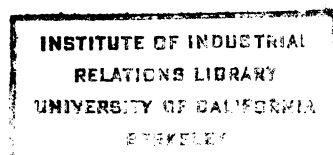


Institute of Industrial Relations - Southern Division

Report on Activities for 1955-1956

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MAY 20 1958

COMMUNITY ADVISORY COMMITTEE

Robert G. Sproul, President, University of California, (Chairman)
 Cass Alvin, Director, Publicity and Education, United Steelworkers of America, CIO
 Wilbur J. Bassett, Secretary, Los Angeles Central Labor Council, AFL
 Paul W. Bell, Personnel Director, Times-Mirror Company
 Daniel P. Bryant, Vice President and General Manager, Bekins Van and Storage Company
 Howard Campion, Associate Superintendent, Division of Extension and Higher Education, Los Angeles City Schools
 John L. Cooper, President, Joint Board of Culinary Workers, AFL
 John A. Despol, Secretary-Treasurer, CIO California Industrial Union Council
 Bonar Dyer, Director, Industrial Relations, Walt Disney Productions
 Eugene Hoffman, Medical Adviser, Blue Cross Hospital Service of So. California
 Charles Luckman, Architect, Wm. Pereira and Charles Luckman
 Albert Lunceford, Secretary-Treasurer, Greater Los Angeles CIO Council
 R. F. MacNally, Vice President and General Manager, Metropolitan Coach Lines
 Ashby C. McGraw, Grand Lodge Representative, IAM
 William B. Miller, Executive Secretary, Town Hall
 Stanley Mosk, Judge, Superior Court, Los Angeles County
 C. W. Pfeiffer, Executive Secretary, Welfare Council of Metropolitan Los Angeles
 Norris Poulson, Mayor, City of Los Angeles
 Frank R. Powell, Personnel Manager, Aluminum Company of America
 John F. Rood, Area Manager, Southern Area, Department of Employment
 O. T. Satre, Executive Secretary, District Council of Painters, No. 36
 Paul H. Schrade, Assistant Director, Western Region 6, UAW-CIO
 Don H. Sheets, General Chairman, General Grievance Committee, Brotherhood of Railroad Trainmen
 E. D. Starkweather, Director, Industrial Relations, North American Aviation, Inc.
 Henry K. Swenerton, Vice President, Industrial Relations, Gladding, McBean and Company
 Oscar A. Trippet, Attorney, Trippet, Newcomer, Yoakum, and Thomas

FACULTY ADVISORY COMMITTEE

J. Fred Weston, Professor of Finance (Chairman)
Winston W. Crouch, Director, Bureau of Governmental Research, and
Professor of Political Science
Miss Mary Duren, Associate Professor of Social Welfare

STATE-WIDE COORDINATING COMMITTEE

Clark Kerr, Chancellor, University of California, Berkeley, (Chairman)
Herbert G. Blumer, Chairman, Department of Sociology and Social
Institutions, Berkeley
Winston W. Crouch, Director, Bureau of Governmental Research and
Professor of Political Science, Los Angeles
Margaret S. Gordon, Acting Director, Institute of Industrial Relations,
Berkeley
Ewald T. Grether, Dean, School of Business Administration, Berkeley
George H. Hildebrand, Acting Director, Institute of Industrial Relations,
Los Angeles
J. Fred Weston, Professor of Finance, School of Business Administration,
Los Angeles

FOREWORD

At this meeting of the Coordinating Committee of the Institute, members of the staff of the Southern Division refer with sorrow to the death of Edgar L. Warren on January 3, 1956. This is the first meeting in nine years of the Coordinating Committee without his presence. His warm friendliness and genial spirit lightened the tasks of all who were privileged to be associated with him, and he will be long remembered.

We are grateful that Professor George M. Hildebrand has agreed to assume the post of Acting Director. At the request of Chancellor Allen, he is now engaged in preparing a detailed analysis and review of this Division's activities over the past decade, along with suggestions for their development in the future. In these circumstances, the attached report is necessarily a brief summary.

