BOSTON SHIPPING ASSOCIATION, INC.

INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, AFL-CIO

VACATION PAY ALLOWANCE

SUMMARY PLAN DESCRIPTION

January 2016

Plan Sponsors

The Boston Shipping Association, Inc.
Charlestown Navy Yard
197 8th Street, Suite 775
Charlestown, MA 02129

International Longshoremen's Association, AFL-CIO
Locals 799, 800, 805
496 Summer St.
South Boston, MA 02210

International Longshoreman's Association, AFL-CIO
Local 1066
Conley Terminal
South Boston, MA 02127

International Longshoreman's Association, AFL-CIO
Local 1604
200 Terminal St.
Charlestown, MA 02129

Plan Number 502
Employer Identification Number 04-04-2035743

The Plan is maintained under collective bargaining agreements between the Boston Shipping Association, INC. and the International Longshoremen's Association, AFL-CIO and its affiliated Locals 799, 800, 805, 1066 and 1604. A copy of these agreements may be obtained by participants upon written request to the Plan Administrator.

A complete list of the employers sponsoring the Plan may be obtained by participants upon written request to the Plan Administrator. The list is available for examination by participants at the office of the Plan Administrator. Participants may receive from the Plan Administrator, upon written request, information as to whether a particular employer is a Plan Sponsor, and if the employer is a Plan Sponsor, the sponsor's address.

Type of Plan: Vacation Pay

Participation

Your participation commences when you are employed as a longshoreman, clerk or linehandler by an employer member of the BSA.

Contributions

The participating employers contribute sufficient monies to provide vacation pay to eligible employees.

Eligibility and Benefits

One Week's Vacation Pay:

Any longshoreman, clerk or linehandler who during the year from October 1 through September 30th, a vacation year, receives from employer members of the Boston Shipping Association, Inc., payment for not less than 600 hours and not more than 1,099 hours work is to be granted one week's vacation pay- irrespective of whether such hours are paid for at straight time or overtime rates. One week's vacation pay is 40 hours at the straight time rate.

Note: A joint labor- management committee is appointed by the parties to each collective bargaining agreement, to review the case of any employee who works between 550 and 600 hours. The joint committee is to give consideration to the employee's previous work record and its decision is to be final with reference to one week's vacation pay.

Two Weeks' Vacation Pay

Any Longshoreman, Clerk or Linehandler, who receives from employer members of the Boston Shipping Association, Inc. payment for 1,100 hours worked or more in the qualifying year (October 1 to September 30) is to be granted two weeks' vacation pay – irrespective of whether such hours are paid for at a straight time or overtime rates. Two weeks' vacation pay is 80 hours at the straight time rate.

Three Weeks' Vacation Pay

Any Longshoreman, Clerk or Linehandler, who receives from employer members of the Boston Shipping Association, Inc. payment for 1,300 hours worked or more in the qualifying year (October 1 to September 30) – irrespective of whether such hours are paid for at straight time or overtime rates- is to be granted three weeks of vacation pay if the employee has earned 600 hours a year in five of the six preceding years. Three weeks' vacation will be granted in the year he earned 1,300 hours (5th year). Three weeks' vacation pay is 120 hours at the straight time rate.

Six Weeks' Vacation Pay

Any Longshoreman, clerk or linehandler, who receives from employer members of the Boston Shipping Association, Inc. payment for 1,500 hours worked or more in the qualifying year (October 1 to September 30) – irrespective of whether such hours are paid for at straight time or overtime rates – is to be granted six weeks of vacation pay if the employee has qualified for vacation in at least ten out of the twelve preceding years. Six weeks' vacation will be granted in the year he earns 1,500 hours (10th year). Six weeks' vacation pay is 240 hours at the straight time rate. The six weeks of vacation pay will not be paid unless the employee qualifies for the third week of vacation pay as indicated above.

Service in the Armed Forces

For the sole purpose of three weeks' vacation pay allowance and the six weeks' vacation pay allowance, any employee covered by the collective bargaining agreements who has served in the Armed Forces of the United States who was employed a total of 600 hours in the vacation year immediately prior to the vacation year in which the employee entered such military service shall, upon being re-employed in the industry following release from service and presentation of an honorable discharge, receive prorated credit towards a vacation year's 600 hours eligibility requirements in any of the six to twelve vacation years immediately preceding the vacation year in which the third or sixth weeks' vacation pay allowance is claimed (but not in excess of 600 hours in any one vacation year).

Certified On the Job Injury or Certified Off the Job Injury or Illness

For the sole purpose of three weeks' vacation pay allowance and the six weeks' vacation pay allowance, any employee who has not earned the qualifying hours in the preceding required years because of an absence for a certified on the job injury or certified off the job injury or illness shall receive credit for such qualifying hours when evidence of said injury or illness is submitted to the Human Relations Committee.

