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MERRY CHRISTMAS TO ALL

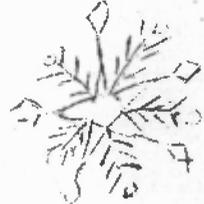
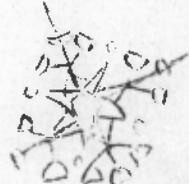
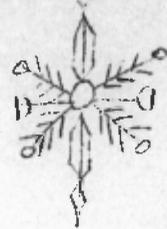
HODGES, WAYNE
ILR 3

(even to those who don't rhyme)

Happy days to Harrison Trice;
A sockful of diamonds for June Price;
A day so merry it makes her dizzy
for ILR's little boss - Izzy;
Sing a wassail for Mary Campagna,
Johnny Windmuller, Ron Saldanha;
Raise a toast for Tompkins, Don,
For Arnold Tolles and Donovan, Ron;
Raise another to J. W. Sayre,
And yet one more for Seymour Lehrer;
Cheers and greetings to Robert Risley,
May his Christmases never be drizzly;
Pass the Yule cup to Professor Alice,
And on to Dietrich, Clark and Callis;

To Ann Woodring, Joyeux Noel;
The same to Jane Cantley and Toni Nell,
Barbara Taylor, Bernie Naas 'n
Janie Webb, Margaret Mason;
Season's best to Leorita,
Not to mention Carmelita,
Hedy, Lydia and Juanita;
The Merriest Christmas yet to each:
Ethel and Almira Leach,
Barbara Procter, Muriel Beach;
May Santa fill your socks to the hilt,
Uncle Emil, Uncle Milt;
Leonard Adams, Joyce Wright,
Russ Hovencamp, W. F. Whyte;
Happy New Year, Jean McKelvey,
Oscar Ornati, Robert Helsby,
Gormly Miller, and our chief, M.P.,
Rae DeAngelis, Harlan B.,
Alpheus Smith, and Isadore
(Blumen) and Salvatore;
Ring in the New for Anna Lane,
For all the Hodges (including Wayne),
For Laura Keenahan, for Rudy,
For Bob Aronson and his Judy.

A good '57 for Dottie Johnson,
Joe Guggenheim and Joan Monson,
John Paterson, Charlie Coleman,
Jack Leonard and F.F. Foltman;
May the year bring cheer to Raimon and Morris,
And always balance the books for Doris;
All the best to Keith Collins, Fred Slavick,
Fran Eagan, Lee Eckert, Hanson and Reddick;
Let's dedicate the last song sung
To Eleanor Emerson, Camma Young,
Nancy (Edelman), Bonnie Gavitt,
And last (though usually first), K. Abbott.



STURMTHAL EDITS CORNELL STUDY

The fourth in the series of Cornell International Industrial and Labor Relations studies will be published next month by ILR school.

"Contemporary Collective Bargaining in Seven Countries," edited by Prof. Adolf Sturmthal, is a collection of essays on collective bargaining, international labor problems, labor economics, and international relations.

This book, according to the editor, deals with contemporary collective bargaining and its development, since the end of World War II in the following countries: United States, England, Norway, Germany, France, Holland, and Italy.

Prof. Sturmthal is the author of the chapter on France. He also contributed the concluding chapter, "An Essay on Comparative Collective Bargaining." He is Philip Murray Professor at Roosevelt University. He was formerly a visiting professor at ILR.

Prof. Sturmthal believes that the book serves several purposes: it combines in a convenient fashion information which otherwise exists only in a dispersive form and in sources not always readily available; it focuses attention on similarities and differences between collective bargaining in the United States and in a number of other countries, among which a comparison is meaningful; and it serves a growing interest in labor movements and labor relations abroad.

ITIN WINS AWARD

ILR senior Tommy Itin, from Newton, Ohio, was the winner of the Robert E. Patterson Award as the most improved player on the 1956 Cornell football team. The Patterson Award was instituted in 1950 by Robert E. Patterson, Cornell '25, whose son was killed in World War II.

Tom has played football since his frosh year, starting out as fullback. He says he switched to center in his second year.

In addition to playing ball, Tom is treasurer of Quill and Dagger, a member of Red Key, a member of Kosmos, and is on the Placement and Speakers Committee of ILR Student Council.

He is married and father of a 15-month-old daughter, Dawn, who was born the day of the 1955 Cornell-Yale game -- in which Tom played.

Tom is double-registered in the School of Business and Public Administration and plans to continue with his schooling next year. His wife hopes to re-enter the College of Home Economics.

