First Fully Funded Plan in Industry

HONOLULU, T. H. — Pension agreements marking an important step forward in industrial relations in Hawaii were signed October 21 by officials of ILWU and three stevedoring companies. The agreements cover 1,200 employees of Castle & Cooke Terminals, Ltd.; McCabe, Hamilton & Benny, Ltd., and Mahukona Terminals, Ltd.

The plan is the first insured first plan, and is the first fully funded plan in the world, insuring all stevedoring operations. The plan differs from the usual deferred annuity type plan in that it is an administrative plan under which contributions are made into a fund which earns a guaranteed rate of interest and which are made from the fund to purchase retirement benefits only on retirement.

It provides a measure of security unique in the waterfront industry, and should remove the pension problem from contention for at least a 5-year period. Terms and conditions of the plan are separate and independent of the collective bargaining agreement on wages, hours and working conditions.

Signing of the pension agreements officially concluded negotiations which have been intermittently underway for almost two years.

DETAILS OF PLAN

As part of the waterfront contract agreement signed February 6, 1953, the union and employers agreed to work out a pension plan within 30 days before January 1, 1953. They extended that deadline several times until the parties signed a memorandum of agreement January 26 of this year. But further difficulties were encountered in working out details of the plan with the insurance company. Eight months more of negotiations, including some discussions on the mainland, were required to dispose of remaining problems and to clear the way for final approval today.

The pension plan is still subject to approval by the Wage Stabilization Board and by the US Treasury Department. Delay of approval by the Wage Stabilization Board will not hold up the effective date of the agreement. The ILWU plan is subject to approval by the US Treasury Department and by the union and employers.

Main provisions of the pension plan are:

1. Plan will be insured and

(Continued on page 3)

Pensions in Hawaii: Here was the scene in Honolulu October 21, as ILWU nailed down waterfront pensions. The union signers of the historic agreement are, left to right, Primitive Queja, longshore business agent of Kauai, Joe (Burr) Keadla, chairman of consolidated Local 142 of ILWU, Regional Director Jack W. Hall, Frederick T. Low, Jr., longshore business agent of Hawaii, Callisto Damaso, longshore business agent of Honolulu and Mamao Yamazaki, longshore business agent of Maui. Employers standing at the rear are C. "Bunny" Henderson, first vice-president of Castle & Cooke, Alexander "Pinky" Budge, president of Castle & Cooke, and Phillip Maxwell, vice-president of the Hawaii Employers Council. (See back page for other photo of this historic event.)

WSB Slashes Wage Gains by Hawaii Dockers; ILWU Calls for Protest

HONOLULU, T. H. — Following the pattern it has been establishing with more and more frequency, the Wage Stabilization Board has acted on the new wage agreement negotiated here last May by ILWU longshoremen.

WSB "acted" on the petition for approval by chopping out a section of the retroactivity of 13 cents reached in collective bargaining, putting into jeopardy the additional 6 cents that was supposed to go into effect on October 16.

The Hawaii longshoremen were given a 28 cent raise last May, of which 12 cents was to have been paid starting May 18. By chopping into the agreement as it has, WSB has pulled the same deal out of ILWU as it recently tried on the United Mine Workers, when it cut off 40 cents of the $1.80 a day raise John L. Lewis had won from the coal operators.

In a letter to all ILWU locals from the International office, dated October 20, it was stated:

"After months of stalling and delay, they (WSB) deliberately sabotaged an agreement reached in direct collective bargaining. It is clear and apparent that the Board is trying to do the same thing to the Hawaii longshore contract that they did to the miners—and that leaves us no alternative but to fight with every weapon at our command."

The International called on all ILWU locals to wire the WSB "demanding that they not tamper with, mutilate or chop agreements reached with any other union . . . and specifically, that they abide by the Hawaii longshore agreement, as reached October 16." The tape recording was of conversations between FBI agents and the ILWU in which the FBI agents proposed impeaching Joe Ryan, the chief prosecutor, who recently reiterated his interest in the committee he previously set up to handle the committee's case.

The probe, according to the FBI, is the result of information received from insider sources.

"Your full support in whatever way you can, brothers in Hawaii, is the only way to win this battle," ILWU President Jack W. Hall, told his brothers. "If the ILWU longshoremen could win this battle, it will be a victory for the basic freedoms of the American trade union movement and all of us who believe in these freedoms."}

Who Said It?

