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INSTITUTE OF INDUSTRIAL RELATIONS (I.A.)

ALUMNI ASSOCIATION
NEWSLETTER

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MANPOWER
DEVELOPMENT
AND TRAINING ACT
OF 1962

One of the pressing problems of our time is the rapid change taking place in the composition of our work force. Present technological developments have not only brought unemployment to people because their particular skills are no longer needed, but also have created a demand for workers skilled in jobs which didn't even exist half a dozen years ago. Students and practitioners of industrial relations have a more than academic interest in the problem and its solution. Upon our ability to mobilize an effective work force under conditions of technological change will depend our success or failure in a highly competitive world market.

A number of laws have been enacted by Congress in the last few years which aim at minimizing unemployment. Outstanding among these in meeting the problems of technological change is the Manpower Development and Training Act of 1962. Under this act, provision is made for the retraining of workers who are unemployed and who cannot reasonably be expected to find full-time employment. We are bringing this legislation to the notice of our readers this month because a number of you work in industries which have recruitment problems or from which workers are being displaced. To you especially, this act should have interest. The implementation of the act is just taking shape at this time. None of us knows exactly how the legislation may fit into a progressive personnel program, but we suspect that there may be real advantages to industry as well as to the unemployed worker in the effective application of the act.

What the Act Provides

Appraisal of manpower problems on a national basis by the Department of Labor and a yearly report to Congress by the President.

Training of the unemployed person in a skill which will give him likelihood of full-time employment. The program is designed to qualify for employment persons who could not reasonably be expected to secure full-time employment without such training. Training is to be given on the basis of counseling and testing.

Payments to certain persons while training is in progress. In general, these payments seem to be limited to unemployed persons who have had not less than 3 years' gainful employment experience and who are heads of families or households. Some provisions will be made for youths where the need is indicated.

On-the-job training programs may be used, and payments by the plan may supplement employment earnings.

Allowances to the employee while under a training program would be equal to allowances under unemployment insurance up to a maximum of 52 weeks. Employees in on-the-job training would receive reduced payments.

Administration of the plan will be in the hands of the State Employment Offices, and while it is under the direction of the federal Department of Labor, there seems to be plenty of room for local flexibility.

Financing during the first period will be wholly from federal funds with respect to the training of the unemployed, and 50% from federal funds for other persons.

Anyone wishing additional information on this program or on the ways in which it may be integrated with your personnel policies should contact the California Department of Employment.

INSTITUTE CALENDAR

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| March 22-May 22 | - 19th Seminar on "Human Factors." This seminar will be held in two sections, one on Tuesdays (April 3-May 22) and one on Thursdays (March 22-May 10) - Verne Kallejian, Angus MacLeod, Warren Schmidt. |
| March 27-30 | - Conference on "Counseling Techniques for the California State Board of Nursing Education and Nurse Registration," Asilomar, California - Don Dubois, Ted Ellsworth, Verne Kallejian. |
| March 28 | - Public Lecture on "Institutional Elements in Contemporary Economics," UCLA - Prof. R.A. Gordon. |
| 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. |
| May 6-10 | - Teamsters Conference on "A Leadership Institute - Labor in the 60's," Santa Barbara - Institute of Industrial Relations in cooperation with the Teamsters Joint Council 42 - Arthur Carstens. |
| May 17-18 | - Conference on "The Changing Face of Department of Employment Programs," International Association of Personnel and Employment Security, L.A. Chapter, Mission Inn, Riverside. |
| June 15-17 | - Conference on "Collective Representation of Public Employees," Lake Arrowhead - Arthur Carstens, Irving Bernstein. |
| June 30-August 3 | - Teachers' Institute: "Great Issues in Education," and "Collective Bargaining Rights of Teachers," Institute of Industrial Relations in cooperation with the Department of Education, University Extension, UCLA, Sproul Hall, UCLA - Arthur Carstens, Faith Smitter. |
| August 5-10 | - Machinist Leadership School, Sproul Hall, UCLA - Arthur Carstens, Leonard Freedman. |

ELLSWORTH
APPOINTED BY
CONGRESSIONAL
COMMITTEE

The Alumni will be interested to learn that our Administrator of Public Programs, Ted Ellsworth, has been appointed Special Consultant on Aged and Aging for the General Congressional Subcommittee on Education and will be in Washington for the next two months. Mr. Ellsworth will do a study on HR 10014 by John Fogarty and similar bills dealing with federal programs for the aged with respect to medical care, housing, employment, recreation, adult education, etc. He will conduct hearings on the problems, report on them, and help in the writing of amendments to the present proposed legislation. The 20 different bills submitted to date all provide for some new agency to represent the aged and for grants to the states to finance a planning project for action on the state level; some favor additional matching grants for action programs for states that present approved projects, and some provide for grants to nonprofit organizations that present satisfactory proposals for demonstration projects. Although we all miss Mr. Ellsworth in the Institute, we are at the same time very proud that he was appointed to this important task, for which, as we all know, he is so well qualified.

