

IRR NEWSLETTER

Volume 8 - No. 5

California, University.
Institute of Industrial Relations (L.A.) June 16, 1966NEXT MEETING -- TOUR OF THE BENEFIT CENTER

Date: Thursday, June 23, 1966

Time: 8:00 P.M.

Place: Benefit Center
130 South Alvarado Street
Los Angeles, California
(near intersection of Beverly Blvd. and Alvarado)INSTITUTE OF INDUSTRIAL
RELATIONS LIBRARY

JUN 27 1966

UNIVERSITY OF CALIFORNIA
BERKELEYNO DINNER SCHEDULED

Dave Wilson has arranged for you to visit the dental clinic and administrative offices of the Hotel and Restaurant Employees' Union Benefit Center. The Center was constructed and is maintained by the joint employer-union welfare fund of hotel and restaurant workers in Los Angeles. After a tour of its facilities, Dr. MacQueen, Dental Director, and Mr. Kirsten, the Fund Administrator, will discuss with you the overall benefit package and, specifically, the dental plan offered by this union in cooperation with an aware and responsible management. This is a unique opportunity to get a first-hand impression and information of employer-union efforts to provide up-to-date and comprehensive dental care for the worker. Please feel free to invite friends and associates who may be interested in this tour.

Our Last Meeting: Some Comments and Observations

Thomas L. Young of the Teamsters and Herschel "Mike" Jones of Pillsbury's Western Division presented their points of view on labor-management negotiations. Young noted that rank-and-file members often don't realize that management is well informed of current union attitudes and sentiments, which, in turn, dictate their demands. Jones stressed a realistic approach to collective bargaining, attacking the win-or-lose position. Both men agreed that negotiation committees are getting too large, that unions often present too many demands, and that many aspects of an effective grievance procedure remain controversial issues between labor and management. The Southern California Teamster, in its May 25 edition, commented on our program in an article entitled "Sincere Bargaining Key To Labor-Mgmt. Relations." The article summarized Young's and Jones' position that honesty, sincerity, and a flexible attitude on both sides of the bargaining table ease tensions and result in quicker and better bargains.

Personnel News

Ralph Schloming, who was in charge of our programs while Ted Ellsworth was in Washington, has left the Institute and is presently Chairman of a series of statewide conferences, sponsored by UC Berkeley, University Extension, Social Welfare Division. The conferences deal with community action programs in the "War on Poverty."

Ted Ellsworth has returned from Washington, D.C., where he served as Consultant to the Committee on the Aging, Department of Health, Education and Welfare. Mr. Ellsworth currently participates in a series of regional conferences on "Major Issues Confronting Negotiated Health Care Plans," sponsored by the California Council for Health Plan Alternatives in cooperation with the Centers for Labor Research and Education, University of California, Berkeley and Los Angeles.

Elmer Ellis recently retired as President of the Alumni Association. Mr. Ellis, who is past 68 years of age, started his career as a mechanic-machinist, working with "levers, dials, oil and wrenches." But after he was promoted to supervision, he found that tools don't work on people, and he found his real challenge in trying to understand what makes people act the way they do.

RECENT PUBLICATIONS OF THE INSTITUTE OF INDUSTRIAL RELATIONS, UCLA

1965.

_____ Research Conference on Labor Relations (Proceedings of the Eighth Annual Research Conference) March 1965 - \$1.00

_____ Reprint No. 155. The Strike and the Injunction--Problems of Remand and Removal, by Benjamin Aaron (1966)

1 copy free, additional copies 20¢ each. Note: Quantity discounts available when ordering 10 or more of same publication.

Check the publications you want. Please enclose remittance with order to avoid the need for billing. Add 10¢ for mailing. Make checks payable to THE REGENTS OF THE UNIVERSITY OF CALIFORNIA, and send to:

Institute of Industrial Relations
University of California, Los Angeles
405 Hilgard Avenue, Los Angeles 90024

MEMBERSHIP APPLICATION

Name (print _____ Phone _____ Bus. Phone _____
Residence address _____ City _____ Zone _____ State _____
Occupation _____ Title _____
Employer's Name _____ Address _____
City _____ Zone _____ State _____

I hereby apply for membership in the Industrial Relations Alumni Association. Enclosed please find my check of \$5.00 payable to the I.R. Alumni Association. Please clip and mail to Rita Sann, Institute of Industrial Relations, UCLA.

Date _____ Signed _____