"It would take a Gollner counter of more than ordinary delicacy to detect any radiation of enthusiasm for the basic freedoms or passion for fair play in any committee room dominated by Patrick A. McCarran."  

(Turn to Last Page for Name of Author)
Once more we are up against the government's Wage Stabilization Board. Last spring Hawaiian longshoremen won an 18 cent an hour raise, a medical welfare plan and pension that, in the agreement, for a very good pension plan.

The wage raise and the welfare plan were under the thumb of the WSB for its approval months ago, and after sitting on them for that length of time, the board finally came down with a "decision" last week.

WSB "acted" on the petition for approval by clipping out a section of the retroactivity of 12 cents, which the Hawaiian dockers were supposed to have retroactive as of last May 16. (The main reason for the retroactivity in the first place, was because of WSB delay.)

This is the same stunt WSB pulled on the United Mine Workers a few weeks ago, in reaction to which some 375,000 soft coal miners walked off their jobs.

The miners have since gone back but no doubt they will be out again unless the full gains they made in collective bargaining are approved without cuts by the WSB itself or the Economic Stabilizer, Roger Putnam. But the WSB has cut the Hawaiian longshoremen's wage raise and is still considering what to do about the ILWU Hawaiian welfare and pension plans.

In the meantime, the armaments manufacturers and the other fat boys are sitting on something, too—billions upon billions of dollars in profits made out of armaments, the cold war and the hot war, but there is no government Wage Stabilization Board to say that their profits, which are the highest in American history, tend to undermine national security and wreck the country.

The WSB SAT on the mainland ILWU pension plan for a long time, and finally approved it when it became apparent that the membership was determined to do something about getting the pensions it had negotiated, without any change or cut.

ILWU sent a delegation of old-time longshoremen, headed by the Coast Labor Relations Committee, and these old timers talked turkey to the WSB and held meetings all over the place with other unions suffering from the WSB wage freeze and wage cuts, and the government got off the dime and approved what we had gained.

In Hawaii, ILWU longshoremen are getting heavily burned over the clipping of their wage increase and the delay in approval of their welfare and pension plans. The picture isn't very pretty to look at. There in Washington the WSB Board, appointed by the very same politicians who have been running around the country culting us—the workers—that we've "never had it so good," and at the same time clipping our wage increase with two months off our retroactivity.

What they really mean is, we've had it so good to satisfy them, and it's time they chopped us down to size.

Well, we have a pretty good idea of who it is who "never had it so good." It's the workers in the background with the big contracts; but the American worker is getting socked right, left and center by visible and invisible taxes, prices that have "priced" him right out of the market and wages that are lagging miles behind what it costs to live these days.

The baseness of clipping pennies off wage gains made by workers in hard-fought collective bargaining has been the calculated policy of the outgoing Truman administration. It's one thing that can't be blamed on the Republicans, though they certainly have supported it to the hilt.

But the new administration coming in with the new year will have to learn from ILWU—and all the other unions—that there can be no continuation of this policy.

Considering the fact that the new administration is a Republican administration—with all that this implies in anti-labor bias—the fight against WSB and other restrictive union-busting measures and legislation will not be an easy fight.

But it can be won, and it must be won if labor's gains are to survive in the USA.

Or, to what the Communist party in America calls "the country once again in 1946 urging the outlawry of so-called subversives, now the Democratic party must have convinced many thousands of honest Americans, including workers, with their slogan: "It's time for a change."
Jack W. Hall Case Opens as Judge Denies ILWU Motions

(Continued from page 1) for the judge before the trial began he argued that he was being called a stool pigeon and that it was a stoogeistic patriarchy.

WALSH'S STUDIED EFFORT TO PRETEND THAT ILWU IS NOT ON TRIAL, Said prosecutor declared grandstander is degrading, to be a diolely in court that "The ILWU is not on trial," The Advertiser see ILWU prosecuted to death. He argued that to be called a cal newspapers, which hanker to prominently displayed on page involved in the trial runs into some bones about it. He is also a special assistant to the retained as a special assistant to

GLADSTEIN CASE DELAYED

fore Judge Harold Medina in New fact that Gladstein was sentenced following extended negotiations unprecedented, was based on the defense of Gladstein and Judge Metzger, moved to disbar him in the Local 26 action which preceded opening ceremonies of the ILWU Regional Director Jack W. Hall congratulated the division on other divisions. Music preceding the ceremonies was furnished by Rose Kuamoo and her hula

CIO Marches On Dept.

