

California Univ.
INSTITUTE OF INDUSTRIAL RELATIONS

ALUMNI ASSOCIATION
NEWSLETTER

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FEB 15 1962
UNIVERSITY OF CALIFORNIA
BERKELEY

December 23, 1961

Vol. 1, No. 4

TO ALL ALUMNI

SEASON'S GREETINGS AND A HAPPY NEW YEAR!

ALUMNI DINNER

Our first Alumni Dinner in 1962 will be held on Thursday, January 18, at the Faculty Center of UCLA. Dennis V. Fargas, Fair Employment Consultant of the Division of Fair Employment Practices will speak on "The Fair Employment Practices Act." Mr. Fargas is an expert in the field, and for those interested in the topic the evening will certainly be very stimulating. Those wishing to gather for cocktails will meet at Truman's Restaurant at 6:00 p.m. Truman's is at the corner of Wilshire and Westwood Blvds. Dinner will be at 7:00 p.m. at the Faculty Center, room I D.

Dinner will be \$3.25 per person. Those wishing to attend should contact Sandra Leoncavallo at BRadshaw 2-6161, ext. 425, as soon as possible.

CONFERENCE ON
RESEARCH CONTRIBUTIONS
TO EFFECTIVE USE
OF HUMAN RESOURCES

On February 1 and 2, 1962, the Institute of Industrial Relations, the Graduate School of Business Administration, the Department of Engineering, and the University Extension of UCLA, in cooperation with several personnel associations, will present at UCLA the 5th annual research conference entitled "Research Contributions to Effective Use of Human Resources." Four major speakers, who will be assisted by outstanding local panelists, will report on recent significant research in this field, in which they are directly involved. Eli Ginzberg, Professor of Economics at the Graduate School of Business, Columbia University, Director of Conservation of Human Resources Project since its inception by General Eisenhower in 1950, and Director of Staff Studies of the National Manpower Council since 1951, will speak about his work on several major problems in manpower utilization. S. Martin Lipset, Professor of Sociology at the University of California, Berkeley, will speak about his research on organization of white collar and professional employees. Jack Stieber, Director of the Institute of Labor and Industrial Relations, Michigan State University, will comment on his studies on the effects of work rules in industrial organizations. Lee Danielson, Associate Professor in Industrial Relations, School of Business Administration, University of Michigan, will discuss findings

published in his recent book Characteristics of Engineers and Scientists -- Significance for Their Utilization and Motivation.

For further information and brochures contact Angus MacLeod or Judy Sager at UCLA, BRadshaw 2-6161, ext. 9458.

INSTITUTE CALENDAR

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| January 10-12, 1962 | -Seminar on "Evaluating Effectiveness of Industrial Relations Operations," Santa Ynez Inn, Santa Monica - Fred Massarik, Roderick H. Bare, Angus MacLeod. |
| January 10 | -Meeting with the Southern California Association of Social Work, UCLA - Arthur Carstens, Ted Ellsworth. |
| January 18 | -Alumni dinner meeting on "Fair Employment Practices Act," Faculty Center, UCLA - Dennis V. Fargas. |
| January 25 | -Conference on "The Role of Chiropractors in Negotiated Health and Welfare Funds," UCLA - Ted Ellsworth. |
| February 1-2 | -Conference on "Research Contributions to Effective Use of Human Resources," UCLA - Eli Ginzberg, S. Martin Lipset, Jack Stieber, Lee Danielson, Angus MacLeod. |
| February 6-7 | -Northern California Conference on "Investment Policies of Public Employee Retirement Funds," San Francisco. |
| February 8 | -Public Hearing of the Joint Senate-Assembly Interim Committee, San Francisco. |
| February 10 | -Annual Engineers and Architects Conference, Student Union Bldg. - Verne Kallegian, Arthur Carstens. |
| February 11-14 | -Annual Meeting of the Western Conference of Foot Surgeons, Las Vegas - Ted Ellsworth. |
| February 14 | -Industrial Relations Executive Seminar #15, time and place to be announced - Angus MacLeod. |
| March 1 - May 5 | -Lecture-discussion series on "Social and Economic Problems," California Nurses Association, UCLA - Arthur Carstens, Ted Ellsworth. |
| March 3, Fresno; | March 10, San Francisco; March 17, Los Angeles: Seminars on "Trends and Developments in Health Insurance," California Association of Podiatrists - Ted Ellsworth. |
| March 8 | -Conference on "Collective Bargaining for Nurses," San Diego - Ted Ellsworth. |
| March 15 | -Conference on "Collective Bargaining," Bureau of National Affairs - BNA staff, Angus MacLeod. |
| March 16-May 30 | -22nd workshop on "Sensitivity Training." Following the weekend session on March 16-18 at Lake Arrowhead Center or Apple Valley Inn, San Bernardino, there will be weekly meetings at the following locations: UCLA, East Los Angeles, Orange County, Pasadena, San Diego, Santa Barbara. - Angus MacLeod. |
| March 20-May 10 | 19th Seminar on "Human Factors." This seminar will be held in two sections, one on Tuesdays (March 20-May 8), and one on Thursdays (March 22-May 10). - Angus MacLeod. |
| March 27-30 | -Conference on "Counseling Techniques for the Board of Nurses Examiners," Asilomar, California - Ted Ellsworth. |
| March 30, 31, April 1, April 14-15: | Seminar on "Productive Thinking," Biltmore Hotel, Santa Barbara - Paul Albrecht, Donald Ehrman, Edward Glaser, Abraham Kaplan, Angus MacLeod. |

**CONFERENCE ON
INVESTMENT PRACTICES
OF GOVERNMENTAL
RETIREMENT FUNDS**

On Friday, December 8, and Saturday, December 9, over one hundred representatives of labor, management, retirement fund administrations, and all segments of the investment community attended the conference on "Investment Practices of Governmental Retirement Funds" at the Student Union Building, UCLA. The purpose of the conference was to present and discuss expert opinions on the investment practices of public employee retirement funds, particularly in view of the proposed Assembly-Senate Constitutional Amendment 45 which would remove the legal prohibition on the purchase of common stock and real estate mortgages by public employee retirement funds covered by the Retirement Law of 1937. The Conference was sponsored by the Institute of Industrial Relations at UCLA, the Los Angeles County Employees Association, the County Supervisors Association of California, the Contra Costa Employees Association, Local 1675, AFL-CIO, and the Los Angeles County Chapter, Engineers and Architects Association.

