

For library

ANNUAL REPORT - 1949

INSTITUTE OF INDUSTRIAL RELATIONS, SOUTHERN DIVISION

University of California, (Los Angeles)

During the year 1949 the Southern Division of the Institute of Industrial Relations showed progress in all its activities. It will be apparent from the records which follow that the objectives of the Institute to further education and research in labor relations continue to be steadily and impartially pursued, and that appreciation of our services on the part of both Management and Labor has been marked by increasing support and cooperation. Community interest in the instructional and informational aspects of our work continues to develop in a satisfactory and stimulating manner. The association of members of the Institute staff with the work of related academic departments has proved mutually helpful. From the output of published matter emanating from the Institute selected material of special significance has been issued in reprint form. Nine reprints were issued during this year and were widely distributed. In addition, a monograph entitled The New Deal Collective Bargaining Policy by Irving Bernstein is now at the Press, and will appear shortly as the first book published by the Institute. Several other monographs are well under way: Local Wage Behavior: the Los Angeles Experience by Frank C. Pierson; The Pacific Coast Maritime Industry by George E. Hildebrand and Wytze Gorter; and The Settlement of Labor Disputes in the United States by Edgar L. Warren and Irving Bernstein. An experimental pamphlet was also published by the Institute under the title of "Collective Bargaining." This was written by Edgar L. Warren and Irving Bernstein as the first of a proposed series of popular pamphlets aimed at affording the layman basic information on labor affairs. The popularity of this pamphlet has exceeded our expectations. It has sold for 25¢, with a reduction in price for quantity sales, and has almost paid for itself, with orders being received daily.

INSTITUTE OF INDUSTRIAL
RELATIONS LIBRARY
UNIVERSITY OF CALIFORNIA
BERKELEY

INSTITUTE OF
INDUSTRIAL RELATIONS

RECEIVED

MAR 10 1950

RESEARCH PROGRAM

An important step forward in the research work of the Institute was taken in the course of the year. Additional research associates and research assistants broadened the scope of the work, and the progress made has been accentuated by valuable results from the various joint appointments, which now include the Department of Economics, College of Business Administration, and, during the past year, the Department of Anthropology and Sociology and the Department of Psychology. This close integration of our research operations with work in related fields is yielding returns.

Research projects completed and in progress at this time include the following:

Completed Projects

1. "Statutory Regulation of Internal Union Affairs," I and II. Benjamin Aaron and Michael I. Komaroff. Illinois Law Review, September-October and November-December, 1949. The first part of this study deals with the extent and effectiveness of the present statutory regulation of internal union affairs by both the federal government and the states. The second half of the study gives an evaluation of several legislative proposals and explores the kind of regulation considered advisable.
2. "Protecting Civil Liberties of Members Within Trade Unions." Benjamin Aaron. To be published in Proceedings of Industrial Relations Research Association. A paper presented before a joint session of the IRRA and the American Political Science Association, dealing with problems of internal union democracy.
3. "The Employment Relation in an Expanding Industrial Market: Los Angeles County, 1940-47." George H. Hildebrand and Arthur Mace, Jr. To be published in Review of Economics and Statistics. Examines theoretically certain factors affecting changes in total employment in Los Angeles County; develops a technique of locational analysis for grouping county industries as "home" or "export" trades; and measures, for a selected period, the degree of association between changes in "export employment" and "home employment" in Los Angeles County. Sets forth possibilities of technique for estimating changes in local employment and short-term demands on the local labor force.
4. "The Pacific Coast Maritime Industry, 1930-48." George H. Hildebrand and Wytze Gorter. Survey of the industry's operations between 1930 and 1948 completed as the first step in the whole project.

5. "Maritime Shipping Industry of the Pacific Coast 1930-48: Some Preliminary Findings and Methodological Problems." George H. Hildebrand and Wytze Gorter. To be published in Proceedings of Pacific Coast Economic Association. A paper delivered at the annual meeting of the Association in December 1949. Summarizes certain major changes in intercoastal and foreign trade to indicate tentatively certain tendencies apparent in this industry in recent years, and considers the following methodological problems implicit in industry studies: (1) choice between historical-descriptive and hypothetical-analytical approaches; (2) definition of the industry and recognition of "external" factors; (3) measurement and determination of major changes; and (4) paucity of data available.
6. "Making the Grievance Procedure Work." Abbott Kaplan. To be published as a popular pamphlet. A guide to effective grievance procedure based upon an analysis of many experiences in Southern California.
7. "The Dynamics of the Small-Group Interview." Fred Massarik. To be published in Sociometry. An exposition of a novel technique in public opinion field-work involving the interviewing of two or three individuals during one interview session.
8. "Prospects for Industry-Wide Bargaining." Frank C. Pierson. Industrial and Labor Relations Review, April 1950. An examination of the circumstances which have given rise to industry-wide bargaining systems as opposed to bargaining structures of other types, with an analysis of the influences serving to broaden as well as narrow the boundaries of collective bargaining areas.
9. "Southern California Building Trades Bargaining Plan." Frank C. Pierson. Monthly Labor Review, January 1950. A description of the master bargaining plan in effect in the Southern California building trades since 1941 and an explanation of the reasons why this regional bargaining plan has proven so enduring.
10. "The Manager Concept: A Rational Synthesis." Robert Tannenbaum. Journal of Business, October 1949. Deals primarily with the nature of managerial functions.
11. "Managerial Decision-Making." Robert Tannenbaum. Journal of Business, January 1950. Deals with the nature of the managerial decision-making process.
12. "Participation by Subordinates in the Managerial Decision-Making Process." Robert Tannenbaum and Fred Massarik. To be published in Canadian Journal of Economics and Political Science. With attention focused on the formal organization, this article (a) defines the concept of participation by subordinates in the managerial decision-making process, (b) examines the possible advantages to the enterprise stemming from its effective use as a managerial device, (c) traces its psychological dynamics, (d) defines the conditions under which it is applicable as a managerial device, and (e) considers its effects as a function of time.

