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I.R. ALUMNI NEWSLETTER

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FEBRUARY MEETING
NOTICE

An excellent program has been arranged for our next Alumni Association meeting:

The Speaker: Karl Kunze, Manager of the Personnel General Department of Lockheed-California Company at Burbank.

The Date: Monday, February 18, 1963.

The Subject: Industrial Relations in Action.

Mr. Kunze has been with Lockheed for 22 years. He is a California State Certified Psychologist, Past President of the National Vocational Guidance Assn. of Los Angeles, and a member of Governor Brown's Committee on Automation. He is a graduate of Boston University and received his M.A. from the Harvard Graduate School of Arts and Sciences.

Mr. Kunze will discuss changes in the nature of the work force in the aerospace industry, the importance of studying trends in the work force, better utilization of the present work force, and the need for training and manpower planning in providing for the future.

Don't miss this important meeting at which you will have a chance to discuss this subject matter after Mr. Kunze's talk.

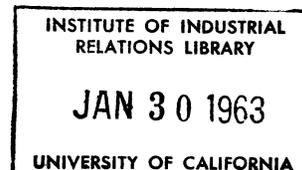
Please let Margaret Breazeal know at once if you plan to attend. Call BR 2-8911, Extension 2425. The location for the meeting will be announced soon. Your cooperation is requested as it will help us in planning for this meeting.

MARCH MEETING
NOTICE

Following our meeting with a top management representative, we have arranged for a labor program for March.

The Speaker: Franz Daniel, Director of the Los Angeles and Orange County AFL-CIO Organizing Committee.

The Date: Monday, March 11, 1963.



Mr. Daniel has been put in charge of the biggest organizing drive in AFL-CIO history. Automation, technological changes, and the growing importance of white-collar and public employees have caused the national officers of the AFL-CIO to become concerned about its future membership. Southern California has been selected for a pilot organizing campaign.

REPORT ON LAST MEETING

Those who missed the January meeting missed an interesting discussion concerning the growth of prepaid dental care programs. Hal Klein arranged a meeting featuring three persons who have been active in the development of these programs in this area. They are Max Schoen, D.D.S., partner in the first prepaid dental clinic established in this area which services the maritime industry and Longshoremen's Union and Sheet Metal Workers; Larry Peifer of the Food Employers Council, which contracts with Retail Clerks, Butchers, and Teamsters for dental programs; and Dan Johnston, labor economist of Daniel Johnston & Associates of Los Angeles, who acts as consultant and administrator for dental plans of unions in the hotel and restaurant industry.

Some of the highlights of the meeting were: There are now 2 million persons covered for prepaid dental care in the United States, and 200,000 of these are in Southern California. It is anticipated that there will be 15 million by 1970. The bulk of those covered are in labor-management funds, mainly in the food, maritime, and hotel and restaurant industries.

Dr. Schoen stated that he has two programs--one for children of Longshoremen's Union members, and the other for Sheet Metal Workers' Union members. The cost of the Longshoremen's plan varies from one to two cents per working hour. The Sheet Metal Workers' costs four cents per hour. On the basis of annual cost, the Longshoremen's program costs \$75 for the first year for children, \$65 the second year, and around \$55 the third year. In both plans the employees have a choice of a clinic-type or an indemnity free-choice program. In both, better than 90% participate in the clinic program. In the past year 97% of the children signed up in the Longshoremen's plan were examined by a dentist under the closed-panel program.

Mr. Peifer outlined the programs for the food industry, covering the Retail Clerks, Butchers, and Teamsters. Every imaginable type of program exists in this group, including the closed-panel plan of Retail Clerks Local 770 in Santa Monica, indemnity programs, and those based on reimbursement of the "usual" charge of the dentist. All of the programs are self-insured, the administrative cost being about 9.2 per cent per year. There are about 100,000 persons covered. The employer contribution was one cent per hour the first year, three cents per hour the second year, and five cents per hour each year thereafter. In 1962, \$1.5 million was paid out in claims, and it is estimated that in 1963 the figure will be \$2 million. All persons have complete family coverage.

The food industry programs have been successful with the exception of the "usual fee schedule program" in San Diego and Orange Counties in which the claims paid exceeded the anticipated claims by a large percentage. This is now being corrected. The same program in the Pomona area has been quite successful. Mr. Peifer feels very strongly that the middle man should be eliminated wherever possible and pointed out that the administrative cost in the food industry is 9.2%, whereas under the California State Dental Plan, which is similar, it is 17.2%. It has been as high as 25%.

