Union Membership Provides Benefits to Widow

Bus Rep. Ed White had the sad responsibility of delivering checks on behalf of the union to the widow of a dear Brother Russell S. Smith, last week.

Brother Smith, an "A" member, passed away on March 5th, 1953. The $1000 Electrical Workers Benefit Association benefit was paid to his widow, Dean Smith, in accordance with the Union's Benefit Program.

In addition the benefits of the Local 1245 members' life insurance policy, which are now used.

Since our "A" members have both individual and membership insurance, which can only be protected by maintaining continuous good standing...
The Leader

June 7, 1955

New Unit at Paso Robles Ok'd

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Pension Changes: Hopeful for Review of PGE Plan Soon

By DON HARDIE, Chairman, Pension Negotiating Committee

Pension plans are certainly not a new subject to the State of California. They have been the topic of lively debates and ongoing proposals for decades. Now, with the recent economic conditions, there is a renewed interest in revisiting these plans to ensure they are efficient and effective.

Quite often, we hear it said by the "old-timers" that the company pension plans are well thought out and the benefits of the present employee structure are essentially correct. The present plan is non-contributory but was set on a funded basis. The employer contributions are "guaranteed by proper funding," in the sense that the company has funds "in the bank" or has purchased "an insurance policy" to cover any payments that may become due. This assurance of benefit is tied to the "pooling of resources" that actuarially sound plans. Whether the plan can do what it is expected to do is a matter of judgment. The present plan, like most insurance policies, is based on a number of assumptions. However, under the Actuarial Standards Board, the plans are required to "give effect to" or "account for" their assumptions. If the underlying assumptions are not accurate, the plan may not be able to meet its obligations.

One of the key issues in the debate is whether the plans are adequately funded. This is a complex issue, and it is important to consider all aspects of the plan to ensure its long-term viability.

New Negotiating Committee to Make July Report

The July issue of the UTILITY REPORT will contain a report on the results of the negotiations held on July 17, 1953. The negotiations covered the potential for additional benefits, and the committee will provide an update on the progress of the negotiations.

In the meantime, the company is committed to increasing the benefits for its employees, and the negotiations are ongoing. The company is eager to meet the needs of its employees and to ensure that the plans are fair and equitable.

Perhaps the most significant issue to come out of these negotiations is the potential for additional benefits. The company is committed to providing its employees with the best possible benefits, and the negotiations are a crucial part of this process.

The company will continue to work with the union and its members to ensure that the benefits are fair and equitable, and the negotiations will continue until a fair agreement is reached.

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Contract negotiations have lagged somewhat—despite the bad press and the recent efforts of the union membership to become more involved. This is all to the good as there is not only too often after signing of the agreement they bite their hand and then wait to see what the next negotiations will bring before making up their minds to get involved.

The fact that an agreement is signed does not end the bargaining process. It is actually just the beginning of the union's efforts to promote the well-being of its members and to secure a fair contract for those who labor. Grievance procedures are not only the only way to settle disputes, but are also a key part of ensuring that the contract is properly enforced.

Grievances are presented through the grievance machinery, which involves a series of steps. This provides a series of appeals and a forum for the parties to present their cases to a representative who is knowledgeable about the terms of the agreement and who can make decisions about grievances.

There are several purposes of the grievance procedure. The time spent in handling grievances is much greater than the actual returns to the members is. The benefits of this process are much greater than the cost of it. The method of settlement of grievances is much greater than the multitudes of daily adjustments after signing of the agreement. The time spent in handling grievances is much greater than the actual returns to the members.

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