

ALUMNI ASSOCIATION
NEWSLETTER

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ALUMNI
DINNER

The December dinner meeting of the Institute of Industrial Relations Alumni Association will be held at the Chapman Park Hotel on Wednesday, December 6. Cocktail hour will be at 6:00 p.m., dinner at 7:00.

As our Alumni Association can now look back on a decade of its activities, we will, at this dinner meeting, analyze and evaluate the changes that have occurred in industrial relations in the past ten years. Milt Jeanney, our first president, will act as toastmaster. Several prominent alumni, particularly David Wilson, Harold Hansen, Mel Mendel, and James Murray, former presidents of the Alumni Association, and James Day Hodgson, Director of Industrial Relations at Lockheed Corporation and James D. Tante, Superior Court Commissioner have been invited to discuss in an informal manner the developments that have taken place.

Dinner will be \$3.75 per person. Those wishing to attend should contact Frieda Weinstein at BRadshaw 2-6161, ext. 425, as soon as possible.

CONFERENCE ON
INVESTMENT
PRACTICES OF
GOVERNMENTAL
RETIREMENT FUNDS

As announced in the Alumni Association Newsletter of October 23, 1961, the Institute of Industrial Relations at UCLA, the Los Angeles County Employees Association, the County Supervisors Association of California, the Contra Costa Employees Association, Local 1675, AFL-CIO, and the Los Angeles County Chapter, Engineers and Architects Association are sponsoring a conference dealing with the investment policies of public employee retirement funds, which is scheduled at the University of California, Los Angeles, on December 8, 9, and 10, 1961, in conjunction with the Joint Senate-Assembly Interim Committee hearing on December 11 and 12, 1961.

The program of the conference will encompass investment outlook, analysis of present investment limitations, suggested liberalizations, and possible future developments in public employee retirement programs. As of now, featured speakers are Ray Lillywhite, Administrator of Wisconsin Retirement Funds, and Thomas Edwards, Vice-President of the Teachers Insurance and Annuity Association of America, College Retirement Equities Fund, both recognized national authorities in the field of public employee retirement programs. Ernest E. Debs, Los Angeles County Supervisor, will present the view-point of a legislator.

Registration fee for the conference, which includes dinner on December 8 and lunch on December 9, will be \$25.00. Those who wish to attend should call Frieda Weinstein at BRadshaw 2-6161, ext. 425, at once.

**SEMINAR ON
LABOR RELATIONS
IN STATE MENTAL
HYGIENE HOSPITALS**

In the last session, the California Legislature passed Assembly Bill 2375, a bill relating to employee organizations. Employer-employee relationships in public agencies have been changed in many respects by this legislation, as employee organizations are now recognized by law. Realizing that these new relationships create new problems for State employees in personnel management, the California State Department of Mental Hygiene has authorized a seminar to be held for management personnel of the eight Department of Mental Hygiene hospitals in Southern California. The seminar will be arranged in cooperation with the Institute of Industrial Relations at UCLA.

A. F. Pfeiffer, Pacific State Hospital, W. E. Wanamaker, Pacific State Hospital, Ray Barrier, Neuropsychiatric Institute, UCLA Medical Center, along with Arthur Carstens and Ted Ellsworth of the Institute of Industrial Relations planned the program. Speakers and workshop leaders will include David Ziskind, Attorney-at-Law, Los Angeles, Assemblyman George Brown, Los Angeles, author of Assembly Bill No. 2375, and Arthur Carstens and Ted Ellsworth from the Institute.

Dr. Ziskind, who has practiced law in Chicago and Los Angeles, received his J.D. in Law at the University of Chicago, M.A. in Sociology at the University of Southern California, and Ph.D. in Economics at the John Hopkins University, Baltimore, Maryland. As Principal Attorney in the U.S. Dept. of Labor and as Director of Manpower Programming in a division of the Manpower Production Board, he was in federal government service from 1934 to 1948. Dr. Ziskind has taught at the South Western University Law School in Los Angeles, at the American University, Washington, D.C., and in University Extension of UCLA. Among his publications are Thousand Strikes for Government Employees, Labor Arbitration under State Statutes, and articles in law reviews and other journals. Dr. Ziskind will speak on "What Is the Law?" and on "Developments and Trends in Employer-Employee Relationships in Public Agencies."

**LOS ANGELES
CERTIFICATE
AWARD DINNER**

With Anne Somers as featured speaker, our annual Los Angeles Certificate award dinner at the Drift Room of Dublin's Restaurant, Los Angeles, on November 10, 1961, turned out to be a very interesting and stimulating meeting. Twenty-nine students received their Certificates in Industrial Relations and were congratulated by Reese Gorris, President of the Industrial Relations Alumni Association, who acted as Master of Ceremonies, and Ted Ellsworth, Administrator of Public Programs at the Institute.