Mr. Johnston discussed the culinary plans in the Santa Monica, Gardena, and San Fernando Valley areas. Fifteen thousand employees, or 37,500 persons, are covered under these programs. In the Santa Monica area, the cost is \$2.40 per employee; in Gardena, \$3.00 per employee; and in the Burbank area, \$6.00 per family. However, under these programs there are various surcharges for dependent coverage which equal about 25% of the total charge.

All the speakers discussed problems with the dental societies. It appears that the plans had much more difficulty in working with the dental societies than with the medical societies, and that there has been considerable pressure to keep dentists from practicing in closed-panel plans or from participating in "fixed fee" programs.

**JOB
OPPORTUNITIES**

As announced in our last Newsletter, the Building Service Employees Union is looking for a research assistant. If you are interested, call Elinor M. Glenn, Senior Business Representative, Los Angeles County Employees Union, 628 West Ninth Street, Los Angeles, MA 7-6721.

Health and Welfare Fund Office Manager in the Los Angeles area. This is a good job opportunity. For information call Ted Ellsworth, BR 2-8911, Extension 2425.

Health and Welfare Fund Administrator, Orange County. For further information call Ted Ellsworth.

Labor Research Internship. There is still time to apply for this \$5,200 per year internship with the AFL-CIO in Washington, D.C.

**LABOR SERIES TO
GO ON AIR
JANUARY 19**

Sam Kalish, retired Deputy Labor Commissioner, will start a series called "The Voice of Labor" on KPFK on Saturday, January 19, 1963, 4:00 p.m. On Saturday, January 26, at 1:00 p.m., Mr. Kalish will interview John M. Annand, Teamsters Joint Council President, regarding the story of the Teamsters. On later programs, he will interview other Los Angeles labor leaders. Another feature of the series will be an analysis of the effects of the Taft-Hartley Law and Landrum-Griffin amendments by George Bodle, Al Brundage, and Al Klein, labor attorneys. Also during the series, Ted Ellsworth and Charles Cross will discuss labor health activities. Station KPFK, 90.7 megacycles on FM radio.

**NOTES ABOUT
OUR ALUMNI**

Our Alumni Association President, Reese Gorris, has returned to Los Angeles after a six-month tour of duty with the Pacific Telephone and Telegraph Company in San Diego. He arrived in time for our January meeting and will head up Alumni Association activities again.

Vice-President, Elmer Ellis, who substituted so ably for Reese, has been spending many weekends in Tijuana--not pleasure trips, however. He is heading up a people-to-people project for his church. On weekends, Elmer and a group of workers have been converting barracks into recreation facilities for Mexican children.

Ben Nathanson, a new addition to our Alumni Executive Board, attended his first Board meeting this month. He has recently resigned as Manager of the Los Angeles County Painters and Decorators Joint Committee, Inc., and taken a position as Personnel Manager with the D.N. & E. Walter & Company of Los Angeles.

CALENDAR

- February 7. University Extension class entitled Labor and the Law begins. Studies labor law history; early attempts at federal and state labor legislation; National Labor Relations Act, Fair Labor Standards Act, California Labor Code, Landrum-Griffin Act, and concrete situations to which these laws apply.
Instructor: Abe F. Levy, LL.B., Attorney and Leo Geffner, LL.B., Attorney.
Thursdays, 7:30 - 9:30 p.m., beginning February 7.
813 South Hill Street, Room 509, Los Angeles.
For further information on other classes, call Mary Heinemann, BR 2-8911, Extension 3252.
- February 8-10 Eighth Annual Public Employees Conference, Lake Arrowhead (Arthur Carstens). Call Ethel Davis for information BR 2-8911, Ext. 2208.
- March 1-3 Sensitivity Training begins for Los Angeles, Orange County, Pasadena, San Diego groups (Angus MacLeod). Call Louise Vorhaus for information BR 2-8911, Ext. 3258.
- March 8-10 Sensitivity Training begins for UCLA groups.
- March 16 Briefing Sessions on Collective Bargaining, Los Angeles (Angus MacLeod). For information call Louise Vorhaus.
- March 26 21st Seminar on Human Factors in Management begins, Los Angeles (Angus MacLeod). For information call Louise Vorhaus.
- June Labor Programs - Los Angeles County Federation of Labor Conference, Santa Barbara (Mary Heinemann).