

February 11, 1949

FOR OUR INFORMATION

F.O.I. appears bi-weekly from the Public Relations Office, Room 6, for the information of all faculty, staff, and students of the New York State School of Industrial and Labor Relations, Cornell University. A Report of the Joint Legislative Committee on Industrial and Labor Conditions states, "The most satisfactory human relationships are the product not of legal compulsion but rather, of voluntary determination among human beings to cooperate with one another." In the same spirit, F.O.I. is dedicated to our mutual understanding.

FLO STEWART AND DON GLEASON MARRY TODAY

This morning at 10 o'clock, the former Flo Stewart became Mrs. Donald Gleason, at a small ceremony held at Newman Oratory in Ithaca.

The couple will live in Bridgeport, Conn., where, since his graduation from the ILR School in September, 1948, Don Gleason has been Union Relations Assistant for General Electric Corporation.

Flo took her leave of the ILR School on Monday, January 31, after more than two years as secretary to Dean M. P. Catherwood. She had been associated with the Dean since December, 1946, at which time he was Commissioner of Commerce for New York State.

"Born and raised" in Pine Bush, N.Y., Flo graduated from Pine Bush High School, where she was a class officer for two years, a star basketball player, and staff writer for the school yearbook. She later attended Albany Business College, and following graduation went to work for Security Supply, Inc., in Selkirk, N.Y.

Before becoming secretary to Dean Catherwood, then Commissioner Catherwood, Flo worked for the Civil Service Department of New York State and for the New York State War Council.

DELOS OTIS, DEAN OF INSTRUCTION IN BUSINESS ADMINISTRATION
AT SAMPSON COLLEGE WILL JOIN ILR SUMMER FACULTY

Professor Delos S. Otis, Dean of Instruction in Business Administration at Sampson College, Sampson, N.Y., will be a visiting professor at the ILR School during the six weeks summer session, this year. He will teach Labor History and Labor Relations Law and Legislation.

Prior to taking up his present duties at Sampson, Dr. Otis taught history at the University of Wisconsin and did administrative work in adult education for New York State, the federal government and New York University. He held administrative posts with the New York Regional War Labor Board and the New York Regional Wage Stabilization Board, and was for two years Dean of Instruction in Business Administration at Mohawk College.

HOWARD DWYER JOINS LIBRARY STAFF

Howard Dwyer, a June 1948 graduate of the ILR School, who has been employed by the National Labor Relations Board in Buffalo, has returned to Ithaca to work for Librarian Gormly Miller. Howard will be visiting various organizations throughout the State, gathering material for use by the School.

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PROF. BROOKS WILL DIRECT SUMMER SESSION SEMINAR IN PERSONNEL MANAGEMENT FOR BUSINESS AND INDUSTRIAL PERSONNEL

As a result of requests from various representatives of business and industry, the ILR School has decided to establish a special summer seminar in Personnel Management under the direction of Professor Earl Brooks. The program will be designed exclusively to meet the needs of business and industrial personnel. In order to serve them most effectively, enrollment in the seminar will be limited to approximately twenty persons who are engaged in, or who are about to be assigned to personnel or industrial relations work. The program aims to help those persons who have had business experience but lack extensive experience in personnel management and industrial relations. The purpose of this seminar is to provide an opportunity to become acquainted with personnel principles, common personnel practices and problems, and literature in the field.

The Personnel Management Seminar will meet daily except Saturday from 1:00 to 3:00 P.M.. Consideration will be given to case studies and practical problems of Personnel Management, including recruitment, selection, placement, training, compensation, rating, transfer, promotion, separation, disciplinary actions, grievances, employee health and safety, employee services, and retirement plans. Outside specialists and representatives of various companies will be invited to present case materials and to lead discussions.

In addition to the afternoon seminar, participants will choose a maximum of two other related courses among those offered by the School which include: Human Relations in Industry, Audio-Visual Methods, Survey of Industrial and Labor Relations, Labor History, Public Relations, Economics of Wages and Employment, and Labor Relations Law and Legislation.

The Summer Session will start on July 5, 1949, and will continue through August 13. The tuition fee will be \$80.00, plus a health and infirmary fee of \$5.00. It is estimated that room and board will cost approximately \$25.00 a week. Interested companies are being invited to send one or more employees to this session. Additional information covering the seminar and courses can be obtained from Professor Earl Brooks.

CORNELL PLAYS HOST TO COLLEGE PUBLIC RELATIONS ASSOCIATION

On the week end of January 13-15, Cornell University played host to the Annual Meeting of District II, American College Public Relations Association. Participants from the Industrial and Labor Relations School were Dave Hyatt, who served with Whit Daniels and W. R. Brossman on the Conference Executive Committee, and Ruth Olmstead, Lois Remmers and John Slocum, who served as reporters and assisted in the preparation of a manual on the conference activities.

The conference program included individual talks, informal seminars, panels, and forums dealing with the various aspects of college public relations programs, with meetings held at Willard Straight Hall.

Participating in the program was Cornell's President Edmund E. Day, who spoke on "Public Relations as a Problem of Administration" at a conference dinner, held Friday evening, January 14.

MERLYN PITZELE, LABOR EDITOR OF "BUSINESS WEEK"
DISCUSSES GROWTH OF LABOR AT GRADUATE SEMINAR

"The last few years have seen the development of a great new power group in America, and that group is organized labor," said Merlyn S. Pitzele, Labor Editor of "Business Week", in a talk before graduate students and faculty of the New York State School of Industrial and Labor Relations, Cornell University, Monday, January 17.

In discussing the factors leading to organized labor's increasing strength, Pitzele emphasized the part played by social tensions that result from widespread use of mass production methods in industry and society's great emphasis on output of goods and services.

"There are millions of people in this country who never talk", said Pitzele, "and who, in fact, are afforded very little opportunity for blowing off steam, releasing tensions accumulated on the job."

Membership in a union, he continued, is one method for releasing these tensions. "Walter Reuther becomes a symbol of reaction against the status quo, which arises out of inner tensions felt by all."

"These sources of social discontent," Pitzele concluded, "will not be altogether remedied merely by placing a new group in power in society. Whatever group attains power can only hold it by comprising material with human needs."