By Dockers

SAN FRANCISCO—Charles (Chili) Duarte and Richard Lynden Heft to right), president and Elected to Board of Trustees: Charles (Chili) Duarte and Richard Lynden, won re-election by a vote of 3,604 to Maxey's 1,421. was re-elected. Elected to Board of Trustees: Charles (Chili) Duarte and Richard Lynden, won re-election by a vote of 3,604 to Maxey's 1,421. was re-elected. 1951, and will run to June 30, 1956. 2. It will be effective as of July 1, 1951, and will run to June 30, 1956.

3. Normal retirement age for employees covered is 65, but employment may be continued up to the age of 70 with the approval of the employer.

4. The minimum age at which employees may start participating in the plan. Employees must also have at least one year of service to be eligible.

5. Provision is made for employees who retire before normal retirement age, but who become disabled.

4. Those employees retiring at 65 with 35 years of credited service will receive a minimum pension of $525 a month, plus social security benefits which will be $75 to $90 per month for men in the industry. This means that the minimum pension at retirement under the plan will be about $575 per month.

3. If an employee covered by the plan leaves the territory and returns permanently to his home land, may retain his pension rights or take them in the form of a cash settlement.

4. The plan provides for a three-man board of reference to settle disputes arising over application or interpretation of the pension agreement.

5. Before retirement, if a longshoreman is disabled for long time, he may retire and receive a retirement pension. He is also entitled to a cash settlement of equivalent value.

The pension fund is a deposite administrative type—that is, the insurance company holds the funds as trustee. But all dividends and surpluses remain in the over all pension fund and will be applied to purchasing increased benefits. None of it will go back to the employers in the form of dividends or refunds.
McCarthy as an Author

S A SENA TOR, McCarran has to his credit two of the most vicious, anti-labor bills ever passed into law by a phony Congress: the so-called Subversive Activities Control Act and the McCarthy-Waller Immigration Act.

The first has been described as "the first step towards a sweeping outlawry of all existing organizations fighting for peace, better economic conditions, civil liberties, equality for the Negro people, and the rights of minorities and of the foreign born." It's a police state blueprint.

Under the provisions of this Act any organization labelled "subversive" by McCarthy could be outlawed or seriously hamstrung almost overnight.

Under the provisions of this Act, concentration camps have been built in the United States of America for the first time in our history—and they are ready to be filled any time the politicians who happen to be in power choose to declare an "internal security emergency."

Under the provisions of the Immigration Act the American Communications Commission can order a newspaper's employees to go to work in a government plant; re-open it with a show of police force and a stage-managed demonstration; demand a state of local emergency, keeping the police and National Guard on hand once the plant is open.

McCarthy as the Scourge of the Trade Unions

W ITH A FREE HAND to investigate "threats" to the internal security of the United States, McCarthy has been using the threat of the death penalty on trade unionists for the past year and a half.

He has already "investigated" (and condemned) the American Federation of Labor, the United Public Workers, Dining Car & Railroad Food Workers, American Communications Commission, Radio Writers Guild and the Mine, Mill & Smelter Workers Union.

This month—after proving to his own satisfaction that the United Nations organization is "dominated" by Reds—McCarran says he is going to turn his attention to West Coast maritime unions, especially ILWU. (Tryggve Lie, UN general secretary, has condemned McCarran's smear of the international organization.)

Therefore it behooves ILWU members to keep an eye peeled on Kennecott Copper's man and to new with what Sen. McCarthy says and does. And the formula—after you discount all the whoop-te-do about "national emergency, internal security emergency"—comes down to a very simple prescription that was first concocted in 1936 by James H. Rand, Jr., president of Kennecott Copper, now headed by General MacArthur.

The procedure working union all over the USA under the name of "The Mohawk Valley Formula."

The Mohawk Valley Formula is, quite simply, a formula for breaking strikes—and breaking unions. Rand himself used it successfully on six strikes in his own plant in 1935 and recommended it to the National Association of Manufacturers and the US Chamber of Commerce, which have tried to use it ever since.