"SHORT COURSES" TO BE HELD

Two "short courses" with the theme "Human Relations in Administration" are scheduled for early 1957. These ILR programs for Effective Leadership, the eighth and ninth ones to be held, will be given February 3-March 1, and March 31-April 26. Prof. F. F. Foltman will be program leader.

Like previous ones, the seminars are planned to supplement executive development activities carried on within individual firms. The programs also provides opportunities for key members of management groups to exchange ideas and experinocce.

Each seminar is limited to 20 participants, who live and work together at Statler Inn. There can be no more than two from any one firm. ILR faculty members and leaders in industrial and labor relations serve as discussion leaders.

SLAVICK AUTHORS BULLETIN

Collectively bargained plans have made great progress in providing protection against hospital costs, Prof. Fred Slavick has found, but coverage of surgical and other medical expenses is less impressive.

Research by Prof. Slavick of ILR indicates that while the vast majority of families under the collectively bargained plans which he studied were covered for at least 80 per cent of their hospital expenses, significant numbers of families were covered for less than 70 per cent of their expenditures for surgery.

Results of Prof. Slavick's research have been published in the bulletin "Distribution of Medical Care Costs and Benefits under Four Collectively Bargained Insurance Plans" by ILR School.

In this study an attempt has been made to analyze in some detail the degree of coverage in medical care expenses provided by four specific collectively bargained plans which operate in a diversified industrial community in up-state New York.

"A major factor in the growth of voluntary insurance plans has been the negotiation and operation of such plans by employers and trade associations through collective bargaining," Professor Slavick found.

Professor Slavick is author of "The Operation of Sickness Benefit Plans in Collective Bargaining" published by the Industrial Relations Section of Princeton University.

IRRA MEETING

Several ILR faculty and grad students plan to attend the ninth annual meeting of the Industrial Relations Research Association (IRRA) in Cleveland on Dec. 28 and 29.

Prof. N. Arnold Tolles will serve as a discussant on the Minimum Wage panel Saturday morning.

ILRers and alumni plan a breakfast get-together at the Fred Harvey restaurant on Saturday morning, Dec. 29.

Among those planning to attend from ILR are Profs. Robert Aronson, Robert Ferguson, John McConnell, Jean McKelvey, Oscar Oranti, John Windmuller and graduate assistants Sy Lehrer and Tom Patten.

FALL "RESEARCH" PUBLISHED

ILR Research, November, 1956, contains research findings on Wages in the Construction Industry by Prof. Jean McKelvey (based on her decision as an arbitrator); a discussion of Medical Ethics versus Needs of Personnel Officers by Dr. Temple Burling (based on field investigations and two on-campus conferences on industrial mental health; "Economic Dependency Among the Aged," by Emma Crocetti (M.S.'54) from her master's thesis; "Barriers to Employment of Young Workers in Manufacturing Plants" by Herbert Zollitsch, Ph.D.'54, based on his M.S. paper.

Dr. Burling's article, perhaps of most interest to the layman, points up the discovery that in many organizations with well-supported medical departments, communication between the doctors and the personnel officers is almost entirely written, and often is little more than the forwarding of check lists. The information which the personnel worker needs is subtle and full of delicate shadings and can only be imparted through face-to-face give and take in which many questions are asked on both sides.

ILR Research is issued three times a year by ILR School. It is free of charge.

LECTURERS AND VISITORS AT SCHOOL

The School has entertained a full complement of visitors and lecturers during the past month -- from industry, labor, government and education:

Robert Minsker, Personnel Director, Owens-Illinois Company; Edward Hay, of Edward N. Hay & Associates (editor of Personnel Journal); Clarence Wimpfheimer, Chairman of the Board, A. Wimpfheimer and Bros.; Mary Robinson of the Bureau of Occupations; Louis Silverburg, National Labor Relations Board; Joseph Di Fede, State Labor Relations Board; Jack Barbash, Industrial Union Department, AFL-CIO; Joe Glazer, Education Director, United Rubber Workers; Prof. Mark Perlman of Johns Hopkins University (formerly of ILR); Sanford Browde '53, Public Service Electric and Gas Company.

STUDENTS VISIT NEARBY INDUSTRIES

On most any Wednesday 2 chartered buses stand outside ILR ready to transport about 80 freshmen and their leaders to such places as Corning, Syracuse, Scranton or Sayre. Purpose: to see how glass is made, or TV sets assembled, how coal is mined, or how a textile mill operates.

Formally labeled ILR 192, Industrial Occupations and Processes, the course is familiarly known as "Bus Riding." Required of all freshmen, it is taught by Prof. Robert Risley, with the assistance of Bob Helsby.