13. The Settlement of Labor Disputes in the United States. Edgar L. Warren and Irving Bernstein. Five chapters of this book have been completed: "The Mediation Process." Southern Economic Journal, April 1949. "The Arbitration Process." To be published in Southern Economic Journal. "Collective Bargaining." "A Profile of Labor Arbitration." To be published in Industrial and Labor Relations Review. "The Mediation Process in Action: Case Histories."
14. "Collective Bargaining." Edgar L. Warren and Irving Bernstein. A popular pamphlet published by the Institute. An introduction to collective bargaining; offers in brief, concise form an elementary outline of the subject.
15. "An Investigation of Attitudes Toward Labor and Management by Means of the Error-Choice Method," I and II. Irving R. Weschler. To be published in Journal of Social Psychology. A series of empirical studies to establish the validity of a new indirect method of attitude measurement.
16. "Who Should Be a Labor Mediator?" Irving R. Weschler. Personnel, November 1949. A survey among active labor mediators to determine the job qualifications of an "ideal mediator."
17. "The Personal Factor in Labor Mediation." Irving R. Weschler. To be published in Personnel Psychology. An empirical study to determine the personality variables which differentiate a group of "good" from a group of "poor" labor mediators.
18. "Indirect Methods of Attitude Measurement." Irving R. Weschler and Raymond E. Bernberg. To be published in International Journal of Opinion and Attitude Research. A review of different types of indirect methods of attitude measurement which have been developed during the last two decades.
19. The New Deal Collective Bargaining Policy. Irving Bernstein. In press. An analysis of federal labor policy in its formative period, dealing with the causes, emergence, and significance of the legislation. The study is based upon the private papers of and interviews with key figures who drafted the Wagner Act and the 1934 amendments to the Railway Labor Act.

Projects in Progress

1. "The Relation of Fact-Finding to the Arbitration Process." Benjamin Aaron. A monograph in a series sponsored by the Wharton School of Finance and Commerce, University of Pennsylvania.
2. "Cycles of Union Growth." Irving Bernstein. An article analyzing the historic growth of unions in the United States, dealing with the causes, the employer reaction, and governmental intervention.
3. "Study of Mobility of Workers between Farm and Non-Farm Work." Walter R. Goldschmidt and Philip Barnett. An analysis of the sociological determinants of worker mobility.

4. "The Pacific Coast Maritime Industry, 1930-48." George H. Hildebrand and Wytze Gorter. To be published in five monographs. Attacks the general problem: what has happened to the economic position and performance of this industry between 1930 and 1948, and why? The successive monographs treat the problem as follows: (1) the record of major economic changes over time; (2) examination of changes in the demands for maritime shipping services in the different trades; (3) examination of changes in the supply of such services, and the role of competitive services; (4) examination of economic results of coastwide bargaining and of the influence of work stoppages upon the industry's changing position; (5) summary assessment of causal forces underlying economic performance, with some prognosis for the future.
5. "Local Wage Behavior: the Los Angeles Experience." Frank C. Pierson. To be an Institute monograph. A brief monograph analyzing recent changes in the Los Angeles wage structure. The chief purpose of the study is to determine what influences control wage levels in a given community and to indicate what changes in wage theory such an analysis suggests.
6. "Minority Groups in Los Angeles County Labor Unions." Eshref Shevky.
7. "Motivational Factors in Productivity." Robert Tannenbaum, Fred Massarik, and Irving R. Weschler. The purpose of this research project is to study the principal variables determining worker motivation in formal organizations and the effective managerial (leadership) methods and procedures related thereto.
8. Study of National Emergency Strikes. Edgar L. Warren and Irving Bernstein. An historical study of strikes and threatened strikes to assist in defining "national emergency situations" and to consider alternative procedures for dealing with such situations.
9. "Group Relations in Industry." Irving R. Weschler and Fred Massarik. A popular presentation of current thinking in the human relations field, with many concrete examples from recent empirical investigations.

Publications

Monographs:

The New Deal Collective Bargaining Policy, by Irving Bernstein.
Price: cloth \$3; paper \$2.

Popular Pamphlets:

Collective Bargaining, by Edgar L. Warren and Irving Bernstein.
Price: 25¢ a single copy; 20¢ 10-99; 15¢ 100 or more.

