

Nov. 1955

IR News is a publication of the Institute of Industrial Relations and University Extension, University of California, Los Angeles, in cooperation with the Los Angeles and San Diego chapters of the Industrial Relations Alumni Associations.

The purpose of IR news is to bring more closely together the various groups interested in the certificate program—persons taking extension classes—graduates of the program—Extension instructors—staff of the Institute of Industrial Relations and community leaders in the field.

## EVERYONE INTERESTED IN CERTIFICATE PROGRAM INVITED TO SEMINAR ON SATURDAY, DEC. 3

A SEMINAR ON CURRENT DEVELOPMENTS IN INDUSTRIAL RELATIONS will be held at the Institute of Industrial Relations on the U.C.L.A. campus from 10 a.m. to 2 p.m. on Saturday, December 3. Included will be a general session in which participants will be introduced to the personnel and facilities of the Institute, a series of workshops led by members of the Institute of Industrial Relations staff devoted to specialized industrial relations subjects, and a luncheon in Kerckhoff Hall, followed by a luncheon speaker.

The Seminar is being held in response to the desire by many persons connected with the Certificate Program to become better acquainted with the Institute of Industrial Relations. If this first experiment proves successful, the Institute hopes to make it a semi-annual affair.

The Los Angeles and San Diego Chapters of the Industrial Relations Alumni Association, which participated in planning the Seminar, urge all Certificate people to make every effort to attend. Presidents Wilson and Valdisera point out that the Seminar will be particularly valuable to students taking courses in Long Beach, Riverside, and San Diego, since their contacts with the University have tended to be limited.

The Alumni Association also suggests that students invite their supervisors or the Director of Industrial Relations at their place of employment. All participants are cordially invited to bring guests.

A program with a registration form for the Seminar is attached.

Further information may be obtained from Richard N. Baisden, Principal Extension Representative, Institute of Industrial Relations, who is in charge of arrangements.

## FINNEGAN TO SPEAK AT CERTIFICATE AWARD DINNER

Twenty-three Certificates in Industrial Relations will be awarded at a graduation dinner to be held Friday,

November 11. The speaker will be the Hon. Joseph F. Finnegan, Director of the Federal Mediation and Conciliation Service.

Mr. Finnegan will be with us on his first official visit to Southern California from Washington since his appointment as Director early this year. He will speak on the subject "Pattern Bargaining and Its Future Role in Labor-Management Relations."

Certificates will be awarded following Mr. Finnegan's address. U.C.L.A. Chancellor Raymond B. Allen has been invited to present Certificates to: Parke Beaner, John R. Benedict, Bruce G. Chamberlin, George E. Davie, Paul V. Emrick, Maynard A. Epps, Gilmore B. C. Goerke, Robert W. Gunn, Clarence A. Halm, Richard E. Harden, Robert A. Holderby, Donald J. Huber, Belle Karlinsky, George G. Lawrence, Roy T. Little, Lawrence E. Long, Webb Moore, Donald S. Olson, Virginia Frances Ossen, Bernice Yvonne Petree, Nathan Silverstein, Spurgeon Sparks, Henry Van Gieson.

Although a large group is expected to attend the affair, which is set for 6:45 p.m. in the Magnolia Room of the Carolina Pines Restaurant (7315 Melrose Avenue), a limited number of reservations are available for Certificate Program students.

The price of the dinner will be \$2.65. Reservations must be made by phoning the Institute of Industrial Relations before November 7.

## CERTIFICATE PROGRAM CONTINUES RAPID GROWTH

With the graduation on November 11, the Institute of Industrial Relations and University Extension at U.C.L.A. will have awarded 356 Certificates in Industrial Relations since the Program began in 1946. The number of persons working for Certificates has continued a steady increase. Full selections of the courses are being offered in Los Angeles, San Diego, and Riverside, while more limited programs are continuing in Long Beach, Santa Barbara, Santa Ana, and various military installations.

## INDUSTRIAL RELATIONS ALUMNI ASSOCIATION DISCUSSES FUTURE PROGRAMS

A periodic newsletter and a semi-annual seminar for everyone connected with the Certificate Program in Industrial Relations were among the main recom-

mendations made by members who attended the Industrial Relations Alumni Association meeting in Los Angeles on October 13. Alumni members felt that these two activities would assist in tying students and graduates of the Certificate Program more closely into the work of the Institute of Industrial Relations.

Members felt that more such integration is made especially necessary due to the fact that a University regulation now restrains members of the Institute staff from teaching Extension classes. Dr. Abbott Kaplan, Associate Director of the Institute, who led the discussion, explained the reasons behind this regulation: Institute staff members are employed on a full-time basis, and therefore may not receive extra compensation from the University for Extension teaching. Alumni expressed concern over this restriction, feeling that some of the most competent teachers in this area are members of the Institute staff. It was recommended that the possibility be explored of either amending the regulation or making teaching at Extension one of the regular duties of Institute staff.

Also discussed were the various methods of improving the meetings of the Alumni Association. In general, most persons expressed satisfaction with the type of meetings which have been held, feeling that the variety of subjects and the caliber of speakers have compared favorably with those of any other organization in the community in the field of industrial relations. Most felt, however, that the attendance has not been as large as the quality of the meetings would warrant. Among the specific suggestions advanced to increase attendance were: (a) Make a survey of the interests of the members, and plan meetings which would appeal to them. (b) Send notices of meetings out a week earlier, and follow up with a postcard. (c) Find better meeting places, keeping the price of dinners between \$2.50 and \$3.00. (d) Have more meetings on labor subjects and issues involving controversy. (e) Build programs around current developments and "how to do it" subjects.

Members expressed dissatisfaction with the University regulation which prohibits Extension students

from obtaining degrees without a year of residence on campus. Further study of this problem was recommended.

Chairman Wilson expressed the feeling that the meeting had been very constructive in originating ideas which should add to the prestige and value of the Certificate Program. He thanked Bob Valdisera, Chairman of the Alumni Association Chapter in San Diego, for his participation in the meeting.

## **MOST STUDENTS IN LOS ANGELES AREA REPLY TO QUESTIONNAIRE**

The Institute of Industrial Relations is interested in all comments by students which can lead to improvements in the Certificate Program. According to Richard Baisden, virtually everyone in the Los Angeles area to whom a letter requesting comments was sent two months ago, returned the postcard. A number of good suggestions will be acted on; one is to hold more classes on the U.C.L.A. campus for those who find it inconvenient to drive to the downtown area.

## **A WORD ABOUT THE I R NEWS**

This is the first issue of this new publication which, as an experiment at least, will be distributed monthly to all students and graduates of courses in the Certificate Program. Responsibility for the I R News is being shared between the two chapters of the Industrial Relations Alumni Association in Southern California and the staff of the Institute of Industrial Relations.

Plans for future issues contemplate the inclusion of brief analyses of current developments in industrial relations, reviews of important new books and articles, thumbnail biographies of prominent persons connected with the Certificate Program, as well as notices of conferences, meetings, and other events.

Whether the publication is continued after the trial period will depend upon the amount of interest which you have in it. Any suggestions on the type of articles you would like to have included should be directed to the Institute of Industrial Relations, BRadshaw 2-6161, Ext. 425.