

DEC 21 1962

INSTITUTE OF INDUSTRIAL RELATIONS
UNIVERSITY OF CALIFORNIA, LOS ANGELESARTHUR CARSTENS
Administrator of
Labor ProgramsTED ELLSWORTH
Administrator of
Public ProgramsANGUS MacLEOD
Administrator of
Management ProgramsBENJAMIN AARON
DirectorFREDERIC MEYERS
Associate Director
Community Services

I. R. ALUMNI NEWSLETTER

December 10, 1962

Vol. 2, No. 1

Our I.R. Alumni activities and Newsletter publication have been slow in getting off the ground this year. After spending four months with the Labor and Education Committee of the House of Representatives in Washington, D.C., the writer returned to Los Angeles too late in the summer to arrange any regular alumni meetings. However, after the first of the year regular meetings will be held and speakers will be announced at a later date.

IMPORTANT INDUSTRIAL RELATIONS JOB OPPORTUNITIES

Los Angeles County Painting Industry. A fine opportunity for an experienced person in the field of labor-management relations is now available. Ben Nathanson, Manager of the Los Angeles County Painters' and Decorators' Joint Committee, Inc. is leaving this position the first of the year, and the Committee is now looking for a replacement.

The Joint Committee in the painting industry operates as a labor-management committee to handle various problems. The functions of the Manager are somewhat similar to those of an Executive Secretary of a trade association. He must serve both parties rather than take a partisan stand. His functions include some arbitration, industrial relations work, office management, and public relations. It would be helpful for applicants to have some knowledge of military and government procurement work.

The salary of the Manager is, of course, dependent upon the background and experience of the applicant but should start at at least \$12,000.00 per annum. Fringe benefits include automobile insurance, health and welfare coverage, two weeks sick leave each year, two weeks vacation first year and three weeks after five years, and normal expenses.

Applications should be made in writing to Dan Gelfan, Secretary Selection Committee, Los Angeles County Painters' and Decorators' Joint Committee, Inc., 730 South Western Avenue, Los Angeles 5. Further information can be obtained at BU 8-2359.

Mr. Nathanson is leaving the Joint Committee after almost six years as its Manager. He will take an important industrial relations position with a large consulting firm. He is a holder of a Certificate of Industrial Relations, and a member of the Alumni Association, and recently was appointed to a position on the Board of Directors of the Association.

Building Service Employees International Union. A research position for the Building Service Union is now open. Salary will be based upon the background and experience of the applicant. Persons wanting information regarding this position should contact Elinor M. Glenn, Senior Business Representative, Los Angeles County Employees' Union, 628 West Ninth Street, Los Angeles, California, MA 7-6721.

**RECENT PUBLICATIONS
OF THE INSTITUTE**

The following reprints may be secured by writing to the Institute of Industrial Relations, 300 Economics Bldg., University of California, Los Angeles 24, California.

- * Reprint No. 108 - Melville Dalton, Explicit and Implicit Administration.
- * Reprint No. 109 - Frederic Meyers and C. R. Miller, Investment Policies of ~~Bilaterally Managed Pension Plans~~. This is a reprint of a report given to a Labor-Management Conference sponsored by the Public Program section of the Institute in 1960. The study was made with the assistance of a research grant from Paine, Webber, Jackson, and Curtis, Investment Bankers, Los Angeles office. The conduct of the study and the conclusion, however, are entirely the responsibility of the authors.
- * Reprint No. 110 - Benjamin Aaron, The Union Member's 'Bill of Rights': The First Two Years.
- * Reprint No. 111 - Benjamin Aaron, Arbitration in the Federal Courts: Aftermath of the Trilogy.
- * Reprint No. 112 - Irving Bernstein, Labor's Power in American Society. A study of the surprising facts and figures concerning the political and economic power of the American labor movement. Dr. Bernstein, Associate Director of the Institute, has written a powerful document which analyzes the power of the strike weapon and of the James Hoffa-Teamsters economic strength. A study that everyone in the field of industrial relations should read.
- * Reprint No. 113 - Benjamin Aaron, Reflections on the Legal Nature and Enforceability of Seniority Rights.

Members of the Alumni Association may receive one free copy. Additional copies may be secured at 20¢ per copy.

- * Personnel Management in ~~Small~~ Companies by Frances Torbert is still available at 50¢ a copy and at a discount in quantity orders. This popular pamphlet is particularly pertinent to the small firm that lacks resources of the large company. It covers such subjects as staffing, training, dealing with unions, wages, working conditions, etc. For study it answers two common questions of the small company: How can small companies follow the personnel practices of successful large firms? What are the unique problems of the small company?

Further information regarding the above publications or other Institute publications may be secured by calling Lois Hurwitz, 272-8911, Ext. 3782.