General Chairman was Benjamin O. Russell, Chairman, Legislative Committee of the League of County Employee Associations. After Foster Sherwood, Vice-Chancellor, UCLA, welcomed the participants, Bruce V. Reagan, Assemblyman, Pasadena, spoke on "The Legislative History of A.C.A. 45," and Howard D. Mills, Investment Counselor, gave his views on "Balanced Investments in Pension Funds," which were discussed by panelists Alan Harper, Vice-President of Pacific Mutual Life Insurance Company, William F. Marples, F.I.A., and Ralph D. Creasman, Vice-President, Lionel Edie and Company. At a banquet at the Tail of the Cock Restaurant on Friday evening, Ray L. Lillywhite, Executive Secretary of the Wisconsin State Teachers Retirement Board, spoke on "Higher Retirement Benefits from Contribution Dollars." On Saturday, William E. Payne, Executive Officer of the California State Employees Retirement System, gave "A Review and Analysis of the State Employees Retirement System," and Ernest E. Debs, Chairman of the Board of Supervisors, Los Angeles County, presented "A Legislator's Viewpoint of Public Employee Retirement."

Regarding the proposed Amendment 45, Thomas C. Edwards, Jr., Vice-President of the Teachers Insurance and Annuity Association and of the College Retirement Equities Fund, analyzed "The Variable Annuity Approach to Retirement Benefits," and "Retirement Problems for Legislative Consideration" were discussed by a panel of experts in the field. There was a general consensus among the participants in favor of the Constitutional Amendment.

**PUBLIC HEARING OF THE
JOINT SENATE-ASSEMBLY
INTERIM COMMITTEE**

In conjunction with the Conference on "Investment Practices of Governmental Retirement Funds" a public hearing was held at UCLA on Monday, December 11, from 10:00 a.m. to 4:30 p.m. Assemblymen Don A. Allen, Los Angeles, and Bruce V. Reagan, Pasadena, and Senators Alan Short, San Joaquin County, and Randolph Collier, Del Norte-Siskiyou Counties, conducted the hearing and accepted testimony from various interested groups. Among those who testified were Russell Maclin, Administrator of Pension Funds, Merrill Lynch, Pierce, Fenner & Smith, Inc., William E. Payne, Thomas C. Edwards, Ray L. Lillywhite, Leon Bluestone, Legislative Analyst of the Los Angeles County Employees Association, and Evelyn Carstens from the American Federation of Teachers. A letter from the L.A. High School Teachers favoring the Constitutional Amendment was also read into the record. Most of the testimony was very favorable to the proposition.

**ALUMNI ASSOCIATION
10TH ANNIVERSARY**

In celebration of the 10th anniversary of the Alumni Association, a highly interesting dinner meeting was held at the Chapman Park Hotel on December 6. Milt Jeanney, Harold Klein, Mel Mendel, James Murray, and David Wilson, former presidents of the Alumni Association, and other prominent alumni discussed the changes and developments that have taken place in industrial relations in the last ten years. The alumni concluded that the main controversies of a decade ago aren't controversies anymore, that labor and management accept each other today, and that the problems have shifted to different areas, such as fringe benefits and productivity. The problems are solved today on a more technical level, and they are solved by experts and specialists. Consequently, the questions arise whether the industrial relations program has become mainly a program for management and whether labor relations still exists as an independent discipline in view of the fact that it has branched out into many different disciplines.

As it seems rather important today to ask these and similar questions regarding the philosophy of the labor movement and the types of meetings the labor movement ought to have, the Alumni Association will devote a whole Saturday to their discussion some time in the spring of 1962. We hope that particularly the younger members of the Association will, at that time, state their views regarding future activities in industrial relations.

JOB OPENING

Assistant to Union Business Representative

The Hotel and Restaurant and Bartenders Employees Union, AFL-CIO, Bakersfield, California is looking for an assistant to its Business Representative. Starting salary would be between \$450.00 and \$500.00 a month. If interested, contact Jack White, Secretary-Treasurer, Local 550, P.O. Box 1108, Bakersfield, California.

**COMPANION CONFERENCE
AND HEARING IN
SAN FRANCISCO**

In view of the success of the Los Angeles conference and hearing, we are planning a companion conference for Northern California on February 7, which will be preceded by a banquet on February 6 at the Palace Hotel in downtown San Francisco. Featured speaker at the banquet will be James C. Dolley, Vice-Chancellor, University of Texas. Dr. Dolley is in charge of the investment policies of the endowment fund at the University of Texas which has been one of the more successful funds from an investment stand point. At the conference on February 7, the opening speech will be concerned with an explanation of capital formation. Subsequently, there will be a presentation of the Security Exchange Act of 1934 and its amendments for the protection of investors and a discussion of the experience in administering the investments of specific employee-employer retirement funds which have a balanced investment approach. The analytical methods of evaluating various investments will be analyzed by Robert S. Driscoll, Executive Vice-President of Lord, Abbott & Company, New York, and discussed in workshop sessions.

Following the conference, there will be a public hearing by the Joint Senate-Assembly Interim Committee on February 8.