

INSTITUTE OF INDUSTRIAL RELATIONS  
UNIVERSITY OF CALIFORNIA, LOS ANGELES

ARTHUR CARSTENS  
Administrator of  
Labor Programs

TED ELLSWORTH  
Administrator of  
Public Programs

ANGUS MacLEOD  
Administrator of  
Management Programs

BENJAMIN AARON  
Director

FREDERIC MEYERS  
Associate Director  
Community Services

I.R. ALUMNI NEWSLETTER

March 22, 1963 Vol. 2, No. 3

**FORMER SECRETARY  
OF LABOR FOR  
APRIL MEETING**

The program committee of the Alumni Association has arranged an outstanding program for our April meeting. Miss Frances Perkins, Secretary of Labor under President Franklin D. Roosevelt, will be the speaker.

The Place: Chapman Park Hotel, 615 South Alexandria, Los Angeles.

The Date: Thursday, April 4, 1963.

The Time: Social hour at 6 p.m., dinner at 7 p.m.

The Price: \$4.50, including tax and tip.

Miss Perkins was Secretary of Labor at the time of the greatest growth of the labor movement following passage of the Wagner Act. She also was active in the development of our social insurance programs--unemployment insurance, old-age and survivors insurance, and others.

She will discuss the background and history of this legislation and evaluate the success of these programs in terms of President Roosevelt's objectives.

Don't miss this important meeting. Be sure to get your reservations in early by calling Margaret Breazeal, 272-8911, extension 2425.

**REPORT ON FEBRUARY  
MEETING - KARL  
KUNZE**

A most interesting talk dealing with the changing patterns of employment that will have an effect on industrial relations in the future was given by Mr. Karl Kunze, Manager, Personnel General Department, Lockheed-California Company at Burbank, at the February meeting of the Association.

INSTITUTE OF INDUSTRIAL  
RELATIONS LIBRARY  
  
MAR 22 1963  
  
UNIVERSITY OF CALIFORNIA  
BERKELEY

With the coming of the electronic and space age, greater automation, and a shift from an unskilled to a predominantly skilled work force, many changes will occur. Mr. Kunze stated that there will be high unemployment coupled with a crying need for workers with certain skills. In the next generation there will be 60 million people in jobs that don't exist today; there will be multiple job exposure before a worker settles down to a permanent job, and most will shift their type of employment at least three times. There will be a shift in emphasis from training to retraining; engineers and some other skilled workers will be forced to take refresher courses every year instead of every three years or longer to keep up to date.

As to the future of industrial relations, Mr. Kunze saw:

1. A move to trilateral instead of bilateral negotiations, with government directly or indirectly influencing many collective bargaining sessions,
2. A continuing crisis in negotiations, with the parties being almost constantly involved in some type of negotiations,
3. A trend toward the development of formulas to help labor and management in determining how to share the proceeds of business,
4. Compulsory arbitration in some industries,
5. A need for more highly trained personnel in the industrial relations field.

**RECENT PUBLICATIONS  
OF THE INSTITUTE**

Monograph No. 9. Education for the Use of Behavioral Science, by James V. Clark. \$2.25. This monograph is concerned with education for the application of behavioral science concepts and findings to the management of human affairs. Part I analyzes the dynamic forces in classrooms which facilitate and constrain such teacher-learning, while Part II sets forth recommendations for its improvement. The foreword is by Fritz J. Roethlisberger.

Reprint No. 114. A Healthy Organization, by James V. Clark. One copy free; others 20¢ per copy.

Reprint No. 115. Employer Free Speech: The Search for a Policy, by Benjamin Aaron. One copy free; others 20¢ per copy.

Reprint No. 116. Job Protection in France and Britain, by Frederic Meyers. One copy free; others 20¢ per copy.

Reprint No. 117. What to Do with the Drop-out? and The Minority Child and the Schools, by Paul Bullock and Robert Singleton. One copy free; others 20¢ per copy. These articles compare certain indicators of success in education and training programs within de facto segregated schools in urban centers, such as drop-out and transiency rates, enrollment in work-school programs, etc. Revealing differences found between all-white and all-minority schools and their implications in the light of future manpower requirements are discussed. Some concluding remarks suggest urgently needed changes in present school policies regarding more realistic counseling, training, and education of youngsters handicapped by substandard environments.

Reprint No. 118. The Labor Injunction Reappraised, by Benjamin Aaron. One copy free; others 20¢ per copy.

**JOB OPPORTUNITIES** Administrator for labor-management health and welfare fund. Send three copies of resume and application to Michael A. Carrigan, Food Employers Benefit Fund, 515 West Adams, Los Angeles, California.

Administrator for small health and welfare plan. Starting salary \$7,000 to \$9,000. For information call Ted Ellsworth, 272-8911, ext. 2425.

Claims clerk for California Vision Services. For information call Earl Woodward, DU3-2323.

Personnel Manager for plastics company, Los Angeles. Starting salary probably \$12,000. For information call Ted Ellsworth, 272-8911, ext. 2425.

Office manager for large health and welfare and pension fund, Los Angeles. For information call Ted Ellsworth, 272-8911, ext. 2425.

**NEWS OF ALUMNI** Harold E. Anderson, chemical and nuclear engineer, has just been named Director of Technical Operations for Wynn's Friction Proofing of Azusa, California, according to Wynn Oil Company president, Carl E. Wynn.

A former engineering consultant as well as a lecturer at the University of California, Anderson was also Chief of Special Projects Branch of the Manhattan Project for the Atomic Energy Commission, the assignment which produced the first atomic bombs credited with winning World War II.

On his new assignment with Wynn's, Anderson will have charge of the company's newly created research center, an ultramodern laboratory and technical facility for the development and testing of the company's line of additive products. Wynn's manufactures a full line of chemical metal conditioning additives to cure and prevent mechanical failure in industrial, farm, marine, and automotive equipment.

Anderson, who holds degrees in Chemical Engineering, Nuclear Engineering, Engineering Management, as well as a Certificate in Industrial Relations, was formerly affiliated with Aerospace-Nuclear Company, Bechtel Corporation, the General Electric Nucleonics Division in Richland, Washington, and the AEC.