III.

RESEARCH PROGRAMS

Publications 1954-1956

Research in Progress 1955-1956

A. PUBLICATIONS, 1954 TO DATE

Monographs

The Pacific Coast Maritime Shipping Industry, 1930-1948, by
Wytze Gorter and George H. Hildebrand. Vol. II, An Analysis
of Performance (1954).

Arbitration of Wages, by Irving Bernstein (1954).

Rise of the Labor Movement in Los Angeles, by Grace Heilman
Stimson (1955).

Reprint Series

- No. 35. "Training Managers for Leadership", by Robert Tannenbaum
Verne Kallejian, and Irving R. Weschler (1954).
- No. 36. "Bureaucracy in a Government Laboratory", by Paula Brown
(1954).
- No. 37. "Changing Legal Concepts and Industrial Conflict", by
Benjamin Aaron (1954).
- No. 38. "Arbitration", by Irving Bernstein (1954).
- No. 39. "The Role of Supervision", by Melville Dalton (1954).
- No. 40. "Mediation and Fact-Finding", by Edgar L. Warren (1954).
- No. 41. "Social Research Faces Industry", by Fred Massarik and
Paula Brown (1954).
- No. 42. "Union Procedures for Settling Jurisdictional Disputes",
by Benjamin Aaron (1954).
- No. 43. "The California Jurisdictional Strike Act", by
Benjamin Aaron (1954).
- No. 44. "The Growth of American Unions", by Irving Bernstein (1954).
- No. 45. "Industrial Controls and Personal Relations", by
Melville Dalton (1955).
- No. 46. "Union Growth and Structural Cycles", by Irving Bernstein
(1955).
- No. 47. "Managers in Transition", by Verne Kallejian, Irving R.
Weschler, and Robert Tannenbaum (1955).

Reprint Series - Continued

- No. 48. "A New Focus in Executive Training", by Irving R. Weschler, Marvin A. Klemes, and Clovis Shepherd (1955).
- No. 49. "The Relation Between Three Interpersonal Variables", by Clovis Shepherd and Irving R. Weschler (1955).
- No. 50. "The Uses of the Past in Arbitration", by Benjamin Aaron (1955).
- No. 51. "The Postwar Italian Economy: Achievements, Problems, and Prospects", by George H. Hildebrand (1955).
- No. 52. "The Italian Parliamentary Survey of Unemployment", by George H. Hildebrand (1955).
- No. 53. "Unionism and the Wage Structure in the United States Pulp and Paper Industry", by Robert M. Macdonald (1956).
- No. 54. "An Economic Definition of the National Emergency Dispute", by George H. Hildebrand (1956).
- No. 55. "The Economic Impact of Strikes in Key Industries", by Irving Bernstein (1956).
- No. 56. "The Bugaboo of Sovereignty and National Emergency Disputes", by Benjamin Aaron (1956).
- No. 57. "An Evaluation of the National Emergency Provisions", by Frank C. Pierson (1956).
- No. 58. "Rehabilitation under Workmen's Compensation in California", by Lisbeth Eamberger (1956).
- No. 59. "Managing the Managers", by Melville Dalton (1956).

Popular Pamphlets

- Union Security, by Orme W. Phelps (1954).
- Wage Structures and Administration, by H. M. Douty (1954).

Proceedings of Conferences

- Human Attitudes, How They Develop and Change: Proceedings of a Seminar on Human Relations, in cooperation with the United Steelworkers of America, San Bernardino, California, January 27-30, 1954.

Proceedings of Conferences - Continued

Los Angeles Conference on Health and Welfare: Addresses by a number of labor, management, medical, and hospital representatives, February 5-6, 1955.

Miscellaneous

Health Insurance, by Richard M. Baisden, Lee Bamberger, and John Hutchinson (1954).

