

INSTITUTE OF INDUSTRIAL RELATIONS (Berkeley)
University of California
Berkeley 4, California

Report on the

NATIONAL INSTITUTE OF LABOR EDUCATION
RESIDENTIAL STUDY INSTITUTE FOR UNION STAFF

June 25 - September 1, 1961

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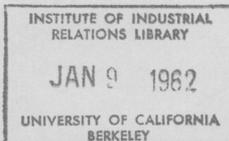
Roster of Participants

PREPARED BY:

JOHN HUTCHINSON ... and 1,
Coordinator of Labor Programs

HERBERT A. PERRY ... //
Assistant Coordinator of
Labor Programs

Berkeley, SEPTEMBER 20, 1961



PREFACE

The National Institute of Labor Education, with the aid of a grant from the Fund for Adult Education, sponsored three ten-week residential institutes for union staff during the summer of 1961. The institutes were held at Michigan State University, Cornell University and the University of California at Berkeley.

The institute at Berkeley ran from June 25th to September 1st, and was attended by 19 union officials; the group was composed of 16 Americans, two Norwegians and one Canadian. One indication of overseas interest in the program is that the Norwegian Parliament passed a special Act to enable the attendance of five Norwegian trade unionists at the three institutes.

The purpose of the program at Berkeley, as at the two other universities, was to provide the participants with a broad background on the principal economic, political and social problems confronting the American labor movement and American society today. The heart of the curriculum consisted of four basic courses in (1) Economic Problems, (2) American Politics and International Affairs, (3) Labor History and Philosophy, and (4) Psychology and Sociology. The basic courses were supplemented by special day-time seminars and evening discussion groups on a wide variety of topics. The subjects covered in these sessions included American Foreign Policy, Technological Change, World Peace and Disarmament, Industrial Relations in the Soviet Union, Health Insurance and Medical Care, Farm Labor in the United States, Communist China and the U. N., Arbitration, International Trade, Labor Education, Labor and Politics, Workmen's Compensation, Social Planning, Comparative Labor Movements, Union Democracy, Problems of the Underdeveloped Nations, Unconventional Warfare and Social Change, Social Psychology, and Occupational Frontiers of Trade Unionism. One weekend away from the campus, at the Marine Cooks and Stewards Training School in Santa Rosa, was devoted to a study of "The Role of Religion in Society." The Berkeley group also spent a day inspecting training installations at Fort Ord as the guests of the United States Sixth Army.

While, as already stated, the main purpose of the institute was to offer instruction in a broad range of topics, training was also given in reading and writing skills to improve the performance of the institute's participants in these fields. The students were also encouraged to undertake research projects on their own or in small groups. Three opinion surveys on trade union matters and one study on job evaluation in the public service, were completed.

Five senior faculty members taught the basic courses. Twenty-eight experts -- including prominent union staff representatives, university faculty members, government executives and public figures -- taught in the seminars and group discussions. A full-time evaluator of the entire program was in attendance throughout and was available for consultation by the students.

Students were also given orientation sessions by the librarians in both the main campus and Institute of Industrial Relations libraries, and were given access to those libraries throughout the course.

Accommodations for the students were provided at the Durant Hotel bordering on the Berkeley campus. All rooms had private baths and study facilities. A variety of dining room and cafeteria facilities were available around the campus. The National Institute of Labor Education paid half the cost of room and board. All other general student facilities -- including Student Union recreation areas, the swimming pool and the university gymnasium -- were made available to the institute's participants.

Reading materials -- as well as general tuition -- were provided free. The reading matter included books, monographs, pamphlets and specially prepared materials. A number of expensive books were kept on reserve for the exclusive use of the participants, although some students bought their own copies.

The staff at the Institute of Industrial Relations responsible for the administration of the program consisted of:

John Hutchinson, Coordinator of Labor Programs

Herbert A. Perry, Assistant Coordinator of Labor Programs

Harry Miller, Evaluator

Trevor Bain, Administrative and Research Assistant

Nancy Fujita, Secretary

Helen McKee, Secretary

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COMMENTARY

The increasing complexity of collective bargaining and union administration require a high level of ability on the part of those in responsible trade union positions. Labor education in the United States properly devotes a high proportion of its efforts to the development of the skills necessary for the exercise of effective union leadership in everyday matters. There has thus been a heavy emphasis in most labor education courses on collective bargaining, grievance procedures, labor law, union administration and other immediate problems.

