MANAGEMENT ASPECTS

805 Financing Group Insurance Plans. H. Fox. Mgmt. Rec. (National Industrial Conference Board) 19, 114-117, 146 (Apr. 1957).

Present policies of 187 companies regarding insurance plans are compared with those reported in a similar survey in 1949. The most outstanding change is the trend to noncontributory plans. This trend is most noticeable in benefits for nonoccupational disability. Also of interest are the new coverages found in the current survey, including major medical insurance and extension of basic medical plans to retired employees. Statistical tables and graphs show the extent of contributions by the employee and the company. Another subject considered is the disposal of "retrospective rate adjustments" returned by the insurance companies. Numerous variations among companies in all these plans are discussed in detail.

806 Problem Drinking in Industry—Review of a Company Program. S. C. Franco. Ind. Med. & Surg. 26, 221-228 (May 1957).

A definite company policy is the first step toward a program for meeting the situation of problem drinking in industry. A well-defined policy should form the practical basis for administrative procedures to cover (1) early recognition, (2) rehabilitation, and (3) a consistent method for termination of employment when efforts to effect rehabilitation are unsuccessful. The second step in the program is the establishment of medical facilities for rehabilitation. Success or failure of a company program will depend largely upon the industrial physician's ability to locate and develop resources for treatment. From a practical point of view, the success of a company program will sharply reduce the need for termination measures. The ultimate goal of any company procedure is the prevention of the disability from chronic problem drinking. A well-conceived and directed program is a firm step in this direction. The good results of industrial programs actually in operation indicate that such efforts not only yield material rewards in salvaging the skill and experience of long service employees, but also contribute to an over-all improvement in employee relations. -- Cond. from author's summary

807 Nutrition Services Available to Industry. Florence F. Brener. Monthly Rev. N. Y. State Dept. Labor 35, 45-48 (Dec. 1956).

The popularity and advantage of in-plant feeding facilities were definitely established during World War II. In-plant feeding continues to increase since the trend is for the industrial worker to buy his lunch rather than bring it from home, and he can obtain it without leaving the plant area. Conveniences of in-plant feeding facilities are frequently used as a factor in recruiting labor and sometimes in settling labor disputes. Workers can become better acquainted by eating together, and friendliness may develop into better cooperation at work and production will be improved. Since industrial feeding usually operates on a non-profit basis, the cost of meals is lower than elsewhere. Thus in-plant feeding develops morale and improves understanding between employers and employees. It also improves the general health of the employees through furnishing them with good, attractive, nutritious meals. The provision of good meals may also improve the eating habits of the worker outside the plant, especially if reenforced by an effective educational program in nutrition. -- Cond. from author's conclusion

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