

UNIV
SHELF

IR newsletter

NEXT MEETING

201.8, no 12?

Date: THURSDAY, February 23, 1967

Time: 6:00 P.M. - No Host Cocktails

7:00 P.M. - Dinner

8:00 P.M. - Speaker

Place: The Boardroom Restaurant
3361 West 8th Street
Los Angeles, California

Program: LABOR'S OBJECTIVES IN 1967

Speaker: Sigmund Arywitz, ~~Executive~~-Secretary,
Los Angeles County Federation of Labor

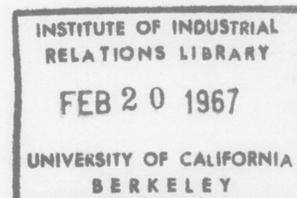
Please make reservations by enclosing the return self-addressed card, or call Rita Sann, 272-8911, ext. 2425 as soon as possible. If you are unable to attend the dinner, you and your friends are welcome to come to Mr. Arywitz's address at 8:00 P.M.

NEWS BRIEF

ON SPEAKER

FOR FEBRUARY

Sigmund Arywitz was recently elected Executive-Secretary of the Los Angeles County Federation of Labor, AFL-CIO, succeeding William J. Bassett who resigned from that position for reasons of health. A graduate of New York City College, Mr. Arywitz was a staff member of the International Ladies' Garment Workers' Union from 1946 to 1949, when he was appointed Director of Education and Public Relations for the Pacific Coast region by that union. He served in that capacity until his appointment by Governor Brown as Chief of the Division of Labor Law Enforcement, Department of Industrial Relations.



PAST

Kenneth Robertson on Emergency Dispute Legislation

PROGRAMS

In reviewing Mr. Robertson's talk of December 20, 1966 in our January IIR newsletter, we misquoted one of his statements to the effect that the Secretary of Labor Wirtz favored a court of labor-management relations. Mr. Robertson had, in fact, referred to the Secretary's comments on a speech made by Mr. Baruch in which he, Baruch, favored such a court. Secretary Wirtz actually had called Mr. Baruch's suggestion "unfortunate."

(The Editor)

Irving Bernstein on Aggression and Collective Bargaining

In our last meeting Irving Bernstein, Acting Director of the Institute of Industrial Relations and Professor of Political Science at UCLA, presented a fascinating analysis of man's instinctual aggressive behavior and its implications to relations between economic interest groups --i.e., collective bargaining. Based on Konrad Z. Lorenz' book, On Aggression, Dr. Bernstein defined the aggressive instinct as "the fighting instinct in beast and man which is directed against members of the same species." With respect to man, the processess of evolution and natural selection have probably imprinted aggression upon his behavior in the Paleolithic, when he lived isolated or in small groups deriving his nutrition from hunting and gathering.

Among the most important factors which influence and channel aggressive behavior are the concept of territoriality, the effects of crowding, and the development of rituals and ceremonies to provide substitutes for attack. Depending upon the social organization of the species, the individual acting alone or a pair or herd acting together, each group recognizes its own territory--in the language of the modern gang, its turf. Each member of the group knows the boundaries of this territory and defends these against trespassing members of his species. Thus aggression is inherently defensive, and in the absence of large differences in size and strength among the opposing groups victory goes to the defender. Robert Ardrey, basing his analysis of man's aggressive behavior on Lorenz' work, defines this as the territorial imperative.

In every species' life cycle aggression must at times be suspended in order to insure survival. A brood-tending mother, for example, who must be especially aggressive towards predators, must not attack her young. Thus the natural weapons of the lower animals, teeth and claws, serve to protect their territory but are not used to destroy their own species. Man, on the other hand, has relatively harmless natural weapons, but his intellect combined with his highly developed instinct of aggressions has led him to develop formidable artificial weapons giving him the power to destroy himself completely--a power unmatched by any other species. Aggression is also suspended by ritualization, that is, the development of ceremonies which provide substitutes for attack. Lorenz mentions the dog shaking an imaginary enemy or the goose which participates in the highly sophisticated triumph ceremony. With respect to ~~man~~ he mentions sport and humor, among others, as substitutes for attack.

Lorenz' analysis is profoundly discouraging for men of goodwill who seek peaceful solutions to the many conflicts inherent in the entire **range** of human experience--in relations between individuals, between generations, economic classes, ethnic groups, and nations. There is one area of human relations, however, where a hopeful note may be struck, where rituals have been developed to check aggression and produce cooperation instead--industrial relations, more specifically, collective bargaining.

Although evolution had intended man to live a Cro-Magnon type of existence, civilization and its institutions demand that most members of his species now reside in a crowded urban environment and derive their sustenance from industrial occupations. Thus the territory is the work place, where the worker earns a living--food--and where he forms emotional attachments to coworkers, his tools and machines, and to accustomed ways of doing things.

The territorial imperative moves both employer and worker against each other to defend **this** territory. The employer may defend his ownership of his factory, and the worker his proprietary interest in his job against encroachments of the employer-owner or even against other workers, a concept inherent in rival unionism and jurisdictional disputes.

But over a period of time the opposing groups realized that the cost of aggression was too high, that ways and means must be found of sharing the territory. In Lorenz' terms, this spurred the development of rituals and ceremonies to suspend aggression and culminated in the evolution of an institution--collective bargaining. The ceremonial aspects of the bargaining process include the seating **arrangements** of the participants, the role-playing of the leading spokesmen, and the gradual approach to the real issues. The collective agreement may be viewed as a system of demarcating territories --so much for the **workers**, so much for the owner--and as a system of rituals to channel man's aggressive instinct into a mutually beneficial relationship. The evolution of this institution over a relatively few years, when considered against the many thousands of years of unbridled aggression in almost every sector of human relations, is a remarkable achievement indeed. Dr. Bernstein ended his presentation with a question, perhaps the question, "How can we develop similar institutions to suspend aggression in other areas of human conflict."

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