

dictions by (a) allowing optional retirement, under certain conditions approved by the retirement board, before the retirement age is reached; and (b) by allowing continuation in the service for a limited number of years after the retirement age is reached for those who have clearly not reached the limit of their usefulness to the service. A very great responsibility is placed upon the board with authority to determine either of these cases and considerable damage can be done to the morale of the other employees if these decisions are not made wisely.

As a result of these difficulties, current retirement practice supports the fixing of a compulsory retirement age, applicable at least to all persons within a given type of employment, which practice minimizes the differences in age at which effective service begins to decline. A typical compulsory retirement age fixed by both private and public retirement plans is age 65, and where a higher compulsory retirement age is found, optional retirement by age 65 is usually permitted. The fixing of a compulsory retirement age is in the interest primarily of the employer rather than the employee, since its aim is to eliminate from the service employees whose age has interfered with their usefulness. Employees dislike compulsory retirement even where the retirement benefits are substantial, since such benefits are almost never equivalent to the salary being earned.

While the Illinois pension plans place the greatest emphasis upon length of service, the average retirement age has an important effect upon the finances of retirement systems. Higher retirement ages mean a shorter period for the continuation of annuity payments. Accordingly, raising the retirement age permits larger annuities with the same contributions or the same annuities with smaller contributions. Lowering the retirement age has the opposite ef-

fect. For example, an average retirement age of 67 1/2 years was originally assumed under the Federal Social Security Act. It has been pointed out that if instead all eligibles retired at 65, the cost would be increased by over 20 percent, while an average retirement age of 70 would mean a savings of over 1/3.

(To be continued)

State Workers Give Blood Under System

(Oregon Statesman, Salem, Sept. 15, 1944)

In order to provide a steady flow of donors of blood from week to week for the mobile blood unit the various state departments are organizing all eligible employees on a rotating system. A check of the individual departments has brought to light some facts which reflect great credit on these departments and which indicate that the individual employees are fully aware of the continuing vital need for blood plasma.

As an example, the public utilities commission sends an average of five donors a week who have contributed more than 20 gallons of blood over the past year.

Investigation has disclosed that some departments have an average of 50% of their employees stationed in Salem regularly giving blood. Included in this list are the state police department, the department of public instruction, the executive department, the industrial accident commission, the state defense council, the corporation department, the public utilities commission.

Department heads are unanimous in expressing the hope that more and more of the employees will respond to the present appeal and will become and continue to be regular donors to the blood bank.