

## IR newsletter

Volume 14 - # 9

Date: Wednesday, June 14, 1972

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

Time: 5:30 pm - No Host Cocktails  
6:30 pm - Dinner \$4.75 per person  
7:30 pm - Speaker

Speaker: Benton H. Goodenough, Vice President, and  
Director of Labor Relations,  
Pacific Maritime Association

Topic: MANAGEMENT'S VIEW - THE LONGSHOREMEN STRIKE

INSTITUTE OF INDUSTRIAL  
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UNIVERSITY OF CALIFORNIA  
BERKELEY

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

THE SPEAKER

Mr. Goodenough has held various high-level positions with Westinghouse Electric Corporation, American President Lines, and IBM before becoming Assistant to the President of the Pacific Maritime Association in 1957. His impressive background in industrial and labor relations includes working with major unions such as UAW, UE, IBEW, IAM, Teamsters, and Office and Professional Workers, as well as with maritime unions on the Pacific Coast.

SUMMARY OF MAY 10, 1972, MEETING

Leo Kotin, Chairman of the Los Angeles City Employee Relations Board, discussed the new City Employee Relations Ordinance designed to establish collective bargaining for representative groups of City employees. Mr. Kotin, the only nonlawyer on the five-member board, commented that the City pursues an unchartered course, so to speak, since there are no prior formal practices to serve as guidelines although the City has had dealings with unions in the past. The Ordinance has been in existence for approximately 6 months, and the Board members have been wrestling with the rules determining the proper bargaining unit. For example, more than 30 petitions have been filed, one of which has now been processed and an election date has been set. Section 4.822, "Formal Recognition of Employee Organizations," sets forth the criteria for determining the appropriate employee representation units: (1) the community of interest of employees; (2) the history of employee representation in the unit, among other employees of the City, and in similar employment; (3) the effect

of the unit on the efficient operation of the City and sound employee relations; (4) the extent to which employees have common skills, working conditions, job duties, or similar education requirements; (5) the effect on the City's classification structure of dividing a single classification among two or more units; (6) the right of professional employees to be represented separately from nonprofessional employees; (7) management or confidential employees not to be included in the same unit with other employees.

Concerning the first criterion, community of interest of employees, Mr. Kotin pointed to certain differences between the public and the private sector: whereas ownership has been generally the test in the private sector, the scope of supervisory authority in the public sector has been more important, traditionally, than increases in salary because the image of the public employee as the servant of the people is additional remuneration in itself. This concept, however, is quickly fading away. In the public sector, the legislature actually is the ultimate employer, but employees cannot present grievances or negotiate directly with that body. Hence the need for an ordinance such as the one established by the City. Finally, the community of interest between supervisors and employees in the public sector is much greater than it is between foremen and workers, for example, in a shop situation.

By and large, Mr. Kotin said, public employees strive effectively to carry out their duties, but desire proper compensation and satisfactory conditions of work. The City has had no formal experience with collective bargaining and is feeling its way -- the Ordinance is merely an outline or a blueprint.

The speaker pointed to the hazards, dangers, and pitfalls that may be encountered when bargaining units are greatly fragmented. Each small group of employees may then request a separate bargaining unit, which may lead to disruption of the orderly functioning of City government. The right of professional employees to be represented separately from nonprofessional employees may become a problem in the future, based upon the definitions as to what constitutes a professional employee. However, the Ordinance does provide for a separate representation unit for managerial or confidential employees, which, of necessity, is generally the case in private industry.

The second part of Mr. Kotin's remarks concerned unfair labor practices. The Ordinance specifically defines, in Section 4.860, what is an unfair labor practice of the employer or the employee. Thus far, two grievances have been filed charging management with an unfair labor practice involving the merger of two employee groups. One of the petitions was heard, and the Board requested that the offending party discontinue its conduct. But subsequent to that request, an additional petition was filed by the same organization.

Mr. Kotin concluded his remarks by suggesting that conciliation and mediation would play a part in enforcing decisions of the Board. He felt that in the public sector more use of conciliation, mediation, and even arbitration certainly is advisable, whereas in the private sector the parties too often abdicate their responsibilities to negotiate and use these procedures as a last resort.