But effective union leadership in the 1960's does not depend alone on the acquisition of workaday skills. American society, and thus the needs of the American labor movement, are changing rapidly. The impact of technological change, the transformation of the workforce, the increasing skills of management in developing the consent of its employees, the dim memories of the great depression, the increasing educational opportunities of the young, the mounting influence of legislation on trade union matters, the relative apathy of both the present and the emerging generation toward the institution of trade unionism and -- in sum -- the challenge presented to the labor movement if it is to hold, much less increase, its own, are matters which require the highest level of training and sophistication on the part of trade union leaders.

It is not simply a matter of more effective bargaining and organizing. It is also a matter of the preservation of the free society. Trade unionism is not, that is, simply an instrument for economic reward and industrial due process. It is an agency of protest, a guarantor of dissent. A free, strong and vociferous labor movement, indeed, may be not only a test but a condition of the free society. It is hardly a coincidence that those modern societies we call free are all characterized by strong and socially-conscious labor movements, or that free trade unions are among the first victims of the authoritarians. The decline of the American labor movement to a point where it could no longer serve as a balance-wheel in the power structure of the community would thus be a calamity, not only for trade unionists, but for all citizens.

In foreign affairs as in domestic, the American labor movement, has a great responsibility to bear. If trade unionism is vital to the protection of domestic freedoms, it is equally important abroad. The political complexion of international society will be determined largely by the early choices of the underdeveloped nations to the world. These choices will be made by complex men -- excited by independence, driven by nationalism, sensitive to discrimination, courted by giants and pressed by their followers -- who are eager for achievement. In every case their choice between impatience and tolerance, between authority and consent, is a crucial one; and in every case the efforts of our enemies to convert them are assiduous, skillful and extravagantly financed. The competence we bring to our concern for their affairs may well be decisive.

The labor movement, that is, must raise its sights in the matter of education. It must develop leaders of higher skills in programs of much wider scope than tradition has demanded. The residential study institutes of the National Institute of Labor Education are a constructive step in that direction. They merit the support of the movement they are designed to serve.

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NATIONAL INSTITUTE OF LABOR EDUCATION

Residential Study Institute

June 25 to September 1, 1961

INSTRUCTORS:

"Labor History and Philosophy"

Dr. Walter Galenson
Professor of Economics

"Central Economic Problems of the 1960's"

Dr. William Goldner
Head, Business Administration Extension

"Man and Society"

Dr. Richard S. Lazarus
Professor of Psychology

Dr. Seymour M. Lipset
Professor of Sociology

"American Government and Politics"

Dr. DeVere Pentony
Assistant Professor of International Relations

"Reading Skills"

Mrs. Irene Athey

"Writing Skills"

Mr. Robert Holloway

ACCOMMODATIONS:

Durant Hotel
2600 Durant Avenue
Berkeley 4, California

UNIVERSITY OF CALIFORNIA
 Institute of Industrial Relations
 Berkeley 4, California

NATIONAL INSTITUTE OF LABOR EDUCATION

Residential Study Institute

Sunday, June 25: Registration 6:00 p.m. - 7:30 p.m. } Durant Hotel
 Reception 7:30 p.m. - 8:30 p.m. }

Classes will be held in the following rooms: 263 Dwinelle Hall, 125 Dwinelle Hall
 410 Wheeler Hall, 230 Wheeler Hall

WEEK I - June 25 to July 2, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday June 26	Orientation	Labor History & Philosophy	American Govt. & Politics	
Tuesday June 27	Reading Skills	Labor History & Philosophy	American Govt. & Politics	"U. S. Foreign Policy" Dr. Richard Cox Dept. of Political Science University of Calif.
Wednesday June 28	Seminar: 9:00 to 12:00 "Discussion Methods" Dr. Harry Miller Institute of Industrial Relations University of Calif.		2:00 p.m. Library Orientation Miss G. Clayton	
Thursday June 29	Reading Skills	Labor History & Philosophy	American Govt. & Politics 4:00 p.m. Industrial Rel. Library Tour Miss G. Lloyd	"Technology and Institutions" Dr. Leon Lee San Jose State College
Friday June 30	Reading Skills	Labor History & Philosophy	American Govt. & Politics	
Saturday July 1 and Sunday July 2	Free Time			

