

Pensions - Handbooks (Company)



Monthly Checks for Life



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OWENS-ILLINOIS.

SERVICE RETIREMENT PLAN

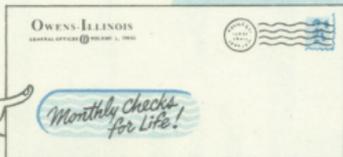
Toledo, 1954

OWENS

Introduction

This booklet tells you how you can get retirement income under Owens-Illinois' Service Retirement Plan. It includes the changes put into effect on January 1, 1954.

It contains the latest information on the Service Retirement Plan. The master plan will, in all cases, supersede the information in this booklet.



OWENS-ILLINOIS

GENERAL OFFICES ① TOLEDO 1, OHIO

Dear Member of the O-I Family:

On April 15, 1942, Owens-Illinois started its Service Retirement Plan.

The purpose of the Plan is to give you a lifetime income when you retire from active service with the Company. This income will be in addition to money you may receive from Social Security.

Since 1942, many improvements have been made in the Plan.

About 900 employees are now receiving monthly income under the Plan. The money already set aside by the Company is enough to assure them of their retirement income for the rest of their lives.

The Service Retirement Plan costs you nothing. The Company pays the entire cost. Owens-Illinois and the Toledo Trust Company have entered into an agreement. This agreement says that all money paid to the Trustee can be used only for the benefit of eligible employees. None of the money can be returned to Owens-Illinois.

Ability to keep the Plan working depends upon the financial success of the Company. Since no business can predict its future, the Company has reserved the right to change or modify the Plan. While you are asked to pay nothing toward the cost of the Plan, it is through the continued effective work of its people that the Company has been able to establish such a plan and will be able to continue it in the future.

I hope you will study this booklet carefully. It describes a plan which is for the benefit of you and the other employees of the Company who become eligible. Your interest and cooperation will help in a real way to keep it in successful operation.

Sincerely yours,

C. R. Megowan

President

The **ORD** Plan

Very simply, when you retire the Plan gives you \$1 a month for each credited year worked for the Company. ("Credited service" is explained fully in the question and answer section.) To qualify you must have worked for the Company for 10 full credited years and you must be working for the Company or on temporary leave of absence when you retire. It is possible to get as much as \$35 a month and this money is in addition to anything you may get from Social Security.

Who administers the plan

The Retirement Committee, which is made up of employees appointed by the President of the Company, administers the Plan. It has the right to make uniform rules and regulations as needed.

How the plan works

The best way to explain how the Plan works is by answering questions which you might ask about it.

Q Who can get retirement benefits under the Plan?

A Every employee who has worked for the Company for 10 full years when he reaches retirement age.

Q What is my normal retirement age?

A The last day of the month in which you become ~~65~~ years old, or ~~60~~ if you are a woman and were hired before January 1, 1954.

Q May I retire before I reach normal retirement age?

A Yes. If you have 10 full years of credited service and get approval, you may retire within 10 years before you reach normal retirement age.

Q Who must approve early retirement?

A The Retirement Committee.

Q What is "credited service"?

A Credited service is the length of time you work for the Company and is used to figure how much money you will get each month when you retire.

Q How can I figure my own credited service?

A You get credit for the total time worked before the Plan started, April 15, 1942, whether you worked for Owens-Illinois or a company which had become a part of Owens-Illinois before that date. If you worked for Kimble, you get credit for all time worked before July 1, 1946. Since April 15, 1942, (July 1, 1946 for Kimble) you get credit for the total number of years worked MINUS time lost for the following reasons:

- (1) Layoff of over 60 days. If you are terminated through no fault of yours, and return to work within one year, you lose all time over the first 60 days you are off. When you are called back, if within one year, you continue adding to your credited service.
- (2) Leave of absence. If you are granted a leave of absence for longer than 60



days, you get no credit for the time of your leave.

- (3) **Quitting.** If you quit, you lose all the service you have built up at the time you leave. If you are hired again, you begin building a new record of service.
- (4) **Discharge for cause.** If you are discharged for cause, you lose credit for all service built up at the time of discharge. If you are hired again, you begin a new record of service.