WILLIAM BURNS, ILR GRADUATE, NOW ASSISTANT PERSONNEL SUPERVISOR FOR DUPONT
RELATES PROBLEMS FACING PERSONNEL MAN

Former ILR student, William Burns, who received his M.S. in February 1948, and now works for DuPont in Charleston, W. Va., writes to Professor McKelvey in part as follows:

"Many is the time I've wished that Ithaca were a little closer to Charleston. Since arriving here, I've come closer and closer to problems that we discussed with fervor (and detachment) in the seminar room. I am now doing the job of assistant personnel supervisor here, and have two sections to direct: the employment section and the change of status section, which handles intra-plant transfers and the seniority system - a dilly, by the way. So, the questions of behavior of people in the labor market, the prevention of layoffs, the realities of a 'skill and ability' clause, now sit on my desk each morning like little gremlins..

"The problems that I run into daily are...real, sometimes tough, and always tied with strong cords to very live people. In making a forecast of manpower needs or the need for a layoff, how much can one depend on past turnover as an index of future turnover? If you turn a man down in an employment interview because he is below minimum standards, what do you tell him, and how, and where will he go when he leaves your office? What does happen to those so easily labeled sub-standard?...When no policy is written down, what is the best method, in a reduction in force, in choosing between men with identical seniority - by number of dependents, by work record, by lot, by what?...If it appears that the work force has reached a peak and is levelling off, how severe is the problem of the man who cannot advance until someone dies or quits? How right is the theoretical method of paying a man for the job he does, if such a method in effect sentences a good employee to a relatively low rate indefinitely because he can't advance through no fault of his own? Why do more laborers quit in the first year of employment than any other time?...and so on and on and on...An awful lot of questions, and very, very gradually, when there is time, a few answers... My best regards to all my friends in Ithaca."

PROFESSOR JEHRING SPEAKS ON "THE HUMAN FACTOR IN INDUSTRIAL ACCIDENTS"
AS GUEST OF NIAGARA FALLS CHAMBER OF COMMERCE

On Thursday, January 27, Professor J. James Jehring spoke in Niagara Falls on "The Human Factor in Industrial Accidents" before industrial relations and safety department personnel from the various plants in Niagara Falls and vicinity. Professor Jehring was the guest of the Niagara Falls Chamber of Commerce.

JOHN T. GOSSETT OF INLAND STEEL CONTAINER COMPANY
WILL VISIT SCHOOL TUESDAY

John T. Gossett, Vice President and General Manager of the Inland Steel Container Company, a subsidiary of Inland Steel) will be on campus this coming Tuesday afternoon and Wednesday morning, February 14th and 15th.

Mr. Gossett has been the key management man in effecting a transition from intense conflict to cooperation in union-management relations for his subsidiary. He bargained with L. G. Shafer of the United Steelworkers, who visited the ILR School in December.

REVIEW BY DR. KONVITZ APPEARS IN YALE LAW REVIEW

A review by Dr. Milton R. Konvitz on the late Professor Morris R. Cohen's book "The Meaning of Human History" appeared in the December Yale Law Review.

BILL HOSKING IS MADE LECTURER AT HOBART

The status of Bill Hosking has changed from Instructor to Lecturer at Hobart and William Smith Colleges. He served at Hobart as an Instructor last semester. This coming semester he will teach Basic Economics, Transportation, Business Law and Social Control of Business to some 400 students. Highly pleased with his work, Hobart has already granted him a raise.

PROF. JEHRING GIVES SPEECH TO ROCHESTER LABOR GROUP LAST NIGHT

Professor J. James Jehring spoke last night to Rochester City Central on "Using Visual Aids in a Labor Union" and showed films on international aspects of labor.

THE AMERICAN MATHEMATICAL MONTHLY FEATURES ARTICLE BY RAHDA DAS

Mr. Rahda Das, one of our graduate students in Industrial Education, who comes from Orissa, India, has an article in the February issue of "The American Mathematical Monthly, the official journal of the Mathematical Association of America. Sent here by the Indian government to study technical education, Mr. Das plans to return to India and further develop technical education there upon completion of his studies leading to a Ph.D.

Receiving his B.S. degree with honors from Andhra University, Waltair, India, Mr. Das later served as a lecturer in physics in an Indian Government College. Because of the increasing attention being given in New York State and at the School of Industrial and Labor Relations to the development of a technical institute program, Mr. Das came to Cornell to study.

PEOPLE ARE WONDERFUL

Phyllis Krasilovsky, secretary to Professor N. Arnold Tolles, took leave of the ILR School on Saturday, February 5, to enter the College of Arts and Sciences here at Cornell, as an English major. Phyl attended Brooklyn College at night for three years, and her semester in the Arts School will be a continuation of her undergraduate study begun at Brooklyn. She is working part-time for the Dean of Graduate Women.

Professor M. Gardner Clark, who teaches ILR 1, became an engaged man during the Christmas holidays. The girl is Florence Adams, a senior at Wellesley College, and the wedding is planned for the coming summer.

A new Ph.D. in our midst is Nelson Hauer, who recently received his degree in Industrial Education. Hauer will return to Louisiana State University, from whence he came, and will become Chairman of LSU's Industrial Education Department.

Another leave-taker is Annamay Sheppard, who last semester received her M.S. with a major in Industrial Education. At this point, she is part of the great army of job hunters, seeking her fortune either as a teacher or in industry as a training official.

Frank Taylor, class of '49 (February) will enter the Industrial Relations Training Program at Socony Vacuum in St. Louis.

Bob Biggane, who likewise graduated this February, has taken on the duties of Training Supervisor for Heyden Chemical Company in Morgantown, W. Va.

The story of the Krasilovsky's trip to Alaska, last summer, will see the light of day in print. An article by Phyllis' husband, Bill (Law, '49), was recently accepted for publication in the magazine, "Liberal Judaism."

In a letter to Jake Seidenberg, Paul Yager, formerly a graduate student in ILR, writes that he has been doing temporary election work for the National Labor Relations Board, pending the culmination of his efforts to find permanent employment. Paul sends best regards to all his friends and former colleagues.

Andy Crocchiolo will shortly return from a three week sojourn at R.H. Macy and Co. in New York City, where he has been observing the workings of a special class for the training of clerks. He is to prepare a description and analysis of the course for the store.

A farewell party was thrown on Wednesday, January 26, in honor of Bob Connolly and Jack Culley, each of whom recently acquired an M.S. in ILR. The party was held at the Brush and Palette, near Candor, N.Y., and some fifteen friends and well wishers were in attendance.