WEEK II - July 3 to July 9, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday July 3	Reading Skills (Holiday - class work made up)	Labor History & Philosophy	American Govt. & Politics	
Tuesday July 4	Holiday			
Wednesday July 5	Reading Skills	Labor History & Philosophy	American Govt. & Politics	
Thursday July 6	Reading Skills	Labor History & Philosophy	American Govt. & Politics	"World Peace and the Arms Race" Benjamin Seaver American Friends Service Committee Oakland
Friday July 7	Reading Skills	Labor History & Philosophy	American Govt. & Politics	
Saturday July 8 and Sunday July 9	Free Time			

WEEK III - July 10 to July 16, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday July 10	Reading Skills	Labor History & Philosophy	American Govt. & Politics	
Tuesday July 11	Reading Skills	Labor History & Philosophy	American Govt. & Politics	"Industrial Relations in the USSR" Dr. Walter Galenson University of Calif.
Wednesday July 12		Labor History & Philosophy	American Govt. & Politics	
Thursday July 13	Reading Skills	Labor History & Philosophy	American Govt. & Politics	"Pre-paid Health Plans" Dr. Richard Weiserman, MD El Cerrito, Calif.
Friday July 14	Seminar: 9:00 to 12:00 "Occupational Frontiers of Trade Unionism in the United States" Everett Kassalow Research Director Industrial Union Department ATL-CIO, Washington			
Saturday July 15 and Sunday July 16	Free Time			

WEEK IV - July 17 to July 23, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday July 17	Reading Skills	Labor History & Philosophy	American Govt. & Politics	
Tuesday July 18	Reading Skills	Labor History & Philosophy	American Govt. & Politics	"Moonlighting and Automation" Ralph Bergmann Research Director United Rubber Workers AFL-CIO, Akron, Ohio
Wednesday July 19	Seminar: 9:00 to 12:00 "Social Psychology" Professor Godwin Watson Columbia University New York			
Thursday July 20	Reading Skills	Labor History & Philosophy	American Govt. & Politics	"Farm Labor Problems" Ernesto Galarzo Former Research Director and Organizer National Agricultural Workers Union
Friday July 21	Reading Skills	Labor History & Philosophy	American Govt. & Politics	
Saturday July 22 and Sunday July 23	Free Time			

WEEK V - July 24 to July 30, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday July 24	Writing Skills	Labor History & Philosophy	American Govt. & Politics	
Tuesday July 25	Writing Skills	Labor History & Philosophy	American Govt. & Politics	"Communist China and and UN" DeVere Pentony San Francisco State
Wednesday July 26	Seminar: 9:00 to 12:00 "Unconventional Warfare" Professor J. K. Zawodny Stanford University		1:00 - 2:00 Reading Skills	
Thursday July 27	Writing Skills	Labor History & Philosophy	American Govt. & Politics	"Arbitration" Professor John Troxell Stanford University
Friday July 28	Writing Skills	Labor History & Philosophy	American Govt. & Politics	
Saturday July 29 and Sunday July 30	Free Time			

WEEK VI - July 31 to August 6, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday July 31	Writing Skills	Economics Problems	Man & Society	
Tuesday August 1	Writing Skills	Economic Problems	Man & Society	"International Conflict" Professor Robert North Stanford University
Wednesday August 2	Seminar: 9:00 to 12:00 "Problems of Underdeveloped Nations" Professor Van D. Kennedy University of California		1:00 - 2:00 Reading Skills	
Thursday August 3	Writing Skills	Economic Problems	Man & Society	"The Economics of Full Employment" David Lesser Research Director IUE, AFL-CIO
Friday August 4	Writing Skills	Economic Problems	Man & Society	
Saturday August 5 and Sunday August 6	SPECIAL WEEK END SEMINAR AT MARINE COOKS AND STEWARDS TRAINING SCHOOL Santa Rosa Speakers: Mons. Walter Tappe Rabbi Saul White Rev. Takashi Tsuji Rev. Harry Scholfield			

WEEK VII - August 7 to August 13, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday August 7	Writing Skills	Economic Problems	Man and Society	
Tuesday August 8	Writing Skills	Economic Problems	Man and Society	"International Trade" Dr. Cornelis Visser San Francisco State
Wednesday August 9	Seminar: 9:00 to 12:00 "The Competence of Free Men" Professor Jack London University of California		1:00 - 2:00 Reading Skills	
Thursday August 10	Research Project	Economic Problems	Man and Society	"NILE" Joseph Mire Executive Director National Institute of Labor Education
Friday August 11	Research Project	Economic Problems	Man and Society	
Saturday August 12 and Sunday August 13	Free Time			