Q *Are there times when I am absent from work and still get credit for service just as if I were working?*

A Yes. In case of:

- (1) **Layoff,** through no fault of yours, of 60 days or less. You will get credit for all time off.
- (2) **Disability.**
 - (a) You will receive credit for all time away from work due to temporary occupational sickness or accident.
 - (b) You will receive credit for all time, up to one year, away from work due to temporary non-occupational sickness or accident.
- (3) **60-day leave of absence.** Leaves of 60 days or less

are counted as service just as if you had been working. Failure to return when agreed upon, however, cancels all of your service.

- (4) **Military service.** If you leave the company to enter service, you will receive credit for all time away from work due to your military service, (limited to one enlistment) provided you come back to work with the Company within three months after your honorable discharge.

Q *How much money do I get each month when I retire?*

A You will get \$1 per month for every year of credited service (if you have worked ten or more) up to a maximum of \$35 per month.

Q *Do I get anything if I leave the Company before retirement?*

A No. The plan has cost you nothing and the only way you can get money from it is to retire under the terms of the Plan.

Q *If I quit to take a job with another company, and then I*

am hired again by Owens-Illinois, what happens to my years of service?

A You lose the service built up during your first job with the Company and start building a new service record when you are hired again. Your retirement payments will then be based on your new service record.

Q *Has the Company set aside any money to pay for service retirement payments?*

A Yes. When the Plan was begun, the Company made an agreement with the Toledo Trust Company and money has been deposited with them each year since. This money is intended to provide monthly income for retired employees.

Q *Does the Company promise to continue the Service Retirement Plan?*

A No. The Company expects that the Plan will be continued, and that payments to the Trust Fund will be made from year to year. This depends on the future success of the Company through the continued effective work of its people.

Q *How will the service retirement income be paid to retired people?*

A It will be paid by check at the last of each month.

Q *What happens to my group life insurance after I retire?*

A The Company will pay for continuing one quarter of the amount of your group life insurance when you retire. This is called Post Retirement Group Insurance.





Q *May I continue the full coverage of my Group Life Insurance?*

A Yes, if you pay the premiums on some or all of the 75% of your Group Life Insurance that is not continued by the Company. Your premium rates would be the insurance company's regular rates for your age at the time you retire.

Q *Can I use any of this Post Retirement Group Insurance before I die?*

A Yes, you may use up to 75% of this continued amount of insurance for hospital and surgical expenses.

Q *Will this include hospital and surgical expenses for my wife?*

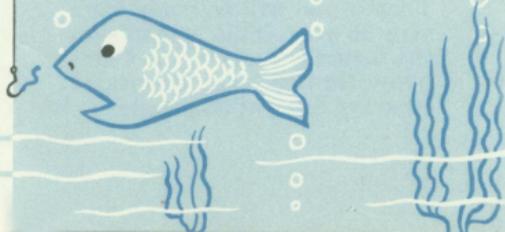
A Yes, if she was your wife at the time of retirement.

Q *How much are the benefits?*

A The same schedule of benefits can be paid as if you were an active employee under the Company's Group Insurance Plan (see your Group Insurance booklet); except that you cannot use more than 75% of the amount of your Post Retirement Group Insurance.

Q *What effect will these benefits have on the money my beneficiary will receive at the time of my death?*

A Your beneficiary will receive the total amount of your Post Retirement Group Insurance less the total amount you have already used to pay hospital and surgical expenses after you retire.



Q How long will this group insurance on retired employees under the Group Life Insurance Plan be continued?

A The Company can make no pledge as to how long it can give such coverage. It must keep the right to change it or stop it at any future time, but not for those who are already retired.

Q If I retire early, will my retirement income be as much as if I had waited until age 65?

A No. It will be less than you would have received depending upon how early you retire.

Q Why will the payments be less?

A Because you will receive payments for a longer period of time if you retire early, and there is less time to lay aside money for you while you are at work.

Q What happens if I am permanently and totally disabled before retirement age?

