

IR newsletter

VOLUME 8 - No. 8

October 7, 1966

Calif. Univ. L.

NEXT MEETING

Date: Tuesday, October 18, 1966

Time: 6:00 P.M. - No Host Cocktails

7:00 P.M. - Dinner

8:00 P.M. - Speaker

Place: THE BOARDROOM RESTAURANT
3361 West 8th Street (near Western Ave.)
Los Angeles

Program: CURRENT TRENDS IN INDUSTRIAL RELATIONS

Speaker: Edward Peters

Please make reservations no later than Friday, October 14, 1966.
Call Rita Sann at 272-8911, ext. 2425.

If you can't attend the dinner you and your friends are welcome
after dinner for Mr. Peters' talk.

NEWS BRIEF ON SPEAKER FOR OCTOBER

Edward Peters has been a California Labor Conciliator for the past 19 years. In the turbulent 1930's he represented various unions where he had "a ringside seat when important labor history was made." He is the author of two widely read books on collective bargaining and of several articles. He is presently a lecturer on grievance procedures and arbitration at UCLA and other universities.

IMPORTANT NOTICE

We have a new home and a new date. Please revise your calendar. It's **THE BOARDROOM RESTAURANT** every **THIRD TUESDAY** of the month. Make it your habit to join us every **THIRD TUESDAY** in this spirited forum for the discussion of what's "IN" in industrial relations today.

PAST
PROGRAM

Charles K. Hackler, Attorney-at-law addressed our September meeting on the subject of "UNION ORGANIZING AND BARGAINING UNDER PRESENT LAWS."

Mr. Hackler commented that labor relations crises of yesterday and today's earthshaking problems are often forgotten tomorrow. There are always new problems and the realities of ever-changing industrial relations must be accepted. Mr. Hackler traced the changes brought about by the Wagner Act, Taft-Hartley Act, and Landrum-Griffin Act, as well as rules established by the National Labor Relations Board and decisions handed down by the U.S. Supreme Court. These laws set the pace for basic philosophies, trends, and methods of choosing representation, conducting collective bargaining, and resolving disputes. He explained the long delays often encountered in determining the results of board elections in hearings and in Supreme Court decisions on precedent-setting matters and questionable tactics.

Mr. Hackler feels that unions should not enter into a representation election with only a 30% showing; there should be at least a 51% majority showing. He suggests that new organizing techniques should take advantage of modern communication media on subjects important to the people to be reached. Election registration lists can be used as a mailing-list source, so that people can study at leisure what is being presented. Union activity must be carefully planned so that the intent of any speeches is clear in order to avoid possible charges of campaign falsehood. Fringe benefits, such as insurance etc., should be tailored to the wants and needs of the people to be reached. Goals should be set and plans made to insure fair and square representation elections. In closing Mr. Hackler quoted the U.S. Supreme Court: "Collective bargaining is a means of insuring industrial peace," and he admonished that day-to-day business procedures and problems are important and deserve more attention than most of us give to them.

BYLINES
BY
BERNICE
BEILEN

Whenever possible, your newsletter will feature interviews with distinguished visitors at UCLA who are involved in the field of Industrial Relations in foreign countries. Such an interview with Mr. George Munroe, Secretary-General of the Seamen and Waterfront Workers Trade Union in Trinidad, West Indies, inaugurates this new series. Mr. Munroe was attached to the Institute for four months studying industrial relations practices and procedures in the United States.

The island of Trinidad gained its independence from Great Britain only four years ago, but still has many problems. The country is rich in resources such as oil, asphalt and sugar, but it has been slow in developing its economy for world trade. An unemployment rate of well over 14% and underemployment about twice as high, coupled with a high birth rate, constitute the major economic problems. There are no provisions for unemployment compensation and job seekers are sometimes out of work for periods up to six months. Some find temporary jobs in seasonal employment as agricultural workers or day workers on construction projects.

The compulsory retirement age is 65; pensions are provided through employer-employee contributions. Automation, although it contributes to unemployment, is greeted with enthusiasm for it will eventually enable the industries to be more competitive in the world market. However, organized labor hopes that mechanization will be phased in slowly.

The trade union movement, although aware of the country's development needs and problems is relatively young and has only recently been united by a new national body. The role of the trade union in Trinidad is solely one of negotiating for bread-and-butter items. Compulsory recognition of unions has been in effect for only one year, and power politics as well as pressing immediate issues have not permitted expansion of activities. It is generally believed, however, that in the future this united labor movement will be the social voice calling for reforms such as unemployment insurance, improved education, and better working conditions.

Continued coordination of the trade union movement, and increasing acceptance of trade unionism by the business sector will enable the organized workers to participate more fully in the growth and development of Trinidad, according to Mr. Munroe.

Certificates Awarded in October

Isaacson, Sheila - Los Angeles

Pyland, Ernest - Compton

MEMBERSHIP APPLICATION

Name _____ Phone _____
Residence address _____ City _____
Occupation _____ Title _____
Employer's Name _____ Address _____
Bus. Phone _____ ext. _____ City _____

I hereby apply for membership in the Industrial Relations Alumni Association. Enclosed please find my check in the amount of \$5.00 payable to the Industrial Relations Alumni Association.

Date _____ Signed _____

Please clip and mail to Rita Sann, Institute of Industrial Relations, UCLA, Los Angeles, California 90024.