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OCT 22 1959

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IR ALUMNI NEWSLETTER

University of California, Los Angeles
Institute of Industrial Relations

Vol. 1 - No. 3
October 15, 1959

OPENING

This first newsletter of the 1959-60 school year attempts to summarize some of the activities of the Institute of Industrial Relations. It is hoped that a large number of alumni will attend our October dinner meeting, and also the graduation dinners in Los Angeles and San Diego. It is also hoped that many of the alumni will send us information which will be of interest to fellow alumni and to others in the field of industrial relations.

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ADVANCED COURSE IN LABOR LAW CONTEMPLATED

As many of the IR alumni will recall, there were discussions last year regarding a possible advanced Certificate in Industrial Relations. This program has been discussed with officers of the Alumni Association, as well as with staff members at the Institute. While no definite program has been agreed upon, there now appears to be enough interest to proceed with further planning. As a result, the program will be discussed at the next dinner meeting of the Alumni Association.

Special interest has been shown in an advanced course in Labor Law. During the past few years, there have been important court decisions concerning existing labor legislation which have materially affected labor-management relations. The Labor-Management Reporting and Disclosure Act of 1959 includes important amendments to the Taft-Hartley Act, and puts new burdens on labor and management in regard to reporting many of their industrial relations activities. Legislation concerning reporting and disclosure of labor-management health, welfare, and pension fund activity, as well as other legislation, has also aroused interest.

The possibility of an advanced seminar is being considered for the purpose of analyzing these new decisions and laws. It could be given either as a week-end seminar starting Friday night and ending Sunday afternoon at the Lake Arrowhead center, or as a series of six two-hour sessions on the UCLA campus.

If enough interest is shown, this seminar could be given before the end of this year, and might serve as a basis for further consideration of an advanced Certificate Program. Persons interested in such a seminar should notify Ted Ellsworth at the Institute of Industrial Relations at UCLA.

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ENLARGED CONFERENCE SCHEDULE PLANNED

The fall and winter conference schedule at the Institute will be one of the most ambitious ever undertaken. Two conferences have already taken place. In September, the first conference of the American Federation of Government Employees was held; in October, in cooperation with the Los Angeles County Federation of Labor and Consumers' Union, over 250 labor representatives attended a three-day conference on consumer problems. This conference was judged by labor officials to be the most successful conference of its kind ever to be held locally.

Also in October, a four-day seminar was held at Yosemite dealing with Wages, Prices, Profits, and Productivity. It was sponsored by the Institutes of Industrial Relations at Berkeley and Los Angeles, along with the American Assembly of Columbia University. The principal speakers included Paul G. Hoffman, Managing Director of the United Nations' Special Fund and former Studebaker Corporation President; Dr. W. Allen Wallis, Executive Vice Chairman of the Cabinet Committee on Price Stability for Economic Growth; and Dr. John T. Dunlop, Professor of Economics at Harvard University and one of the country's foremost labor economists. The findings of this group will be published at least in part in our next newsletter.

Future conferences include the annual California State AFL-CIO Educational Institute, which will deal this year with labor legislation; the annual Labor Press Conference; a one-day conference on campus for public employees dealing with health, welfare, and pension problems; a conference on the investment policies of labor-management health, welfare, and pension funds as a result of a research study by Dr. Frederic Meyers; a seminar to consider the health insurance problems of the California Association of Podiatrists-Chiropractors; a week-end conference for the Architects and Engineers Association; and a conference for the California State Nurses Association dealing with the economic problems of the nursing profession.

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NEW COURSES BEING GIVEN

In line with many requests from persons enrolled in the Institute Certificate Program, several new courses dealing with newly-developed industrial relations programs are now being offered. They are:

The Indigent and Disabled Worker: This course is designed to help shop stewards, foremen, and union business agents with their day-by-day problems that arise in the area of workmen's compensation, unemployment and disability insurance, health welfare, and pension funds, social security, and other legislation affecting the worker when he is unemployed or disabled. It was successfully pioneered in San Diego.