It involves the following simple steps:

Whenever a strike is imminent, label the union leaders as "Reds" and agitators, in order to discredit them with the public and their own rank and file;

Then form a "citizens committee" of "responsible" people, inter alia, business men, bankers, etc., and through this mouthpiece distort the issues of the strike, making the demands of the workers seem unreasonable;

If a strike is called, raise the banner of "law and order"; call on the community for "protection" against "expected violence"; call on the Governor for troops. The purpose? To intimidate the strikers and compel the public they are dangerous to public safety;

Then start a "back to work" movement of "loyal" employers announce a date for reopening the plant; re-open it with a show of police force and a stage-managed demonstration; demand a state of local emergency, keeping the police and National Guard on hand once the plant is open.

McCarthy Has Written the Mohawk Formula into Law

W HAT McCarran and the other reactionaries in Congress have proposed to do under the Subversive Activities Control Act of 1950, is to write the Mohawk Valley Formula into the law of the land.

McCarran has been riding all over the country, calling in union leaders—salaries, in the time usually coincides with an organizing or collective bargaining drive by a union, or the imminent of a strike.

In the case of the United Public Workers, he demanded the credentials list of the union and when the union president, Abram Flaxer, refused to turn them over for McCarran's blacklist, he headed Flaxer indicted for "contempt of Congress". He also forcibly seized the membership lists of another union, the District 16.

Hearings of this committee are generally held in "executive session" unless the strength of the organization under attack is such as to force a public hearing.

Said the conservative New York Times in an editorial on October 20, 1951: "It would take a Geiger counter of more than ordinary delicacy to detect any radiations of enthusiasm for the basic freedoms or passion for fair play in any committee room dominated by Senator McCarthy."

How to Help the Boss

A Preview of What the Sagebrush Caesar

Pat McCarran Has An Eye on the Unions

"Boys," he said, "don't get excited—they're all going to be before me before this is over!"

The "investigation" then proceeds in what has now become a routine fashion by putting the witnesses—who are invariably ex-members expelled from the union for anti-union activities or professional who make a living testifying before such committees—take the stand and declare that the union is "subversive", dominated by "Communists" and that its policies are directed from Moscow. In the case of the metal miners, every witness was either a former officer of the union or a professional rat. They included:

- Stanley Ettenger, research director of CIO, who supplied the "facts" to prove Mine-Mill policies were not of those of the union's rank and file. He supplied the same facts to prove that the rank and file did not run ILWU, when National CIO expelled us on such grounds.

Another witness was J. R. Matthews, former investigator for the Dies Committee, whom people stopped listening to back in the 1930's when he insisted that bolth the Bethlehem Steel Temple (who was then six years old) were Communists.

There was also Harvey Matusow, a self-admitted labor spy who swore that a Mine-Mill officer had told him not to vote about the Korean war, because Mine-Mill was going to strike all the copper mines in 1950, in order to "cut down production of copper..."

Mine-Mill had no copper strike in 1950 or the first half of 1951. It did have a zinc and lead strike in Mexico in 1950, which it lost to 300 workers. In 1951 it called a copper strike by referenda vote with a head start of only 14. The Big 4 mining corporations had refused to accept a settlement proposed by the US government.

In the case of the United Mine Workers, McCarthy was a single union officer or rank and file witness to answer Matusow's libelous statement, and the Salt Lake City newspapers (where the hearings were held) blossomed out in huge headlines reading: "EX-SPY BARES COPPER UNION RED PLOT!"

Threats & Intimidation

Are McCarthy's Methods

A FTER THE TRAINED RATS had done their bit, the union leaderships were put on the alert. While the stooges of the committee were permitted to say anything they wished to say, the union was held to "yes or no" answers to loaded and trick questions.

McCarren brow-beat them, threatened them constantly with "contempt of Congress" indictments, shouted at them, hanged his gavel, said he would refuse to accept their attorneys if they persisted in advising their clients, and screamed to high heaven about the "danger to America" that is to be found in the very existence of such unions.

To the miners union attorney Nathan Witt, McCarthy said: "You claim you don't want to have your clients before this hearing. I want to know what we can expect from him. And the for-
He expressed the trade-union policies for which ILWU has stood since 1934; he explained how the union fought for wages, hours and conditions, and what forces were behind all attempts to prevent workers from achieving these gains.

