

outstanding records in the war production program, the United States Spring & Bumper Company has inaugurated a Health Plan for their benefit. In contributing to the welfare of its employees, the company has established medical, surgical, and hospitalization benefits—the entire cost of which is being paid for by the company.

The Plan requires no physical examination for enrollment. It entitles each employee to the services of the best surgeons from a list of 5,000 doctors in the California Physicians Service. Hospital services, in any one of seven hospitals, up to 21 days per year for each illness or accident are allowed. Hospital services also include operations and clinical laboratory services and diagnostic X-Ray while hospitalized.

'In providing this Health Plan for the men and women of our company,' says John B. Rauen, President of U. S. Spring & Bumper Company, 'it is my sincere hope that it will add to their happiness and relieve them of the burdens and demands which often accompany illness and accidents.'

Private industry is bidding high for the best of the skilled and technical men of the country. A recent ad in a local paper's want ad column read as follows:

If you figure you're as good as the next man in your trade, we've got some special openings right now in your craft. When we say these are good jobs, we have more in mind than just good pay. They're jobs with men you'll like and with these extras: fine pension plan, medical services, jobs with a permanent company. Liberal age limit.

The cities and counties of Oregon and the State of Oregon also require skilled and technical men but in this highly competitive manpower market officials are finding themselves seriously handicapped by the lack of comparable incentives to offer public service employees.

#### *Riverside, California*

Riverside, California, voters will ballot in November on the request that city employees be put under the state retirement plan. The plan has the support of the local newspaper and city council.

#### LEON M. NICKERSON

Salem Chapter No. 1 lost a member of long standing through the death of Leon M. Nickerson on September 11, 1944. Mr. Nickerson, who was born in Iowa in 1887, had been in the State service since March, 1938, serving since August 1, 1943, as a weighmaster in the highway department. He had also worked for the highway department during the summer of 1935 on an oiling crew.

Mr. Nickerson had been on an assignment that had taken him to Marshfield and on the return trip to Salem was suddenly taken ill at Florence. His death was caused by a heart attack which occurred shortly after he retired to his hotel room.

The members of the Association, of whom many had known and worked with her husband, take this opportunity of expressing their heartfelt sympathy to Mrs. Kathern M. Nickerson, who survives him.

#### MUNICIPAL RETIREMENT SYSTEM IN PENNSYLVANIA

The Pennsylvania general assembly established a state-wide municipal employees' retirement system made effective in September, 1943. Cities are not required to join the system but once they participate they cannot withdraw. If a city does not join, the employees, by petition, may require the council to put the question to a city vote, and a favorable vote will require the city to join the fund. The fund will be set up when 25 or more cities having an aggregate of at least 250 eligible city employees, elect to join. A five-member retirement board will supervise the system. Under the law cities will be required to pay a prior service credit for each employee and employees will be required to make a similar payment.