

- 52 Pensions--Who? When? How? I. The Pension Formula. F. Beatrice Brower.
II. Provisions of Recent Pension Plans. F. Beatrice Brower and A. Simsarian.
III. Area-wide Pensions--New Bargaining Device. J.J. Bambrick. Conf.
Bd. Mgmt. Rec. 11, 506-513 (Dec. 1949) National Industrial Conference Board,
247 Park Avenue, New York 17, New York.

In the first section the various pension formulas--definite-benefit, money-purchase, flat-percentage, and flat-sum types, are compared; the advantages and drawbacks of each are discussed, as is also the question what constitutes an adequate pension. The pension plans recently adopted by steel companies, and several other recent plans are discussed and tabulated. The third paper discusses the area-wide pension plan proposed by UAW-CIO in Toledo, Ohio. The plan has met with serious objections from employers and has made little headway. They state that the plan puts all the 125 companies concerned at a disadvantage compared with companies in other cities, and that communities will be made guinea pigs in an unproved experiment.

- 53 Employee Blood Banks for Security. Geneva Saybold. Conf. Bd. Mgmt. Rec.
11, 429-431, 462-463 (Oct. 1949). National Industrial Conference Board,
247 Park Avenue, New York 17, New York.

A number of industrial and business organizations are providing for needs of employees and members of their families when they may require blood transfusion through arrangements with local hospitals that maintain blood banks. Several plans now in operation are described, including the Red Cross plan, which is now most prevalent. In all these plans, the employees of a company, or the employees and their families, may donate blood to a hospital and have it credited to their company. When a transfusion is given an employee (or member of his family if included) the blood supplied is charged against the company's account. The customary charge is made for the transfusion, but the blood is free. The plan enables lists of blood types of employees to be maintained. Details of the plan in several variations are given, including the credit system, withdrawal policy, handling appointments of donors, and union participation.

Skin Diseases and Burns

- 54 The Compensation Act and the Dermatologist.
J.G. Downing. Compens. Med. 2, 21-31 (Nov. 1949)

Industrial commissions throughout the country are rather loathe to accept a disease as being compensable. Hence, in many states it takes considerable persuasion to convince these administrators that the disease can arise from injury. They readily accept abrasions of the skin with secondary infection, cuts, bruises and burns, because these conditions are not classified by the term disease, but are called by all physicians injuries. Inasmuch as most occupational skin disturbances are the result