

ILWU-PMA BENEFIT PLANS /

International Longshore & Warehouse Union —
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ILWU-PMA Pension Plan
ILWU-PMA Welfare Plan

ILWU-PMA Watchmen Pension Plan

November 2020

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

FROM: Jacquie Gasparro, Manager, Pension Plans

SUBJECT: Midyear Pension Hours Report

Enclosed is the Midyear Pension Hours Report which indicates, for each Participant registered in the Local, the number of hours reported to the ILWU-PMA Pension Plan for the first two Payroll quarters of 2020. The hours reported include work, third shift hours credits, PGP, vacation and holiday hours as shown on industry records. [Please note that certain hours credited under the Pension Plan, such as holiday and vacation hours, are **not** counted to establish eligibility under the ILWU-PMA Welfare Plan. Please refer to the ILWU-PMA Welfare Plan Summary Plan Description for complete Welfare eligibility requirements.]

Other hours which may count toward pension credit, such as periods of absence due to an industrial illness or injury which is compensated under workers' compensation or similar laws, have not yet been established for the year, and thus are not included in this Report. This Report also excludes any hours for which a Participant was paid directly by an employer, that were not reported to the Pension Plan by the end of the second Payroll quarter.

A qualifying year for eligibility and vesting under the Pension Plan requires 800 hours. A Participant age 60 and over who: (1) is registered shall be credited with up to 100 hours of service to bring his total hours up to no more than 1,300 hours; (2) is registered in a "low work opportunity port" shall be credited (after taking into account the hours credited under (1)) with up to 100 hours of service to bring his total hours up to no more than 800 hours.

The monthly pension amount payable to a Participant for 2020 depends on the number of credited hours for the year. A benefit of \$210 is payable for 1300 or more hours. For 800 to 1299 hours, a fraction of \$210 is payable, the numerator of which is the Participant's actual number of credited hours and the denominator of which is 1300.

As of the end of the second Payroll quarter, hours reported for some Participants are less than half of the number required to establish a qualifying year or a \$210 benefit payable for 2020. These Participants are identified on the Report by a single or double asterisk in the right margin as follows:

*Less than half of the 800 hours required for a qualifying year

**Less than half of the 1300 hours required for a \$210 benefit

Participants who were credited with no hours in the first half of 2020 will be notified by separate letter of the potential impact on their pension benefits if they are credited with no service in a Payroll Year.

Note: This Report is for informational purposes only. Total credited hours for 2020, including any omitted hours described above, will be included on each Participant's 2020 Participant Status Report, which will be provided early next year. The Participant should notify the Plan office at that time of any discrepancies.