Horace Sheldon dropped in January 28th to finish his M.S. exams. Currently employed with Milk Dealers Association of Metropolitan New York, his job consists of assisting in city-wide collective bargaining negotiations, arranging exhibits, conducting surveys and research in connection with the substantive bargaining issues. He resides in Forest Hills and commutes on the IND to 7th Avenue at 32nd, the Milk Dealers' Headquarters.

The following note was received from Dora Beach, former secretary to Professors McKelvey and Neufeld:

"Dear friends of I&LR:

"It's fun to be surprised and I was when the package came marked 'Central American Shop'.

"Thank you all so very much. I shall enjoy using the pewter (plus) plate a great deal - it's such a nice size, too. My husband and I both like it especially because of the simplicity of design.

"Of course, I thought my request for no present was being carried out, but now that you have 'gone and done it', I'm rather glad you did!

"My best wishes to those who are following in my footsteps, and to all my friends who already have, as well as to those who don't want to or won't!

"Thanks again one and all. It was nice of you to remember me in that way,
Sincerely,
Dora Beach"

The John Slocums, along with son Peter, the Gordon setter Duke and the Persian cat, Flavia, are moving from their apartment in Trumansburg to Little Vetsburg. This will make life easier for John, to say nothing of his faithful blue roadster.

John Riihinen, hard-working and obliging mailman, has a unique accomplishment - playing a "squeeze box (an accordion to the uninitiated). He has been taking lessons for two months on his 120 bass Glo-Rich, white model and can now play such tunes as "Jingle Bells" and "There'll Be a Hot Time in the Old Town Tonight".

Mary Kay Sullivan is the most recent addition to the Human Relations Department. Mary Kay hails from Shaker Heights, Ohio, and is a June '48 graduate of Cornell. Her husband, a student of the Veterinary College, plans to go in business with his father, also a veterinarian, in Marcellus, N.Y. Mrs. Sullivan previously worked in the University Testing Service at Stone Hall.

On Wednesday evening, January 28, Doris Stevenson entertained several friends at a dinner party and shower for Flo Stewart. To help furnish her household, Flo was given tea towels which she announced she was going to turn over to her future husband.

Vivian Nicander recently spent a few days at Stowe, Vermont skiing and skating. She flew to Stowe and back.

Maxine Dierlam, formerly of the Library staff, sends greetings from snowless Florida where the Chamber of Commerce says the days are warm and sunny.

Grace Horton from the catalog room treated herself recently to a two-weeks vacation in New York City.

Bessie Pommer is back in our midst after a sojourn at the hospital, chipper as ever.

On vacation in December, Kathryn Ranck and parents drove down the east coast of Florida and up the west coast. Christmas was spent at Pinehurst, N. C. and the over 80° temperature drove them out of Key West, Florida.

Doris Stevenson spent a recent week-end in Syracuse as the guest of Senator and Mrs. Irving M. Ives. Senator Ives delivered the Commencement address at Syracuse University and received an honorary Doctor of Laws degree. At a luncheon given for Senator Ives' party at the Syracuse Hotel, Chancellor Tolley of Syracuse University, Doris and Mrs. Ives were each presented with an orchid. Mrs. Ives for secretary to Senator Ives when he was Dean of this School.

Free movies have been announced by Jane Nesbitt who is on the committee for selection of movies to be shown for the information of office employees and employers once each month, portraying the Do's and Don'ts in the office. This series is being sponsored by the State Colleges Personnel Office.

MRS. HOFFMAN JOINS ILR STAFF

Mrs. Elizabeth Hoffman, our most recent addition to the ILR staff, has come from Washington, D.C. to work in the Dean's office. Her last position was with Senator Edward Martin of Pennsylvania and previous to that she worked in the Personnel Division of the Navy. In 1946 she was detailed to the United Nations in London for several months. Her husband, Major John Hoffman, is an Air Force instructor with the Military Department at Cornell.

WOMAN OF THE WEEK

If you see someone in the hall searching for an undergraduate, that is Kathryn Ranck, instructor and placement assistant in charge of the summer work-training program in the Student Personnel Office. She has been with the School since March, 1946.

Kay was born in Baltimore, lived most of her life in Philadelphia, and attended Goucher College in the city of her birth. Following her graduation from college, she was for two years a research secretary on the W.P.A. National Research Project. After this, she worked for a number of years as Secretary to the Director of Plant Personnel at the Atlantic Refining Company, Philadelphia.

In July 1945, Kay came to Cornell where, until coming to the ILR School, she was secretary to the Director of the School of Education.

Students are continually seeking Kay's guidance and she is never too busy to give them her valuable time and assistance.

EXTENSION

EXTENSION DIVISION OPENS WINTER PROGRAM IN ELMIRA

A program of four courses, two to be offered on Monday nights and two for Tuesday nights, will constitute the winter term program of the ILR Extension Division in Elmira. Selection of the subjects of the four courses was determined by returns from a questionnaire circulated among all persons who have attended previous courses and lecture series sponsored by the Extension Division. The four courses attracting the highest interest among the Elmira "Alumni" of the School's extension operations have been included in the current program.

Since the inception of the Elmira extension program of the school in November, 1947, two public lectures have attracted 847 persons, while 12 courses, offered in the winter and spring of 1948, drew 393 registrations. All of these had a voice in determining the nature of the winter term offerings for 1949, according to Dr. Thurber, Field Representative of the Extension Division's Central District.

The non-fee and non-credit courses, open to labor, management, and the general public in Elmira and vicinity, are being held in the Auditorium of Steele Memorial Library and in the office of the New York State Employment Service, 219 East Church Street, Elmira. The classes start at 8 p.m. and continue for an hour and a half; the courses will run for eight weeks. The first classes began January 31st.

Courses offered on Monday nights include: Parliamentary Law and Public Speaking, taught by Mr. Clarence S. Angell, Instructor in Speech, Cornell University; and Collective Bargaining, Mediation, and Arbitration, taught by Dr. Thurber. Dr. Thurber taught a course in Collective Bargaining in Elmira last spring.

Tuesday night classes, starting on February 1st, include: Human Relations in Industry, taught by Mr. Nelson N. Foote, Instructor in Sociology, Cornell University; and Role of Law and Government in Industrial and Labor Relations, taught by Mr. Herbert Hubben, Teaching Assistant of the ILR School. Hubben has had extensive experience with the National Labor Relations Board.