WEEK VIII - August 14 to August 20, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday August 14	Research Project	Economic Problems	Man & Society	
Tuesday August 15	Research Project	Economic Problems	Man & Society	"Unions and the Legislature" Donald Vial Research Director California State Federation of Labor
Wednesday August 16	Seminar: 9:00 - 12:00 "Union Democracy and Public Review" Professor Jack Stieber Michigan State University		1:00 - 2:00 Reading Skills	
Thursday August 17	Research Project	Economic Problems	Man & Society	"The Soviet Image of America" Professor Julian Towster University of California
Friday August 18	Research Project	Economic Problems	Man & Society	
Saturday August 19	Trip to Community Health Center, Santa Rosa			
Sunday August 20	Free Time			

WEEK IX - August 21 to August 27, 1961

	9:00 - 10:00	10:30 - 12:00	2:00 - 3:30	7:30 p.m. - 9:30 p.m.
Monday August 21	Research Project	Economic Problems	Man & Society	
Tuesday August 22	Research Project	Economic Problems	Man & Society	"Workmen's Compensation" Dr. Earl Cheit University of California
Wednesday August 23	Field Trip to Fort Ord - 7:00 a.m. - 6:00 p.m. Courtesy of the Sixth United States Army			
Thursday August 24	Research Project	Economic Problems	Man & Society	"The Norwegian Labor Movement" Odd Jacobsen Vice President National Union of Telegraph Superinten- dents and Fritz Torgersen Secretary Norwegian Confederation of Salaried Employees
Friday August 25	Research Project	Economic Problems	Man & Society	
Saturday August 26 and Sunday August 27	Free Time			

WEEK X - August 28 to September 1, 1961

Monday August 28	Research Project	Economic Problems	Man & Society	
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Tuesday August 29	Research Project	Economic Problems	Man & Society	"Social Planning and Trade Unions" Joseph Maldonado Executive Director Alameda County Council of Social Planning
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Wednesday August 30	Research Project	Economic Problems	Man & Society	
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Thursday August 31	Research Project	Economic Problems	Man & Society	PRESENTATION OF CERTIFICATES AND SPECIAL DINNER Spenger's Fish Grotto 1919 Fourth Street Berkeley 6:30 p.m.
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Institute of Industrial Relations
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NIIE RESIDENT INSTITUTE

June 26 to September 1, 1961

THE AMERICAN LABOR MOVEMENT: HISTORY, STRUCTURE AND PHILOSOPHY

Instructor: Professor Walter Galenson

Course Outline:

The general purpose of this course will be to provide the background essential for the understanding of the principal problems encountered and to be faced by the American labor movement.

A. The History of American Labor:

1. The Pre-Industrial Period: labor up to the era of Jacksonian democracy; labor in politics -- the first experience; the origins of craft unionism.
2. The First Efforts at Federation: the Knights of Labor; the origins of the AFL.
3. The AFL and Its Early Competitors: the AFL and the Knights of Labor; the rise and decline of the IWW; the open shop drive; the AFL in World War I.
4. The Debacle of the Twenties: postwar militancy - the steel, packinghouse and other strikes; the employer counteroffensive; welfare capitalism and the decline of trade unionism.
5. The Prelude to Organization: the impact of the Great Depression; Section 7(a) of the NRA and its effect on organization; the great debate on craft vs. industrial unionism.
6. The Formation of the CIO and the Organizing Drive of 1936-41; AFL-CIO rivalry; organization in steel, automobiles, the maritime trades, electrical manufacturing and other fields; the AFL counteroffensive in trucking, the building trades, lumber, aircraft and other fields.
7. World War II: The War Labor Board; the coal mining strikes; the extension of unionism.

8. From World War II to the Merger: the great postwar strike waves; the CIO and the Community Party; the growth of organized labor's interest in political action; the attempt to organize the South.
9. From the Merger to the Present: background and details of the merger; the issue of labor corruption and the expulsion of the Teamsters; the efforts to eliminate inter-union raiding.
- B. The Structure of the Labor Movement: local and regional organization; the rise of the national union; craft unionism and the concept of exclusive jurisdiction; rival unionism; the changing concept of federation under Gompers, Green and Meany; the evolution of intermediate bodies; the relationship of the local to the national union; present functions of the state federation, the city central, the departments and their subsidiaries.
- C. The Philosophy of the American Labor Movement and Some Foreign Contrasts: pragmatism -- the American Federation of Labor; syndicalism -- the IWW; New Deal progressivism -- the CIO; the AFL-CIO -- amalgam of ideologies; some contrasts with other nations -- the pragmatic socialism of Great Britain; the Communist concept of trade unionism; the labor movements of the newly emerging countries.

