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AFL Tobacco Workers Negotiate One of Best Retirement Plans

Washington.—Some 3,500 employes of the Brown and Williamson Tobacco Corporation won one of the most liberal retirement plans in the nation under terms of an agreement negotiated with the company by the AFL's Tobacco Workers International Union.

The agreement, calling for the payment of \$100 a month for men and \$85 for women for the duration of their lifetime, also provides to employes totally and permanently disabled while in the company's service; wage increases up to 5 cents an hour; upward adjustment of some job classifications; and a more liberal policy on vacations and holidays.

Benefits under both the retirement and disability plans will be inclusive of primary social security benefits that employes may be eligible to receive at the time of retirement or disablement, meaning that the \$100 or \$85 will include normal social security benefits. An employe to be eligible for an old-age retirement benefit must have reached the age of 65 and must have completed 20 years of continuous service with the company.

"We believe we now have with the Brown and Williamson Corporation one of the best contracts in the tobacco industry," John C. Taylor, general representative of the Tobacco Workers International said yesterday at the signing. "Naturally our members are

highly pleased over the retirement and disability benefits as well as the wage increases granted by the company. According to figures released by the company, an uncovered employe should have to pay to an insurance company at age 65 approximately \$4,520 in the case of men and \$3,520 for women in order to get the same retirement benefits now offered free by the company."

According to the agreement, disability benefits will be paid employes who become totally and permanently disabled after 10 years' service with the company.

Disabled employes, while the total disability lasts, will receive \$50 and \$42.50 monthly. Higher disability benefits of \$75 and \$63.75 will be paid employes after they reach the age of 60 and complete 15 years of service.

Disability payments will continue as long as the employe remains totally disabled.

In addition to the retirement and disability benefits, employes have free hospitalization and surgical benefits paid by the company and a free death insurance benefit paid by the union.

The new contract also calls for two weeks annual vacation with pay, six paid holidays, bonus payments for overtime and holiday work and an arbitration procedure for hearing grievances between the company and the union.

are set up, only 21 are active. So, really, only 18 States and 3 Territories have mediation services actually functioning. These include of course, most of the big industrial States, like: New York, New Jersey, Connecticut, Massachusetts, Illinois, Indiana, Pennsylvania, Wisconsin, Minnesota and California. The States which do not have laws authorizing mediation services are all regarded as agricultural States.

LOCAL 375 P. O. CLERKS ELECT GIBSON PRES.

Scott Gibson was elected president of Local No. 375 of the National Federation of Post Office Clerks at its last meeting.

Named to serve with him in a term of office that begins June 1, were James H. Ferguson, vice-president; Jack M. Fisher, secretary; and W. Layton Freeman, treasurer.

S. F. Blackwelder, James H. Ferguson, Ben A. Houston and William H. Moon were elected delegates to the Central Labor Union here.

The following were named as delegates to the state convention in Asheville June 10 and 11: F. L. Austin, J. L. Baxter, John F. Cullingford, James H. Ferguson, W. Layton Freeman, David Garris, Scott Gibson, D. L. Holbrook, Ben A. Houston, W. Eugene Lee, William H. Moon, Frank Osborne, Perry Vance Stroup, Jerry Surratt and James Ray Washam.

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OLD TRUMAN FARM SOLD ONE TIME FOR DEBT BOUGHT BACK

WASHINGTON, May 10.—President Truman once saw his family farm go for lack of money to cover the mortgage. But, in the best American tradition he has been able to buy back part of the old homestead.

The story is told in "Missouri Lawyer" written by John T. Barker, now special assistant to the Attorney General. Barker is an old friend of the President and was formerly Attorney General of Missouri.

He recounts in his book that prior to the depression Mr. Truman's mother, a widow, owned 360 acres about 10 miles from Kansas City. In the early 30's she mortgaged the farm for \$30,000. But she couldn't pay it off. Mr. Truman was then a senator.

"Truman saw the farm . . . put up at auction, and sold for the price of the mortgage," Barker says. "A hundred banks in Missouri would have renewed the loan for him if he had asked them to do so. He did not ask . . . because he did not want to be under obligation to anyone while he was occupying the responsible position of a senator of the United States."

Later the President was able to buy back part of the old farm.

CONCILIATION AND MEDIATION SERVICE

QUESTION: "How many of the individual States maintain conciliation and mediation services to aid labor-management relations similar to the Federal Service?"

ANSWER: According to a recent survey, thirty-five States and three Territories have mediation services legally set up, and two other States have enabling laws, but do not have the service set up. Also, of the 35 services that

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