

# HAYES TO SPEAK ON ETHICAL PRACTICES

## The Institute's Community Services Branch Offers Education in Industrial Relations

The Institute's Community Services program provides an off-campus education service for labor, management, and other interested groups.

Utilizing University and community talent and facilities, the program attempts through a variety of approaches to promote understanding of important developments and issues in the industrial relations field.

Three coordinators work closely with groups and individuals: Virginia B. Smith, public programs; John Hutchinson, labor programs; Robert L. Raschen, management programs.

The special requirements of the persons to be served are taken into consideration in the planning of all programs and conferences.

For example, for those interested in increasing their professional competence in industrial relations or related areas, the Institute offers through University Extension a course of study leading to a Certificate in Industrial Relations.

The Certificate, which is awarded upon satisfactory completion of eight courses, has been earned by approximately 250 persons in the last 10 years. Throughout California, over 2,000 students are now enrolled in Certificate classes.

Certificate holders have formed the Industrial Relations Alumni Association which schedules regular meetings to hear guest speakers on topics of current interest.

In cooperation with labor, management, and civic groups, the Institute also

presents short, one- or two-day conferences designed to encourage examination of controversial issues related to labor-management relations, legislation, and economic and social developments affecting trends in labor relations.

Similarly, short-term resident institutes are offered periodically to allow more intensive coverage of particular subjects. Programs in the past have dealt with such topics as negotiated pensions, workmen's compensation, supervisory training, and atomic energy.

Continuing study groups or seminars are another type of activity sponsored by the Institute and operated in cooperation with the community. Featuring prominent guest speakers, the regular monthly meetings provide opportunities for informal consideration of practical and theoretical aspects of industrial relations.

In addition to these major programs, the Community Services branch functions in an advisory capacity. The staff consults with companies, unions, and other organizations on education and training problems. Information is also available to groups who wish films, speakers, or suggestions for use in their own education conferences.

The requests of labor, management, and public groups are the stimuli which dictate the form of the Community Services program. By flexibility and diversity the Institute attempts to meet the ever-changing needs of the industrial community.

## Public Address on Campus By Machinist President

A. J. Hayes, president of the International Association of Machinists and chairman of the AFL-CIO's Ethical Practices Committee, will speak on "Ethics, Democracy, and a Free Labor Movement" at 4 p.m., March 13.

The address will be given in room 155, Dwinelle Hall, on the University campus, and will be open to the public.

Mr. Hayes' talk will deal with corruption in labor-management relations and available remedies.

A vice-president of the AFL-CIO, Mr. Hayes took a major role in the merger of the two national labor federations in 1955, and has long been a proponent of labor unity.

The speech is being sponsored by the Institute of Industrial Relations and the University Committee on Drama, Lectures, and Music.

## Fair Employment Practices

Fair employment practice laws and the removal of barriers to employment were the subjects of a conference held in San Francisco in December for representatives of Northern California industry and government.

Special attention was given the fair employment ordinance passed in San Francisco last July. Judge C. J. Goodell, chairman of the city's new Commission on Equal Employment Opportunity, described provisions of the law and reported on the Commission's activities.

The conference was also addressed by administrators of two older antidiscrimination acts, Elmer A. Carter, member of the New York State Commission Against Discrimination, and George Schermer, executive director of the Philadelphia Commission on Human Relations.

Both reported excellent results in their respective areas and gave credit to fair employment laws for opening the doors of many personnel offices and labor unions to minority workers.

An afternoon symposium dealt with the problems encountered in the removal of employment barriers in the Bay Area.

Persons interested in obtaining copies of speeches given at the conference should contact the Institute.

## First Issue of Institute Bimonthly News Bulletin

With this issue the Institute of Industrial Relations starts publication of a newsletter describing its current activities. We believe that it will be of interest to management, labor, and community groups in Northern California, as well as to industrial relations centers in other parts of the country. Many of these groups have received information about a few Institute programs, but have only a sketchy impression of the overall scope of our activities. The *Bulletin*, which will be issued bimonthly during the academic year, is designed to fill this gap.