Reading List:

Labor in America, by Foster Rhea Dulles. (First 150 pages)

The CIO Challenge to the AFL, by Walter Galenson. (selected chapters)

The AFL in the Time of Gompers, by Philip Taft. (selected chapters)

The AFL from the Death of Gompers to the Merger, by Philip Taft. (selected chapters)

American Trade Unionism -- Past and Present, by Lloyd Ulman. (Institute of Industrial Relations reprint)

As Unions Mature, by Richard Lester.

Unions in America, by B. C. Roberts.

Trade Union Democracy in Western Europe, by Walter Galenson

NIIE RESIDENT INSTITUTE

June 26 to September 1, 1961

CENTRAL ECONOMIC PROBLEMS OF THE 1960's

Instructor: Dr. William Goldner

Course Outline:

In this course will be considered the principal economic problems confronting the nation in the present decade. These problems arise from a variety of sources, including (a) our dynamic technology, (b) shifting relations among economic groups, (c) more insistent demands for full employment and price stability, (d) the "revolution of expectations" in the underdeveloped countries, and (e) America's position in world society.

- A. Economic Growth, National Product and the Employment Level: national income accounting, the components of the gross national product, national income, etc.; causes of economic fluctuations; economic growth and full employment; government fiscal and monetary policies affecting production and employment; the balance between public and private sectors; the problem of distressed areas; obsolescence of skills; long-term unemployment.
- B. Wages, Profits, Prices and Productivity: trends in the distribution of income among workers, business firms and other classes of income receivers; residual areas of poverty in the United States; relations between money wages, real wages, prices and productivity; industrial pricing policies; the controversy over "creeping inflation; and the causes of inflation; the relationship between price stability and other economic goals.
- C. Our Physical Resources: agriculture, power and raw material supplies; changing sources of energy for the American economy; public policy toward water and power development; utilization and possible exhaustion of world raw material supplies; problems of overpopulation and overproduction in agriculture; federal farm policies; the use of agricultural surpluses to alleviate want in the underdeveloped countries.
- D. Labor-Management Relations: the effects of technology upon "occupational mix," industrial location and labor-management relations; new directions in employer policies - industry-wide collaboration,

more aggressive stance in collective bargaining, "human relations" programs; work rules and practices as a bargaining issue; trends in industrial conflict in the United States and elsewhere; handling of "emergency disputes"; government regulation through the Taft-Hartley Act; regulation of internal union affairs.

- E. Economic Development, Foreign Aid, Commercial and Tariff Policy: pressures for industrial growth and higher living standards in underdeveloped societies; the "population explosion" in these societies; problems in achieving a balance between consumption and investment under democratic institutions; sources of capital for industrial development; competition between the United States and Soviet Russia; the future of China as an economic factor; the role of international organizations.

Reading List:

Economics -- An Introductory Analysis, by Paul A. Samuelson.

Economic Report of the President, 1961

Wall Street Journal

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NIIE RESIDENT INSTITUTE

June 26 to September 1, 1961

MAN AND SOCIETY

Instructors: Professor Richard S. Lazarus
Professor Seymour M. Lipset

Course Outline:

The general purpose of this course will be to discuss the principal psychological and sociological problems involved in modern society. It will deal, among other matters, with the attitude of society to the individual and his relationships with other individuals and small groups in the social framework; with class structure and social power at the national and community levels; and with cultural differences and tensions in American society.

- A. Personality in Society and Culture: the growth of personality; influences of social forces on personality development; motivation and personality development; the development of dependence and independence; and the healthy person.
- B. Social Perception: psychological problems in the perception and understanding of people, institutions, goals and barriers; the nature of attitudes; the measurement of attitudes; the dynamics of dual allegiances as in labor-management relations.
- C. The Structure of Small Groups and Their Leadership: research and theory on small groups; group dynamics; the spontaneous leader; sources of strength and weakness in group structure; power and influence in small groups.
- D. Organization Theory: more formal structures in small groups (up to the size of unions, companies, churches, etc.); current research and theory.
- E. Communication: factors influencing effective communication; group structure and communication; the informal group; effect of source credibility on communication; selective forgetting; the effect of fear of propaganda.
- F. The Key Values of American Society: the role of equality and achievement as basic values in the determination of behavior.