EXTENSION DIVISION WILL OFFER A ONE-DAY INSTITUTE ON "COMMUNICATIONS"
FOR INDUSTRIAL RELATIONS ASSOCIATION OF BUFFALO

On Friday, February 18, the Extension Division is offering a one-day institute on "Communications" for the Industrial Relations Association of Buffalo. The Institute will consider problems in upward and downward organizational communication, the role of the Personnel Man as a communications specialist, and will examine industrial programs and experiences in building more effective communications.

The discussions will be led by Professors William F. Whyte and Alexander H. Leighton, assisted by the Executive Board of the Industrial Relations Association. Sessions will be held from 2 - 5:30 and from 7 - 8:15 Friday, in the Stonecrot Hotel.

EXTENSION DIVISION LAUNCHES SIXTH SERIES OF CLASSES
IN INDUSTRIAL RELATIONS FOR BUFFALO AREA

The Extension Division began its sixth series of classes in industrial relations for Buffalo and vicinity on February 7, 1949, at Hutchinson-Central High School. The series will continue for eight weeks.

The following program has been developed in response to requests of local management, labor, and civic organizations: Monday night classes in "Job Evaluation" taught by Mr. Robert Bain, Wage Supervisor, Western Electric Company, "Protective Labor Legislation and Social Security" taught by Mr. Alexander Fisch, Supervisor, New York State Department of Labor, and "Parliamentary Law and Public Speaking for Industrial and Labor Organizations" taught by Mr. A. P. Crabtree, Supervisor, N.Y.S. Adult Education Department; Tuesday night classes in "Personnel Management Seminar" taught by Mr. Harry Paige, Labor Relations Director, Best Foods Co., "Wages, Prices, and Profits" taught by Mr. Daniel H. Gray, Instructor, University of Buffalo; Thursday night classes in "Human Relations Seminar" taught by Dr. Nathaniel Cantor, Chairman of the Sociology Department, University of Buffalo, and "Accounting, Statistical, and Business Information for Labor-Management Relations" taught by Mr. Merton Ertell, Assistant Dean, School of Business Administration, University of Buffalo.

PROFESSOR JENSEN DISCUSSES "HOW WAGES ARE DETERMINED"
IN EXTENSION LECTURE SERIES AT DUNKIRK

The second lecture of the ILR Extension series at Dunkirk on the Economics of Labor-Management Relations was held in the Dunkirk City Council Chambers, Monday, January 31st. Dr. Vernon Jensen spoke on the subject, "How Wages are Determined."

Dr. Jensen is the author of several publications in this field, including the book, "Lumber and Labor," and served as consultant to the National Defense Mediation Board and as a member of the National War Labor Board, District 9.

On the basis of his research and experience as an author, economist, teacher, government advisor, and arbitrator, he discussed and explained the major factors involved in the popular and controversial question of how wages are determined.

COURSES IN "WORKMEN'S COMPENSATION AND SAFETY" OFFERED IN BUFFALO;
PROF. JEHRING WILL TEACH SAFETY ASPECTS OF COURSE

For the Greater Buffalo Industrial Union Council, the Community Services Committee, and the CIO Counselors and Compensation Agents, the Extension Division is offering a class in "Workmen's Compensation and Safety." The course will cover background and provisions of the New York State Workmen's Compensation Law, procedures for processing compensation complaints, causes of industrial accidents, legal remedies, and the role of workers in accident prevention. The course will be taught by Prof. J. James Jehring, ILR School's Safety and audio-visual expert, and Walter Kirkpatrick, Compensation Attorney, Louis Pilowski, Compensation Board Referee, and A. B. Hoftiezer, Engineering Consultant, all of Buffalo.

First of the Monday night meetings began Feb. 7. The series will continue through March 28.

PROF. MCCONNELL OPENS LECTURE-DISCUSSION SERIES
IN AUBURN ON SOCIAL SECURITY RESOURCES

On Tuesday evening, Feb. 8, the Extension Division opened a series of lecture-discussions on Social Security Resources for the officers and members of AFL and CIO of Auburn and vicinity. The purpose of the series is to offer an opportunity for local union officers and shop stewards to learn the answers to questions about the availability of social security from state and federal agencies. Representatives of each agency will present the information about the various services.

The series will run for six Tuesday nights from 8 to 9:30 P.M. through March 15th. At the opening session Professor John W. McConnell discussed "The American System of Social Security", and Mr. Seymour Kutner, Manager of Auburn Field Office of the Social Security Administration, spoke on "Old Age and Survivors Insurance." This coming Tuesday, Feb. 15, Mr. Henri Allen, Manager, Auburn Office, NYS Division of Placement & Unemployment Insurance, will speak on "Unemployment Insurance and Unemployment Compensation." Mr. Russell Turpening, Manager, Auburn Office of NYS Employment Service will speak on "The Employment Service." Graduate assistant Robert F. Risley will speak on "Disability Insurance Plans and Proposals."

Other subjects to be discussed on subsequent Tuesdays include "Public Assistance", "Workmen's Compensation", "Health and Medical Care", and "Evaluation of Our Present Social Security Programs and Needs for Amendments."

THIRD ANNUAL SERIES OF EXTENSION COURSES OPENS IN ALBANY THIS WEEK

Beginning February 7 and running for 8 weeks, the third annual series of Extension classes in industrial and labor relations in Albany will be conducted by the IIR School. The classes are being held at the State College for Teachers. Seven classes are being given each Monday and Tuesday night from 8 to 9:30. The Extension series is under the supervision of Ardemis Kouzian who is handling Extension work in the Capital District. The faculty and courses are as follows:

John A. Rooney, commissioner of the federal Mediation and Conciliation Service, "Administration of Collective Bargaining Contracts."

Edwin C. Forsythe, safety coordinator, State Division of Safety, "Industrial Accident Prevention."

Paul C. Lawson, chief industrial engineer, F. C. Huyck & Sons, "Job Evaluation."

Andrew C. Doyle, regional director, State Mediation Board, "Working Under Collective Bargaining Agreements."

Joseph Rotundo, assistant professor of education, Union College, "Current Labor-Management News."

W. F. Stafford, head of the department of management economics and history, R.P.I., "The Role of the Foreman in Employee Relations."

James Melville Porter, Jr., associate professor of psychology at R.P.I., "The Selection and Placement of Workers."

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SCHOOL WILL HOLD RESEARCH CONFERENCE WITH GOVERNMENT LEADERS
NEXT WEEK THURSDAY & FRIDAY, MARCH 3RD AND 4TH

The School of Industrial and Labor Relations will sponsor a conference of state, federal, and international government organizations on March 3 and 4. The meetings, to be held at Willard Straight Hall, will explore research problems of government relating to industrial and labor relations, including human relations and personnel administration, the programs and techniques developed by government research workers, and the research plans of the faculty in order to see what work being done may be of mutual interest and usefulness.

