

INSTITUTE OF INDUSTRIAL RELATIONS LIBRARY	
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University of California, Los Angeles
Institute of Industrial Relations

CONFERENCE ON PENSION INVESTMENTS
scheduled for December 10, 1959

As a result of a research project recently completed by Dr. Frederic Meyers and Russell Miller of UCLA, the Institute of Industrial Relations will sponsor a conference on December 10 dealing with the investment policy of negotiated health, welfare, and pension funds.

It will be a one-day conference at the downtown Statler Hotel from 8:30 to 4:30. Management and union trustees and representatives, insurance and investment brokers, and other persons interested in the subject are invited to attend.

Dr. Meyers and Mr. Miller will give an analysis of their findings at the opening session, which will be followed by a panel discussion with Martin Zimring, Painting Fund Administrator; Ralph Woolpert, Thrifty Drugs; Daniel Johnston, labor economist; and John Cooper, Culinary Alliance, as participants.

In other sessions, Melvin Samuel, attorney for the California State Insurance Commission, will discuss "The Legal and Tax Aspects of Investments" and Frederick Weston and Irving Pfeffer of the UCLA School of Business Administration will moderate a session on "Investment Decisions - Nonlegal Aims and Policies." There will be time allowed for discussion from the floor, as well as by the speakers.

Since registration will be limited, those desiring to attend should telephone Susan Cassady at BRadshaw 2-6161, Extension 422, for reservations at once. The registration fee, which includes luncheon, will be \$5.00.

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NOTED LABOR LAW AUTHORITY TO LECTURE AT UCLA

The Institute of Industrial Relations is pleased to announce a series of lectures during December by a nationally known labor law expert. He is Professor Archibald Cox of Harvard University. Professor Cox, who served as Senator Kennedy's closest adviser during the last session of Congress, helped draft the controversial Labor-Management Reporting and Disclosure Act of 1959.

Alumni and friends of the Institute are invited to attend these free public lectures, which will be held on Wednesday evenings in the Chemistry Building Auditorium (Room 2250) at UCLA. The schedule follows:

- December 2: Negotiation of Collective Bargaining Agreements
- December 9: Administration of Collective Bargaining Agreements
- December 16: The Union and Its Members

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PUBLIC EMPLOYEES AND PODIATRISTS CONFERENCES SUCCESSFUL

Two very interesting and well-attended conferences were held at UCLA on November 14.

About 100 public employees from various agencies heard experts discuss the problems of health insurance and health plans. These discussions arose as a result of recent legislation which

will provide millions of dollars of tax money for medical benefits for government employees, and because of the deep concern of public employee association and unions to assure that this money is used in the best possible manner. Speakers included Richard Weinerman, M.D., medical consultant for several northern California unions; Leo Geffner, attorney for governmental labor unions; and Mrs. Helen Nelson, recently appointed Consumer Counsel for California by Governor Brown. The chairman of the conference was Marvin Hill of the Fire Fighters Union.

The conference concluded that constant study is needed to avoid waste in the new programs that will develop and to assure the highest quality medical care possible. A coordinating health and welfare committee to continue study of existing programs and problems was recommended.

The podiatrist conference was held for the purpose of studying the effects of the legislation passed at the last session of the California legislature which changed the status of the podiatrist insofar as health insurance policies are concerned. By action of the legislature, podiatrists (formerly chiropodists - the name change was also authorized at the last legislative session) must now be included in disability insurance policies on equal terms with M.D.'s and D.O.'s. This change will affect hundreds of labor-management welfare funds which formerly did not include these foot specialists. Speakers were Richard Weinerman, M.D., in a joint session with the public employees; Marvin Finnell, attorney for the California Association of Podiatrists; William Seay of M.A. Cornell and Company; and Ted Ellsworth of the Institute of Industrial Relations. Panelists leading a discussion on claims procedures of welfare funds were George McCune, Teamsters Security Fund; Jack Sauerwein, Blue Cross; Paul Perry, Blue Shield; and James Pflaumer, Pacific Mutual Life Insurance Company. The conference chairman was Lorenzo Johnson, D.S.C., chairman of the Podiatrists Industrial Foot Health Committee.

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COMMITTEE APPOINTED TO STUDY ADVANCED CERTIFICATE IN INDUSTRIAL RELATIONS

At the last monthly meeting of the Industrial Relations Alumni Association, President Hal Hansen appointed a committee to study the proposed Advanced Certificate in Industrial Relations. The committee consists of David Wilson, Certified Public Accountant; Sig Demke, Blue Cross; and Ted Ellsworth. They will consider first an advanced course in labor law and legislation. A report of this committee is anticipated for the December Annual Award Dinner.

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INDUSTRIAL RELATIONS EXECUTIVE SEMINAR #9

On December 16, the Institute will present the ninth in a series of monthly Industrial Relations Executive Seminars. The topic for the December meeting will be "Evaluating the Effectiveness of the Industrial Relations Department." So that effective discussion will be possible; the group will be strictly limited to twenty persons. This session will be held at the Ambassador Hotel from 10:00 A.M. to 3:00 P.M. For application forms and a more detailed notice, call Judy W. Sager, BRadshaw 2-6161, Extension 9458.

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MANAGEMENT ACTIVITIES FOR THE FALL SEMESTER

Several programs of interest to managers and executives in the Southern California area are being presented currently by the Institute.

The seventeenth workshop on "Sensitivity Training for Managers and the Professions" is being conducted at UCLA as well as in San Diego and Orange County. An enrollment of 64 managers and 26 professional people is reported.

A new seminar on "Establishing and Administering a Management Development Program" started November 4 at the Ambassador Hotel. This six-meeting program is moderated by Mr. Angus G. S. MacLeod, and features as speakers Mr. Michael G. Blansfield, Dr. Allan Katcher, and Mr. Robert Oliver.

The 14th seminar on "Human Factors in Management" is being presented this semester, with Dr. Thomas Gordon acting as moderator. Seven speakers will address the group at the Biltmore Hotel on subjects pertaining to "Leadership That Develops Subordinates."

Some of these programs will be presented again in the spring semester and will probably be open for enrollment in January and February, 1960. For information on these activities, call BRadshaw 2-6161, Extension 9458.

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A NEW INSTITUTE MONOGRAPH

Inside a Sensitivity Training Group by Irving R. Weschler with clinical comments by Jerome Reisel. (Industrial Relations Monograph Number 4.)

This monograph shows what actually goes on in the sensitivity training process, which is designed to help people become more effective in dealing with others, both on an individual and a group basis. Development of social sensitivity and behavioral flexibility is the key objective. The monograph should prove of interest and value to those who work with groups in a variety of settings - to teachers, therapists, training directors, group leaders - to members of various training or self-study groups and to people participating in group therapy.

The price is \$2.00. (California residents add 4% sales tax.)

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