshoremen, Clerks, and Walking Bosses/Foremen to establish and/or retain eligibility for Health & Welfare and Pension Benefits.

Health & Welfare Benefits

For new registrants, eligibility for Health & Welfare benefits commences on the first of the month following registration, without regard for hours worked. For participants registered on or after July 1, 2002 and prior to July 1, 2008, eligibility continues for the first 18 months of registration. For participants registered on or after July 1, 2008, eligibility continues for the first 24 months of registration. Following the first 18 or 24 months of registration (whichever applies), eligibility is established annually in accordance with the same rules that apply to all other registered participants as described below.

To establish or retain Health & Welfare eligibility as of each July 1, participants registered in Major Ports (LA/LB Harbor Area, SF Bay Area, Portland/Vancouver Area, Seattle/Tacoma Area and any other port that is not classified as a Minor Port) must work or be credited with 800 hours in the preceding payroll year, or 400 hours in the last half of the preceding payroll year. Participants registered in Minor Ports must work or be credited with 480 hours in the preceding payroll year, or at least 240 hours in the last half of the preceding payroll year. Credited hours to be included in this calculation are: work-hours (including 3 AM conversion hours), PGP hours, travel hours, disability credit (industrial and non-industrial), Leaves of Absence of less than 90 days (approved by the JPLRC), and Military Duty-USERRA (approved by the CLRC). Determination for welfare eligibility is calculated by the ILWU-PMA Benefit Plans Office.

Pension Benefits

Registrants in the industry become vested in the ILWU-PMA Pension Plan upon establishing five credited years of service. Once you are vested, your credited service cannot be canceled. A minimum of 800 hours of work and/or credit is required to establish a qualifying year of service for vesting purposes. Beginning with the 1994 payroll year, 1,300 hours of work and/or credit is required to establish a full pension accrual for a qualifying year of service. Additionally, a qualifying year of 800 - 1,299 hours of work and/or credit will qualify the registrant with a partial pension accrual for the year. The maximum number of years credited under the Pension Plan is 37 qualifying years. Hours that are included in the calculation of a pension qualifying year include: work hours (including 3 AM conversion hours), travel hours, disability credit, vacation hours, PGP hours, Paid Holiday hours, military service credit and credit for employment after age 60. Determination for pension qualifying years is calculated by the ILWU-PMA Benefit Plans Office.