<p>CERTIFICATE AWARDS 1962</p>

Two dinners honoring persons who have completed their I.R. certificate requirements were held during the fall. In San Diego on October 26th, ~~twenty~~ persons were awarded their certificates, and in Los Angeles on November 2nd, thirty-eight certificates were awarded. Persons who received awards follow:

San Diego

Rex R. Ball
Herbert L. Burrow
(Mrs.) Otilie Burrow
John B. Cares
Kenneth H. Combs
George Alvin Di Matteo
Walter F. Fertig
Joe Frivaldsky
Harry Allen Howe
George A. L'Heureux

Leonard B. Linn
John W. Mansfield
John W. Prior, Jr.
Albert H. Riley, Jr.
Oscar Duff Rohrer, Jr.
Thomas F. Shepherd
Larry Allen Smothers
Antonio Delfino Sobrinho
Lowell W. Turner
Conrad A. Zamora

Los Angeles

Marshall Bernard Anderson
Robert H. Armstrong, Jr.
James W. Baker
John E. Balmer
Ted Balzer
William C. Bible
Donald L. Brine
George A. Brkich
Jack D. Cox
Mark Thomas Dixon
Alfred H. Fleming, Jr.
Eugene L. Gackle
Marvin Goffman
Adrienne Joy Hart
Alan J. Hull
Leo D. Hymas
Gerald Lee Idle
Ralph D. Jacobson
Eileen Jones

Gerald R. Kelly
Robert C. Kirwan
Ellen Lichtenberg
Harry J. Lister
Michael Dewey Moore
Alice Mountain
Ross A. Naylor
Eber T. Owens
F. C. Puch
Burt N. Rogers
James C. Senn
Carroll Jay Shultz
Alan J. Siebler
Betty S. Strohm
Charles Ullman
Louise C. Vorhaus
Thomas Jahue Wade
Aphia Wallen
Richard A. Woodson

The dinner at San Diego was held at the Kona Kai Club on Shelter Island. Master of Ceremonies was George Allen, Secretary-Treasurer of Building Service Employees' International Union, Local #102, and the awards were presented by John W. Quimby, Secretary-Treasurer, San Diego County Labor Council. An extremely interesting talk was given by Karl Kunze, Manager, Personnel General Department, Lockheed-California Company of Burbank. Mr. Kunze's subject was "Current Practices and Trends in an Aerospace Industry." We have invited Mr. Kunze to talk at one of the spring meetings of the Alumni Association.

Another interesting talk was given on "Municipal Experiments in Industrial Relations" by Ralph Woolpert, Personnel Director of the Thrifty Drug Stores, a member of Mayor Yorty's Labor-Management Committee of which Arthur Carstens of the Institute is Chairman. Elmer Ellis, Vice-President of the Association, presided at the meeting and certificates were awarded by Milton Jeanney, President of the Employers Labor Relations Council. Jeanney

was among the first group that received certificates and was active in the formation of the Alumni Association. He served as its first president and acted in this capacity for several years.

INSTITUTE NOTES

Benjamin Aaron, Director of the Institute, and Frederic Meyers, Associate Director, have just returned from a three week trip to Paris and London. In Paris they attended a conference of a European research team which, under the direction of Professor Meyers, will study European experience with area redevelopment programs. This project is being conducted under a contract between the University and the Area Redevelopment Administration of the U.S. Department of Commerce. They also discussed the continuing cooperative research program between the Institute and a Paris counterpart Institute in the University of Paris.

In London they attended a Colloquium on comparative labor law sponsored by the British Association on Comparative Law, and also attended a conference sponsored jointly by the Universities of California Los Angeles, Chicago, Illinois and Cornell, under a grant from the Foundation on Automation and Employment, Inc., to discuss with a group of European scholars programs of comparative research on problems of automation and employment.

On February 8-10, the Institute will sponsor its Eighth Annual Conference for Public Employees at Lake Arrowhead under the direction of Arthur Carstens.

Ted Ellsworth was the featured speaker at the annual convention of the American Building Contractors' Association at Vacation Village in San Diego on November 9th. His subject dealt with the growing importance of fringe benefits in collective bargaining.

Arthur Carstens will speak on a panel program discussing The Changing Nature of University Industrial Relations Programs at the Fifteenth Annual Meeting of the Industrial Relations Research Association in Pittsburgh, Pennsylvania, on December 27, 1962.

ALUMNI DINNERS

The first Alumni Association dinner will be held on Wednesday, January 16, 1963. Time and place will be announced later. The program will deal with the growth of a new industrial relations benefit program, prepaid dental programs. Hal Klein, a member of the Association and Administrator of the Retail Clerks, Local #770-Food Employers' Council Health and Welfare programs and a nationally recognized authority on prepaid dental plans is organizing the program.

Second meeting of the year will be on Thursday, February 14, 1963. Subject to be announced.

Third meeting will be on Tuesday, March 11, 1963.

Fourth meeting will be on Monday, April 8, 1963. We are trying to secure for this meeting Madam Frances Perkins, Secretary of Labor under Franklin D. Roosevelt. Madam Perkins was active in the establishment of our Social Security and Unemployment Insurance programs. She will spend one month during the spring as a guest lecturer at the Institute.

**LABOR RESEARCH
INTERNSHIP**

The AFL-CIO has recently announced continuation of its Labor Research Internship for 1963. Applications are now being accepted. The intern selected will work with the AFL-CIO Research Department in Washington, D.C. for one year starting July 1, 1963. Salary not less than \$5200 a year. To be eligible an applicant must be a college graduate and have completed at least one year of work by June 30, 1963.

Persons interested in getting more information should write Stanley H. Ruttenberg, AFL-CIO Director of Research, 815 - 16th Street, N.W., Washington 6, D.C.