A The Retirement Committee's present policy is to pay a Disability Retirement Allowance if the Aetna Life Insurance Company approves your claim under the Company's Group Life Insurance Plan, and if your age and years of service, when added together, equal 70 or more, provided: 1) you are at least 45 years old when disabled, and 2) you have at least 15 full years of credited service.



SRP



Q *How much will my Disability Retirement Allowance be?*

A \$1.00 a month for each year of credited service.

Q *Will these payments be reduced because I am younger than age 65?*

A No. You will get \$1.00 for each year of credited service just as though you were age 65 when disabled.

Q *How long will this Disability Retirement Allowance be continued?*

A For as long as you live, unless you become well enough to work for pay, in which event the Retirement Committee reserves the right to decrease the allowance or discontinue it altogether.

Q *What happens to my retirement income when I die?*

A It stops with the payment made during the month in which you die.

Q *Can I transfer benefits under the Service Retirement Plan to someone else?*

A No. Your benefits can not be transferred and they can not be attached by claims from your creditors.

Q *Do I continue to build service after I reach age 65?*

A No. Under no circumstances will credit for retirement purposes be given for service after age 65.



O-I benefits plus Social Security

If you reach age 65 and qualify for Social Security on or after June 30, 1956, the table below will help you to see how much money you can expect to get when you retire.

EXAMPLES OF COMPANY SERVICE RETIREMENT INCOME COMBINED WITH FEDERAL SOCIAL SECURITY BENEFITS AT AGE 65*

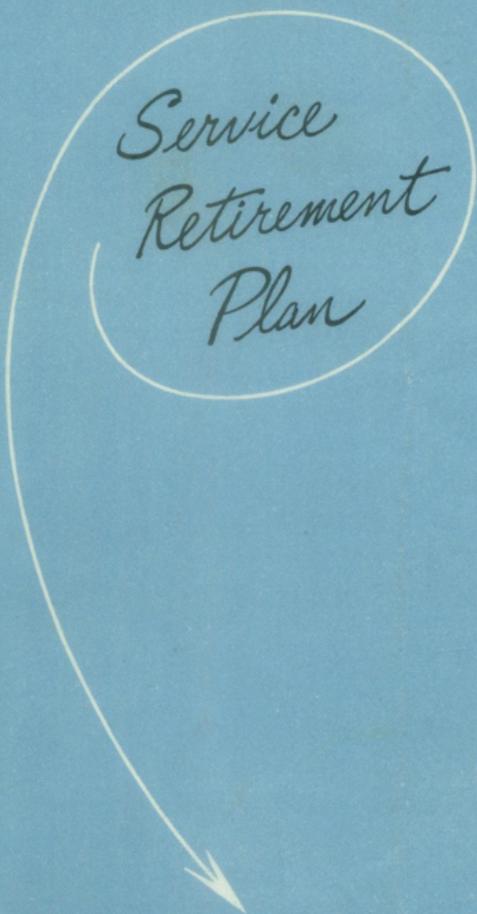
Years of Service at Age 65	Monthly Benefits Under Service Retirement Plan	If your average monthly earnings under Social Security were:			If your average monthly earnings under Social Security were:		
		\$250	\$300	\$350	\$250	\$300	\$350
		You will get from Social Security:			Your Social Security plus your Service Retirement income will be:		
25	\$25.00	\$ 88.50	\$ 98.50	\$108.50	\$113.50	\$123.50	\$133.50
30	30.00	88.50	98.50	108.50	118.50	128.50	138.50
35	35.00	88.50	98.50	108.50	123.50	133.50	143.50

*EMPLOYEES AGE 65 AS OF JUNE 30, 1956, COVERED UNDER SOCIAL SECURITY

If you are married and retire, your wife will receive an additional amount from Social Security when she reaches the qualifying age. This amount will be one-half of the amount you receive from Social Security.

The Social Security office should be contacted if:

- (1) An employee dies.
- (2) An employee is totally disabled before 65.
- (3) An employee becomes age 72.



*Service
Retirement
Plan*

OWENS-ILLINOIS

GENERAL OFFICES • TOLEDO 1, OHIO