The end of 1959 shows some progress for Submerged Oil workers. Nevertheless, the gains would have been more substantial if the work had not been split by the ILWU. Nevertheless, the solidarity of the membership of the ILWU, along with the experience of 13 years in dealing with the oil company, won us a renewal of our contract, with improvements and an increase in wages. For the first time the oil workers are protected by a contract covering both workmen's compensation and insurance. Among the many important improvements in the Pension Plan are the $5,000 per year increase in death benefits, the death benefits of $5,000 in case of death after 30 years of service and the increased disability pension of $600 per month. The insurance benefits in existence under the previous plans are substantially improved in the new insurance plan and the contributions of the employer are reduced considerably. The Pension and Insurance Plans will run for five years with the right to reopen after one year to negotiate improvements and the right to strike if no agreement is reached.

Wages were increased 10% an hour bringing the minimum rate for common laborer to $1.20 per hour and the minimum job rate for women to $1.00 per hour. Skilled trades received an additional 5% per hour. Approximately 4,000 day workers in the Submerged Oil sector receive the additional 5%.

In extra holiday was also gained this year, making seven paid holidays each year.

The contract runs for two years until Sept. 15, 1952. However, the agreement provides for a wage reopening each six months, with the first coming up on March 15, 1950.

Submerged Oil workers have done a fairly good job through their union again for another year. The record shows that it pays to belong to the ILWU.

SUMMARY OF WAGES

The combined collection for the first six months of the committee's collection committee's collection was $1,500,000. The collection of money for the first six months of the committee's collection was $1,500,000.

The committee will also be given the total amount collected to date is $1,500,000.

The committee's total account is $1,500,000.

The committee's collection of money for the first six months of the committee's collection was $1,500,000.

The committee's collection of money for the first six months of the committee's collection was $1,500,000.

There are no legitimate excuses today for a 40 hour work week in the ILWU.

On the contrary, the work week is 40 hours.

Unlike other unions, the work of Local 301 ILWU does not cease after contract negotiations. Taking up grievances for members constitutes a major part of the union's work.

During the year, the ILWU shop stewards took up many grievances with the foremen with whom they work.

Some of these grievances included:

- Wage increases
- Job assignments
- Safety issues
- Grievance procedures
- Union representation

Many of these issues were settled with the employer, and the stewards had to negotiate a new contract. However, some cases that could not be settled with the foreman are generally referred to the Executive Board of the union and management. These cases are handled under the Williams Act of the year 1950.

Along with the service to our members on the day to day problems in the shop, keeping their wages and working conditions intact, the union gives workers' compensation protection by employing a full-time attorney to represent our members in Compensation Court. Last year the union provided representation in 750 cases in Compensation Court at no cost to the member involved.
### List of Officers of Local 194 of the United Mine Workers of America

**President**

- John Briggs

**Vice-President**

- James Goldsberry

**Secretary-Treasurer**

- Milton Slavin

**Business Agent**

- Carl W. Grewer

**Recording Secretary**

- Charles H. Wiltse

**Trustees**

- C. M. Weese
- J. W. Raymond
- J. W. E. E. H. Wright

**Other Officers**

- J. W. Raymond
- J. W. E. H. Wright

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**List of Officers of Local 194 of the United Mine Workers of America by Election Committee in Association with the US Local 194 Constitution**

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**Vice-President**

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