## CURRENT RESEARCH PROJECTS

What happens to the occupationally disabled worker?

Every year some two million American workers suffer disabling work injuries. Well over a billion dollars is spent annually on workmen's compensation. At the same time, total employer costs, direct and indirect, for industrial accidents and illnesses have been estimated to run from three to five billion dollars.

Are these enormous costs being distributed equitably, does the average disabled worker receive adequate benefits, and are seriously injured workers being restored to productive activity? What is the outlook for workmen's compensation in the light of the spread of both public and private programs providing disability benefits?

These are some of the questions which are being considered in a three-year study of occupational disability which the Institute has initiated under a grant from the Ford Foundation. The study involves a large-scale survey of occupationally disabled workers in California. The survey is being conducted by Earl F. Cheit, co-author of *Economic and Social Security* (Ronald Press, 1957) and author of a number of articles and papers on workmen's compensation.

### Recent Publications

#### Books:

*Economic Backwardness and Economic Growth* by Harvey Leibenstein (available from John Wiley & Sons, \$6.75)

#### Popular Pamphlets:

*Unemployment Insurance* by Margaret S. Gordon and Ralph W. Amerson (available from the Institute, 50 cents)

Reprints (available from the Institute, single copies free):

## ITEMS OF INTEREST . . .

### To Management

Mason Haire has rejoined the Institute's research staff after spending a year in Italy studying workers' incentives and motivations. Dr. Haire will take an active part in programs of interest to management.

Dr. Haire has resumed leadership of the Management-University Seminar on the Philosophy of Management, which meets monthly at the University Club in San Francisco. The seminar of executives devoted its February session to a discussion of the special study, *How the Soviet System Works*, by Harvard's Russian Research Center. Appraisal of Russian management practices will continue in March when the seminar will hear guest speakers Gregory Grossman and Donald R. Hodgman of the University's economics department.

A new Industrial Relations Seminar has been organized by Arthur M. Ross, director of the Institute. In recent months, ethical standards of conduct, internal union democracy, and "right-to-work" legislation have been discussed. Seminar leaders have included Mr. Ross, William H. Smith, S. M. Lipset, Pembroke Gochnauer, and Robert R. Grunsky.

The 1958 series of Supervisors Forum meetings is under way. Thirty-six top supervisors from Bay Area firms have joined the Forum, which meets monthly in Oakland to discuss various supervisory and labor relations problems. In February, G. B. Stone, assistant superintendent of personnel at the Oleum plant of Union Oil, explained the approach of his com-

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*The Arbitration of Discharge Cases: What Happens After Reinstatement* by Arthur M. Ross

*Personnel Problems in Public Schools* by Jack London

*Productivity and Labour Relations* by Clark Kerr

pany to administration of labor agreements and to management training.

Plans are now being made for the Forum's Fifth Annual Conference to be held on May 3 at the Castlewood Country Club.

### To Labor

The Institute's labor program will include five special conferences in the next few months.

"Issues for Labor," covering the current problems of organized labor, is to be given in cooperation with the Fresno Labor Council on April 2-4 at Fresno State College.

On April 19, "Collective Bargaining for Public Employees" will be discussed at the International House, Berkeley.

"The Health of the Business Agent," a conference on the health problems of the average union representative, will be presented in cooperation with the East Bay Labor Health and Welfare Council on April 23 at the International House.

West Coast representatives of the stationary division of the International Union of Operating Engineers will attend "Labor and Atomic Energy" on April 26-27 in San Francisco.

"Ten Years from Now," a conference on the prospects for organized labor during the next decade, will take place May 15 in San Francisco.

During the coming year, conferences will also be held in cooperation with the American Newspaper Guild, the United Gas, Coke, and Chemical Workers, and the American Federation of Teachers.

The East Bay Labor Seminar and the San Francisco Labor Seminar, monthly luncheons for union representatives, will be held as usual throughout 1958. Dates for forthcoming meetings are: East Bay Seminar, March 11 and April 8; San Francisco Seminar, March 27 and April 17.

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