

NEW OFFICERS OF THE ALUMNI ASSOCIATION

At the January 20th meeting of the Alumni Association, new officers for the year 1960 were elected. They are:

President: Hal Hansen, Personnel Supervisor,  
Pacific Telephone and Telegraph Co.

Vice-President: Reese Gorris, Service Engineer,  
Pacific Telephone and Telegraph Co.

Secretary-Treasurer: Elmer Ellis, Shop Foreman,  
Southern California Edison Co.

The Executive Board will consist of the following members:

Oliver Beaulieu, Manager,  
Title Insurance and Trust Co.

Virginia Daly, Publicity,  
Pillsbury Corporation

S. G. Demke, Service Supervisor,  
Blue Cross

Claude Huising, Apprentice Compositor,  
Times - Mirror News Co.

James Murray, Director of Community Relations,  
American Hospital

Harvey Raaske, Manufacturing Planner,  
Lockheed Missile System Division

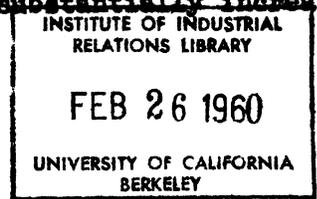
Charles Sutter, Administrative Supervisor,  
Paramount Pictures Corp.

Congratulations to all the new officers, and our sincere appreciation is extended to outgoing Executive Board Members L. O. Frith, Jesse Holloway, and Mel Mendel.

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HIGH SCHOOL DEBATE PROGRAM

In order to assist the Southern California Debate League in preparing high school forensic students for participation in this year's debating competition, the Institute of Industrial Relations in cooperation with the English Department at UCLA will present a special program on Saturday, February 20. Over 400 highly qualified students are expected. The morning program will feature speakers from management and labor who will discuss their own opinions on the debate topic: "Resolved: that the federal government should substantially increase its control of labor unions."



After lunch, the students will form small groups in order to discuss the subject further. Resource people from the industrial relations field are needed at this time to participate in the group discussions and to answer any questions that may arise. Any members of the Alumni Association who feel competent to help in this worthwhile endeavor are requested to call Robert M. Leventhal, BRadshaw 2-6161, Extension 422, for further information.

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SENSITIVITY TRAINING FOR MANAGERS TO BEGIN MARCH 11

The Sensitivity Training for Managers workshop is scheduled to begin on March 11, 1960. This program is designed to increase human relations understanding and skills by helping people, first, to increase sensitivity to, and knowledge about, emotional factors and their influence on thought and action; and second, to learn to act appropriately in varying interpersonal situations. The following staff consists of persons experienced in training in the social sciences and in applied human relations:

- Richard P. Barthol, Ph.D., Psychology Department, UCLA
- Verne J. Kallejian, Ph.D., Consulting Psychologist, Los Angeles
- Alvin A. Lasko, Ph.D., Psychological Service Associates, Los Angeles
- Fred Massarik, Ph.D., Institute of Industrial Relations and  
Graduate School of Business Administration, UCLA
- Robert Tannenbaum, Ph.D., Institute of Industrial Relations and  
Graduate School of Business Administration, UCLA
- John R. Weir, Ph.D., Psychology Department, California Institute of Technology,  
Pasadena

All the sections will meet at Lake Arrowhead the week end of March 11-13, 1960. Following this, sessions will be held in these areas: UCLA sections will meet on campus for nine successive Wednesdays; the Pasadena sections will meet at the Huntington-Sheraton for eleven successive Tuesdays; the Anaheim section will meet at the Royal Hawaiian Restaurant for nine successive Thursdays. The fee of \$200 includes room and meals at Lake Arrowhead, as well as meals at the remaining sessions. Enrollment is limited to men and women in responsible leadership positions in business, industry, government, and civic organizations. Within each group, diversity of organizational background and of field specialization will be encouraged. For further information, contact Judy Sager at UCLA, BRadshaw 2-6161, extension 9458.