- G. Opportunity Trends: trends in social mobility; changes in relative socio-economic position of different strata in society.
- H. Education: integration vs. segregation on two levels; the nature of the American school system, with particular emphasis on the question of the advantages of the school which integrates those from all cultural levels, as compared with school segregation by culture or ability; the American emphasis on the comprehensive school and its effect on opportunity.
- I. The American Social Class System: the nature and sources of status differentiation in American life; the relationship of family background, occupation, religion and ethnic group to social class position.
- J. Ethnic Differences as a Special Case of Class Differences: factors determining the relative position and behavior of diverse ethnic and racial groups; changes in inter-group relations.
- K. The Structure of Power in the Local Community: various efforts to locate systematically the "power structure" of local communities; the effect on power relations in different cities of variations in size, the character of business and other variables.
- L. Power Relations on a National Level: the different images of power in America, e.g., Riesman's "Veto Groups," Mills' "Power Elite," Galbraith's "Countervailing Power."
- M. Voluntary Organizations and the American Community: the role of voluntary associations in American life; the social composition and function of different types of voluntary associations.
- N. The American Political System: who participates and who does not; the factors affecting participation in the political system; the effect of variations in participation on the system itself; the social basis of American parties; factors which determine support for a party over time; how the voter makes up his mind -- a report on diverse studies of the electorate in action.

Reading List:

Adjustment and Personality, by Richard Lazarus.

Escape from Freedom, by Eric Fromm.

Social Mobility in Industrial Society, by Reinhard Bendix and Seymour M. Lipset.

American Society, by Robin Williams.

UNIVERSITY OF CALIFORNIA
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Berkeley 4, California

NIIE RESIDENT INSTITUTE

June 26 to September 1, 1961

AMERICAN GOVERNMENT AND POLITICS

Instructor: Mr. DeVere E. Pentony

Course Outline:

The general purpose of this course will be to provide a broad survey of American political history, of the basic American political institutions, and of the principal issues involved in their operation.

- A. The Political Process in a Constitutional System
 1. The Nature of Politics
 2. Constitutionalism in the American Milieu
- B. Man, Morality and the Machinery of Democracy
 1. Individual Rights
 2. Rights of the Citizen
- C. Political Behavior of the Individual and Group
 1. Voting Behavior
 2. The Party System
 3. Pressure Politics
- D. The Policy Arena
 1. What Should be the Law: Policies and Policy Makers
 - a. President and Legislature, and pressure groups
 - b. Judges
 - c. The public servant
 2. What is the Law: Courts and Administration
 - a. Administrative Interpretation
 - b. Judicial Interpretation
- E. American Democracy in a World Setting
 1. Cuba -- A Case Study

Reading List:

Government by the People, by Burns and Peltason.

American Government: The Clash of Issues, by Burkhardt, Bush, Krislow and Lee.

"Shame of New York," The Nation, October 26, 1959, by Cook and Gleason.

American Government Annual, 1961-1962, by Ivan Hinderaker.

Last Hurrah, by Edwin O'Connor.

UNIVERSITY OF CALIFORNIA
Institute of Industrial Relations
Berkeley 4, California

NILE RESIDENT INSTITUTE

June 26 to September 1, 1961

READING SKILLS COURSE

Instructor: Mrs. Irene Athey

Text: Power and Speed in Reading, by Doris W. Gilbert

WRITING SKILLS COURSE

Instructor: Mr. Robert Holloway

Text: The Elements of Style, by William S. Strunk

UNIVERSITY OF CALIFORNIA
INSTITUTE OF INDUSTRIAL RELATIONS
BERKELEY 4, CALIFORNIA

NATIONAL INSTITUTE OF LABOR EDUCATION
Residential Study Institute

List of Participants

LYLE K. CANEDY
71 Iona Lane
St. Paul 17, Minnesota

President, International Association of Machinists, Local 1833,
Twin City Aircraftmen.

Age: 47

Education: 9th grade. Has attended various vocational courses in
business speech, salesmanship, accounting and bookkeeping, airframe and
powerplant. Has attended the University of Minnesota continuation
courses on labor for about two years.

Has been with Northwest Airlines for 19 years. Lead engine parts and
material inspector 1955 to present. Inspector engine parts 1949-1955.
Aircraft engine mechanic 1942-1949.