According to Bob Helsby, the most popular trip to date has been to the coal mines at Scranton. The students, equipped with miners' hats, descended into the mines, were luncheon guests of company officials, and had opportunity to ask questions.

Other plants visited this semester, including both organized and unorganized companies, were Corning Glass, Onondaga Pottery, Blue Swan Mills, Crucible Steel, Endicott Johnson, General Electric Electronics Park and IBM.

In between field trips the students hear visiting speakers discussing labor problems, training, economics, etc.

SECRETARIES RETURN TO CLASS

ILR secretaries have been returning to the classroom this past week, with Ted Kinum of A.B. Dick Company playing teacher. The occasion for this on-the-job learning is the recent purchase by ILR of an A.B. Dick offset duplicator.

Staffers have been getting actual practice in cutting master sheets (with their own typewriters) in two-hour sessions of 10 girls each. They then watch their own sheets being run off in Materials Lab, and return to the classroom to criticize their workmanship.

The duplicator machine will gradually replace the mimeograph at the school.

STUDENTS HEAR FOLK SONGSTER

The largest crowd ever -- about 200 -- squeezed into the school's faculty lounge Wednesday evening, Nov. 28, to hear Joe Glazer, American labor folk song artist. And, according to Prof. Alice Cook, about as many were turned away for lack of standing room.

Glazer, whose full-time job is education director of United Rubber Workers, entertained ILR students and members of the Cornell Folk Music Club with Songs of the Wobblies, Songs of Joe Hill, and similar songs. His latest album, Ballads for Ballots, was used in the 1956 political campaign.

CHRISTMAS AT ILR

Christmas -- ILR style -- is in full swing in the corridors, faculty lounge and offices of our school. The most concentrated dose of the Yuletide spirit prevails in the administrative corridor where every doorway is decorated.

A Christmas party, planned by the social committee, was held Wednesday afternoon Dec. 19 in the faculty lounge. Tea, coffee and cakes were served. Christmas recordings were played.

A Christmas get-together, staged by ILR grad students at Sigma Pi fraternity, was attended by almost 100 students, faculty and staff on Friday evening, Dec. 14. Carol singing and dancing were enjoyed. Highlight was Mel Roberts guitar and piano playing.

Lee Eckert entertained the Library staff at her home in Jacksonville on Sunday, Dec. 16.

Extension staffers had a "bring-a-dish" supper at Fran Reddick's home Monday night, Dec. 17.

Bonnie Gavitt was hostess to the administrative staffers on Tuesday evening, Dec. 18.

GRAD STUDENT ELECTIONS

At a recent election of officers for the Graduate Student Council the following were named: Dave Niebler, president; Bob Painter, vice president; Jesse Friedman, secretary; Muriel Beach, treasurer; Mel Roberts, representative to the Graduate Committee; and Joe Berzok and Bob Sweetall, representatives-at-large.

STUDENTS LEARN INTERVIEW TECHNIQUES

About 55 ILR students, under sponsorship of the Student Council Newsletter, met with Prof. Rudolph Corvini on Dec. 12 for a session "How to be More Effective in the Employment Interview." Role-playing was used, with Prof. Corvini and ILR junior, Don Smith, taking part.

Considerable interest was expressed by the group in continuing this kind of activity in one or more additional meetings.

ILR EXHIBIT AT WHITE MUSEUM

ILR's Labor-Management Documentation Center has an exhibit on display in the Cornellianna Room of the White Museum on campus. The exhibit consists of samples of documents from the Center's union files and from its management files; letters from the school's archives are also on display.

The showing will be set up through the month of December. Museum hours are from 12:30 p.m. til 5 p.m. daily except Mondays.

PERSONNEL CHANGES

Dorothy Matthews of Resident Instruction has left her job as graduate records clerk to await the arrival of her baby. Husband Dick is a graduate student in Vegetable Crops. The Matthews own their home on Kingwood Road.

Ann Fullerton is the new secretary in Room 20, the visiting faculty suite. She formerly worked for Prof. Ornati. Ann replaces Diane Barkdoll who is working for Allen Treman, local attorney.

Mrs. Sara Smith Ellison '55 has replaced Greta Fuller as circulation librarian. Sara, a New Yorker, is married to Bill Ellison, also '55. Bill is an announcer and salesman for Station WHCU, Ithaca. Before returning to Ithaca the Ellisons both worked in New York -- Sara as a trainee at Gimbel's and Bill as a Vicks Chemical trainee.

PEOPLE ARE WONDERFUL

The economic status of the faculty was discussed Dec. 6 at an on-campus lecture by ILR Professors Arnold Tolles and Duncan MacIntyre, and Prof. George Adams of the Cornell Economics Department.