Those receiving Certificates were:

Kenneth J. Blostein
Edgar W. Boyd
Arthur C. Brunke
William P. Buhs
Rogers H. Clarke
John William Cusack
Charlotte Diederik
Edith A. Francis
Samuel Glassberg
Philip Merriman Hall

Donald M. Hawkins
Opal A. Huffine
Richard S. Kelly
Karl L. Luedtke
Edward E. Marcus
Glenn F. Meyer
Henry B. Miller
Dorothea M. Nilsen
Roy S. Petersen, Jr.
E.A. Richardson

G. Arthur Romandy
George R. Scheibel
Fred H. Schmid
John C. Schmidt, Jr.
Cecil W. Sutton, Jr.
Jerome W. Taxter
Kenneth L. Tegland
Paul G. Weber
Everett E. Zeigler

INSTITUTE CALENDAR

- December 6 - Alumni Dinner - Chapman Park Hotel - Evaluation of trends and developments in industrial relations by former presidents of the Alumni Association
- December 7 - Seminar on "Labor Relations in State Department of Mental Hygiene Facilities," the Neuropsychiatric Institute, UCLA - David Ziskind, George Brown, Arthur Carstens, Ted Ellsworth.
- December 8-10 - Conference on "Investment Practices of Governmental Retirement Funds," Student Union Building, UCLA - Ray Lillywhite, Thomas Edwards, Ernest E. Debs, Leon Bluestone.
- December 8-10 - American Assembly, Regional Conference on "Federal Aid to Education," - Palm Springs - Ted Ellsworth.
- December 11-12 - Public Hearings of the Joint Senate-Assembly Interim Committee - Don A. Allen, Chairman, Los Angeles; Bruce V. Reagan, Pasadena; Alan Short, San Joaquin County; Randolph Collier, Del Norte, Siskiyou County.
- December 13 - Industrial Relations Executive Seminar #14 on "Profit-Sharing in Collective Bargaining," Statler Hotel, Los Angeles - Orme W. Phelps, Edward Cushman, Angus MacLeod.
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- ✓ January 10-12, - 1962 Seminar on "Evaluating Effectiveness of Industrial Relations Operations," Santa Ynez Inn, Santa Monica - Fred Massarik, Roderick H. Bare, Angus MacLeod.
- January 25 - Conference on "The Role of Chiropractors in Labor-Management Health and Welfare Funds," - UCLA - Ted Ellsworth.
- ✓ February 1-2 - Fifth Conference on "Research Developments in Personnel Management" - title changed to "Recent Developments in the Utilization of Human Resources" time and place to be announced - Eli Ginzberg, S.M. Lipset, Dr. Stieber, Lee Danielson, Angus MacLeod.
- February 10 - Annual Engineers and Architects Conference, UCLA - Arthur Carstens.
- February 11-14 - Annual Meeting of the Western Conference of Foot Surgeons, Las Vegas - Ted Ellsworth.
- ✓ February 14 - Industrial Relations Executive Seminar #15, time and place to be announced - MacLeod.
- March 3, Fresno; March 10, San Francisco; March 17, Los Angeles: Seminars on "Trends and Developments in Health Insurance" - California Association of Podiatrists, Ted Ellsworth.

SEMINAR ON EVALUATING INDUSTRIAL RELATIONS OPERATIONS

This seminar, which will take place at the Santa Inez Inn, 17310 Sunset Blvd., Pacific Palisades, on January 10, 11, and 12, 1962, is designed for division or department heads who are responsible to top management for formulation and implementation of industrial relations and personnel policies. Methodology and techniques of evaluation, analyzing data, and measuring the effectiveness of functions will be studied, using case problems in the major areas of industrial relations. Featured speakers will be Fred Massarik, Associate Professor of Personnel Management, Graduate School of Business Administration, and Associate Research Psychologist - Sociologist, Institute of Industrial Relations, UCLA, and Roderick H. Bare, Head, Personnel Research, System Development Corporation, while Angus G.S. MacLeod, Administrator of the Institute's Management Programs, will act as chairman.

Registration fee will be \$100.00. As registration is limited, those desiring to attend should mail their applications as soon as possible to Dept. K, University Extension, UCLA, Los Angeles 24, California, giving name, title or position, company, address, city, state, and telephone.

MEETINGS WITH ANNE SOMERS

Fifty-five registered nurses and representatives from other health agencies and from the Institute of Industrial Relations enjoyed a very interesting evening with Anne Somers at the Gold Room of the Chapman Park Hotel, Los Angeles, on November 9, 1961, which had been arranged by the California Nurses Association, in conjunction with the Institute. Following an introduction by Arthur Carstens, Mrs. Somers spoke on "The New World of the Health Professions." In view of the demographic changes taking place in our economy, a probable doctor shortage and, consequently, an increased demand for nurses in the years to come, Mrs. Somers analyzed the changing role of the nursing profession. She emphasized the importance of the nurses' upgrading the standards in their profession in order to meet the newly arising challenges.

At the Certificate award dinner on November 10, Mrs. Somers spoke on "The Growing Importance of Fringe Benefits." She outlined the probable consequences of rising fringe benefits for the economy as a whole, and for management and labor in particular, pointing out the growing stress on scientific management and rigorous economic analysis to increase efficiency in industry as well as in the administration of health and welfare programs. In her opinion, future developments will depend increasingly on the kind of leadership attained by labor and management, and on the willingness to cooperate when dealing with the new problems.

Mrs. Somers discussed new trends in medical organization and health plans at an informal luncheon at the UCLA Faculty Center on November 9. Members of the Medical School, the Institute, and representatives from numerous health agencies attended the meeting, including a representative from CHIC (Committee for Health in California), which promises to put a "socialized medicine" proposition before the voters of California in the near future. Mrs. Somers concluded that due to the scientific, demographic, economic, social, and cultural changes in the United States, there will be a considerable increase in the utilization of group health plans in the near future. This challenge to the medical profession, administrators of health plans, and the community as a whole, will have to be met by new and more efficient methods. In this connection, Mrs. Somers reported on some impressive new developments she had observed at the Group Health Cooperative of Puget Sound, the Kaiser Hospital in Portland, and the Palo Alto Clinic.