



WATERFRONT INDUSTRY PENSION PLAN

September, 2006

Issue 3

The purpose of this bulletin is to provide up to date changes in both your Pension Plan and additional benefits provided through Canada Pension Plan (CPP) and the Old Age Security pension (OAS). This information should assist you in your overall retirement planning.

LONGSHORE PENSION BENEFITS

Your Waterfront Industry Pension Plan was increased by \$2.00 per month per year of service (an increase of approximately 3%) on the **basic** pension effective July 1, 2006. The base pension rate became \$65.00 per month per year of service to a maximum of 35 years of service (\$2,275.00 per month at the age 65). See back page for **approximate** pension calculations.

EARLY RETIREMENT BRIDGE

The rate of the Bridge pension (payable from age 62) is \$29.00 per month per year of service to a maximum of 25 years of service (\$725.00 per month). The Plan also provides a spousal survivor benefit based on qualifications and actuarial adjustments should an Active Plan Member pass away. **Some provisions/qualifying time of the Bridge formula may vary from the above.**

FROZEN PENSION BENEFITS

If a Plan member has less than 200 credited hours in a calendar year after 1998, his/her basic and bridge pensions earned in respect of credited service to December 31st of the immediately preceding calendar year shall be frozen at the rates in effect at such December 31st. The benefit rates for the frozen prior service may be unfrozen if the member meets the conditions for reinstatement. Members retiring, injured or sick will not be affected.

RETIRING ALLOWANCE (M&M)

The 2006 Retiring Allowance (M&M) benefit is \$56,000.00. If you retire before age 60 this benefit is actuarially reduced on both age and years of service below the maximum. The former SUB monies provide an additional benefit upon retirement of \$2,750.00 with 25 years of service at age 55 (\$56,000.00 + \$2,750.00 = \$58,750.00). The maximum benefit under the M&M program is payable with 25 years of service at age 60. For M&M purposes only, the graveyard shift will count as eight (8) hours worked.

The Waterfront Industry Pension Plan amounts noted on this bulletin are rounded-off calculations based on a Ten Year Minimum Guarantee. Selection of a Straight Life, Joint Survivor or a different Minimum Guarantee Option will result in a higher or lower pension rate. The amounts indicated for ages 60 to 62 assumes the member is retiring under "Special Early Retirement". For those members who are considering retirement, the following are some random examples of the benefits you would be entitled to from all sources.

| AGE | YEARS OF SERVICE | PENSION PER MONTH | BRIDGE PER MONTH | M&M | C.P.P. PER MONTH | OAS PER MONTH |
|-----|------------------|-------------------|------------------|----------|------------------|---------------|
| 60 | 25 | \$1,430 | \$435 | \$58,750 | \$591.00 | |
| 60 | 35 | \$2,002 | \$440 | \$58,750 | \$591.00 | |
| 62 | 25 | \$1,576 | \$725 | \$58,750 | \$693.00 | |
| 62 | 35 | \$2,206 | \$725 | \$58,750 | \$693.00 | |
| 65 | 25 | \$1,625 | 0 | \$58,750 | \$845.00 | \$488.00 |
| 65 | 35 | \$2,275 | 0 | \$58,750 | \$845.00 | \$488.00 |

Anyone considering retirement in the next couple of years should check out their own individual situation with our Health and Benefits office at (604) 689-7184, or one of your Union Pension Plan Trustees at (604) 254-8141

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BASIC PENSION CALCULATION as of JULY 1, 2006

This page outlines the approximate monthly rates for retirees using the Ten Year Minimum Guarantee base amount effective July 1, 2006.

Maximum Amount Per Year of Service \$65.00

Years of Service

| | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 |
|------------|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Age | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 55 | 260 | 286 | 312 | 338 | 364 | 390 | 416 | 442 | 468 | 494 | 520 | 546 | 572 | 598 | 624 | 650 | 676 | 702 | 728 | 754 | 780 | 806 | 832 | 858 | 884 | 1319 |
| 56 | 299 | 328 | 358 | 388 | 418 | 448 | 478 | 508 | 538 | 568 | 598 | 627 | 657 | 687 | 717 | 747 | 777 | 807 | 837 | 867 | 897 | 926 | 956 | 986 | 1414 | 1456 |
| 57 | 338 | 371 | 405 | 439 | 473 | 507 | 540 | 574 | 608 | 642 | 676 | 709 | 743 | 777 | 811 | 845 | 878 | 912 | 946 | 980 | 1014 | 1047 | 1081 | 1501 | 1547 | 1592 |
| 58 | 377 | 414 | 452 | 490 | 527 | 565 | 603 | 640 | 678 | 716 | 754 | 791 | 829 | 867 | 904 | 942 | 980 | 1017 | 1055 | 1093 | 1131 | 1168 | 1580 | 1630 | 1679 | 1729 |
| 59 | 416 | 457 | 499 | 540 | 582 | 624 | 665 | 707 | 748 | 790 | 832 | 873 | 915 | 956 | 998 | 1040 | 1081 | 1123 | 1164 | 1206 | 1248 | 1652 | 1705 | 1758 | 1812 | 1865 |
| 60 | 455 | 500 | 546 | 591 | 637 | 682 | 728 | 773 | 819 | 864 | 910 | 955 | 1001 | 1046 | 1092 | 1430 | 1487 | 1544 | 1601 | 1658 | 1716 | 1773 | 1830 | 1887 | 1944 | 2002 |
| 61 | 494 | 543 | 592 | 642 | 691 | 741 | 790 | 839 | 889 | 938 | 988 | 1037 | 1086 | 1136 | 1185 | 1527 | 1588 | 1649 | 1710 | 1771 | 1833 | 1894 | 1955 | 2016 | 2077 | 2138 |
| 62 | 533 | 586 | 639 | 692 | 746 | 799 | 852 | 906 | 959 | 1012 | 1066 | 1119 | 1172 | 1225 | 1279 | 1576 | 1639 | 1702 | 1765 | 1828 | 1891 | 1954 | 2017 | 2080 | 2143 | 2206 |
| 63 | 572 | 629 | 686 | 743 | 800 | 858 | 915 | 972 | 1029 | 1086 | 1144 | 1201 | 1258 | 1315 | 1372 | 1592 | 1656 | 1719 | 1783 | 1847 | 1911 | 1974 | 2038 | 2102 | 2165 | 2229 |
| 64 | 611 | 672 | 733 | 794 | 855 | 916 | 977 | 1038 | 1099 | 1160 | 1222 | 1283 | 1344 | 1405 | 1466 | 1608 | 1673 | 1737 | 1801 | 1866 | 1930 | 1994 | 2059 | 2123 | 2187 | 2252 |
| 65 | 650 | 715 | 780 | 845 | 910 | 975 | 1040 | 1105 | 1170 | 1235 | 1300 | 1365 | 1430 | 1495 | 1560 | 1625 | 1690 | 1755 | 1820 | 1885 | 1950 | 2015 | 2080 | 2145 | 2210 | 2275 |

Your Union Trustees are continuing to push for improvements to the Pension Plan.

Your Trustees

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