Reprints:

1. The Use of Tests in American Industry, by John M. Lishan.
2. The Mediation Process, by Edgar L. Warren and Irving Bernstein.
3. The Employment Act of 1946, by Frank C. Pierson.
4. Multi-Employer Bargaining: Nature and Scope, by Frank C. Pierson.
5. Effects of the Taft-Hartley Act on Labor Relations in Southern California, by Frank C. Pierson.

6. The Manager Concept: A Rational Synthesis, by Robert Tannenbaum.
7. Statutory Regulation of Internal Union Affairs--I, by Benjamin Aaron and Michael I. Komaroff.
8. Prospects for Industry-Wide Bargaining, by Frank C. Pierson.
9. Statutory Regulation of Internal Union Affairs--II, by Benjamin Aaron and Michael I. Komaroff.

LIBRARY AND REFERENCE BUREAU

In February 1949 Mr. John E. Smith, the first Librarian of the Institute, resigned to become Head of the Acquisitions Department of the main Library. He was replaced by Robert E. Thomason as Institute Librarian. In April 1949 the Library was moved to permanent quarters in the new Business Administration-Economics Building, with splendid accommodation and facilities to house the Institute collection and to care for the many users of the joint departmental reading room.

A very serious situation arose when the 1949-50 budget for the Institute was received and it was noted that the provision for Library Acquisitions had been unexpectedly withdrawn. This was brought to the attention of President Sproul who explained that this had been done in an effort to cut down University expenses, but that it would seem to be unwise to attempt to effect an economy at this point. He authorized the transfer of \$3000 from his Emergency Fund to meet the current periodical subscriptions essential to effective continuance of the Library.

Several labor and management groups working with the Institute suggested that they be allowed to show their appreciation of our work by making donations to the Institute Library for the purchase of books, so that the collection of literature in this field would not be stopped entirely during this critical period. Upon receiving President Sproul's approval of this proposal, we notified friends of the Institute that such gifts might be accepted by the Regents. Early in November the International Union of Operating Engineers, AFL, sent a donation of \$150 for library acquisitions. It is expected that other groups will make contributions in the future.

During the three years of its existence the Library has grown at the rate of approximately 1000 bound volumes a year. The addition of 1126 volumes during

8

the 1948-49 fiscal year, and those added since then, brought the Library's holdings to a total of 3581 bound volumes. At the end of the fiscal year 679 serials were being received currently, an increase of 108 over the previous year. Of the total number of serials received 115 were newspapers, 99 of which were gift subscriptions. Of the 564 other serials received 379 were gift subscriptions. Pamphletary and ephemeral materials flooded in so rapidly during the year that processing them was a major problem.

COMMUNITY SERVICE PROGRAMS

Success has attended the flexible extension program laid down last year. Institutes, conferences, courses and developmental spadework in the areas of Los Angeles, Long Beach and San Diego have brought forth a steady demand for Institute services from labor, management, and public organizations. That demand has required the participation of all Institute personnel and has included every level of industry from front-line management to foremen, supervisors and rank-and-file. A large number of labor and management personnel continues to work towards the Industrial Relations Certificate. Additional requests for instructional service have arisen as the result of institutes we have conducted. The recent Management Institute at Asilomar, which was very successful, resulted in many requests for our services.

The Community Service Program of the Institute of Industrial Relations includes the following major functions:

1. Community Conferences.
2. Institutes sponsored jointly with labor and management groups.
3. Short-unit in-plant, in-union classes.
4. Staff services: lectures and committee assignments.
5. Extension evening classes in Industrial Relations leading to the Certificate in Industrial Relations.

COMMUNITY CONFERENCES

The Institute of Industrial Relations sponsored a lecture series in 1949 on the subject of "The Economics of Collective Bargaining." Outstanding representatives of management, labor and government were invited to participate in the series as well as nationally known economists. The series included the following lectures:

		<u>Attendance</u>
"The Economics of Collective Bargaining"	Dr. Sumner H. Slichter, Lamont Professor Harvard University	415
"A Challenge to Labor Statesmanship"	Hon. Wayne L. Morse, U. S. Senator, Oregon	1200

"Fundamentals of Collective Bargaining"	Hon. Maurice J. Tobin, Secretary of Labor	400
"Economics of Collective Bargaining"	William Green, President, American Federation of Labor	550

The Institute is sponsoring a second lecture series on "Mature Labor-Management Relations." The first lecture in this series was held on November 16, 1949, on the U.C.L.A. campus.

"Mature Labor-Management Relations: Prospects and Problems"	Hon. Hubert H. Humphrey, U. S. Senator, Minnesota	1000
--	--	------

INSTITUTES

In addition to the Community Conferences, the Institute of Industrial Relations cooperates with union and management groups in setting up one and two day institutes. The following is a list of those institutes held in 1949:

COLLECTIVE BARGAINING AND ARBITRATION	March 5, 1949	425
---------------------------------------	---------------	-----

This one-day conference was sponsored by the Institute of Industrial Relations in cooperation with the Committee on Continuing Education of the State Bar of California and the Conference of Junior Bar Members. The Conference was attended by 425 lawyers, industrialists and labor representatives. The main speakers on the program were:

