

IR NEWS

A NEWSLETTER FOR FRIENDS OF THE

INSTITUTE OF INDUSTRIAL RELATIONS AT UCLA

IR NEWS is a publication of the Institute of Industrial Relations in cooperation with the Industrial Relations Alumni Association. Its purpose is to acquaint persons interested in industrial relations with current research and educational programs — with particular emphasis on those in Southern California.

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FEBRUARY, 1959

NEW OFFICERS ELECTED BY ALUMNI ASSOCIATION

At the last meeting, held at the Carolina Pines Restaurant on January 23, 1959, new officers were elected for the Alumni Association.

The past president, **Mel Mendel**, retired to the Executive Board and was replaced by **Harold Hansen**, the former vice president. Hansen is personnel supervisor of the Pacific Telephone and Telegraph Company. The new vice president is **Reese Gorris**, long an active member in the Association and on the Executive Board. **Elmer Ellis**, the former secretary, is now secretary-treasurer of the Association. The members of the Executive Board are **S. G. Demke**, **L. O. Frith**, **Jesse Holloway**, **Claude Huising**, **Mel Mendel**, **James**

Murray, and **Harvey Raaske**. The new members are **Huising**, **Mendel**, **Murray**, and **Raaske**.

Also at the January 23 meeting, **Dr. Melvin Rothbaum**, Assistant Professor of Economics at UCLA and Assistant Research Economist at the Institute of Industrial Relations, discussed recent and expected future changes in the attitudes of labor and management toward wage incentives and job evaluation. He pointed out that new programs adopted by management are an indication of their discontent with the old measures, made obsolete by changing industrial and social institutions.

DR. IRVING WESCHLER TO SPEAK AT FEBRUARY MEETING

Dr. Irving Weschler, Associate Professor of Personnel Management and Industrial Relations, and Associate Research Psychologist, Institute of Industrial Relations, will speak on "A Biased View of Human Relations" at the February meeting of the Alumni Association. Dr. Weschler has many publications in the fields of industrial relations, human relations, and psychology, and is well qualified to speak on this subject. He will discuss and attempt to answer such questions as: Is human relations a fad? A cult? Does human relations lead to the glorification of mediocrity? Is human

relations manipulation? Is human relations "do-goodism" (with a sugar coating)?

We are sure that Dr. Weschler's talk will be stimulating, informative, and enjoyable. We hope all of you will be able to attend. The meeting will be held at the Carolina Pines Restaurant, 7315 Melrose, at 7:00 p.m., Wednesday, February 25 (8:00 p.m. if you cannot join us for dinner). The cost will be \$3.00 for a pot roast dinner. Cocktail hour at 6:30 p.m.

Make reservations by calling BRadshaw 2-6161, Ext. 425, by Monday, February 23, 1959.

WELCOME EXTENDED TO NEW STAFF MEMBER

Mr. Angus MacLeod has joined the staff of the Institute of Industrial Relations as Administrator of Management Programs. In so doing, he takes over the job recently vacated by Glenn Bishop. MacLeod received his M.B.A. degree from Columbia in 1948 and has since gained extensive experience in the field of industrial

relations. He was previously employed as Industrial Relations Supervisor with the Gladding McBean Company. In this position he was head office supervisor of training, management development, and employment and group insurance activities.

NOTICE TO SPRING GRADUATES

Students in the Certificate Program of the Institute of Industrial Relations should notify the Institute (UCLA, BR 2-6161, Ext. 425 and 422) if they have completed all of the requirements and expect to graduate and receive their certificate in the spring of 1959. This notification would be of great assistance to the Institute, serving as a check against its own records.

UNIVERSITY ADMINISTRATOR CANDIDATE FOR PUBLIC OFFICE

Dick Baisden, who until recently was Administrator of Public Programs at the Institute of Industrial Relations, is one of the busiest men around. In addition to his new responsibilities as Assistant Director of University Extension, he has embarked on a campaign for election to the Los Angeles City Council.

The City Council is composed of 15 men elected from districts. Dick is running in the 14th District which includes most of the communities in the northeast section of the city: Highland Park, Eagle Rock, and the areas south and east of Griffith Park.

Baisden is no stranger to politics. His degrees, which include a Ph.D. from the University of Chicago, are all in political science. He has held a number of high political party positions and has managed several campaigns for congressional and state assembly candidates.

Dick has also had practical experience in government. In 1947, he served as research man for the New Jersey State Constitutional Convention, and in 1952 he worked as a consultant with the Commission on Reorganization of the Los Angeles City Government.