Individual Employee Relations and the Law: This course is designed to give the employee, shop steward, foremen, and union representatives a working familiarity with all the laws that have a bearing on employment, such as the Labor Code, safety laws, employment of women, and children, and so on. This course, given in Los Angeles by David Ziskind, was very well received.

Health, Welfare, and Pension Funds: This course deals with the negotiation and administration of welfare and pension funds, and relationships with insurance carriers, brokers, consultants, and medical and hospital personnel. This is now being given in Los Angeles by William Seay of M. A. Cornell and Company.

Consumer Economics: This deals with the problems of family budget, installment buying, family income, insurance programming, credit unions, co-operatives, and the like. The course is planned for San Diego next spring.

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CARSTENS LEAVES FOR LONDON

The appointment of Art Carstens as an honorary Fulbright Professor to the London School of Economics came as a pleasant surprise to Art, the Institute, and his personal staff. While Art is enjoying the London climate, the Institute has the reflected honor of the appointment and the staff has a little more work to do. The honorary Fulbright is, of course, granted without application of the appointee. When one looks at Art's background, it is not hard to see why he was singled out for the honor.

In his official capacity as Administrator of Labor Programs, he has worked tirelessly to improve the educational and material well-being of the workers in this area. Art has served on the Committee for Minority Employment, (State Board), Committee for Employment of the Handicapped, and has made important contributions in the field of geriatrics. In addition, he has done a considerable amount of research in the health and welfare fields. It was with great pride that the Institute saw Art off, and we will be looking forward to his return in June, 1960.

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RECENT PUBLICATIONS OF THE INSTITUTE OF INDUSTRIAL RELATIONS

Varying Images of the Professional Nurse: A Case Study, Reprint No. 78,
by Craig MacAndrew and Jo Eleanor Elliott

This is an interesting study of the nursing profession, and of whether capable nurses are being educated at present and for the future. It discusses the problem of whether the dean of a nursing school can communicate her notion of an ideal nurse to the faculty, and the faculty to the students. The article includes each group's description of the ideal graduate and of the average present graduate.

Wage Policy and Business Activity, Reprint No. 79,
by George H. Hildebrand

This article looks at wage policies and business activities in two ways - how general business activity shapes union wage policies, and how those wage policies influence the behavior of the economy. It treats the question of whether unionism adds to price inflation, and discusses strategies now offered for dealing with the inflation problem, such as atomization of unions, government wage control, monetary and fiscal restraint, and promotion of more investment.

Price Theory and Union Monopoly, Reprint No. 80,
by Frederic Meyers

For purposes of analysis, the author accepts the assumptions of those who argue that unions behave like product monopolists. He contends, however, that because a limited set of labor demand and supply functions has usually been used in the underlying analysis, there is no special merit in consequent recommendations for the restriction of union power. Analysis of other labor demand and supply functions would lead to different conclusions and policy implications with respect to union behavior.

The Situs Dimension in Occupational Structure, Reprint No. 81,
by Richard T. Morris and Raymond L. Murphy

Previous studies of social differentiation based on occupation have been almost exclusively concerned with the vertical or stratified dimension of the division of labor. This article suggests a theoretical approach and a technique for the systematic analysis of an additional dimension, situs, the horizontal differentiation of occupational structure.

Economics by Negotiation, Reprint No. 82,
by George H. Hildebrand

This article describes how collective bargaining and unionism affect the operation of competitive forces and the competitiveness of related product markets, either directly or indirectly. It comes to the conclusion that the American system of collective bargaining has proved quite capable of developing an acceptable symbiotic relationship with competitive private enterprise. Although the results have not always been perfect, Dr. Hildebrand states that the case for major changes in our bargaining system rests upon speculative pre-conceptions about inflation, and a curious preference for the risks of a laggard economy over those of an adequately growing one--and this seems a slender basis on which to proceed.