The conference will examine three points specifically: the direction that research at the School should take in order to meet the problems of government; significant gaps in information on which research is necessary; and ways and means of establishing closer cooperation and exchange of information in research between the School and government agencies.

The Federal government will be represented by Morris Weisz, Adviser to Commissioner Ewan Clague, U.S. Bureau of Labor Statistics; Mr. Harry L. Case, Director of Personnel, Tennessee Valley Authority; Dr. Herbert Lahre, staff member of the Industrial Analysis Branch, National Labor Relations Board; Mr. Ward Stewart, Special Assistant to the Director of Organization and Personnel, U.S. Atomic Energy Commission; Miss Margaret L. Plunkett, Chief of the Division of Women's Labor Law and Civil and Political Status, Women's Bureau, U.S. Department of Labor; Mr. John C. Davis, senior staff member in the labor area, Council of Economic Advisers; Mr. Thomas J. Mills, Assistant Chief of the Division of Statistical Standards, Bureau of the Budget; Mr. Kenneth B. Williams, in charge of labor research, Board of Governors of the Federal Reserve System; Mr. Louis J. Ducoff, labor economist, Bureau of Agricultural Economics, U. S. Department of Agriculture; and Mr. James O'Brien, Director of Manpower Division, National Security Resources Board.

Dr. Isador Lubin, Commissioner for Employment, United Nations, will represent international interests.

New York State invitees who have signified their intention to attend are: Mr. George Garvey, Federal Reserve Bank of New York; Dr. R.L. Gillett, N.Y.S. Department of Agriculture; Dr. Meredith B. Givens, N.Y.S. Department of Labor; Professor T. N. Hurd, Department of Agricultural Economics, Cornell University; Dr. J. Cayce Morrison, N.Y.S. Education Department; Dr. Charles H. Pearce, N.Y.S. Department of Labor.

RAHDA DAS ELECTED TO AMERICAN MATHEMATICAL ASSOCIATION

Mr. Rahda Das, a graduate student in Industrial Education recently was elected to the American Mathematical Association, an Association of research workers in Mathematics. This honor was granted to Rahda as a result of an article titled "On Bose Numbers" which has been published in the February issue of the "American Mathematical Monthly".

BOB CONNOLLY BECOMES EMPLOYMENT INTERVIEWER AND HOUSING COORDINATOR FOR B.F. GOODRICH CO. IN AKRON

Bob Connolly, February M.S. graduate writes as follows to Professor Earl Brooks:

"I'm writing to let you know that I have accepted a position as an Employment Interviewer and Housing Coordinator in the Salary Personnel Department of the B.F. Goodrich Company. My duties consist of interviewing applicants for non-technical positions such as accountants, salesmen, office help, etc. In addition, I am responsible for obtaining suitable housing for employees assigned to the Akron plants. I enjoy the work very much, and feel that it affords excellent opportunity for future development.

"I want to thank you and the other members of the staff of the School for the opportunity of spending the past year at Cornell. The close association with the professors and students was an experience that I will long remember.

"If anyone from the School is ever in this vicinity, I hope that they will take the time to call or visit me."

"MANAGEMENT NEWS" ARTICLE ON SCHOOL BRINGS INVITATION TO USE FIRM AS LABORATORY FOR HUMAN RELATIONS RESEARCH

A January 28 "Management News" article entitled "Preventive Psychiatry in Industry" prompted the president of a contracting and building firm to offer his plant as a laboratory for further human relations research by the School. The article, written by "Management News" staff writer Eileen Fern after a recent visit here, described ILR work in human relations and industrial psychiatry. "Management News" is published by the American Management Association.

ILR STUDENTS PLAY ROLES BEFORE EXTENSION CLASSES IN ELMIRA

ILR senior and graduate students re-enacted two labor-management arbitration cases before extension classes in Elmira on February 14 and 21.

Three students presented the arguments of the auto workers union and of their corporate employer in a case involving the direction of the labor force, together with the decision of the umpire in the actual case. on February 14. Richard Solow, ILR senior from New York City enacted the arbitrator; Riley Morrison, senior from Rushford, N.Y., acted as the corporation spokesman; while Joseph Sullivan, senior, the Bronx, presented the case for the union.

An arbitration case involving union rights and prerogatives was re-enacted February 21. Jacob Seidenberg, a graduate student from Philadelphia, Pa., played the role of the arbitrator. Rex Kastner, another graduate student from Fayetteville, N.Y., presented the arguments of management at the arbitration table, while Samuel Sackman, a senior student from Rockaway Beach, Long Island, played the part of the union spokesman. Edward L. Field,

graduate student from Richmond, Va., a member of the Virginia bar, discussed the general field of labor-management arbitration of issues involving union rights and prerogatives at this meeting.

The cases were dramatized in the Auditorium of Steele Memorial Library, Elmira as a part of a regular extension course presented by the School for the general public.

DONALD J. SHANK AND PROFESSORS ELEANOR EMERSON AND JOHN MCCONNELL
WILL PARTICIPATE IN WORKERS' EDUCATION CONFERENCE TOMORROW

Professors Eleanor Emerson and John W. McConnell will join Mr. Donald J. Shank, former ILR faculty member, at the Annual Washington's Birthday Workers' Education Conference in New York on this week-end, February 26-27. The conference will be held under the auspices of the American Labor Education Service.

Miss Emerson, long associated with workers' education in her work for state and federal agencies, will participate in a panel discussion on "Apprenticeship Training for Labor Education".

Current Programs in Workers Education as Carried on by Universities and Colleges" will be the subject of Professor McConnell's panel. He has served on the Board of Directors of the American Labor Education Service for the past two years.

Mr. Shank, Acting President of the Institute of International Education, will discuss "Labor Education in the Field of International Affairs". He was Director of Student Personnel from the School's inception until he left to join the Institute in July of 1948.

ARTICLE ON ILR SCHOOL FEATURED IN "NEW YORK STATE EDUCATION"

An article by Dave Hyatt titled "Adventure In Understanding" appears in the February issue of "New York State Education", the monthly magazine of the New York State Teachers Association. The three-page article discusses the history, purpose, and development of the School and is accompanied by a picture of students on a field trip studying the operations of an industrial concern.