"An Evaluative Focus on Human Relations", by Robert Tannenbaum. Prepared as a working paper for the Tenth Annual Industrial Relations Research Conference, Minneapolis, May 17-18, 1954.

"Industrial Relations Theses and Dissertations Accepted at Twenty-six Universities", a compilation edited by Robert E. Thomason of the Los Angeles Institute and Gwendolyn Lloyd of the Berkeley Institute (1954).

Emergency Disputes and National Policy. Irving Bernstein was one of the three editors of this volume in the Industrial Relations Research Association Series, published by Harper & Brothers, 1955. Four chapters by Institute staff members appear in the Reprint Series.

"The Economic Outlook: 1955-56", by George H. Hildebrand and Frank E. Norton. Reprinted from The Commercial and Financial Chronicle, April 14, 1955.

Collective Bargaining in the Motion Picture Industry, by Hugh Lovell and Thelie Carter (1955). Published by the Berkeley Institute in its series, West Coast Collective Bargaining Systems.

"Measuring with a Broken Yardstick", paper on the inadequacies of union membership statistics, by Irving Bernstein, read to Social Science Research Council meeting at Airlomar, California, 1955. To be published by the Berkeley Institute in the conference proceedings.

B. RESEARCH IN PROGRESS

1. Older Worker Study. Robert F. Smith and Evelyn Baran.

A study of the employment of older workers in the Los Angeles Metropolitan Area has been undertaken in cooperation with the California State Department of Employment, as part of a research project covering seven metropolitan areas in the United States sponsored by the U.S. Department of Labor. The purpose of the study is to appraise the extent and nature of the manpower reserves in the nation's older workers and to secure information on the means by which older workers can make the most effective contribution to the labor force. Questionnaires have been sent to a selected group of firms in the Los Angeles Metropolitan Area to obtain information on the age composition of the labor force, and on employment policies and practices affecting older workers.

2. Health Insurance Coverage for Retired Workers. Richard N. Baisden.

This study will attempt to answer the following specific questions: (a) To what extent do insuring organizations presently make provision for retired workers to obtain health insurance coverage or to retain coverage previously provided under group contracts where they worked? (b) How does the incidence of sickness in groups over age 65 compare with that of the whole population? (c) To what extent does the older age group require greater utilization of medical, surgical, and hospital services, with a consequent increase in the cost of providing them with insurance? (d) What are the most practical ways of providing insurance coverage for retired persons?

3. Impact of the Federal Loyalty-Security Program upon Unions. Benjamin Aaron, with Leo Bromwich.

This is an investigation of the impact of the federal loyalty-security program upon the legal status, internal affairs, and collective bargaining policies of unions. The study will be based almost entirely upon published official sources, such as statutes, administrative orders and rulings, judicial decisions, union publications, and collective bargaining agreements. There will be some interviewing. It is hoped that the study will be completed by the end of the calendar year 1956.

4. Employment Relations and the Law. Benjamin Aaron, Editor in Charge.

Mr. Aaron is supervising the editing of this book compiled by a group of teachers and practitioners of labor law. It is a companion volume to Labor Relations and the Law, prepared by Robert E. Mathews and Associates and published by Little, Brown (1953).

5. B. F. Goodrich Umpire System. Benjamin Aaron.

Mr. Aaron is co-author of a chapter in a volume on labor-management umpire systems, preparation of which is being sponsored by the National Academy of Arbitrators.

6. Postwar Italian Economy. George H. Hildebrand.

Dr. Hildebrand is continuing work on a study of wages and employment in postwar Italy and hopes to have the draft completed by the fall of 1956.

7. Economic Effects of Unionism. George H. Hildebrand.

Dr. Hildebrand is preparing a paper on this subject for inclusion in a survey volume to be published by the Industrial Relations Research Association.