William H. Davis, Chairman Labor Relations Section Atomic Energy Commission	"The Logic of Collective Bargaining"
Harry Shulman, Sterling Professor of Law, Yale University and Impartial Umpire for Ford Motor Company and United Auto Workers, CIO	"The Role of Arbitration in the Collective Bargaining Process"
Benjamin Aaron	"The Role of the Attorney in Arbitration"
Frank Pierson	"The Role of the Attorney in Collective Bargaining"

SOURCES OF PROBLEMS IN HUMAN RELATIONS	April 30, 1949	98
--	----------------	----

This one-day institute was sponsored in cooperation with the Los Angeles County Committee for Church and Community Cooperation, Los Angeles Church Federation and the Los Angeles Religion and Labor Council. The participants discussed the basic essentials of a sound national labor policy and the basic principles of sound labor-management relations. Ninety-eight clergymen, labor and management representatives attended the institute. The Institute staff members who participated were:

Benjamin Aaron	"Legal Sources of Problems in Human Relations"
Arthur Carstens	"What are the Basic Essentials of a Sound National Labor Policy?" (Discussion Leader)
Frank Pierson	"Summary of Economic, Legal, Social and Psychological Sources of Problems in Human Relations"
Edgar L. Warren	"Economic Sources of Problems in Human Relations"

SECOND ANNUAL COMMUNITY INDUSTRIAL RELATIONS CONFERENCE May 4, 1949 275

A one-day conference held in San Diego for both labor and management representatives. It was sponsored in cooperation with the leadership of an Advisory Committee headed by Mayor Harley E. Knox. The Institute staff members who participated were:

Arthur Carstens	"Underlying Causes of the Present Problems" (Discussion Leader)
George Hildebrand	"What Can We Do About Employment Stabilization?"
Frank Pierson	"The Economic Outlook"

A CONFERENCE ON PROBLEMS IN THE FURNITURE INDUSTRY May 7, 1949 82

The Institute of Industrial Relations and the College of Business Administration in cooperation with the Furniture Manufacturers' Association sponsored a conference on the problems in the furniture industry. The conference was attended by 82 furniture manufacturers in the Los Angeles area who participated in discussions on controlling costs, effective methods of marketing and improving employer-employee relations. Staff members participating were:

Abbott Kaplan	"How to Improve Employer-Employee Relations"
Edgar L. Warren	"How to Improve Employer-Employee Relations"

SCIENCE IN THE MODERN WORLD June 4, 1949 45

A one-day tour of the University of California Campus for the purpose of acquainting members of the International Ladies' Garment Workers' Union with the scientific progress being made by the University. This unique idea was developed by Mr. Arthur Carstens. The tour included a visit to the President's Office, a view of the Mechanical Brain, the Prosthetics Workshop, the Cyclotron and the Theatre Arts Radio Station.

INSTITUTE FOR THE UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, CIO August 1949

Mr. Arthur Carstens acted as a consultant in the planning sessions for this institute.

RESIDENT SUMMER LABOR INSTITUTE AT ASILOMAR

August 14-20, 1949 100

The second annual one-week statewide resident institute held at Asilomar on the Monterey Peninsula for 100 officials and members of the American Federation of Labor. The California State Federation of Labor jointly sponsored this institute with the two Divisions of the Institute of Industrial Relations. Active discussions were held on such subjects as The Economic Outlook, Current Labor Legislation, Health and Welfare Plans, Collective Bargaining, and Labor History. Staff members who participated were:

Benjamin Aaron	"Statutory Control of Union Affairs"
Irving Bernstein	"History and Problems of Labor"
Arthur Carstens	"History and Problems of Labor"
Abbott Kaplan	"Community Relations"
Edgar L. Warren	"Keynote Address"
	"Collective Bargaining Seminar"

MONTANA LABOR INSTITUTE

August 2-6, 1949

Mr. Arthur Carstens acted as a consultant in the planning of this interstate conference. Seven states were represented by labor leaders and educators.

STUDENTS IN INDUSTRY

July (10 weeks)

A series of ten meetings for students from all over the United States, sponsored by the YMCA-YWCA. The Institute of Industrial Relations held discussion meetings and arranged for the students to work closely with some of the largest Southern California industries.

INTERNATIONAL UNION OF OPERATING ENGINEERS

August 25-26, 1949 50

The second annual two-day Institute planned by the Institute of Industrial Relations and the Operating Engineers for the officials of the Union. Those who participated were:

Benjamin Aaron	"Federal Labor Law and Legislation"
Arthur Carstens	"History and Problems of Labor"
Abbott Kaplan	"Objectives of the American Trade Union Movement"
Michael Komaroff	"State Labor Legislation"
Frank Pierson	"A Critical Appraisal of the Economic Effects of American Trade Unions"
Robert Tannenbaum	"Human Relations"
Edgar L. Warren	"Welcoming Address"

UNITED STEELWORKERS OF AMERICA EDUCATIONAL CONFERENCE August 27-28, 1949 50

The third annual two-day institute jointly sponsored by the Institute and the United Steelworkers of America, CIO. Approximately 50 members and officials of the Union attended this conference.