Enclosure

2020 Midyear Pension Hours Report

Local 04

REPORTED HOURS

First and Second Payroll Quarters of 2020

RegNo	Name	Work	PGP	Vacation	Holiday	Total	*
37241	VON HUSEN, ERIC J.	929.00	.00	200.00	56.00	1,185.00	**
81932	O'HEARN, ROD J.	.00	.00	.00	48.00	48.00	*
90309	GAGLIARDI, JERRY	804.00	.00	240.00	56.00	1,100.00	
90337	LYNCH, SCOTT T.	544.00	.00	240.00	56.00	840.00	
90341	LOVE, THOMAS R.	1,122.00	.00	260.00	56.00	1,438.00	
90344	BOYER, TOM H.	.00	.00	240.00	56.00	296.00	*
90348	BERNHARDT, RANDAL C.	1,023.00	.00	240.00	56.00	1,319.00	
90353	FULLER, NEAL R.	763.00	32.00	240.00	56.00	1,091.00	
90354	MOTE, STEVEN C.	813.00	.00	240.00	56.00	1,109.00	
90355	CLARK, BRADLEY M.	.00	.00	.00	.00	.00	*
90356	BREAKER JR, ROBERT W.	882.00	.00	240.00	56.00	1,178.00	
90357	HAGEMAN, SCOTT C.	891.00	.00	240.00	56.00	1,187.00	
90364	ANDREW, JERRY L.	.00	.00	120.00	32.00	152.00	*
90365	ATWELL III, CHARLES W.	413.25	63.10	200.00	56.00	732.35	
90366	WALKER, TODD D.	420.00	.00	.00	32.00	452.00	**
90367	SINCLAIR, MONTY R.	577.00	77.46	200.00	56.00	910.46	
90368	ANDREW, LARRY E.	738.50	11.88	200.00	56.00	1,006.38	
90370	MASSIE, ROY K.	975.50	.00	200.00	56.00	1,231.50	
90371	WELLS, TROY L.	923.75	.00	200.00	56.00	1,179.75	
90372	SCHWABE, RICK J.	1,008.25	.00	200.00	56.00	1,264.25	
90373	HERTZ, KENNETH A.	587.55	19.63	200.00	56.00	863.18	
90374	CLABAUGH, CAGER D.	447.00	.00	200.00	56.00	703.00	
90377	VAIL, JEFFREY A.	646.00	56.92	200.00	56.00	958.92	
90378	VAIL, JAMES W.	805.25	2.09	200.00	56.00	1,063.34	
90381	JOHNSON, ANDREW J.	730.00	2.97	200.00	56.00	988.97	
90382	STOCKWELL, JASON B.	855.00	.00	200.00	56.00	1,111.00	
90383	BRIDGER JR, JAMES W.	762.50	13.46	200.00	56.00	1,031.96	
90385	SCOTT, MICHAEL W.	649.05	3.00	200.00	56.00	908.05	
90386	SCOTT, DAVID C.	742.00	.00	200.00	56.00	998.00	
90388	FRASIER, RICKY L.	881.00	.00	200.00	56.00	1,137.00	
90392	VAIL, MICHAEL S.	962.00	.00	200.00	56.00	1,218.00	
90395	SEFTON III, LAWRENCE R.	962.75	.00	220.00	56.00	1,238.75	
90396	RASMUSSEN, JASON W.	916.25	.00	200.00	56.00	1,172.25	
90397	DE BORD, JAMES T.	1,172.25	.00	220.00	56.00	1,448.25	
90398	OBRIST, DAVID J.	393.25	89.48	200.00	56.00	738.73	
90399	HASKINS, MARK R.	620.00	.00	160.00	56.00	836.00	
90401	OLSON, TROY S.	629.50	4.65	200.00	56.00	890.15	
90402	BAUR, MICHAEL W.	711.75	30.12	200.00	56.00	997.87	
90404	BODENROEDER, MARK B.	887.00	.00	200.00	56.00	1,143.00	
90405	BONNELL, DIANNE M.	320.80	10.98	160.00	56.00	547.78	**
90406	MORGAN, JOHN S.	748.75	.00	160.00	56.00	964.75	
90407	HUNT, STEVE J.	1,003.50	18.21	160.00	56.00	1,237.71	
90408	SHELTON, ROBERT L.	1,025.00	.00	160.00	56.00	1,241.00	
90410	NELSON, ALEXANDRA C.	.00	.00	160.00	56.00	216.00	*
90412	VEA, SHERI A.	488.00	40.55	52.00	32.00	612.55	**
90413	ANDERSON, JOHN R.	590.00	26.72	160.00	56.00	832.72	
90415	BRIDGER, BRENDA K.	889.50	.00	160.00	56.00	1,105.50	
90416	STEINMETZ, DIANE E.	.00	.00	.00	.00	.00	*
90417	KREBSER, TERRY J.	535.85	.00	80.00	56.00	671.85	
90418	SCHAFTE, DEREK R.	340.00	44.60	160.00	56.00	600.60	**
90420	MCGARY, JUSTIN L.	590.50	19.32	160.00	40.00	809.82	

* Less than half of the 800 hours required for a qualifying year.

** Less than half of the 1300 hours required for a full benefit.