8. A History of American Labor, 1929-1941. Irving Bernstein, with Paul Bullock, Jr.

This is a long-range study seeking to recount and analyze the developments affecting labor in this critical period. The viewpoint is comprehensive, dealing with the condition of workers, the development of unionism, the conduct of collective bargaining, and the extension of public policy. Much of the research is completed and writing is under way.

9. Social Problems of Industrial Reorganization. Melville Dalton.

Dr. Dalton is studying the social effects of moving a firm's three separate plants to a new site under one roof. The problem is to follow the effect on unique practices developed in the separate plants, and to trace the steps in the framework of a developing bureaucracy. The study has been under way for over a year and should continue for another year.

10. Forces Affecting the Occupational Wage Structure. Robert Macdonald.

This is a short analysis of the forces responsible for the secular and cyclical movement of skill differentials in the United States with particular reference to the impact of (1) trade unionism, (2) inflation, and (3) the secular rise in real income levels.

11. Biography of Andrew Furuseth. Hyman Weintraub.

The first draft of a biography of Andrew Furuseth, for many years leader of seamen's unions, has been completed by one of the Institute's Graduate Research Assistants. The Institute has joined in sponsoring this project and will probably publish the manuscript in its monograph series.

12. Popular Pamphlets.

Two popular pamphlets are in process. One on Health Insurance: Group Coverage in Industry has been completed and will shortly go to press. A pamphlet on workmen's compensation is in preparation.

WORK OF THE INSTITUTE'S HUMAN RELATIONS RESEARCH GROUP:

1. Evaluation of Sensitivity Training Programs. Irving R. Weschler.

During the past few years members of the Human Relations Research Group, headed by Robert Tannenbaum, have conducted a number of human relations training programs, called sensitivity training. These programs are designed to help people become more effective by giving them both understanding and skills in interpersonal relations. Currently two studies are under way intended to measure the impact of the program. The first of these measures changes in the trainees along a number of dimensions of psychological and behavioral effectiveness. The second is more clinically oriented and utilizes the services of a trained observer who watches a number of trainers in action and interviews them after each session concerning those incidents which he considers critical.

2. Interpersonal Influence and the Nursing Function. Craig MacAndrew and Genevieve Rogge Meyer.

The Group has recently received a U.S. Public Health Service grant to make this study. The purpose of the inquiry is to assess the human relations implications for the nursing profession of the massive technological and organizational changes occurring in the modern hospital. Envisaged as a three-year undertaking, the study will examine such interpersonal aspects as social sensitivity, influence (leadership), and behavioral flexibility, both separately and as they relate to the "social climate" of the hospital. The Teaching Hospital of the UCLA Medical Center is, at least initially, the locus of data collection.

3. The Use of Organizational Chart Drawings as a Projective Indicator of Personality and Attitude toward Organization. Fred Massarik, Kaj Lohmann, and Carolyn Staats.

As part of the Group's program on methodological research, an investigation has been made concerning the relationship between perception of an organizational structure, as indicated by free-hand drawings of an organizational chart, and the subject's position in the hierarchy, his anxieties, and his personality structure. Thirty-five subjects, male and female employees at the UCLA Teaching Hospital, participated in the study. Preliminary findings indicate that high authoritarianism as measured by the California F-scale is correlated with a more constricted view of the organization. Attempts by a number of judges to predict anxiety and authoritarianism on the basis of the organizational chart drawings proved unsuccessful. However, further research is under way to specify cues that might facilitate the prediction of such personality factors from chart drawings.

4. Cultural and Interpersonal Factors in the Specification of Social Sensitivity. Fred Massarik.

In an investigation conducted in a variety of groups including classes and social agency professional staffs, further attempts have been made to specify the nature of social sensitivity. The study particularly focuses on the impact of understanding the cultural or subcultural behavior patterns on the effectiveness of individual behavior prediction. Tentatively, findings suggest that persons who rank highest in social and cultural sensitivity and those who rank lowest tend to be perceived as less interpersonally effective than those who occupy median positions.

IV.