DON DUBOIS
APPOINTED TO
INSTITUTE STAFF

The Institute of Industrial Relations is happy to announce a new addition this month. Don Dubois was appointed to its staff March 1 and will be filling the spot left vacant by Ted Ellsworth until his return. Don is known to many of you already, since he was an active participant in the Alumni Association from 1957 to 1960. Since 1959 he has been a consultant to physicians and consumer groups in medical economics, and he is well known for his work in the field of prepaid medical and dental care.

CONFERENCE ON
COLLECTIVE
BARGAINING - 1962

On Thursday, March 15, 200 representatives of labor, management, government, the Institute, and others concerned with collective bargaining, attended a one-day conference on "Collective Bargaining - 1962" at the Statler Hilton Hotel, which was presented by the Bureau of National Affairs (BNA), Washington, D.C., the Institute of Industrial Relations, and University Extension, UCLA. In this year of paradox in bargaining, when business is booming but unemployment is high, when labor is strong but its relative strength is declining, and when the Administration in Washington is "friendly" to unions but is committed to price stability, this conference was of great importance to the negotiators of labor-management agreements. The BNA's labor experts could shed light on the present trends and give informed answers to some of the pressing questions the negotiators are faced with.

After Benjamin Aaron, Director of the Institute, had welcomed the participants, John D. Stewart, Executive Editor, Donald F. Farwell, Managing Editor, Collective Bargaining Negotiations and Contracts, and Howard J. Anderson, Managing Editor, Labor Relations Reporter, of the BNA spoke on management, union, and government strategy in 1962 bargaining. "The Outlook for Steel Negotiations" was discussed by Edward H. Donnel, Managing Editor, Daily Labor Report, BNA, followed by a round-table discussion of the bargaining outlook for 1962. Other topics discussed were "What Unions Are Asking For and Getting," "Pros and Cons of Major Bargaining Issues," and "Economic

and Political Climate for Bargaining in 1962." The conference concluded with a round-table discussion on "What's Happening in Washington That Affects Labor-Management Relations."

There was agreement that a steel strike is very unlikely this year and that a settlement of the differences between demands by the United Steelworkers of America and offers from the industry would be brought about before the June 30 contract expiration date. From unofficial sources, it was learned that the USA's demand of a 13½ cents an hour increase is based on an estimated productivity increase of 3.3%, while the industry's offer of 8 cents assumes a productivity increase of 2%. Since both of these proposals are based on productivity increases, the contract will meet the guidepost set out by the President's Council of Economic Advisors that wage increases should not be greater than productivity increases in order to hold down the inflationary spiral. The result would be no general advance in steel prices, although there may be some price increases in certain steel products.

In general, it seems that management is in a relatively better position this year than in the recent past, because technological change has weakened union strength and labor's aims are now job security and fringe benefits rather than higher wages, and in particular because the federal government desires to avoid an increase in the inflationary forces in our economy. The Federal Mediation and Conciliation Service now has 215 mediators in the field, and their role, according to the BNA, is no longer a passive one, but rather to make suggestions for bargaining settlements along the lines set out by the Council of Economic Advisors. On the other hand, the Administration's "friendly" attitude toward labor can be seen in the changes that have taken place in the decisions of the National Labor Relations Board, composed of three Democrats and two Republicans, especially in the area of unfair labor practices and representation.

REMINDER

TO THE ALUMNI WHO HAVEN'T YET PAID THEIR ANNUAL MEMBERSHIP FEE:

We still haven't received the annual membership dues from many alumni, and we would appreciate it very much if those of you who haven't sent in their check yet, would do so at once. Please mail your check of \$5.00 (payable to the Industrial Relations Alumni Association) to Claude D. Huizing, 849 Chestnut Ave., Los Angeles 42, California.