NEW GRADUATE STUDENTS ENROLL IN ILR SCHOOL

Charles Sparks who received a B.S. in ILR this February is now a graduate student in the School, majoring in Protective Labor Legislation. As a graduate assistant in Public Relations, he assists in writing and editing F.O.I. Says Charlie, "I'm beginning to feel like a permanent fixture."

Alfred Gelberg, a new graduate student, is from New York City. He is an Electrical Engineer graduate from CCNY, and has had one year of graduate study at Columbia in Industrial Psychology. Fred has worked as a design engineer for the Federal Electric Products Corporation in Newark, New Jersey, and as an electrical engineer for the New York City Board of Transportation. He is majoring in Personnel Administration and upon completing his Master's, he hopes to enter the field of wage incentives and job analysis.

Ellen Hill, a new graduate student majoring in Collective Bargaining, received her BA from the University of Michigan. She has worked for the U.S. Rubber Company, South Bend, Indiana in the Industrial Relations Department and on the assembly line as a production supervisor.

Having received his degree in Electrical Engineering at Cornell this February, Lee Hill is now a graduate student with a major in Personnel Administration.

Rexford Kastner who states, "I think that specialization in the long run will be of value", has returned to the ILR school for graduate study. He has a major in Collective Bargaining and a minor in Personnel Administration. Since receiving a B.S. in ILR, Rex has been working in the Industrial Relations Department of the Shell Oil Company, Wood River, Illinois.

Majoring in Labor Market Economics and Analysis, Richard Fitzpatrick, a graduate student, has had experience in Budgetary Controls and as an assembler. Dick received his B.A. from Washington and Jefferson College.

V. A. James, a candidate for a Ph.D. degree, is majoring in Personnel Management with minors in Labor Market Economics and Analysis and Human Relations. Upon receiving his degree, he is planning to teach at the University of Utah, where he was previously a teaching assistant in the School of Business.

BETSY PINKOS ASSISTED EDITOR OF "BULLETIN OF ATOMIC SCIENTISTS"

Betsy Pinkos, now working for Gormly Miller, College Librarian, was formerly employed as secretary to Dr. Eugene Rabinowitch, an editor of the "Bulletin of Atomic Scientists". A graduate of the University Illinois where she majored in psychology, Betsy came to Cornell last fall where her husband is working for his Ph.D. degree in nutrition.

PROF. A. W. SMITH BUILDS NEW HOME IN CAYUGA HEIGHTS

Professor Alpheus W. Smith of the Extension Division is building a new home in Cayuga Heights just north of Hanshaw Road, on a two-acre tract which contains a pond and a waterfall. As now planned, the house will contain a living room, dining space, kitchen, bedroom, utility room and bath, and will later be expanded to include two additional rooms and another bath. The exterior of the house will be of natural wood, the floors, tile, the windows-"new-view", and the heat, gas with convector-type radiators. The house is expected to be completed about the middle of April.

JOHN SLOCUM, ILR GRADUATE ASSISTANT, TEACHES COURSES IN CORNING AND ROCHESTER

John Slocum, Graduate Assistant, is conducting two courses of eight weeks' duration in Corning and Rochester. The course in Rochester on the topic "The American Labor Movement" is for the Amalgamated Clothing Workers and meets at 8:00 p.m. on Tuesday evenings; the series in Corning is on "The Role of Supervisors in Personnel Management" and is held on Thursday evenings at 8:00 p.m. for the general public.

RECENT REVIEWS BY PROF. KONVITZ APPEAR IN PUBLICATIONS

Professor Milton R. Konvitz has written the following reviews: "Flough-shares into Swords" by J. P. Chew, which appeared in the January 1st issue of "Saturday Review of Literature"; "Saving American Capitalism", edited by Seymour E. Harris, appearing in the January 22nd issue of "Saturday Review of Literature"; and "UN Yearbook on Human Rights", printed in the current issue of the "American Sociological Review".

His article on the "Bill of Rights in the Draft Constitution of Israel" also appeared in the February 4 issue of the "Reconstructionist".

DAN WILLIAMS TEACHES COURSE IN ILR SCHOOL

Daniel C. Williams is teaching "Labor Relations - Case Analysis", ILR 61, this semester. Mr. Williams who has a law practice in Syracuse, has taught courses previously in the School. A graduate of Notre Dame University, he received his L.L.B. from Cornell. He was previously in charge of industrial relations at Easy Washing Machine Corporation in Syracuse, and served as an industry member for the National War Labor Board and the National Wage Stabilization Board.

PROF. MCKELVEY PARTICIPATES IN SYMPOSIUM ON
"AMERICAN WAY OF LIFE SERIES"

Professor Jean T. McKelvey of this School took part in the symposium following Thurmond Arnold's address on Friday, February 18. The symposium was on the general theme: "America's Freedom and Responsibility in the Contemporary Crisis".

PROF. KONVITZ TO CONDUCT SEMINAR SESSION IN RUSSIAN AREA STUDIES

Professor Milton R. Konvitz will conduct a seminar session on the American and Soviet systems of law. The session on his subject, scheduled for April 27, is to be part of History 496, Seminar in Russian Area Studies.

DR. LEIGHTON DISCUSSES PSYCHOLOGY OF JAPANESE ARMY, PEOPLE IN WAR

During the recent war the psychology and behavior of the Japanese army and the Japanese people were similar in many important ways to those of other peoples with which social scientists were familiar, explained Dr. Alexander H. Leighton to an audience at Telluride House February 13th. Because of this it was possible to piece together intelligence reports into reasonably intelligent guesses about Japanese morale.

Dr. Leighton was a member of the group of social scientists which assembled in Washington in 1944 to attempt this job. He states that they made certain assumptions about how human societies reacted to conditions of stress, hypothesizing further that Japanese would react roughly the same ways.

They assembled the bits and pieces of information available to them into predictions about the morale of the Japanese and their reactions to the war and to U.S. policy. Investigation in Japan after the war confirmed many of these predictions; others remained not proven.

He suggested that these approaches to the behavior might be used with much greater effectiveness now that there is less war. Instead of being used in reverse, social science might now help understanding and adjustment of unknown and disturbing peoples.

FEBRUARY "BUSINESS SCREEN" CARRIES ARTICLE ON SCHOOL
BY HARRY MOORE

An article by Harry Moore, ILR senior, has appeared in the February issue of "Business Screen". The full-page article is on ILR School's audio-visual aid department and was written as an assignment in "ILR 68 - Public Relations".