Irving Bernstein	"Labor History"
Arthur Carstens	"Social Insurance and Pension Programs"

Abbott Kaplan	"Community Relations"
Robert Tannenbaum	"Human Relations"
Edgar L. Warren	"Welcoming Address"

RESIDENT SUMMER MANAGEMENT INSTITUTE AT ASILOMAR

September 10-16, 1949 125

A one-week statewide resident institute sponsored jointly by the Institute of Industrial Relations and the College of Business Administration for top and middle management people. One hundred and fifty business executives participated in the discussions on the American Economy, Psychological Factors in Industrial Relations, What Supervision Must Know About Organized Labor, The Collective Bargaining Process, etc. Fifty-two of the largest companies in California were represented. Staff members who participated were:

Benjamin Aaron	"Negotiating the Collective Bargaining Contract"
	"Labor-Management Relations and the Public Interest"
George Hildebrand	"The American Economy"
Abbott Kaplan	"Making the Collective Bargaining Contract Work"
Edgar L. Warren	"The Nature and Function of Arbitration"

PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS SEMINAR October 11-December 13 30

A series of ten training conferences for middle and higher managerial levels to discuss problems in personnel and industrial relations. Thirty representatives from personnel and industrial relations departments of firms in the Los Angeles area participated. Dr. Robert Tannenbaum was the Seminar Leader. Staff members who participated were:

George Hildebrand	"Economic Factors in Personnel Management and Industrial Relations"
Michael Komaroff	"Operating under the Collective Bargaining Agreement"
Robert Tannenbaum	"Human Factors in Personnel Management and Industrial Relations"
Edgar L. Warren	"Negotiating the Collective Bargaining Agreement"

INTERNATIONAL LADIES' GARMENT WORKERS' UNION
RESIDENT INSTITUTE, UPLANDS, CALIFORNIA

October 14-16, 1949

165

The Institute of Industrial Relations cooperated with the Education Department of the International Ladies' Garment Workers' Union in offering a weekend institute for the members of the Union. Mr. Arthur Carstens led a discussion panel and prepared the study guides for the conference.

LABOR'S STAKE IN EFFICIENT MANAGEMENT

October 20, 1949

63

The Institute of Industrial Relations sponsored an evening meeting for the members of the International Ladies' Garment Workers' Union and the Los Angeles Coat and Suit Manufacturers' Association. Dr. William Gomberg, Director, Industrial Engineering Department, International Ladies' Garment Workers' Union, was the main speaker.

MEN AND MACHINES IN MODERN INDUSTRY

October 22, 1949

180

This was the first in a series of institutes to be offered by the Institute of Industrial Relations and the College of Engineering. The institute was designed to meet the needs of industrial engineers, and those engaged in job evaluation and time study methods. The main speakers on the program were:

Dr. William Gomberg, Director "Motion and Time Study"
Industrial Engineering Department
International Ladies' Garment
Workers' Union

Dr. Harry W. Case, Associate "Trends in Job Evaluation"
Professor of Engineering and
Psychology

Dr. Craig L. Taylor, Associate "Human Performance and the Industrial
Professor of Engineering Environment"

HUMAN FACTORS IN MANAGEMENT

November 3, 1949 (8 meetings)

30

A series of eight training conferences for administrative personnel at the U. S. Naval Ordnance Test Station in Pasadena. Dr. Irving Weschler was the Seminar Leader. Top management people were invited to speak to the group.

COMMUNICATION WORKERS OF AMERICA, CIO

November 12, 1949

42

An institute sponsored by the Institute of Industrial Relations in cooperation with the Communication Workers of America, Local 76, CIO. Forty-two officers and select rank-and-file delegates attended this one-day institute. Staff participants were:

Arthur Carstens "The History of Labor"
"Welfare and Pension Plans"
Michael Komaroff "The Government and Collective Bargaining"

SPECIAL DINNERS

The Institute of Industrial Relations held the following special dinner meetings in 1949:

National Academy of
Arbitrators Dinners

Edgar L. Warren called leading arbitrators and labor-management representatives in the area to monthly dinner meetings to discuss arbitration problems.

25

The Institute also holds special dinners for students who are working toward the Certificate in Industrial Relations. These dinners enable the students to become acquainted with one another and to keep abreast of current affairs in the field of industrial relations. Experts in the field of industrial relations were invited to speak to the Certificate students.

Retail Clerks Dinner	A special dinner given for Extension students by Retail Clerks Local 770	40
"The Role of Mediation in Collective Bargaining"	Leo Kotin, Commissioner, Federal Mediation and Conciliation Service	45
"Cost of Living and Wage Statistics"	Ewan Clague, Commissioner, Bureau of Labor Statistics, Department of Labor	40

SHORT-UNIT CLASSES

To reach persons in supervisory positions in plants and in union halls as well as rank-and-file union members, a number of short-unit courses of six to eight meetings were offered. These courses were usually bought by the companies or by the unions and made available to their members free of charge. The following is a description of the short-unit courses given in 1949:

