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INSTITUTE OF INDUSTRIAL RELATIONS (I.A.)

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CONFERENCE ON
RESEARCH CONTRIBUTIONS
TO EFFECTIVE USE OF
HUMAN RESOURCES

As reported in our last issue of the Newsletter, this conference is designed to report on some of the latest and most significant developments in the utilization of human resources. Prominent research specialists will describe research in their particular field. The conference will be held on February 1 and 2, at the Law Building of UCLA, room 120. PLEASE, DON'T FORGET THAT IF YOU WANT TO PARTICIPATE IN THIS MOST INTERESTING CONFERENCE, CONTACT THE INSTITUTE OFFICE AT ONCE AT BR 2-6161, EXT. 9458.

LECTURE SERIES ON
INSTITUTIONAL
ECONOMICS

Beginning Wednesday, February 28, the Institute will present a series of public lectures on Institutional Economics. In view of the present trend away from institutional economics, an evaluation of its role by nationally recognized authorities should be of great value to everyone interested in economics. The Institute will publish these lectures later in a single volume as one of the Institute's monograph series. The program will be as follows:

- February 28 - "The Background of Institutional Economics":
Joseph Dorfman, Professor of Economics, Columbia University
- March 7 - "The Legacy of Thorstein Veblen"
C. E. Ayres, Professor of Economics, University of Texas
- March 14 - "The Institutional Economics of John R. Commons"
Neil W. Chamberlain, Professor of Economics, Yale University
- March 21 - "The Institutional Economics of Wesley C. Mitchell"
Simon Kuznets, Professor of Economics, Harvard University
- March 28 - "Institutional Elements in Contemporary Economics"
R.A. Gordon, Professor of Economics, University of California, Berkeley

The lectures will be held on Wednesdays at 3:00 p.m. in room 2250 of the Chemistry Building, UCLA. There is no admission charge. For additional information, please contact Margaret Breazeal at the Institute office, BR 2-6161, ext. 422.

WE NEED HELP

As you know (we hope!), we are trying to bring you in our Newsletter all the information and items of interest we think might be helpful to you in your business and professional activities. However, in order to make the Newsletter a true means of communication, we need more news from you. Therefore, WOULD YOU PLEASE SEND US INFORMATION REGARDING JOB OPENINGS, PERSONAL ITEMS CONCERNING MEMBERS, AND ALL THE NEWS YOU THINK OUGHT TO BE PUBLISHED IN THE NEWSLETTER. Please mail your information to the Institute, UCLA, L.A. 24, or call the Institute office at BR 2-6161, ext. 425.

JANUARY ALUMNI DINNER MEETING ON DISCRIMINATION

About twenty alumni spent a very interesting evening at the UCLA Faculty Center on January 18. Featured speakers were Dennis V. Fargas, Fair Employment Consultant, Division of Fair Employment Practices of the Department of Industrial Relations of the State of California, and Robert Singleton, Research Assistant at UCLA.

Mr. Fargas, who has been with the Fair Employment Practice Commission since the spring of 1960, spoke on "The California Fair Employment Practice Act," its history, provisions, and procedures. The Act specifies that it is unlawful for employers, labor organizations, and employment agencies to discriminate with respect to employment or membership against any person because of race, religious creed, color, national origin, or ancestry. Any individual can make a complaint to the FEPC, which will investigate the case and, if the charge is sustained, will endeavor to eliminate the unlawful practice by conference, conciliation, and persuasion. If these methods do not succeed, the assigned Commissioner may arrange a public hearing, and, if in the hearing the charges are found valid, the Commission orders the offending party to cease and desist from the unlawful practice. In case the unfair labor practice continues, the Commission may bring an action in Superior Court. However, experience has shown that voluntary compliance is obtained in most of the cases. Interestingly, 20 percent of the cases so far have been against Civil Service. The percentage of complaints against unions has been rather small, i.e., between 4 and 5 percent. Mr. Fargas' explanations made it very clear that the Commission is an impartial body and endeavors as much to absolve an employer, employment agency, or union from an accusation of discrimination not borne out by the facts, as to require them to remedy a discriminatory action. The Commission is also an educational body in that it can create community committees to study discrimination and issue publications, including the findings of research and investigation, which will promote better intergroup understanding.

Mr. Singleton, who is a graduate student in economics at UCLA, a research assistant in the Institute, and president of the UCLA Chapter of the NAACP, spoke on the legal complications of the Freedom Rides. He reported on the Freedom Ride to Jackson, Mississippi, which he undertook in July, 1961, with a group of fifteen students, all of whom were jailed on a "breach of the peace" charge. Mr. Singleton himself spent over 30 days in jail. As a result of the Freedom Rides, the Interstate Commerce Commission ordered that signs stating "No Discrimination" be posted on all interstate transportation vehicles and terminal facilities. This, however, had no retroactive effect on the previously arrested Freedom Riders. In total, 306 persons are being tried on appeal in Mississippi; the sentence is usually a \$200 fine and four months in prison. Complications in the legal procedures for appeal arise because the State of Mississippi will not allow a test case to be appealed through the courts to the U.S. Supreme Court. All the Freedom Riders must stand trial, necessitating a \$1,000 additional appeal bond for each rider. From his own observations, Mr. Singleton concluded that with the Freedom Rides an important step forward has been made, that the minority groups in the South have been awakened to the point where they will act on their own, and that both races are adjusting to the fact that there will no longer be separate waiting rooms.