Reducing the Risks of Labor Arbitration, Reprint No. 83,
by Paul Prasow

Management often ignores with peril some important considerations in deciding to arbitrate. For example, management cannot set as its criterion absolute certainty of outcome; the company should not only be prepared to present its own evidence and argument, but should study the case from the adversary's viewpoint as well. The observations and comments in this article are largely intended to deepen the insights of those who have the unenviable task of making the decisions and minimizing the risks when resorting to arbitration as a solution to a collective bargaining impasse.

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OCTOBER ALUMNI MEETING

The October meeting of the Industrial Relations Alumni Association will take place on Wednesday, October 21, at 7 p.m. at Hody's, 3553 South La Brea. Ralph Thayne Robson, Assistant Professor of Economics and Assistant Research Economist at UCLA, will speak on "The Steel Strike," discussing the issues behind it and the importance of the steel negotiations for the national economy. We hope you will all be able to attend. Please make your dinner reservations by calling Ann Suskin, BRadshaw 2-6161, Ext. 425 or 422 by Tuesday, October 20.

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LOS ANGELES FALL GRADUATION

Approximately fifty students will receive their Certificates this fall at the graduation program to be held on Friday, December 4, 1959, at Swally's Restaurant, 1371 South Boyle Avenue. The price for the dinner will be \$3.35. The following is a tentative list of the graduates. Any persons who have completed eight courses to qualify for a Certificate but who are not listed below should contact Ann Suskin at BRadshaw 2-6161, Extension 425.

Clarence H. Bauer
 Glenn D. Bear
 Donald V. Black
 Thomas W. Boyd
 Bill Brown
 William C. Bryant
 Peter W. Burk, Jr.
 Arthur F. Bybee
 Fred A. Daley
 James D. Douglas
 Robert Drucker
 Charles F. Eddy
 Thomas A. Elwood
 Mildred W. Esperson
 Phillip Corrigan Fons
 Arthur J. Foran
 Joseph F. Gentile
 Franklin J. Groman
 Charles John Gustafson
 David A. Hamlin
 Ralph Arthur Hawley
 Leonard E. Hobby
 Meryl W. Holmwood
 James P. Kelly
 Paul Joseph Kennedy

Chester L. McDonald
 Jean MacPherson
 J. Anthony Messina
 Richard F. Miller
 Wilbur L. Moorehead
 Jane Mudd (Mrs.)
 Donald W. Nesbit
 Florence B. Parkhouse (Mrs.)
 Edwin R. Perkins
 Michael M. Perpich
 Michael J. Riley
 Sheila Ruby
 Harry Francis Shaffer
 Ronald Joseph Schenone
 Jerome Schlactus
 William Theodore Schleich
 J. C. Schobert
 William F. Smith
 Robert E. Thompson
 Joseph F. Trujillo
 William D. Ward
 John T. Webb
 Felix Carroll White
 F. Langdon T. Whitehouse
 Morris Wolocatiuk

SAN DIEGO GRADUATION

The San Diego graduation program will take place on Friday, November 13, 1959, at the Terrace Room of the Lafayette Hotel. The price for the dinner will be \$3.00. The following is a tentative list of the graduates. Any persons who have completed eight courses to qualify for a Certificate but who are not listed below should write Ann Suskin at the Institute of Industrial Relations, University of California, Los Angeles 24, California.

Sidney Earle Almgren
 Morrow F. Bagda
 Edgar Burnett Beck
 Dale G. Dannenberg
 Donald H. Ehreich
 James Fleming
 Merrill Garner
 William B. Gunter, Jr.
 Irving Hardman
 Ellis E. Harris
 Conrad G. Kronenberg

Oscar P. Liebreich, Jr.
 Norman E. Lucas
 Joseph A. McDermott
 Jack H. McNeal
 Thomas A. Puffer
 Charles Edward Ray
 Keith A. Sears
 George Henry Shuey, Jr.
 Leona Sylvester
 Frederick W. Vogt
 Royer G. Warren
 Jack P. Wilson, Jr.