ELECTIONS

Mr. Hugo Morris, a member of the Nominating Committee for officers and board members for the ensuing year, presented the recommendations of said Committee:

President

Julius Draznin, Assistant Regional Director,  
National Labor Relations Board, Region # 31

Vice President and  
Program Chairman

Harold H. Stearn, Referee, Workmen's Compensation  
Appeals Board

Secretary-Treasurer

Opal Huffine, Secretary, Teamsters, Local # 306

Executive Board

William R. Berthel, California Department of  
Industrial Relations; temporarily, Consultant  
to Epps & Associates in Beverly Hills

John Cinquemani, Executive Secretary, L.A. Building  
& Construction Trades Council.

Ralph Eliaser, Labor Economist, Daniel Johnston  
& Associates (Partner)

Ellen Faulkner, Executive Secretary, Associated  
Meat Jobbers of Southern California

Elinor Glenn, General Manager, L.A. County  
Employees Union, Local # 434

Alan J. Hull, Assistant Director of Wage-Salary  
Administration (MDC West), McDonnell-Douglas Corp.

Hugo Morris, Research Director, Retail Clerks,  
Local # 770

Lee T. Paterson, Attorney at Law; Labor Relations  
Consultant to Boards of Education

Kathleen Peratis, Attorney at Law, O'Melveny & Myers

Tom Stover, Area Administrator, Labor-Management  
Services Administration, U.S. Department of Labor

David H. Underwood, Plant Manager, The Pillsbury Co.

Max B. Wolf, Educational & Political Director,  
International Ladies Garment Workers Union

UCIA Faculty  
Representative

Ted Ellsworth, Administrator, Center for Labor  
Research & Education, Institute of Industrial  
Relations, UCIA

Ex-officio Members

Elmer W. Ellis, presently retired. Formerly:  
Writer, Technical Manual, Southern California  
Edison Co.

Reese A. Gorris, Special Representative, Depart-  
ment of Marketing, Pacific Telephone Co.

Milton E. Jeanney, Management Consultant in  
Industrial Relations

Harold Klein, Administrator, Retail Clerks Unions  
of Southern California

Melick Mendel, Management Consultant

Ben S. Nathanson, Chairman, Employee Relations  
Commission for Los Angeles County

George W. Smith, Deputy Director, Department of  
Industrial Relations, San Francisco

David F. Wilson, CPA

Martin Zimring, Administrator, L.A. County  
Painting Industry Trust Fund  
(IMMEDIATE PAST PRESIDENT)

There were no nominations from the floor and the before mentioned persons were unanimously elected on a white ballot, in accordance with Article VIII, item A, of the I.I.R. Alumni Association by-laws.

NEW GRADUATES

Eleven persons have completed all the requirements for the certificate in Industrial Relations during the winter 1972 University Extension program. The new graduates will be our guests of honor at this meeting, at which time they will be awarded their certificates.

We are also pleased to announce that the Public Sector Labor-Management Relations Certificate Program, offered through the Institute of Industrial Relations, University Extension, UCLA, has graduated its first student, who will also be our guest of honor at this dinner and receive his certificate.

This is a special occasion for all members to welcome the new graduates.

NEWS

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

- **CONFLICT RESOLUTION - A POTENTIAL CAREER FOR WOMEN**  
Saturday, June 3, 1972 - Hacienda Hotel, El Segundo, California  
Registration fee: \$40.00 per person.

A one-day conference to explore the potential for women in acting as neutral parties in settlement of labor-management and commercial disputes.

Offered in cooperation with: University Extension, UCLA, American Arbitration Association, Federal Mediation & Conciliation Service, and the California State Conciliation Service.

For further information, please call Sonia Pieper, 825-3180.

- **WORKSHOP ON DEVELOPING CONSULTING SKILLS**  
Tuesday, June 6, and Wednesday, June 7, 1972 - Santa Ynez Inn, Pacific Palisades

For further information, please call Mary Wright, 825-1888.

#### JOB OPENINGS

##### University of Minnesota

Position of University Personnel Officer. The position is a new one with major responsibility for administering the civil service system of 9,000 employees and coordinating the academic personnel procedures with the nonacademic. In addition, this position will bear the major burden of reviewing and updating personnel practices and policies for the University. Other areas of responsibility will be with labor relations affirmative action and community relations as they affect University personnel practices.

For further information, please contact Mr. Eugene Eidenberg, Assistant Vice President, Administration, University of Minnesota, Morrill Hall, Minneapolis, Minnesota 55455.

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