T.R. CERTIFICATE HOLDER APPOINTED JUDGE OF MUNICIPAL COURT

Governor Edmund G. Brown recently announced his appointment of James D. Tante of Los Angeles as judge of the Municipal Court for the Los Angeles Judicial District. Judge Tante received his LL.B. at Loyola University in Los Angeles and began private practice of law in 1948. He is an attorney and a licensed public accountant. He was business representative for the Motion Picture Studio Electrical Technicians Local 728, IATSE,

from 1949 to 1955, and is still a member in good standing of his local union and a delegate to the Los Angeles County Federation of Labor. He received his Certificate in Industrial Relations at UCLA in 1950 and his Master of Laws from the University of Southern California in 1953.

INSTITUTE CALENDAR

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| 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., UCLA - Verne Kallejian, Arthur Carstens, Ted Ellsworth. |
| February 11-14 | - Annual Meeting of the Western Conference of Foot Surgeons, Las Vegas - Ted Ellsworth. |
| February 28-March 28 | - Lecture Series on Institutional Economics, Chemistry Bldg., Room 2250, UCLA - Professors J. Dorfman, C.E. Ayres, N.W. Chamberlain, Simon Kuznets, R.A. Gordon. |
| March 3 | - One-day seminar for Communication Workers of America, UCLA - Arthur Shedlin, Arthur Carstens. |
| 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 14-May 9 | - Advanced Sensitivity Training for Alumni Sensitivity Training and Western Training Laboratory, UCLA and Lake Arrowhead. There will be 9 Wednesday meetings at UCLA and weekend of March 16-18. - Drs. Robert Tannenbaum, James F.T. Bugental, Angus MacLeod. |
| March 15 | - Conference on "Collective Bargaining," Bureau of National Affairs, Statler Hilton Hotel, Los Angeles - 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 and 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) - Verne Kallejian, Warren Schmidt, Angus MacLeod. |
| March 27-30 | - Conference on "Counseling Techniques for the Board of Nurses Examiners," Asilomar, California - Ted Ellsworth. |
| March 29, 30, 31, April 1, April 13-15: | Seminar on "Productive and Creative Thinking," Biltmore Hotel, Santa Barbara - Paul Albrecht, Donald Ehrman, Edward Glaser, Abraham Kaplan, Angus MacLeod. |

NOTE FROM SANTA MARIA

Dr. Philip Overmeyer's class in Labor Economics enjoyed an evening of dining and dancing at the Vandenberg Hotel in Santa Maria on Thursday, December 21, 1961. Feature of the evening was a mock award presentation to Master/Sgt. Lamar Smith, who will complete his Certificate requirements this semester. Presentation of

4.

JOB OPENINGS

Assistant to Union Business Representative

The Hotel, Restaurant and Bartenders Employees Union, AFL-CIO, Bakersfield, California, is looking for an assistant to its Business Representative. Starting salary would be between \$450 and \$500 a month. If interested, contact Jack White, Secretary-Treasurer, Local 550, P.O. Box 1108, Bakersfield, Calif.

Research Assistant

The Building Service Joint Council is looking for a person to do research on salary and other data on employees in the Civil Service jurisdiction for labor and government publications and to compile and present briefs on the results of this research. A degree is not mandatory, but some college or research experience in public administration or industrial relations is required. For application, contact Mr. Bartrud, 623 W. 9th Street, Los Angeles 15, MA 7-9075.

Assistant to Manager

There is a job opening as an assistant to the organization manager of the Southern California Retail Liquor Dealers Association. Anyone interested should call Mr. Bill Seligman, WE 1-1751.

IMPORTANT

PLEASE, ALL ALUMNI WHO HAVE NOT YET COMPLETED THE QUESTIONNAIRE BELOW FOR THE NEW I.R. ALUMNI ROSTER SHOULD COMPLETE AND RETURN IT AT ONCE TO THE INSTITUTE OF INDUSTRIAL RELATIONS, UCLA, LOS ANGELES 24, CALIFORNIA.

Questionnaire for new I.R. Alumni Association roster to be brought up to date and reprinted in the near future.

Name _____

(Last) (First) (Initial)

Home Address Street _____
City _____ Zone ____ State _____

Employer _____ Bus. Phone _____

Your Title or Position _____ Home Phone _____

Please mail notices to Home Address Business Address (check one)
Published Roster will be limited to members in good standing at press date.