SHIRLEY DANIELL (Miss)
430 West Keefe Avenue
Milwaukee 12, Wisconsin

Recording Secretary, United Steelworkers of American, Local 4454.

Age: 38

Education: 12th grade. In 1957 attended the United Steelworkers School
for Workers Summer Institute at the University of Wisconsin. From
October 1959 through April 1960, attended the University of Wisconsin
School for Workers night school labor education classes at the Milwaukee
Vocational School. In 1960 was a volunteer delegate to COPE.

Waitress, Dutchland Dairy Stores, 1941-1944; Assembler, Cutler-Hammer
Company, 1944-1945; Bakery Packer, National Biscuit Co., 1947-1949;
Bakery Packer, Heath Bakery, 1949-1951. Presently employed at Continental
Can Company -- Assembly Seamer Operator, March 1951 to present.

WILLIAM E. GARNES
2430 Central Parkway
Cincinnati 14, Ohio

International Representative, United Auto Workers, Local 998.

Age: 38

Education: Attended grade and high school in Columbus; one year of college at Florida A & M in Tallahassee, Florida. Completed a year and a half at Ohio State University and Franklin University.

Curtis Wright Aviation Line assembler, 1942-1954; B. & T. Metals Company, machinist, 1943-1957.

RAYMOND F. GEIGER
625 Vernon Street
Oakland 10, California

Business Representative, Printing Specialties and Paper Products Union, Joint Council No. 5.

Age: 52

Education: high school and two semesters of Commercial Law, didn't finish because he had to support mother and younger brother and sister.

Southern Pacific Railroad Company, passenger traffic clerk, 1927-1929; American Trust Company, bookkeeper, 1929-1930; Anaconda Wire and Cable Company, bookkeeper, 1930-1933; Crown Zellerbach Corporation, paper machine operator, 1933-1945; printing pressman 1945-1956.

OSLO JACOBSEN
c/o Aksel Zachariassen
Norwegian Workers' Education Association
Youngstorget 2
Oppg. A IV
Oslo, Norway

Vice President, National Union of Telegraph Superintendents, National Federation of National Unions (I.O.)

Age: 41

GEORGE JAFFE
39 Bell Avenue
San Francisco 27, California

Recording Secretary, Business Representative, Laundry & Cleaning Drivers Union, Local 256.

Age: 55

Education: 10th grade. Has completed the equivalent of high school, in the following subjects: mathematics, history of the United States, and science, in New York City.

Served four years in U.S. Navy, studied at the Sperry Gyroscope Division, New York. After discharge went to work for a merchantile credit clearing house (now a part of Dunn and Bradstreet) as a credit reporter assigned to the Wall Street sector in New York City. Worked as helper in the Naval Shipyards, and attended Naval study course. Became truck driver in 1949.

ROBERT B. MAINORD
8501 South San Pedro Street
Los Angeles 3, California

International Representative, United Automobile Workers, Local 308.

Age: 47

Education: 1 year college, Pepperline Christian College. Has taken many night class courses (college and otherwise). Has read extensively in the fields of philosophy, economics, labor history, poetry and sociology.

Previous to 1945 (when he became UAW staff member) employed by ALCOA, Vernon California works, for five years in capacities of timekeeper, squeezer molder, storeroom attendant, and general flunky. Prior to this worked at Department Store as clerk and doing other odd jobs, including some farm work.

MADELINE MATCHKO (Miss)
70 Fremont Street
Bridgeport, Connecticut

COPE Coordinator, Connecticut State Labor Council, AFL-CIO.

Age: 37

Education: High school.

Worden, Division of United Aircraft, assembler, 1942-1959; Underwood Corporation, assembler, 1947-1958; Southern New England Telephone Co., operator, 1946-1947; Underwood Corporation, inspector and assembler, 1945-1946.

GERALD ALOYSIUS MC CANN
914 Elm Street
El Cerrito, California

Public Relations Officer, Editor, American Federation of State, County and Municipal Employees, Local 56.

Age: 45

Education: 12th, some college education, extension, UC., romance languages and journalism.

Editor, English Section, Universal Mexico City, D.F., 1959. English Instructor, Institute Calmoca - Institute ARS, MCC, Lowell School 1957-8; Public Relations -- all media -- McGregor Associates, Harlingen, Texas, 1955-56; Staff -- Mexico City News, Welcome, Mexican-American Review, 1953-55.