FOREIGN STUDENT CONFERENCE PLANNED

The Second Annual Foreign Student Conference will be held from March 30 to April 1, 1959 (Easter vacation week). Participants in the conference will be 150 advanced foreign students now studying in universities in southern and Pacific Coast states, and 50 representatives of business, labor, government, and the community. Although the conference will be organized and administered by the Institute of Industrial Relations, management and labor groups and other interested parties will help to meet the budget by providing small expense scholarships for the students.

Participants in the conference will meet in plenary sessions and

discussion groups. The students will be conducted on field trips to union halls and meetings, small business and industrial plants, public agencies and community projects. They will also be invited to visit the homes of some of the "typical" working families.

It is known that in other countries students play a very important role in forming public opinion which affects their foreign relations. It is hoped that by enabling these students to meet and exchange ideas with local business, management, labor, and community leaders and to become better acquainted with the American scene, better understanding will be promoted between the people of the United States and those of other countries.

NOVEMBER GRADUATING CLASS LARGEST TO DATE

The fall graduating class, which received its certificates last November 14 at the Nikabob, was the largest in the history of the Institute. Forty-nine students received the fruits of two years labor. The speaker of the evening was **Dr. Harold Crowe**, who spoke on the subject of industrial accidents. Dr. Crowe pointed out that the industrial accident laws were a boon to both the employer and the employee. The burden of individual law suits is now lifted from the shoulders of management, and the worker has reasonable recourse for injuries which previously, in most cases, meant the end

of his productive life.

He added that there is still much to be accomplished in this area. Workers are incapacitated because of improper medical handling, and settlements are prolonged because of excessive litigation. If a sensible outcome is to be reached, cooperation is essential between the industrial carrier, industrial and private medical practitioners, the employer, and, in the case of litigation, the lawyers and the Industrial Accident Commission.

RECENT PUBLICATIONS OF THE INSTITUTE OF INDUSTRIAL RELATIONS

The following articles recently published by Institute staff members appear in the Reprint Series. Complimentary copies of these reprints are obtainable from the Institute (University of California, Los Angeles 24); additional copies may be obtained for 20 cents each.

The Economic Effects of Unionism, Reprint No. 73, by George H. Hildebrand. The author evaluates and discusses the effects of unionism on our economy. Certain key points are considered, such as income distribution, inflation, wage structure, and economic growth and institutions. An attempt is made to review and assess our present knowledge of union economic influence.

Interunion Representation Disputes and the NLRB, Reprint No. 75, by Benjamin Aaron. This article discusses, primarily, the policy of the NLRB in adapting its representation and certification procedures under the National Labor Relations Act to the private arrangements of union federations and their affiliates. Reference is made to changes in the Board's approach over the years.

Workers' Control of Industry in Europe, Reprint No. 76, by Frederic Meyers. The author discusses those aspects of foreign labor movements which differ from our own, principally their nonacceptance of certain existing institutions. Their attitudes with respect to the state, private property, economic organization, and negotiations are considered.

UNIONS EXPERIMENT WITH NEW SURVEY

A unique experiment designed to promote better understanding between union members and leaders was recently undertaken by the Hotel and Restaurant Employees and Bartenders Unions in Los Angeles. The unions have completed a survey designed to bring member complaints and problems into the open so they can be dealt with by the union. It is believed that this was the first attempt of this kind by any union in the West. The project was guided by **Nicholas Seidita**, assistant to **John Cooper**, president of the Los Angeles Joint Executive Board, at the request of Mr. Cooper.

From a total membership of 20,000, a substantial group of 6,790 were interviewed. This amounted to 39.5% of all of the people contacted. Each local had its own survey staff, which was hired from local colleges and universities. Three members of the survey group which assisted in the program are associated with the Institute of Industrial Relations.

During the course of the survey, the union member had the opportunity to discuss problems with his business agent, to express his complaints or comments on an unsigned "beef sheet," and to question representatives of the health and welfare program and credit union. He then filled out "follow-up" slips enumerating any items that he felt needed improvement with respect to these benefits. Out of 370 "follow-up" forms which were filled out, 94 required review. The review consisted of personally contacting the individuals and allowing them to explain in detail what they felt should be done or changed.

Union officials feel that the results of the survey have been most beneficial. Steps have been taken to correct many problems, both large and small, which would otherwise never have been brought to their attention.

During the course of the survey, 81.5% of eligible members were registered to vote in the past election. This, in the unions' opinion, was one of the major benefits of the entire undertaking.