He stated that even if the jury had not chosen to believe the testimony of the discredited Chiang-kai Shek and the fascist Franco, he expressed opposition to certain domestic and foreign policies of the Truman administration — policies which any American citizens has the right to criticize and which ILWU itself had criticized on innumerable occasions;

He expressed ILWU's opposition to the freeing of workers' jobs, while profits are permitted to soar out of sight; he testified to ILWU's position on the Coast Guard "Fort Security" Act, which screens men off their jobs without due process of law, and on the basis of rumors, innuendos and scandal-mongering.

What Is Subversive And What Is Not?

The Question of the Fifth Amendment—What It Means

"The Fifth Amendment, as the US Supreme Court once said, is 'a protection to the innocent, a trap questions? We would then have given up the protection of the Fifth Amendment. That means we would have opened the door to questions about every piece of union business, the name of every friend and associate, in short, everything the bosses would like to know. And that we refused to do."

"If the witness says no, perjurers and professional paid witness can always be found who will swear that the witness is or was a Communist, and he can be indicted and prosecuted anyhow."

"Opposition to the cold war, World War III or wage freeze, screening, high taxes and prices—all represent a refusal to conform. Such opposition must be crushed, McCarran wants a police state after the Franco model."

If the Mohawk Valley Formula—of cutting the unions down to size and smashing them if they refuse to be intimidated into conformity—is to be written into the law of the land, no better way to do it has yet been devised than the roaming witch-hunt, which turns up at the right time and the right place whenever militant unions are engaged in fighting for their members.

Union men and women, however, are not the only Americans who have taken the measure of Patrick A. McCarran, whom the editorial writer of the Washington Post has said is "... now established as the Lord High Executioner and Grand Exalted Poobah of American loyalty."

"Time magazine has called him "pompous, vindictive and power-grabbing"; the late Secretary of the Interior, Harold Ickes, wrote: "It is doubtful whether history, at least during this generation, could offer a rival to McCarran as the most undesirable member of the Senate."

Hugo Ernst, president of the AFL Hotel & Restaurant Workers, issued a call in his union's magazine for resistance to McCarran's attempts to seize union membership lists.

Yet what could be more natural for a man who was hailed at the American Mining Congress convention in Denver, Colorado, last month, in these words: "Senator McCarran, we salute you as the champion of the American mining industry," and who had won this compliment by proposing a new anti-union law that would deprive American workers of the right to elect any union leader they desire, and would bring the blacklist back to American industry.

ILWU members had better keep an eye on the Gentleman from Kenesaw Copper when, as and if he turns up in San Francisco with his traveling road-show to charge "Communist control" of the maritime unions on the Pacific Coast.

That would be a good time for our rank and file to forget the job for a while and get up to the hearings to tell McCarran who runs the ILWU—and how.

Announced That He Is to Be ILWU for What He Control, This Is to Expect from the Who Rules Nevada.
Under the GM-UAW pension program total benefits amount to $125,000 per month, including old-age, survivor, and medical social security benefits. The additional $3,600 monthly paid by the insurance company is for the same purpose: to provide for the insurance company a fair return and a reasonable profit. The main feature of the plan is that it is not an insurance policy, but a contract. The contract is a binding agreement between the company and the employee, and it is a contract that is enforceable by law.

In the annual improvement factor, the annual increment is $6,300 for the 21-month period. However, it must be remembered that any earnings over $3,600 in the year 1951 must be reported to the company. If the employee retires in 1951, he will be entitled to one-half the amount of his primary benefits. The maximum benefit the old-timers in the industry can get service but it does cause some delay and inconvenience in obtaining the benefits if you have not filled out the card. Q. Can I change my beneficiary at any time after I filled out the first card?

Examples: If you retired November 1, then in order to qualify for maximum social security retirement payments, you will need at least $3,600 for 1951 and another $3,700 for the nine months from January 1, 1952, through September 30, 1952. Remember also that men eligible for ILWU-PMA Pension Plan who retire more than 1 year after November 1, 1952, must be able to show that they have earned $6,300 each year for the 21 months from January 1, 1952, through September 30, 1952, or do not have $6,300 in each of the previous four years.

The ILWU statement then goes on to document those features of the act which are detrimental to ILWU in particular and the traditions of American democracy in general.

"The policies and practices followed by the Immigration & Naturalization Service," says the union statement, "have earned almost universal condemnation.