LABOR ORIENTATION COURSE	I.L.G.W.U. DRESS JOINT BOARD	40
A brief introductory course to discuss the problems of labor. (5 meetings)		
LABOR ECONOMICS (SELECTED PROBLEMS)	LOCKHEED MANAGEMENT CLUB	35
How does our system work? What is happening to capital? Facts we should know about the labor force. What must supervision know about labor? (4 meetings)		
LEADERSHIP TRAINING PROGRAM	I.L.G.W.U. DRESS JOINT BOARD	32
An advanced class designed for members to discuss problems peculiar to their own industry. (10 meetings)		
CONTEMPORARY ECONOMIC, SOCIAL AND POLITICAL SYSTEMS	LOCKHEED MANAGEMENT CLUB	27
An analysis of the rival economic, social and political systems as they apply in the United States, Great Britain and the Soviet Union.		
INDUSTRIAL RELATIONS IN THE FREE ENTERPRISE ECONOMY	LOCKHEED MANAGEMENT CLUB	25
An analysis of current bargaining practices and procedures; a discussion of new problems in collective bargaining, such as health and welfare plans, the current steel pattern, etc.		
LEADERSHIP TRAINING PROGRAM	OIL WORKERS INTERNATIONAL UNION	48
A class for the Executive Board members of the Oil Workers International Union in the Southern California area to discuss problems in the oil industry.		

STAFF SERVICES

Lectures 1949

Los Angeles Town Hall (Industrial Relations Section)	"How Shall We Amend the Taft-Hartley Act"	Benjamin Aaron
Westwood Congregational Church	"The Taft-Hartley Act"	Benjamin Aaron
The American Way Radio Program	"The Taft-Hartley Act"	Benjamin Aaron
Pre-Legal Society	"Preparing for a Legal Education"	Benjamin Aaron
Pre-Legal Society	"Arbitration"	Benjamin Aaron
Industrial Relations Research Association	"Protecting Civil Liberties of Members Within Trade Unions"	Benjamin Aaron
Southern California Personnel Association	"Grievance Handling"	Irving Bernstein
Religion and Labor Council	"Economic Foundations of the American Standard of Living"	Arthur Carstens
Conference on Government	"The Art of Discussion Leading"	Arthur Carstens
Lockheed Foremen's Club	"Profits, Taxes and Investments"	Arthur Carstens
Adult Education Club	"The Problem of Workers' Education"	Arthur Carstens
Missoula Montana Radio Station	"The Economic Outlook"	Arthur Carstens
KFMV Radio Station	"The Industrial Relations Program of U.C.L.A."	Arthur Carstens
KTTV Television Station	"The Settlement of Strikes" (Member of Forum)	Arthur Carstens
KTTV Television Station	"Is a Fourth Round Wage Increase Desirable?" (Member of Forum)	Arthur Carstens
Los Angeles County Con- ference Annual Meeting	"The Economic Outlook"	Arthur Carstens

Regional Conference on Rural Life and Education	"The Changing Rural-Urban Relations in American Life"	Walter Goldschmidt
Women's Auxiliary of Los Angeles County Medical Association	"Neuroses and Emotional Maturity" (Member of Panel)	Walter Goldschmidt
Republican National Convention, Western Conference	"Problems of Progress and Security"	George Hildebrand
Pacific Coast Economic Association	"Maritime Shipping Industry of the Pacific Coast: Some preliminary findings and methodological problems" (In collaboration with Mr. Wytze Gorter)	George Hildebrand
KLAC Radio Station	"Do We Need Governmentally Financed Expansion of Steel Capacity?"	George Hildebrand
Pasadena City College	"Current Labor-Management Problems"	Abbott Kaplan
Government Employees Conference	"Conference Leadership"	Abbott Kaplan
Lincoln Junior High School Taft, California	"Labor-Management Problems"	Abbott Kaplan
Hollywood Beverly Church	"Social Problem Areas in Los Angeles"	Abbott Kaplan
Childhood and Youth Conference	"Youth Goes to Work"	Abbott Kaplan
California Association for Social Welfare	"Social and Economic Aspects of an Aging Population"	Abbott Kaplan
Theodore Roosevelt Evening High School	"Education for Democracy - The Springfield Plan"	Abbott Kaplan
Long Beach Community Annual Dinner	"Labor Relations and the Changing Economy"	Abbott Kaplan
California Youth Committee	"Keynote Address"	Abbott Kaplan
B'nai B'rith Hillel Foundation	"Shall the Right to Strike Be Limited?"	Abbott Kaplan
International Ladies' Garment Workers' Union	"Labor Legislation"	Michael Komaroff
Los Angeles Town Hall (Industrial Relations Section)	"Statutory Regulation of Internal Affairs of Labor Unions"	Michael Komaroff