COMMUNITY SERVICE PROGRAMS

Labor-Management Programs

Projects in Health and Welfare Field

Programs for Management

Programs for Labor

LABOR-MANAGEMENT PROGRAMS—Reported by Richard N. Baisden

INDUSTRIAL RELATIONS CERTIFICATE PROGRAM

1. Courses: The total enrollment in courses applying to the Certificate has continued to grow rapidly. During the Fall Semester, there were over 1,200 enrollments in these courses in Los Angeles, Long Beach, Riverside, San Diego, and Ventura. Preliminary reports indicate an increase for the Spring Semester. This Spring, there are 50 sections of Certificate Program courses offered throughout Southern California. The number of persons whose applications for the Certificate are now on file has risen to 340. Two new courses were organized for the Spring Semester: Personnel Test and Measurement Techniques and Workshop in Labor Law (an advanced course for persons who have taken the basic Labor Law and Legislation course). In addition, our course in Labor Economics was modified to serve as a basic course in labor-management relations with nine members of the Institute staff sharing the instructional duties. (This modification has proved very popular. The course has an enrollment of 65.)
2. Graduations: A graduation dinner, addressed by Federal Mediation and Conciliation Service Director, Joseph Finnegan, was held in November. A second is scheduled for this month with Dr. Philip Taft as speaker. This graduation will bring the total number of Certificate recipients to 371. The Industrial Relations Alumni Association has offered to provide frames for all Certificates issued in the future.
3. Publicity: In addition to the usual distribution of course bulletins, an unusual amount of success was achieved in getting newspaper publicity, both in metropolitan and labor papers. Endorsement of the program by the Greater Los Angeles CIO Council was also obtained.
4. Counselling: Over 175 individual students were counselled prior to the Spring Semester.
5. Alumni Association: The Industrial Relations Alumni Association has continued to hold monthly dinner meetings. It has also been active in developing two experimental programs.
6. Experimental Projects: Two new devices were originated for the purpose of tying students in the Certificate Program more closely to the Institute. The first was a monthly newsletter, the I R NEWS, 2,000 copies of which are distributed to students enrolled in Certificate Program courses and to graduates. The second device has been the scheduling of a Seminar on Current Developments in Industrial Relations on the campus once each semester for students enrolled in the Certificate

Program and graduates. The first of these Seminars was held in December and was attended by 225 students. The response to both the newsletter and the Seminars has been most enthusiastic.

CONTINUING PROJECTS IN HEALTH AND WELFARE FIELD

1. Research in problem of health insurance coverage for retired workers:
 - a. Compiling results of questionnaire sent to 200 insuring organizations which requested information about provisions made for covering retired persons.
 - b. Compiling bibliography on health problems of older age groups: incidence of sickness; utilization of medical, surgical, and hospital services; relative cost of providing coverage to persons over 65 compared with the whole population.
 - c. Supervising IBM compilation of data from Motion Picture Health and Welfare Fund providing new information relative to item "b".
2. Completed popular pamphlet on "Health Insurance: Group Coverage in Industry".
3. Now writing article for Adult Education on experiences with Labor Health Education Program which would be of interest to other adult educators. (Article requested by editor of journal.)
4. Made arrangements for publication of article by Lee Bamberger in Industrial Medicine and Surgery. This article, entitled "Rehabilitation under Workmen's Compensation in California", appeared in most recent issue. Reprints now being prepared.
5. Assisted Southern California Dairy Industry Security Fund with publication of annual report to members. Presently assisting the Hotel-Restaurant Employer-Union Welfare Fund with publication of benefit handbook. Provided Los Angeles Newspaper Guild with information on sick leave provisions in industry.
6. Assisted Health Plan Consultants Committee with Fall Conference on Prevention and Early Diagnosis of Disease.
7. Made arrangements for Dr. Ray Trussell, Dean of the Columbia University School of Public Health and Project Director for the New York Joint Legislative Committee on Health Insurance Plans, to address the Executive Board of the Health Plan Consultants Committee and to obtain an understanding of the Labor Health Education Program's activities during his recent trip to Los Angeles.