Jane Webb of the Fiscal Office and husband Jim are spending the Christmas holidays at their home in Mississippi.

Graduate student Ed Leslie (MILR) was married on November 24 in Quincy, Mass. to Miss Emily Bailer. The bride formerly was a bookkeeper for Veterans Services. The Leslies are living at 518 Dryden Road.

Prof. Arnold Tolles discussed his experience as chairman of the Minimum Wage Board for the New York cleaning and dyeing industry at a Dec. 13 meeting of Cornell Chapter, IRR.

ILR graduate assistant Salvatore Bella's article "The National War Labor Board -- A View Against the Background of Grievance Disputes" is tentatively scheduled to appear in the March, 1957 issue of Labor Law Journal.

Jim and Barbara Smith of Ithaca are parents of a son, Jim, born December 8. Jim, the father, was a former Materials Lab employee.

A two-page Christmas letter from the Kenneth Beaches in Saudi Arabia has been received by ILR school. The portion pertaining to the present crisis is of particular interest: "...We are living closer to the hot spot of the world, but I imagine we are losing much less sleep than many people much farther away...Kenneth attended one of the banquets for Al Nasser, president of Egypt, and Al Kuwatly, president of Syria. It was impressive -- a baked camel setting before the honor guests, and sixty sheep setting in huge platters of rice for other guests...A week or so later, he (Ken) went to a reception for Nehru of India, given by Indians working here in Arabia."

MAN OF THE MONTH

Perhaps it's to the everlasting credit of American feminine carowners that they never punched Keith Collins for saying "May I lift your bonnet and check your dipstick?" Of course, this is Australianese for "May I lift your hood and check your oil?" But what Bronx housefrau would be supposed to know that? This bit of conversation was repeated almost daily when Keith, as a visiting trainee, worked in a Bronx gas station.

Since then Keith's two-and-a-half years in the U.S. has taught him to confine Aussie slang to party conversation.

Alan Keith Collins, currently an instructor and Ph.D. candidate in the ILR barracks, was born on the Tropic of Capricorn in Queensland State. At age 11 he entered boarding school in western Australia, 2000 miles from home. Highlight of those years was paying a five shilling fine for double dinking (riding two on a bike). Keith went on to University of Western Australia in Perth, where he majored in languages (French, German, and English) with a view to teaching. This knowledge he later used to advantage in successfully passing his French and German exams in the same evening.

In 1940 he volunteered in the Australian Navy (at which point he wore a beard). Never did the docks and rails of Australian craft gleam more brightly than while Seaman Collins was serving. But he was eventually lost to Officers School and wound up commanding an examination vessel (which once fired across an American ship). Keith is currently active in the local Naval Reserves.

After the war he entered the University of Melbourne for a year's study with a view to teaching. Instructing a bunch of 13-year-girls in German was the straw that broke the back of his teaching aspirations.

Keith's next venture was into the business world -- as training director for Vacuum Oil Company in Melbourne. In lighter moments he and his colleagues tape-recorded telephone conversations of unsuspecting secretaries and played them back to the girls.

His first view of the States was in the fall of 1949. With 20 other training personnel from Vacuum Oil he spent six months visiting refineries, attending lectures, and whatever a visiting training man does.

In the fall of 1953, with a Teagle scholarship in his pouch and traveling on a Fulbright, Collins arrived at Cornell and ILR -- with a M.Ed. look in his eye. He had heard of ILR through Lynn Emerson's "How to Write a Training Manual" which his company had circulated. Keith decided to extend his education and his leave and so stayed on for a doctorate. This he hopes to wind up in June. He plans a three-month tour of Europe before returning to the land of the koala, the kangaroo and the kookaburra. Back home, he will take on a new assignment -- in employee research -- new to the company and to Australia, as far as he knows.

This academic year Collins is really earning his salt -- designing and running a management training program for two International Salt Company plants in Watkins Glen and Myers. His doctoral thesis will be an evaluation of this program. In addition, he teaches two personnel courses at ILR.

Keith's friends (the two Johns in particular) kid him unmercifully about his bachelorhood, his not--too-strenuous efforts to maintain a 32-inch waistline, his Chamberlain-style umbrella, his reference to rubbers as "ducks", and to pot-luck as "bubbles and squeak." And most of all he is ribbed about his early morning encounter at 109 College Ave. with two student magazine salesmen from which he emerged the loser. He exchanged a \$20 check for a much delayed subscription to Newsweek.

Keith's real aim is retirement when he plans to buy a kangaroo farm and cross them with cows. He figures the end product (jumping cows) would contribute a savings factor in the manufacture of whipped cream, buttermilk, and the like.