Chapter and verse are cited to prove that Immigration officers, acting on their own responsibility, have violated many facets of the process of law in handling of aliens, and particularly alien workers of the U.S. and alien laborers. Per militant unions.

The ILWU document contains the new Act written by McCarran in the late stages of the debate.
Gains in Cleveland

Members of ILWU Local 209 employed at the General Steel Barrel Company (Cleveland, Ohio), have executed a supplemental agreement bringing the following gains effective Sept. 6, 1952:

1. A general and uniform wage increase amounting to 8 cents per hour.
2. Establishment of a company-paid medical-surgical benefits plan providing full hospital care and covering doctor expenses as well as surgical costs where needed. The plan covers all members employed at General Steel Barrel and includes coverage up to age 65.
3. In another agreement, Local 209 workers employed at the US Steel Supply Warehouse (Cleveland), have executed a new collective bargaining agreement providing for the following benefits retroactive to March 1, 1952:
   a. A general wage increase of 13 1/2 cents per hour plus an additional 1 cent per hour for persons between current job classifications.
   b. Six paid holidays when not working, six paid vacations, and two weeks' paid vacation after 15 years of service.
   c. Major changes in the new agreement include wage increases of 13 1/2 cents and more, six paid holidays, six weeks' vacation after 15 years service and provisions for severance pay in event of termination of employees' jobs.
   d. The new contract will run until August 31, 1954, with a wage re-opening clause as of August 31, 1953.

Local 9 in Gains

A new agreement has been signed by ILWU Local 9 (Seattle) with the American Warehouse Company. Changes registered in the new pact include an opening date to be determined with other agreements; an opening clause after two weeks' opening during the contract year; a wage increase of 23 1/2 cents an hour for warehousemen and 10 cents an hour for foremen. There are also provisions for severance pay in event of termination of employees' jobs.

Buffet Dinner for R&S Announced

OAKLAND—It was announced this week that the Bridges-Schmidt Defense Committees of ILWU Local 8, 9, 10, 26 and 34 are sponsoring a buffet supper and dance at the Hotel Leimert, 2261 Fruitvale Street, Oakland, June 25, 1952. The affair, to honor the ILWU miners, will signal the start of a national tab by the three defense committees.

Changes in the Social Security Law*

(EDITOR'S NOTE: Important changes have been made in the Federal Old Age & Survivors Insurance, which are important to ILWU members who have retired. They went into effect this month. The following table explains these recent changes in the law.)

<table>
<thead>
<tr>
<th>Average Monthly Earnings</th>
<th>Retirement Benefits</th>
<th>Survivor Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired Worker</td>
<td>Widow, Widower, Parent, or One Surviving Child</td>
<td>Widow and One Child</td>
</tr>
<tr>
<td>Now</td>
<td>Will</td>
<td>Getting</td>
</tr>
<tr>
<td>$20.00</td>
<td>$25.00</td>
<td>$25.00</td>
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<tr>
<td>40.00</td>
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<td>45.00</td>
</tr>
<tr>
<td>60.00</td>
<td>67.50</td>
<td>67.50</td>
</tr>
<tr>
<td>67.50</td>
<td>77.10</td>
<td>110.70</td>
</tr>
</tbody>
</table>

*Reduced to total maximum family benefits permitted by law.

No action on your part is necessary to get the new increased payments provided for those already on the rolls. The checks which were mailed October 3 will automatically include the higher amounts.

For Persons Claiming Benefits Based Only on Earnings After 1950

(Assumed increased by the 1952 Amendments to the social security law effective September 1, 1952)

<table>
<thead>
<tr>
<th>Widow, Widower, Parent, or One Surviving Child</th>
<th>Widow and One Child</th>
<th>Widow and Two Children</th>
<th>Widow and Three Children</th>
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<tbody>
<tr>
<td>Now</td>
<td>Will</td>
<td>Getting</td>
<td>Now</td>
</tr>
<tr>
<td>$37.60</td>
<td>$45.10*</td>
<td>$52.60*</td>
<td>$34.00</td>
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<tr>
<td>41.40</td>
<td>48.80*</td>
<td>55.20*</td>
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<tr>
<td>45.10</td>
<td>52.60*</td>
<td>59.20</td>
<td>48.80*</td>
</tr>
<tr>
<td>55.20</td>
<td>75.90*</td>
<td>75.90*</td>
<td>52.60</td>
</tr>
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</table>

*Reduced to maximum family benefits permitted by law.