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PROGRAMS FOR MANAGEMENT—Reported by Robert F. Smith

CURRENT & RECENT —

1. Sensitivity Training for Managers (formerly titled "Skill Practice for Supervision"). A human relations seminar for managers from business and government. 30 enrolled in each section.
 2 sections: #1 10 Wednesdays beginning February 22, 1956, led by Irv R. Weschler, PhD and Marvin Klemes, M. D. On Campus.
 #2 10 Tuesdays, beginning March 13, 1956, led by Robert Tannenbaum, PhD and Thomas Gordon, PhD. At the Biltmore Hotel.
2. Workshop on Skill Practice For Supervisors (now called "Sensitivity Training for Managers"). A human relations seminar for managers from business and government. 30 enrolled. 10 Wednesdays, October 12 to December 14, 1955. Led by Drs. Irv Weschler and Marv Klemes. On campus.
3. Workshop in Human Relations Training Methods. A seminar for individuals with training responsibilities in business and government. 30 enrolled. 10 Tuesdays, October 11 to December 13, 1955. Led by Dr. Robert Tannenbaum. On campus.
4. Human Factors in Management. A seminar on human relations and personnel management for executives of Pacific Finance Corporation, Los Angeles. 30 enrolled. 10 Mondays, October 10 to December 12, 1955. Used various speakers from the Institute of Industrial Relations staff, other University departments and industry. Meetings held at Pacific Finance Building.
5. Supervisory Development for Wayne Manufacturing Company. A human relations seminar for Wayne Manufacturing Company top supervisors. 22 enrolled. 8 Tuesdays, September 20 to November 15, 1955. Led by Dr. Marv Klemes. Meetings held at Wayne offices in Pomona.

IN PLANNING STAGE —

1. Meetings with Community Advisory Committees in San Diego (December 19) and Riverside (December 1) resulted in plans for the 5th and 2nd Seminars on Managing Human Resources; respectively, in those cities.
 San Diego Seminar to begin April 10.
 Riverside Seminar to begin April 11.
2. Employee Relations Institute. Two-day conference for personnel managers and their staffs. Emphasis on communications and human relations. In May or June, 1956. On campus.

3. Annual Summer Management Conference. At Yosemite National Park September 9-12, 1956. For Managers from business and government. Management themes examined by speakers and panelists from University and business. Co-sponsored by the Institute at Berkeley.
4. Western States Joint Program with National Association of Manufacturers. Several-day conference of West Coast top executives for exploring critical social issues of our times. Likely location: Rancho Santa Fe. For early Fall, 1956.
5. U.S. Air Force Civilian Executive Program. At request of Career Development Branch, San Bernardino Air Materiel Area, Norton Air Force Base. Three-week course in personnel management for top supervisory persons on civilian staffs of the San Bernardino Air Materiel Area. At Riverside campus. For January-February inter-session, 1957.
6. Collective Bargaining Seminar. For industrial relations executives personally responsible for company collective bargaining efforts. Five to eight weekly sessions. Leaders to be drawn from Institute staff and business firms. On campus. For early Fall, 1956.
7. Engineering Management Seminar. A personnel management and human relations seminar for executives and supervisors in company engineering departments, At San Diego. For Fall, 1956.
8. Sensitivity Training For Managers (formerly titled "Skill Practice for Supervision"). A human relations seminar for managers from business and government. 30 enrolled in each section.

2 sections--Los Angeles--For Summer, 1956
1 section--San Diego--For Fall, 1956
9. 13th Seminar on Human Factors in Management. For managers from business and government. On campus. For Fall, 1956.

OLDER WORKER STUDY --

Closely related to Management Programs is the Older Worker Study presently being directed by Mrs. Evelyn Baran. The study draws data on employed older workers from a survey of over 2,000 employers in Los Angeles and Orange Counties.

