



Canadian

WATERFRONT NEWS

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CANADIAN AREA BULLETIN "Supplementary Pension"

At the Canadian Area Board Meeting, Wednesday, September 9, 1964, the Board perused and unanimously gave approval to the Industry Committee to sign the Supplementary Pension Agreement's on Friday, Sept. 11/64. This has been done, both with the Shipping Federation and the Wharf Operator's Association. The following is taken from Term's of Settlement:

The Shipping Federation and the Wharf Operators' Association give the following assurances to apply for the period from 15th July, 1963, to 31st of December, 1968 inclusive.

\$7200. to be paid in 72 successive monthly payments of \$100. each, to each eligible Union member (member as of Aug. 1, 1962, and still employed.)

(a) who, by Dec. 31, 1968, attains age 65 and has completed 25 years of service or more, and who retires at age 65, or who retires later by arrangement,

or

(b) who, by Dec. 31, 1968, attains age 62 and has completed 25 years or more of service, and who elects voluntarily to retire at age 62 or later, but before reaching age 65. (After reaching age 65 he would qualify under the provisions of (a),

or

(c) who by 31st of December 1968, completes 15 years of service, irrespective of his age, and who retires due to a disability of the kind normally considered pensionable.

(d) In the event of the death of an eligible Union member who is in receipt of monthly payments in respect of either (a), (b), or (c) of the foregoing, the balance of the monthly payments due to him will be paid to his beneficiary.

The documents we signed reflects the above, and the Federation have stated they are ready to start payments very quickly, and the Wharf Operators immediately after.

(Please turn over.)

Your Committee has spent considerable time with consultant's, legal and otherwise, to find the correct language, and could have written an equal amount of wordage to the Kinsey report in our final draft, however we feel assured this is a good and binding document.

Some of the question's that might be asked are:-

Q. If I had broken service prior to this Agreement, does it count?

A. Your year's of service are the same as you have coming under the ILWU Shipping Federation Pension Plan. Eligible union members not covered by the provision 's of these plans, shall have their past year's of service calculated in a manner consistent with the method used in determining past year's of service. We know of no case where a union man has been harshly dealt with in the computing of his time under this pension scheme. This means that when pension's were established, the employer recognized broken service, but since then there have been rules laid out in the pension plan, and also in the \$7200. plan restricting our people from leaving the industry, and having future broken service counted.

Q. If I have twenty five years of service and die at 59, does my estate get any money?

A. No, you have to be 62 to 65 years old, and have 25 years service. If you are disabled after 15 years service, and can't work in the industry you would be entitled to the money regardless of your age.

Q. In the Terms of Settlement it states money will be paid "to his beneficiary", this has been changed to "his estate". Why?

A. It was explained to your committee by the lawyer, that there would be less legal entanglement's through the courts if monies have to be paid under these circumstances.

If you are off on Compensation, sickness or accident, there are provisions for getting service for time lost. We would advise all Locals to see that their members get approved leave's of absence in the future.

All Area Board members have a copy of the Supplementary Pension Plan, and will answer any reasonable questions. The Joint Industry Committee will also assist local executives, who need clarification.

The Area Board wish to "Thank" the Locals who kept their members on despatch, who normally would have retired. It's only good common sense that we never injure a Brother by compelling him to take less pension than he had coming to him by contract, this spirit is the backbone of our Union. A letter rescinding this policy will be forthcoming immediately after the first check's are mailed.



A.H. Barker,
President, Cdn. Area, ILWU