

# IR newsletter

Volume 10, No. 6

June 4, 1969

Date: TUESDAY, JUNE 17, 1969

Time: 6:00 P.M. - No Host Cocktails  
7:00 P.M. - Dinner - \$3.75  
8:00 P.M. - Speaker

Place: The Boardroom Restaurant  
3361 West 8th Street  
Los Angeles, California

Topic: Los Angeles County Employer-Employee Relations  
Ordinance

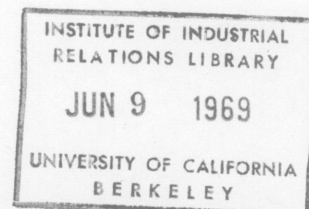
Speaker: Leo Geffner, Attorney  
Geffner & Satzman, Los Angeles

Please make reservations by returning the enclosed addressed card or calling Rita Sann at 825-3180 by Friday, June 13, 1969. If you are unable to attend the dinner you are welcome to come and listen to Mr. Geffner's address at 8:00 P.M.

NEWS BRIEF  
ON SPEAKER  
FOR JUNE

Attorney Leo Geffner graduated from UCLA in 1949 and received his L.L.B. from the University of California Boalt Hall in 1952. He has practiced labor law since 1953, and he recently formed the firm of Geffner and Satzman specializing in labor law and workmen's compensation.

Mr. Geffner is well-known in labor-management circles. In addition to a number of craft union locals, he represents the Los Angeles County Employees Union, Local 434, Los Angeles School Employees Union, Local 99, Los Angeles City Employees Union, Local 347, and the American Federation of Teachers, Local 1021, among others.



PAST PROGRAM - Sam Zagoria

After praising the University of California and especially Clark Kerr and Benjamin Aaron, "a great university that has provided the nation with practical scholars who have contributed fresh and innovative approaches to stubborn old problems," Sam Zagoria, Member of the National Labor Relations Board, discussed three uses of union authorization cards in representation matters. First, the cards may be presented by a union organizer to an employer as evidence that the union represents a majority of employees and desires recognition to commence collective bargaining. This process reflects the voluntary acceptance by labor and management of the principles of majority rule and free choice embodied in the National Labor Relations Act. Second, the cards may be used in support of a petition for an NLRB representation election. Third, they may be used to determine the majority before the Board issues a bargaining order when employer misconduct would make a fair election impossible.

It is the latter use of authorization cards, based on a 1949 decision known as Joy Silk Mills in which this remedy was set forth, that has led to criticism of Board decisions on majority and points to the need of cards that clearly and unambiguously spell out the signer's intent. While stressing that the National Labor Relations Act is premised on the philosophy that vindicating employees' rights is also a vital protection of the public interest, Mr. Zagoria acknowledges there is room for improvement in administration of the Act. Unions, in their own interest as well as the public's, could improve their authorization cards "with a view to devising a clear and unequivocal card." For example, the Board had declined to validate authorization cards that contained the statement "This does not obligate me in any way," because it rendered the entire purpose of the card ambiguous. Although some unions have made efforts to improve the situation, much remains to be done.

Mr. Zagoria feels that the NLRB, an administrative agency charged with certain responsibilities and given certain freedom of action by Congress, has an excellent opportunity to develop reasonable, realistic, and rational procedures for reducing the problems involved in administration of the Joy Silk remedy. The Board can recruit the help and advice of university researchers, labor groups, and management organizations to simplify litigation and, most important, to assure that employee free choice is registered with greater accuracy. A bargaining order issued by the NLRB, an agency of the federal government, is a powerful and far-reaching instrument; it should be based on the clearest possible expression of free employee choice.

ELECTION

Mr. Ben Nathanson, Chairman of the Nominating Committee, Max Wolf, and Dave Wilson recommended the following officers and executive board for 1969-70 at the May 20, 1969 I.R. Alumni Meeting. There were no nominations from the floor and the following people were unanimously elected on a white ballot.

President	George Smith, Business Manager, and Financial Secretary IBEW, Local 18
Vice-President	Martin Zimring, Administrator Los Angeles County Painting Industry Trust Fund
Secretary-Treasurer	Opal Huffine, Secretary Teamsters, Local 578
Executive Board	John Cinquemani, Executive Secretary Los Angeles Building and Construction Trades Council  John Despol, Staff Representative United Steelworkers of America  Julius Draznin, Assistant Regional Director National Labor Relations Board, Region 31  Ellen Faulkner, Executive Secretary Associated Meat Jobbers of Southern California  Milton Jeanney, Labor-Management Relations Consultant Milton Jeanney and Company  James Murray, Director of Membership American Medicare Foundation  Earl Pitts, Recording Secretary Teamsters, Local 196  Harold Stearn, Referee Workmen's Compensation Appeals Board  Max Wolf, Assistant Manager Joint Board of ILGWU  Dave Wilson, CPA D.F. Wilson, CPA  Ralph Woolpert, Director of Labor Relations Thrifty Drug Company

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Dear Friends:

The Institute of Industrial Relations Alumni Association was created in 1947 to provide a continuing forum in which members of the Institute of Industrial Relations staff and graduate students might exchange points of view. The bylaws have since been amended to include as members all interested practitioners.

Our monthly dinner meetings have featured partisan advocates for both labor's and management's point of view. Not unexpectedly, this policy frequently inspires a spirited discussion following the formal address.

Because we think you are interested in the activities of the Association, you are on our mailing list for announcements of coming events. We appreciate your interest, your attendance, and particularly your participation in the discussions following the speaker's presentation at each of the dinner meetings. We would also appreciate, of course, your financial support.

During the new fiscal year beginning October, 1969, we will continue to present speakers of eminence and reputation in their respective fields. We know you will be interested in coming to hear them. We know too, you want to help us in our endeavors. For this reason, we are enclosing a membership application form along with an addressed return envelope. All that is necessary is to complete the minimum amount of information requested, enclose your check for \$5.00, and send it on. It's an investment I am sure you will find most rewarding.

If you are already a member, and your dues for the fiscal year 69-70 are not yet paid, why not use the envelope to enclose your \$5.00 for that purpose.

As a matter of fact, why not do it now and drop it in the mail box today?

Sincerely,

*Opal Huffine*  
Opal Huffine,  
Secretary-Treasurer

MEMBERSHIP APPLICATION

Name \_\_\_\_\_ Address \_\_\_\_\_  
Home Phone \_\_\_\_\_ City \_\_\_\_\_ Zone \_\_\_\_\_  
Occupation \_\_\_\_\_ Title \_\_\_\_\_  
Employer's Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ Zone \_\_\_\_\_  
Business Phone \_\_\_\_\_ Ext. \_\_\_\_\_

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

Signed \_\_\_\_\_

Date \_\_\_\_\_

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