It is expected that Study findings will serve as basis for important management conferences in Summer and Fall, 1956. Already the beginnings of the Survey have been featured as program material for three PIRA district meetings.

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SPEAKING APPEARANCES —

Recent talks in behalf of Management Programs and the Older Worker Study were made before:

- American Society of Training Directors—(Los Angeles)
- PIRA District 1—with Evelyn Baran—(Los Angeles)
- PIRA District 3—with Evelyn Baran—(Pasadena)
- PIRA District 5—(Beverly Hills)
- PIRA District 7—with Evelyn Baran—(Long Beach)
- 11th Naval District Industrial Relations Officers Conference—(San Diego)
- Industrial Relations (Certificate) Alumni Association—(Los Angeles)
- California Industrial Recreation Conference—(San Diego)
- Medical Administrators Association—(Los Angeles)
- Conference on Aging Population—(Los Angeles)
- National Office Management Association—(San Diego)

MEMBERSHIP IN INDUSTRY GROUPS —

Active memberships are held in Personnel and Industrial Relations Association (PIRA), American Society of Training Directors, National Management Association (formerly National Association of Foremen).

In PIRA, membership is also held on Educational Planning Committee, one of the Association's nine standing committees.

PROGRAMS FOR LABOR UNIONS—Reported by Arthur Carstens and Nick Seidita

CURRENT AND RECENT —

1. Railway Labor Act, offered for the Brotherhood of Railroad Trainmen and the Firemen. Wednesday 7-9:00 p.m., September 14 through December 7, 1955. Taught by Lon R. McIntire with enrollment of 29. A graduation dinner was held in honor of the students on December 14, 1955 at Taix French Restaurant, Los Angeles.

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2. Pension Analysis for Union Leaders offered for the International Association of Machinists, Los Angeles; Monday and Thursday, 7:30 to 9:30 p.m.; October 3, 6, 10, 13, 1955. Taught by Dr. Irving Pfeffer, Business Administration. 17 enrolled.
3. Collective Bargaining offered for the International Association of Machinists, San Diego. Monday, 4-6:30 p.m.; October 3 through December 5, 1955. Taught by Thomas C. Taylor, Lawyer.
4. Collective Bargaining and Contract Analysis offered for the Engineers and Architects Association, San Diego. Monday 7-9:30 p.m.; October 17 through December 19, 1955. Taught by Thomas Taylor.
5. Eye-Opener Series offered for the International Association of Machinists, San Diego to present current labor problems. Thursday 12:30 and 7:30 p.m. September 8, 22; October 13, 27; November 10; December 8, 1955. Taught by Emanuel Cyler, Currin Shields, Stanley Hauer, Tom Taylor, Ben Nathansen—with an enrollment of approximately 50 to 60 in the afternoon and 120 to 130 in the evening.
6. 6th Annual Labor Press Conference—Fresno, California; November 19-20, 1955. Sponsored by the California State Federation of Labor and the Institute of Industrial Relations, University of California at Berkeley and Los Angeles. 73 Registrants.
7. Architects Seminar on Union Buildings offered for the International Association of Machinists. December 23, 1955 to February 3, 1956, Friday evenings 3:00 to 5:00 p.m. 15 enrolled. Led by Wayne Williams and a group of Architects concerned with improving the quality and utility of union centers.
8. Public Speaking (125 enrolled), Collective Bargaining (25 enrolled), Organizing (25 enrolled). Seminar for the Culinary Workers. Led by Ralph Richardson, Assistant Professor of Speech; John Cooper, Culinary Workers; and Marv Klemes, M.D.; respectively.

VOCATIONAL EDUCATION —

It is apparent that the trade union movement is becoming more and more involved in vocational education. Four local unions are now re-evaluating their work in this field.

Automation. September, 1955 marked the beginning of the first important experiment in vocational training of Retail Clerks. Roughly 180 persons are involved in this program carried on weekly in four high schools.