INLAND STEEL EXECUTIVE DISCUSSES IMPROVEMENT IN
UNION-MANAGEMENT RELATIONS

The dynamic transition from intense conflict to complete cooperation in union-management relations was discussed by Mr. John T. Gossett, Vice President and General Manager of the Inland Steel Container Company before a group of ILR students in the Personnel Management Seminar, Tuesday, February 15.

Mr. Gossett stated that for years the Chicago plant of this subsidiary of Inland Steel had been faced with industrial warfare--slowdowns, strikes, poor production records, high absenteeism. In 1947, negotiations were entered with usual misgivings on the part of both labor and management. Through the efforts primarily of Mr. Lawrence G. Shafer, International Representative of the United Steelworkers of America and Mr. Gossett and his management associates, a mutually satisfactory contract was signed. Since that time new production records have been attained, the number of grievances has dropped over 90%, there have been no strikes or slowdowns, and the morale on both management and worker levels have improved tremendously.

When asked for the reason for this improvement in relations, Mr. Gossett replied, "It is almost impossible to say. A great deal is due to the efforts of Mr. Shafer. Why he became convinced he could do business with me, I don't know. You can always tell why you lose a contract, but never why you land one. That was the case of the Union. Whatever it was, it worked."

JOYCE BIXBY JOINS ILR STAFF

Mrs. Joyce Bixby, Professor Earl Brook's secretary, is the most recent addition to the ILR staff. She hails from Troy, Pa. where she attended the local schools before entering Elmira Business Institute. Prior to coming here, she worked during the war for the California Shipbuilding Corp. in the Los Angeles area, later for the Elmira Remington-Rand Company, and most recently, in the General Armature Manufacturing Co. in Lock Haven, Pa. The Bixby's came to Ithaca where her husband, Britt, is enrolled in Ithaca College, majoring in Physical Education.

ENROLLMENT SPURTS IN THREE COURSES

Present classes in Personnel Management 45 and Public Relations 68 have more than doubled their last term's enrollment. Personnel Management increased from a total of 19 students last term to a present total of 74; Public Relations from 22 to 72; Statistics 40A has increased from its Fall term 94 to a Spring term 160. Roughly speaking, 50 per cent of the students in the three courses are from outside the School.

COMMITTEE ON INDUSTRIAL PSYCHIATRY VISITS SCHOOL TODAY

Today and tomorrow, the Human Relations Department will be visited by the Committee on Industrial Psychiatry of the American Psychiatric Association. The Committee has accepted the School's invitation to act as an advisory committee in developing the curriculum and training of the fellows in industrial psychiatry at ILR.

PEOPLE ARE WONDERFUL

Professor Leonard Adams has an addition to his menage - an eight-weeks old Irish setter pup. The pup's father, Saen O'Casey, is a long-standing member of the family. Professor Adams' sons, Sammy and Len, are supposed to choose which of the two dogs they wish to keep. Dr. Adams fears, however, that the Adams household will wind up with the two dogs as permanent members of the family.

Charlie Thoubboron, supervisor of the Mailing Room, reports that three times as many stencils were turned out in 1948 as were during the previous year. He thinks perhaps the School should operate its own paper mill.

Mrs. Eileen Lawlor, secretary to Professor Maurice Neufeld has been getting up very early these days. Her husband, a recent graduate from Ithaca College, has been pinch-hitting as announcer over Rural Radio Network and his day starts at 5:45 a.m.

Mrs. Alice Duberman whose home was in Brooklyn, is Professor Arnold Tolles' new secretary. Her husband, Danny, is a first-year student in the Veterainary College. Mrs. Duberman last year was enrolled as a special student in the College of Architecture where she studied painting. She has a modernistic painting on exhibition at the Ithaca Art Show this week, February 20 through the 26th.

Mrs. Lily Ann Newbury who works for Miss Sutton in Room 46 is an Ithacan. She has a son in second year high school and a husband who serves as caretaker for Liberty Hyde Bailey's horatorium on Sage Place. Before coming here to work, Mrs. Newbury assisted the church secretary at the First Methodist Church and prior to that, worked at the Bureau of Motor Vehicles. She has also worked in the Extension Department in the College of Agriculture.

Another newcomer to Room 46 is Mrs. Gloria Rich who is assisting Professor Jesse C. Carpenter in his research publication. Gloria formerly lived in Utica where she worked for the Mutual Insurance Company. Her husband, Bill, is a third year student in Chemical Engineering.

Russell Hovencamp, ILR School night watchman, is the originator of the attractive name signs on the desks of staff members.

Mrs. Grace Horton of the Library staff has recently returned from a two-weeks vacation which she spent in New York City and Washington. While in New York she saw the play "Mr. Roberts", and then went on to Washington to visit her brother.

The ILR School was represented at the American Management Association meeting in Chicago the week of February 14th by Arnold Hanson, Director of Student Personnel.

Robert McCambridge, an ILR graduate student, has joined Phil Foltman in the Student Personnel Office where both students are engaged in permanent placement work with the undergraduate students.

Ethylene Lewis' husband, Walt, having graduated from Cornell Law School this February, is enrolled in the Business and Public Administration School and is also taking ILR seminars in Personnel Administration and Collective Bargaining.

Cupid was busy on Valentine's Day around the School. Both Kenneth Beach and Ed Field received anonymous valentines and are seeking the identity of the senders.

Philomena Marquardt who has previously lived in Cayuga Heights, now lives in a two-room and kitchenette apartment in Fairview Manor on Dryden Road. She is delighted over the fact that her new apartment, unlike her former one, contains a kitchen.

Jack Culley who received his M.S. from ILR in February, writes as follows to Professor Brooks from Allegheny College where he has assumed teaching duties:

"Today was my first day of classes and they went off quite well. Have two classes a day which seems to be a good proposition here. Jacob Cafilisch Hall is my present residence."

WOMAN OF THE WEEK

The attractive, golden-haired young lady whose headquarters are in Room 11-Mary O'Brien by name - will soon be leaving Professor Jensen and the ILR School. Early in March, Mary will be leaving the School to have a few weeks vacation before her marriage in mid-April, at which time she will leave for Texas.

A native of Ithaca where she lives with her parents and one younger sister, Mary took a business course at Ithaca High. Upon graduation she worked for two years in the Cornell Alumni Fund Office as secretary to the two assistant alumni secretaries, before coming to the ILR School in the fall of 1947.