No action on your part is necessary to get the new increased payments provided for those already on the rolls. The checks which were mailed October 3 will automatically include the higher amounts.

For Persons Claiming Benefits Based Only on Earnings After 1890

(RETIREMENT BENEFITS)

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<th>Average Monthly Earnings</th>
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<th>Survivor Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retired Worker</td>
<td>Widow, Widower, Parent, or One Surviving Child</td>
<td>Widow and One Child</td>
</tr>
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<td>77.10</td>
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*Reduced to maximum family benefits permitted by law.

No action on your part is necessary to get the new increased payments provided for those already on the rolls. The checks which were mailed October 3 will automatically include the higher amounts.

For Persons Claiming Benefits Based Only on Earnings After 1890

(RETIREMENT BENEFITS)

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<th>Widow and One Child</th>
<th>Widow and Two Children</th>
<th>Widow and Three Children</th>
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<td>41.40</td>
<td>48.80*</td>
<td>55.20*</td>
<td>45.10</td>
</tr>
<tr>
<td>45.10</td>
<td>52.60*</td>
<td>59.20</td>
<td>48.80*</td>
</tr>
<tr>
<td>55.20</td>
<td>59.20</td>
<td>75.90*</td>
<td>52.60</td>
</tr>
</tbody>
</table>

*Reduced to maximum family benefits permitted by law.

No action on your part is necessary to get the new increased payments provided for those already on the rolls. The checks which were mailed October 3 will automatically include the higher amounts.
Pension Check for Half a Million—October 22, to the Prudential Insurance Company. A check for $500,000, which was presented to the company on October 20, was signed by Frederick Simpich, center, treasurer of Castle & Cooke, and is shown presenting the check to M. E. Baughman, second from right, district group sales manager for Prudential. Others in the photo, left to right, are Hugh Howard, industrial relations, Castle & Cooke; Howard Hubbard, Terminals treasurer; John F. Murphy, seated, industrial relations director, Castle & Cooke, Ltd.; Jack W. Hall, ILWU regional director, and Robert M. Richardson, general superintendent, Castle & Cooke.

Gains for Local 2

The new agreement runs until April 1, 1953, and the wage adjustments established thereby are to be made retroactive to April 1, 1952, upon WSB approval. Negotiations were conducted by the Shop Committee composed of R. W. Anderson, boss; W. M. Allen, Lou Lou Delach, W. Allen Brunen, Lefty Stephenson and Varsity Netolan, assisted by Leroy Fugger, Local Representative.

Hike in B.C.

As a result of negotiations between the Shipping Federation of British Columbia and ILWU Local 209 (Vancouver), the latter agreements have been revised. The new agreement provides for a night shift differential in wage rates in excess of 5 cents per hour, an increase of 5 cents to the basic rate, bringing it to $2.05 per hour; wage indemnity (sickness or injury) $2,000; a pension plan of $60 a month at 65 years of age, non-contributory.

Members of ILWU Local 209 employed at Alan & Western Pennsylvania Dock (Cleveland, O. ) have signed a supplemental agreement embracing the following changes:

1. Establishment of a two-week vacation period with pay day every other Friday beginning Nov. 1.

2. A night shift differential in wage rates in excess of 5 cents per hour, bringing the basic rate to $2.05 per hour.

3. A pension plan of $60 a month at 65 years of age, non-contributory.

4. A wage increase of 5 cents to the basic rate, bringing it to $2.05 per hour.

5. A wage indemnity (sickness or injury) of $2,000.

6. A pension plan of $60 a month at 65 years of age, non-contributory.

The new agreement covers all employees of the company, with the exception of the three local Preston, Ont., and the local unions of the ILWU Local 209.

Woodmen Come to Aid Of K Larsen

PORTLAND, Ore. - Boones & Rauers Local 11-81 of the International Woodworkers of America, has taken up the cudgels for Karsen Larsson, 23-year-old Swedish worker who was a member of the local union when he was shot by whites in a Portland refinery April 25. The local union has raised $3,375, and is now taking steps to have a national fund set up for the support of the family of Karsen Larsson.

Karsen Larsson, a union worker who was killed by a gang of white youths in a Portland refinery April 25, has been buried in Sweden today.

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