

# IR newsletter

Volume 14 - # 3

Date: Wednesday, December 8, 1971

Place: Olympian Hotel (Chariot Room)  
1903 W. Olympic Blvd., Los Angeles

Time: 6:00 PM - No Host Cocktails  
7:00 - Dinner - \$4.75 per person  
8:00 - Speaker

Speaker: Anthony Mignano, Area Director,  
Occupational Safety & Health Administration

Topic: THE NEW OCCUPATIONAL & SAFETY ACT AND  
HOW IT AFFECTS YOU

Please make reservations by returning the enclosed card or by calling Miss Sonia Pieper, 825-3180 as soon as possible.

## THE SPEAKER

Anthony Mignano is a career Civil Service official, who has served as Safety Officer for the U.S. Department of Labor for Southern California the past twelve years. He has achieved national recognition for his programs and innovations that have led to sharp reductions of accidents in longshoring and related industries. Mr. Mignano is an excellent speaker, and an expert in presenting and administering the new occupational safety and health act in the Southwest.

## SUMMARY OF NOVEMBER 10, 1971 MEETING

William Piercy, Regional Director for the Southern California Region of the International Longshoremen and Warehousemen Union, was our featured speaker. He discussed the union's position regarding the recent strike and its view of the present difficulties between the union, the government (through the Taft-Hartley injunction proceedings), and the employer, the Pacific Maritime Association.



Piercy declared, first of all, the union had not as yet announced what it will do regarding the problems it may face because of the wage-price freeze. "The way things are going," he said, "we might be in a strike again in a couple of months," explaining that the ILWU had a majority of young members now, who came into the union in the 1950's and early 1960's and have never experienced a strike prior to this one. He explained that there is a psychological element of proving to themselves, and to the older union members, that they are as good as the old-timers who have been through the big strikes.

What are the factors that caused the present strike? Several, he felt, were primarily responsible: 1) the containerization issue; 2) the fact that there is a five-year interval between the last contract and the present negotiations for a new one; 3) the new young membership, having the need to prove themselves; 4) the lack of crisis bargaining until after the President personally entered the picture with his meeting in Portland, Oregon; 5) disagreement on the guaranteed wage proposals and the method of computation; and 6) disagreement on the pension proposals.

Piercy explained that this time negotiations began 8 months before the contract expired, and he expressed the opinion that this procedure, regarded by many as needed and useful, worked in fact against getting agreement because management were not realizing the seriousness of the situation. He pointed out that in the ten days after President Nixon met with the parties in Portland, they accomplished more in negotiations than they had for many weeks prior to that time.

On the containerization issue, Piercy explained that his union had to face the possible loss of many jobs if it agreed to arbitrate the problem of who does the work, the ILWU or the Teamsters. The Teamsters, he said, have over a million members and they do not need and would not feel the loss of the few additional jobs involved here, but the ILWU is a small union and the loss would make a tremendous difference to them. Further, the longshoremen, while making up only 25 percent of the total ILWU membership, are nevertheless the backbone of the union, and the ILWU would not stand for that section being diminished. For these reasons they could not agree to arbitrate those issues as some have suggested.

Regarding the East Coast Longshoremen and their strike, Piercy said that the two unions had been talking and cooperating now for some time, and it was possible that joint contract expiration dates, joint strike action, and even affiliation could be the result of the working relationship that the two union were establishing.

The present 80-day injunction under the Taft-Hartley Act does not expire until Christmas Eve, and Piercy would not try to predict what would happen after that. He stated they certainly would not go out on strike at that time of the year.

The speaker said there is no doubt that the employers have indicated "there is more there," and the union expects that additional give and take in the negotiations is possible and probably will occur.

NEW GRADUATES

The following graduates in Industrial Relations, University Extension, UCLA, were honored during the meeting:

Shogo Satoh, Assistant Manager, Kawasaki Steel Corporation

Stanley F. Den Adel, Vice President & Manager of the Bank of America Data Processing Center

NEWS

The Institute of Industrial Relations, UCLA, invites you to participate in the following forthcoming conferences and seminars:

Management Programs - Private Sector

- 5th WORKSHOP ON LIFE PLANNING, December 2-5, 1971, at Santa Ynez Inn,  
Pacific Palisades
- COLLECTIVE NEGOTIATIONS IN CALIFORNIA PUBLIC EDUCATION, December 14-15, 1971,  
at 9383 Bunche Hall, UCLA
- NEGOTIATION SIMULATION IN PUBLIC EDUCATION, January 5-7, 1972, at 9383 Bunche  
Hall, UCLA
- MANAGEMENT OF CONFLICT, January 13-16, 1972, at Santa Ynez Inn, Pacific  
Palisades
- EMPLOYEE BENEFIT PLANNING, February 16-17, 1972, at Santa Ynez Inn.

Further information concerning these programs can be secured by calling Mrs. Lisa Rosenberg or Mr. Angus Macleod (213) 825-1888 or 825-3089.

Management Programs - Public Sector

- SURVEY CONFERENCE ON EMPLOYEE RELATIONS - PUBLIC SECTOR, January 20-21, 1972,  
at Olympian Hotel, Los Angeles
- COLLECTIVE NEGOTIATIONS FOR PUBLIC MANAGEMENT - STRATEGY & TECHNIQUES,  
February 17-19, 1972, at 9383  
Bunche Hall, UCLA.

Further information concerning these programs can be secured by calling Mr. Philip Tamoush (213) 825-7609.

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