Mary's hobby is collecting miniature glass and china slippers. She estimated that she now has 40 valuable pieces worth about \$200., in addition to several boxes full of more common types of slippers. She is worrying about shipping them safely to Texas.

The entire ILR School faculty and staff will miss Mary, but Professor Jensen's dog, Muphinze, will miss her most of all, for Mary is Muphinze's devoted friend - teaching her tricks, feeding her, and sympathizing with her injuries.

It cannot be said that Mary has not taken her forthcoming housekeeping seriously for she has been attending night classes in cooking at Ithaca High and has this to say in summary: "We learned to get the meal all cooked at one time - that's the important thing!"

EXTENSION DIVISION

ENROLLMENT IN BUFFALO EXTENSION COURSES REACHES 473

Enrollment for current Buffalo extension classes offered by the Extension Division totals 473. This is the largest number of registrations for any term of classes since the inception of the School's extension program here in 1946.

Due to overflow registration for the Advanced Human Relations Seminar class, and Parliamentary Law and Public Speaking, arrangements have been made for a second section in both subjects. The second Human Relations Seminar is scheduled for Thursday nights and will be led by Dr. Olive Lester and Dr. Ann Douglas, Professors of Psychology, University of Buffalo. The newly arranged Parliamentary Law and Public Speaking class is scheduled for Tuesday nights and will be taught by Mr. A. P. Crabtree, Supervisor, N.S.W. Adult Education Department.

EXTENSION DIVISION LAUNCHES SPECIAL CLASS FOR
AMALGAMATED CLOTHING WORKERS IN TROY

For Local 314, Amalgamated Clothing Workers of America, CIO, Troy, N.Y., the Extension Division is offering a course in Parliamentary Law and Public Speaking. Classes are being held at the Amalgamated Hall, 38 King Street, Troy, Tuesday evenings from February 8 through March 29 from 7 to 8 o'clock. Professor Sterling Olmsted, Department of English, R.P.I., will instruct the class. Ardemis Kouzian, field representative of the Capital District, made the arrangements for this series.

PANEL DISCUSSION ON PUBLIC ECONOMIC POLICY IS HELD
FOR INTERESTED CITIZENS OF DUNKIRK-FREDONIA AREA

Local labor and industrial leaders of Dunkirk held a "Town Meeting" discussion on Public Economic Policy at the final session of a series arranged by the Extension Division Monday, February 21st at the Dunkirk City Council Chambers.

Panel members were Mr. Hugh M. Corrough, Director, Alco Products Division, American Locomotive Company; Mr. Michael Sam, District Representative of the United Steelworkers of America, C.I.O.; Mr. Robert Reid, Secretary and Assistant Superintendent, Dunkirk Radiator Corporation; and Mr. James McGann, President, Dunkirk Federation of Labor. Dr. John N. Thurber, Assistant Professor and Extension Field Representative, served as moderator.

The panel centered its attention on questions of current interest to the community, such as taxes, wages, profits, social security, and employment. The audience freely participated in the discussion.

This past Monday night's meeting was the last in a series of lecture-discussion sessions on the Economics of Labor-Management Relations sponsored by the School for residents of the Dunkirk-Fredonia area. The third session featured Professor Robert H. Ferguson, speaking on the subject "Wages, Prices and Profits."

At the fourth session, Dr. John McConnell discussed causes of business depression and steps toward economic stabilization.

PROF. BURLING DISCUSSES HUMAN RELATIONS
BEFORE ROCHESTER CENTRAL TRADES & LABOR COUNCIL

"You can't hire part of a worker, such as his hand; you've got to hire all of him and make him happy!" This was the observation made before the Rochester Central Trades and Labor Council delegates during a meeting Thursday, January 27, by Dr. Temple Burling.

Asking unionists present to imagine they were industrialists, trying to discover ways and means of getting more efficient work from employees, Dr. Burling declared he would point out the needs of the average worker today.

"Humans are not pieces of structural equipment", he said. "You can't make a man fit specifications as you can a steel girder. One can't hire a part of a man, but the whole of him goes to work for you."

Primary needs of workers in modern industry, he went on, are appreciation for good work done by management; adequate compensation, and consideration as a human being, taking into consideration that incentives of human beings are not always purely selfish.

Dr. Burling concluded his remarks with the supposition that workers are not only concerned with payment, but want to be part of a team, and would therefore be happier in industry if management recognized these needs."

TWO NEW COURSES OPEN IN CORNING;
PROF. ARNOLD & JOHN SLOCUM WILL INSTRUCT

Two eight-weeks extension courses commenced in Corning February 10th. Course offerings for the current winter program open to the general public consist of two courses, one on "Group Methods of Problem-Solving in Industrial and Labor Relations", taught by Prof. Carroll C. Arnold, of the Cornell Speech Department, and one on "The Role of Supervisors" taught by John Slocum, Graduate Assistant for the Extension Division. Dr. Arnold is coach of the Cornell University debate teams. His course in "Group Methods of Problem-Solving" is a study of the principles and forms of group discussion used in industrial and community organizations. John Slocum who teaches "Role of Supervisors in Personnel Management", has had considerable experience with industrial and governmental organizations, and has had teaching experience in personnel administration at Rensselaer Polytechnic Institute, Troy, N.Y. The course is a study of the personnel functions of supervisors and foremen in industry today.

PUBLIC ASSISTANCE DISCUSSED AT AUBURN MEETING

Clement J. Doyle, Syracuse, and Mrs. Lucille Chisholm, Auburn, spoke on Public Assistance this past Tuesday evening, Feb. 22 at Auburn under the auspices of the Extension Division.

Mr. Doyle, Director, Area 3, State Department of Public Welfare, discussed the child welfare program of the state as administered by both the city of Auburn and Cayuga County. Mrs. Chisholm, Commissioner of Public Welfare, Auburn, presented public assistance services including old age assistance, aid to the blind, aid to dependent children, home relief and medical care.

Mr. Duncan M. MacIntyre, Cornell University, served as chairman of the meeting.

Mr. Doyle and Mrs. Chisholm spoke in the Local 180, FE-CIO Hall, 5½ Water Street. Their appearance was the third in a series of lecture discussions of Social Security Resources, arranged by the Extension Division at the request of local AFL and CIO unions.

The first two meetings of the course dealt with the Old Age and Survivors Insurance program of the Social Security Administration, and with the program of unemployment insurance and employment services now available.