JAMES T. MC DONALD
12500 South Harvard
Chicago 28, Illinois

Assistant Business Representative, International Association of Machinists, Central Lodge 50.

Age: 26

Education: high school. Attended St. Ambrose College for one year. Took night school course on Labor Law at St. Xavier's College. Took two courses in mathematics at the University of Illinois. Attended Leadership School at the University of Wisconsin.

Assistant Personnel Manager, Clearing Machine Corporation, Hamilton, Ohio.

JUNE MC DONALD
1244 - 48th Street
Des Moines 11, Iowa

C.W.A. Representative, Communications Workers of America.

Age: 40

Education: high school. Has some credits from Northwestern University and Drake in liberal arts and labor relations.

Ill. Bell, September 1939-October 1947; Operator, Instructor, service assistant, Telephone Workers Organizing Committee-CIO, 1947-1949; Communications Workers of America, organizer 1949 to 1953.

JOHN MOORE
2859 Commercial Drive
Vancouver 12, British Columbia

First Vice President, Regional Council No. 1, International Woodworkers of America.

Age: 36

Education: 1 year college. University of British Columbia.

Assistant to the President, Region No. 1, IWA, 1957-1959; Financial Secretary, Local 1-85, IWA, 1952-1957; Book Man -- McMillan & Bloedel, 1949-1951; Rigging Slinger -- Bloedel, Stewart & Welch, 1947-1949.

DAVID C. MURPHY
20 Garden Street
Milton 86, Massachusetts

Business Representative, Amalgamated Meat Cutters and Butcher Workmen of North America, AFL-CIO.

Age: 54

Education: 1 year law school. Graduated high school from St. Mary's, Athlone, Ireland. Attended Northeastern University Law School, Boston. In 1959 participated in Labor Courses at Roosevelt University in Chicago. Has taken many courses in Labor-management relations under the auspices of the Catholic Labor Guild of Boston.

Business Representative 1955 to present; International Auditor, International Union, Amal. Meat Cutters, 3-55 to 9-55; Business Representative, Amal. Meat Cutters, 1946-1955; Financial Secretary, Local 592, Amal. Meat Cutters, 1943-1946.

MARTHA JANE OLINGER (Mrs.)
312 Elm Avenue
Marengo, Illinois

President, International Association of Machinists, Local 1832.
Education Director, District 101.

Age: 57

Education: 12th grade, some collage. Has attended numerous educational conferences; four years of Machinists Leadership School at the University of Wisconsin; Chosen by the Governing Body of the ILO to represent the U.S. at a Technical Meeting Concerning Aspects of Industrial Relations Inside Undertaking which was held in Geneva, Switzerland.

EDRIS HAROLD OWENS
702 East Tenth Street North
Newton, Iowa

International Representative, United Automobile Workers, Local 997.

Age: 47

Education: high school.

UAW International Representative 1956 to present; Iowa State AFL-CIO,
Executive Vice President 1956; Iowa State CIO Executive Secretary
1954-1956; UAW Local 997, President 1952-1954; Maytag Company, machinist,
1946-1952.

JOHN SCHAEFER
107 East Elmwood
West Chicago, Illinois

Assistant Business Representative, International Association of Machinists,
Central Lodge 50.

Age: 46

Education: high school. Attended the Leadership School at the University
of Illinois and the University of Wisconsin; also labor law courses at
Loyola University.

Kraft Foods Company, machinists 1948-1958.

FRITZ TORGENSEN
c/o Aksel Zachariassen
Norwegian Workers' Education Association
Youngstorget 2
Oppg. A IV
Oslo, Norway

Secretary, Norwegian Confederation of Salaried Employees, National
Federation of Trade Unions in Norway (I.O.)

Age: 50

MERTON ALBERT WALTERS
4066 Fairway Avenue
Oakland 5, California

Assistant Business Manager, International Brotherhood of Electrical Workers, Local 1245

Age: 39

Education: 2 years college. One semester, University of California; San Francisco City College, majoring in Bio-Chemistry.

Pacific Gas and Electric Company, lineman, 1944-1950; IBEW, Business Representative, Local 1324, 1950-1951; IBEW, Local 1245, Business Representative 1951-1953.

GERALD F. WATSON
707 Beech Way
Corning, California

Executive Board Member, International Brotherhood of Electrical Workers, Local 1245

Age: 38

Education: high school.

H. E. Crabtree Drilling Company, driller, 1949-1951; Pacific Gas and Electric Company, lineman, 1951-1961.