Time Magazine carried a feature article on a similar type of program developed jointly by the Institute and the City Schools for 120 Steelworkers. The purpose of this vocational program is to prepare journeymen whose job status is affected by automation.

Both programs continue. Letters from unions and school administrators indicate keen interest in both programs.

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COMMITTEE WORK —

Participation in committee activities of community agencies continues to demand a substantial amount of time.

Following is a list of principal community activities in which we are now engaged:

State Department of Labor Committee on Employment (Executive Board).

This committee includes representatives of employer, union and community groups concerned with the role of the state employment service in integrating minority groups.

County Conference Committee on Employment (Executive Board).

This committee represents principal social and groups agencies concerned with employment opportunities of minority groups.

Los Angeles Urban League (Executive Board).

This executive board reviews and formulates basic policies for the league.

Inter-University Labor Education Committee (Executive Board).

This executive board includes representatives from ten universities and ten principal labor unions. Its purpose is to formulate principles to assist Foundations in selecting grants relating to trade union programs.

County Board of Supervisors Committee on Aging (Secretary to the Executive Board). This committee coordinates various services provided to older persons by county agencies.

California Department of Education—Committee on the special project of Rehabilitation of the Industrially Injured (Executive Board).

This committee advises the Department on research regarding the effectiveness of rehabilitation programs.

WORK IN PROGRESS —

1. Workers' Education Conference. A two-day conference on Workers' Education. The conference will probably be held early in April.
2. The Annual A F of L Conference. A five-day State-wide education conference for union officials. It will probably be held in May.
3. The Annual Steelworkers Conference. A six-day State-wide education conference for officials in the Steelworkers union.
4. A F of L Teachers Leadership Conference. A five-day conference for representatives of the Teachers union.
5. Railroad Brotherhood Conference. A five-day leadership conference for representatives of the Brotherhood of Railroad Trainmen unions.

V.

COMPARATIVE DATA

1954-1956

COMPARATIVE DATA

Research Division

<u>Description</u>	<u>1954-55</u>	<u>Estimate 1955-56</u>
Reprints in series	18	15
Unnumbered reprints	1	--
Popular Pamphlet Series	22	--
Books	2	1
Booklets and Proceedings	5	2
FTE -- Salary Budget (Academic and Nonacademic)	15.15	15.15

Actual figures have been given for completed years. Since research work is entirely unpredictable, only very tentative estimates can be given for the number and type of each year's publications. It is likewise unrealistic to attempt to compute the amount of General Assistance needed for this type of work.

Community Service Division

<u>Description</u>	<u>1954-55</u>	<u>1955-56</u>
<u>Public Programs:</u>		
Industrial Relations Certificate Program Exten. Classes Enrollment	2430	3271
Counselling Certificate Students: Number students Staff Days	195 15	370 25
Conferences, Meetings, and Graduation Dinners: Number of Affairs Persons Attending Number of Staff Days	--	12 890 95
Campus Lectures, and Luncheon meetings	3	2

Community Service Division (contd.)

<u>Description</u>	<u>1954-55</u>	<u>Estimate 1955-56</u>
<u>Management Programs:</u>		
Number of conferences, institutes, seminars, classes	74*	103
Persons attending	959	600
Staff days	93	95
 <u>Labor Programs:</u>		
Number of conferences, institutes, seminars, classes	98*	72
Persons attending	837	1300
Staff days	98	77
 <u>Labor Health Education Program</u>		
Number of conferences and meetings	26*	
Persons attending	2820	
Staff days	94	
 FTE -- Salary Budget (Exclusively Community Service personnel)		
	2.75	2.75

* Since one Institute can possibly be conducted in four hours, and one conference may take four days, we have counted each day's assembly as one unit, because it involved the participation and supervision of the staff for that day. Thus, the Institute is counted as one, and the four-day Conference as four units in the total number of conferences and seminars.