Inland Personnel Association	"Rating Employees"	Michael Komaroff
KFMV Radio Station	"Significance of Workers' Education"	Michael Komaroff
United Chemical Workers, AFL	"Collective Bargaining Problems in Negotiating Health and Welfare Funds"	Michael Komaroff
United Chemical Workers, AFL (second speech)	"Collective Bargaining Problems in Negotiating Health and Welfare Funds"	Michael Komaroff
Associated Universities Bureau of Business and Economic Research	"Techniques in Regional Research"	Philip Neff
Real Estate Conference	"Strategic Forces in the Los Angeles Area Economy"	Philip Neff
American Economic Association	"Can Capitalism Dispense with Free Labor Markets?"	Frank Pierson
KFI Radio Station	"4th Round Wage Increases"	Frank Pierson
Gamma of California Chapter Beta Gamma Sigma Annual Dinner	"Some Educational Implications of the Management Concept"	Robert Tannenbaum
Training Association of Southern California	"The Training and Research Program in Personnel Management and Industrial Relations in the College"	Robert Tannenbaum
International Association of Public Employment Services Local Chapter	"Training for Professional Jobs in the Field of Industrial Relations"	Robert Tannenbaum
KFI Radio Station	"How Should We Handle National Emergency Strikes?"	Edgar L. Warren
Regional Conference of the National Vocational Guidance Association	"Training of Industrial Personnel Workers"	Edgar L. Warren
Fraternity Alumni Association	"The Settlement of Labor Disputes"	Edgar L. Warren
Los Angeles Town Hall (Industrial Relations Section)	"What Are the Requirements of an Effective State Mediation and Conciliation Service?"	Edgar L. Warren
Students in Industry	"Job Satisfaction"	Irving Weschler
Students in Industry	"A Fair Day's Wage for a Fair Day's Work"	Irving Weschler

Committee and Board Assignments

Benjamin Aaron	<p>American Bar Association Committee on the Improvement of the Administration of Union-Employer Contracts</p> <p>Chairman, Industrial Relations Section, Los Angeles Town Hall</p> <p>Member, Community Advisory Committee, National Labor Service, American Jewish Committee</p>
Arthur Carstens	<p>National Executive Committee, Labor Extension Bill</p> <p>Consultant for University of Chicago Industrial Relations Center Materials Projects</p> <p>Executive Committee, Los Angeles Urban League</p> <p>Chairman, Executive Committee, Los Angeles County Conference on Community Relations</p> <p>Chairman, Program Committee, Religion and Labor Council</p>
Walter Goldschmidt	<p>Advisory and consultive services for the Welfare Council of Metropolitan Los Angeles</p>
George Hildebrand	<p>Consultant to Governor's Conference on Employment for the Regional and National Program for the Creation and Maintenance of Jobs</p>
Abbott Kaplan	<p>Chairman, Industrial Relations and Workers' Education Committee of the National University Extension Association</p> <p>Member of Executive Council, American Association for Adult Education</p> <p>Chairman, Employment and Counseling Section Los Angeles Welfare Council</p> <p>Member of Board of Directors, Jewish Employment and Counseling Service</p> <p>Chairman, Industrial Relations Committee National Urban League</p> <p>Fulbright Award to study post-war labor-management relations in France, 1950</p>
Philip Neff	<p>Consultant to Governor's Conference on Employment for the Regional and National Program for the Creation and Maintenance of Jobs</p>

Eshref Shevky

Chairman of the sub-committee on Metropolitan
Population Analysis, Chamber of Commerce

Member of the Special Census Tract Committee

Member of the Research Committee of the Welfare Council
of Metropolitan Los Angeles

Pacific Coast Social Science Research Committee

Edgar L. Warren

Board of Governors, National Academy of Arbitrators

Executive Board, Industrial Relations Research Association

Chairman, Section on Regional and National Programs for
the Creation and Maintenance of Jobs, Governor's Conference
on Employment

Chairman, Advisory Committee, YMCA-YWCA Students in
Industry Program

CERTIFICATE IN INDUSTRIAL RELATIONS

The Institute of Industrial Relations offers specialized training for careers in industrial relations under the sponsorship of University Extension. Classes for college credit are held in the evenings in downtown Los Angeles, Long Beach and San Diego and are open to all adult persons who are able to profit from the work taken, regardless of their previous formal education.

The Institute of Industrial Relations also offers a Certificate in Industrial Relations for those who are interested in taking a sustained course of study in industrial relations. A minimum of eight courses which may normally be completed in two years is required. The following courses are applicable toward the Certificate in Industrial Relations.

Group A: Four Courses Required

Principles of Economics XL 1A-1B
Labor Economics XL 150
Elements of Personnel Management XL 150
History and Problems of the Labor Movement XL 155
Collective Bargaining XL 158

Group B: Two Courses Required

Statistics XL 115
Elements of Production Management XL 140
Labor Law and Legislation XL 156A-B
Grievances and Arbitration X 157 ABC
Health, Welfare and Pension Plans X 159 ABC
Public Administration XL 181

Group C: Two May Be Elected

Personal and Social Adjustment XL 33
 Motion and Time Study XL 143
 Workmen's Compensation Act of California XL 159
 Personnel and Industrial Psychology XL 185
 Organization and Management Policies XL 190
 Editing and Publishing of House Organs and
 Bulletins in Industrial Relations 894 AB
 Job Evaluation in Collective Bargaining 895 ABC

There are 90 persons currently engaged in working toward the Certificate in Industrial Relations. Thirty-two persons have received the Certificate in Los Angeles while fifteen students have completed the requirements in the San Diego area.