Amount of Benefit

The straight time hourly rare as set forth in the collective bargaining agreements shall be paid for vacation pay.

Payment

Vacation pay allowance shall be paid twice a year, on the first regularly scheduled payday in June and the first regularly scheduled payday in December. Regardless of the above, once an employee becomes eligible for one week's vacation pay he or she shall be entitled to receive same at the time he or she takes said weeks' vacation.

Claim and Claim Denial Review Procedure

All claims for benefits must be made in writing to the BSA Central Records Bureau, Inc., the Plan Administrator, Charlestown Navy Yard, 197 8th Street, Suite 775, Charlestown, MA 02129.

The administrator must notify you in writing within 30 days of the receipt by it of your written notice of a claim. If there is a denial, the Administrator must provide to you, in writing, the specific reasons for the denial and reference to the specific provisions of the collective bargaining agreement on which the denial is based.

If your claim is denied, you have the right to appeal the denial under the Grievance Procedure of your Collective Bargaining Agreement to the Human Relations Committee. Your appeal must be in writing within 60 days after notice of denial. When requesting a review, state the reasons you believe your claim was improperly denied. The Human Relations Committee will notify you in writing of its decision within 60 days after you file your request.

Other Important Information

Plan Funding

The Vacation Pay allowance is funded by contributions of the participating employer members of the BSA covered under the current collective bargaining agreements between the BSA and ILA Locals 799, 800, 805, 1066 and 1604 in an amount determined each year to cover the benefits payable each year.

The monies received by the Plan Administrator are invested until such time as they are needed to pay the benefit provided by the Plan.

Plan Administration

The Plan is administered by the BSA Central Record Bureau, Inc. The administrator may be contacted in writing at:

BSA Central Records Bureau, Inc.
Charlestown Navy Yard
197 8th Street, Suite 775
Charlestown, MA 02129

Legal Process

Legal process may be served on the Plan Administrator at the above address.

Plan Continuation

The BSA and the participating employers expect to continue the Plan in accordance with the Collective Bargaining Agreements. The right is necessarily reserved by the BSA to amend and modify the Plan through collective bargaining. The BSA and participating employer members also reserve the right to terminate the Plan. Such action can only be taken by a collective bargaining with the Unions. If terminated and after all benefits have been paid and other requirements of the law have been met, any remaining assets of the Plan will be distributed to other fringe benefit funds.

Plan Documents

This Booklet describes only the highlights of the Plan and does not attempt to cover all the details. The details are contained in each of the Collective Bargaining Agreements which govern the operation of the Plan. All statements made in this booklet are subordinate to the provisions and terms of the Plan. Copies of the Collective Bargaining Agreements as well as the latest annual report of Plan operations, as filed with the U.S Department of Labor, are available for review in the Plan Administrator's office and other Employer locations during normal working hours. Upon written request to the Plan Administrator, copies of any of these documents will be furnished to any Plan participant within 30 days at a nominal cost. In addition, once each year, you will receive a copy of the Summary Annual Report of the Plan's financial activities at no charge.

Statement of ERISA Rights

As a participant in the Boston Shipping Association-International Longshoremen's Association Vacation Pay Allowance Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that you are entitled to:

Receive Information about Your Benefits

- Examine, without charge, at the Boston Shipping Association – International Longshoremen's Association Vacation Pay Allowance Plan's office, 197 8th street, Ste. 775 Charlestown, MA 02129-4208 all Plan documents, including insurance contracts, if any, and copies of all documents filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration, such as annual financial reports (Form 5500 Series).
- Obtain copies of documents governing the operation of the benefit under the Fund, including insurance contracts, if any, copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description upon written request. There is a reasonable charge for copies.

- Obtain, not more frequently than one each 12 consecutive months, a statement of the total amount of accrued benefit. The Boston Shipping Association-International Longshoremen's Association Vacation Pay Allowance Plan routinely provides this report to each Participant annually.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants in the benefits under the plan, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called fiduciaries, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries.

No one, including an employer, union, or any other person, may discharge you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied in whole or in part, you have the right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

If you disagree with the Plan's decision or lack thereof, you may file suit in federal court. If it should happen that the Plan's fiduciaries misuse the Plan's money, or if you discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file a suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the Plan to pay these costs and fees. If you lose, the court may order you to pay these costs and fees if, for example, it finds your claim are frivolous.

Assistance with Your Questions

If you have any questions about the benefits under the Plan, you should contact the Fund office. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest office of the Employee Benefits Security Administration, U.S Department of Labor, listed in your telephone directory or you may write:

Employee Benefits Security Administration
Division of Technical Assistance and Inquiries
200 Constitution Avenue, N.W.
Washington, DC 20210

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 866-444-EBSA (3272).