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NEXT ALUMNI ASSOCIATION MEETING

The next monthly meeting of the Alumni Association will take place on February 24, 1960. The speaker will be Captain Joseph E. Stephens, Commander of the Metropolitan Division of the Los Angeles Police Department, who will speak on the topic, "The Role of the Police Department in Labor Relations." Captain Stephens has been with the Los Angeles Police Department for twenty-four years, and has handled labor relations for the department since 1949. He will discuss the role of the Police Department in industrial relations, its policy, its relationships with labor and management, and the accomplishments of the department.

The meeting will be held at the Mona Lisa Restaurant, 3343 Wilshire Boulevard, Los Angeles. Cocktails are at 6:30; dinner is from 7:00 to 8:00; and the meeting begins at 8:00. The evening promises to be very interesting; make your reservations now with Mrs. Margot Quon at BRadshaw 2-6161, extension 422.

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TENTATIVE SPEAKERS FOR FUTURE ALUMNI ASSOCIATION MEETINGS

The tentative agenda of the Alumni Association for the spring months promises to provide a very interesting program. We are trying to secure Jack Conway, who handles negotiations for the United Auto Workers on the west coast, as the speaker for the March meeting. The spring graduation of the Certificate Program will take place in April, and in May, David Rees, the Business Editor of the Mirror-News, is tentatively scheduled to speak. In June, the annual plant tour, which has been so successful in the past, will take place.

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TED ELLSWORTH TO SPEAK ON MEDICAL INSURANCE PROGRAMS

Ted Ellsworth, Administrator of Public Programs at the Institute of Industrial Relations, is scheduled to give three speeches this month concerning problems of group health insurance. On February 10, he will speak to the members of the Local Federal Personnel Council of the United States Civil Service Commission about the economic problems that surround the group health insurance program. On February 28, he will address the California Osteopathic Association and the Academy of General Practice in Palm Springs on the topic, "Third Parties in Medicine - Government, Insurance, or Labor?" Mr. Ellsworth will also address the Centinela Valley Medical Association on February 29.

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PUBLICATIONS OF THE INSTITUTE OF INDUSTRIAL RELATIONS ABSENTEEISM  
by Marjorie Brookshire

Absenteeism has become a major problem in our economic society, and concerns company as well as public health officials. This pamphlet describes the problem and assesses the methods used to deal with it. The chapters deal with the definition of absenteeism, the problem in other nations, the problem in the United States, alternatives available to management, union policies, the causes of absenteeism, some suggested guides for reducing absenteeism, and an interesting case history.

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STANDARDS OF WAGE DETERMINATION  
by Paul Bullock

This pamphlet describes and analyzes the standards applied by employers, unions, and arbitrators in fixing wages. Chapters are devoted to comparisons, cost of living, ability to pay, productivity, family budgets, purchasing power, and technical factors. The pamphlet should be valuable to anyone engaged in wage-fixing.

(These two pamphlets may be obtained by writing the Institute of Industrial Relations, BAE 100, University of California, Los Angeles 24. The cost of each is 75¢. Please enclose remittance, plus 4% sales tax, making checks payable to the Regents of the University of California.)

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REPRINTS

Reprint #84: West Coast Trade Union Characteristics, Membership, and Influence  
by Irving Bernstein.

This reprint describes some of the incidents making up the dramatic and rich history of unionism on the Pacific Coast, and the significance of unionism in California, Oregon, and Washington today. It discusses recent membership trends, with industrial and geographic distribution. Special features of west coast unionism are analyzed, as well as the various causes of the relative success of unionism on the Pacific Coast.

(Complimentary copies of this reprint may be obtained from the Institute. Additional copies are 20¢ each.)

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REPRINTS NOW IN PRESS

(The following reprints will soon be available and will be summarized in future issues of the IR News:)

The Trucking Industry, by Thayne Robson. Reprint #85

The Use of Arbitration, by Benjamin Aaron. Reprint #86

Unions, Anti-Trust Laws, and Inflation, by Frederic Meyers. Reprint #87

On First Looking into the Lincoln Mills Decision, by Benjamin Aaron. Reprint #88

Labor Arbitration and Its Critics, by Benjamin Aaron. Reprint #89

Unemployment in the Great Depression, by Irving Bernstein. Reprint #90

The New Labor Law, by Benjamin Aaron. Reprint #91

Some Basic Issues in Human Relations, by Robert Tannenbaum. Reprint #92

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