EXTENSION CLASSES

COURSES LEADING TOWARD THE CERTIFICATE IN INDUSTRIAL RELATIONS
(COLLEGE CREDIT)

SPRING 1949

LOS ANGELES

<u>Course</u>	<u>Instructor</u>	<u>Attendance</u>
Collective Bargaining XL 158	Benjamin Aaron	19
Labor Law and Legislation XL 156B	John R. Van de Water	26
Labor Economics XL 150	George Hildebrand	30
History and Problems of the Labor Movement XL 155	Arthur Carstens	19
Editing and Publishing of House Organs and Bulletins in Industrial Relations 894 AB	Sherman Rifkin	17
Job Evaluation in Collective Bargaining 895 ABC	Kenneth Beutke	26
Grievances and Arbitration X 157 ABC	Michael Komaroff	13
Personnel Management XL 153A	Dwight Palmer	69
Personnel Management XL 153B	Wayne L. McNaughton	14
Principles of Economics XL 1A	(3 sections)	113
Principles of Economics XL 1B	(2 sections)	71
Theory of Time and Motion Study XL 124A	George G. Sullivan	40
Organization and Management Problems XL 125	Vernon D. Keeler	22
Business Statistics XL 140	Robert M. Williams	32
Personnel Psychology XL 185	Morse Packard Manson	discontinued
Workmen's Compensation Act of California X 169 CD	Douglass A. Campbell	discontinued

LONG BEACH

Collective Bargaining XL 158	Irving Bernstein	16
Labor Economics XL 150	Fred Hoffman	12
Personnel Management XL 153A	Leonard R. H. Hardie	18
Theory of Time and Motion Study XL 124A	George A. Reinhalter	12

SAN DIEGO

Grievances and Arbitration X 157 ABC	Walter Burr	30
Labor Economics XL 150	Walter Burr	28
Job Evaluation in Collective Bargaining 895 ABC	Henry K. Svenerton	12
Personnel Management XL 153A	Waldemar Hagen	27

FALL 1949

LOS ANGELES

<u>Course</u>	<u>Instructor</u>	<u>Attendance</u>
Labor Economics XL 150	Robert Tannenbaum	37
History and Problems of the Labor Movement XL 155	Arthur Carstens	19
Labor Law and Legislation XL 156A	John R. Van de Water	15
Grievances and Arbitration X 157 ABC	Michael Komaroff	22
Collective Bargaining XL 158	Benjamin Aaron	21
Elements of Personnel Management XL 150	Dwight Palmer	70
The Management of Employee-Group Relations XL 152	Wayne L. McNaughton	17
Principles of Economics XL 1A	(4 sections)	178
Principles of Economics XL 1B	(2 sections)	53
Business Statistics XL 115	Robert M. Williams	39
Elements of Production Management XL 140	Karl F. Venter	41
Motion and Time Study XL 143	George G. Sullivan	31
Organization and Management Policy XL 190	Vernon D. Keeler	31

LONG BEACH

History and Problems of the Labor Movement XL 155	Irving Bernstein	14
Labor Law and Legislation XL 156A	Harold Irving Roth	21
Organization and Management Policy XL 190	Edwin Ewing Jr.	21

SAN DIEGO

Labor Law and Legislation XL 156A	Walter Burr	38
Collective Bargaining XL 158	Walter Burr	25
Personnel Psychology XL 185	Waldemar Hagen	30

CAMPUS INSTRUCTION

The part taken by the Institute in the field of Campus Instruction has increased in importance during the year. Several members of the Institute staff hold joint appointments with academic departments and teach regular University courses relating to industrial relations. These joint appointments have proved mutually valuable and complementary. It is hoped that there will be an extension

Anthropology and Sociology -- Comparative Society

Business Administration 1950-1951

The Enterprise in an Unstable Economy
Personnel Management
The Management of Employee-Group Relations
Labor Markets and Wage Structures
Organization and Management Policy
Graduate Seminar in the Management of
Individual-Employee Relations
Graduate Seminar in the Management of
Employee-Group Relations

Economics --

Labor Economics
History and Problems of the Labor Movement
Labor Law and Legislation
Collective Bargaining
Graduate Seminar in Wage Theory
Graduate Seminar in The Theories and Problems
of Economic Planning

Psychology —

Psychology of Advertising and Selling

STAFF OF THE INSTITUTE OF INDUSTRIAL RELATIONS FOR THE YEAR 1949-50

Director

Edgar L. Warren

Assistant Director, Labor-Management Relations

Abbott Kaplan¹

Assistant Head, Extension Services, Industrial Relations

Arthur Carstens¹

Research Associates

Benjamin Aaron²
 Irving Bernstein
 Walter Goldschmidt⁴
 George H. Hildebrand²
 Philip Neff³
 Frank C. Pierson²
 Robert Tannenbaum³

Research Assistants

Philip Barnett
 Michael Komaroff
 Eshref Shevky
 Irving Weschler
 Loraine Wilson

Part-time Graduate Assistants

Robert Bernstein
 Paul Bullock, Jr.
 Josephine Davis
 Irwin Krantz
 Hugo Morris
 Fred Massarik
 Walter Polner

Librarian

Robert Thomason⁵

-
1. Joint appointment with University Extension
 2. Joint appointment with Department of Economics
 3. Joint appointment with College of Business Administration
 4. Joint appointment with Department of Anthropology and Sociology
 5. Joint appointment with University Library (salaries appear on Library budget)

Senior Library Assistant

Josephine Ann Carson⁵

Administrative Assistant to Director

Nancy Taylor

Secretarial

Anne Cook

Louise Margolis

Cynthia O'Neil

Annette Sherwood¹