

IR newsletter

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Inst. of Industrial Relations (LA)

Volume 15 - # 1

October ? 1972

Date: Wednesday, October 11, 1972

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

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

Speaker: William J. Usery, Jr., Assistant Secretary
of Labor for Labor-Management Relations,
U.S. Department of Labor

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

THE SPEAKER

Mr. Usery had a distinguished career with the International Association of Machinists, AFL-CIO, before joining the staff of Secretary of Labor James Hodgson. In his present position, he has frequently served as White House troubleshooter in the settlement of major labor disputes. He is also in charge of the Federal Labor-Management Relations Service, which administers the Executive Orders, most recently EO # 11491, considered a Magna Carta protecting the right of federal employees who desire union representation. Mr. Usery is a dynamic speaker; it will be well worthwhile to attend this meeting and bring a guest.

SUMMARY OF JUNE 14, 1972, MEETING

Benton H. Goodenough, Vice President and Director of Labor Relations, Pacific Maritime Association, discussed management's side in the 1971-72 Longshoremen's strike. He characterized the meetings as the longest period of continuous collective bargaining in the history of West Coast labor relations. There were 100 days of strike activity, an injunction under the Taft-Hartley Act, and subsequently a renewal of the strike on January 17, 1972. Then, on February 10, 1972, the parties signed an agreement.

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As he put it, "the day of technological change was here and cargo handling methods, both in shoreside activities and ship design, were undergoing dramatic changes -- neither side was fully aware of the rapidity with which these changes would take place." The speaker explained that when the ILWU saw the changes taking place and more work of its members going to other workers, namely the Teamsters, it became very anxious to achieve contract changes that would give its members greater job security in the future.

Management was faced with the problem of working out an equitable method of distributing the cost in paying the longshoremen for loss of work opportunity. It had to achieve a single contract covering a great variety of problems, whereas in previous years it could negotiate one contract covering the whole industry.

Mr. Goodenough explained that a vital factor that has to be borne in mind is the dramatic change in the work force. Many younger men who have never been involved in the history and development of the ILWU were registered to work. Their needs and attitude toward labor relations are far different from the attitude and concepts of the old-timers. Management soon saw that there "was difficulty within the union negotiating committee in regard to getting uniformity of opinion as to demands to be made, approaches to be taken, and issues to be considered as mandates or to be dropped."

Mr. Goodenough detailed the demands set forth by the union. "Many of the items proposed in the original demands were washed out," and when the agreement was finally settled, it was for a 17-month duration, something management had fiercely resisted because it wanted a 3-year contract. Under the new agreement the work load will be increased by over one-third in the 17-month period. The federal government's imposition of wage and price controls further complicated the negotiations.

The settlement over and above the guidelines is justified because of the tremendous productivity increase in the industry. Also, the pension plan improvements now deal realistically with the problems of an eroding work force. Finally, Mr. Goodenough stressed that in his opinion the contract was good for both the employers and the union. He said the main handicap was the short time for experience under the present agreement, i.e., only ten months before negotiations for a new contract will begin. The cost of the new contract is high, although, he believes, not inflationary.

In conclusion, Mr. Goodenough commented on the future of labor relations in the longshore industry, stating: "Management cannot function without labor nor can labor be employed unless there is management. To have relations built on tension, lasting over long periods of time, is not conducive to a satisfactory agreement for either party. Our first task then must be to develop ways and means to reestablish, as quickly as we can, the type of relationship which afforded twenty three years of labor peace."

- For further information on the above programs, please call Lisa Rosenberg or Mary Wright, 825-1888 or 825-3089.

PUBLIC SECTOR MANAGEMENT PROGRAMS

- Conference on Unit Determination, Recognition and Representation Elections
Dates: September 21-22, 1972
Place: Rieber Hall, UCLA campus
- Survey Conference in Employee Relations - Public Sector
Dates: October 19-20, 1972
Place: Holiday Inn - Crown Room A, Downtown Los Angeles
- Fact-Finding (Persistent Disagreement) in Public Education
Date: October 25, 1972
Place: Sunset Canyon Recreation Center, UCLA campus

For further information on the above programs, please call Lily Robillard, 825-7609.

INSTITUTE OF INDUSTRIAL RELATIONS

- Welfare: A National Policy
Date: September 29, 1972
Place: Grand Ballroom, Ackerman Union, UCLA campus

For further information on the above program, please call Joan Gusten, 825-4161.

CENTER FOR LABOR RESEARCH AND EDUCATION

- California State Employees' Association - Training Program for Job Representatives
Dates: September 4-6, September 9-11, 1972
Place: Asilomar Conference Grounds, Monterey, California
- Carpenters 8th District Organizing Committee - Leadership Training Program
Dates: October 3-6, 1972
Place: Knociti Inn, Clear Lake, California

For further information on the above programs, please call Ethel Davis, 825-1785 or 825-3537.

- Engineers & Architects - Civic Center Chapter - Collective Bargaining Seminar
Dates: Saturdays, September 30, October 14, 18, and November 11, 1972
Place: Graduate School of Management, Room 3357-C, UCLA campus
- Teamsters Local # 420 - Stewards Training Seminar
Dates: September 29, 30, and October 1, 1972
Place: University of California Conference Center, Lake Arrowhead

For further information on the above programs, please call Sonia Pieper, 825-3180.

LABOR STUDIES CERTIFICATE PROGRAM

Thus far, two classes are firmly scheduled to open the fall quarter:

1. Grievances and Arbitration

Dates: Saturdays, September 30, October 14, 28, November 11, December 2, and 16, 1972

Place: University Extension Downtown Center, Room 304, Los Angeles

Instructor: William S. Rule, MBA, Arbitrator, Consultant, and Instructor

2. Government Insurance Programs and the Labor Union

Dates: Wednesdays, October 11, 18, 25, November 1, 8, 15, 29, and December 6, 1972

Place: University Extension Downtown Center, Room 305, Los Angeles

Instructor: Louis Gilbert, Presiding Conciliator, California State Conciliation Service

Courses offered are for anyone interested and are not limited to persons planning to secure the certificate in Labor Studies. For further information on the above classes, please call Sonia Pieper, 825-3180.

NEWS

Benjamin Aaron, Director of the Institute of Industrial Relations, will be on leave from UCLA for the period commencing September, 1972, through December, 1973. Until December, 1972, he will be Visiting Professor of Law and Business Administration at Harvard University. In 1973, he will be a Visiting Fellow at Clare Hall, Cambridge University, England.

During Professor Aaron's absence, Professor Irving Bernstein, Associate Director of the Institute, will serve as Acting Director.

INTERGOVERNMENTAL MANAGEMENT PROGRAMS

In March of this year, the Institute of Industrial Relations received a grant under the Intergovernmental Personnel Act (IPA) to develop programs for public officials and administrative employees in employee relations matters. Joining the Institute to direct this endeavor is D.E. "Gene" Bell, formerly the Assistant Personnel Director of the Port of Los Angeles. Gene will be developing and coordinating seminars, workshops, and conferences for public employees to improve their technical and professional competence in this field. For further details on the IPA grant or its programs, contact Gene at 825-2516.

PUBLICATIONS

Aspirations vs. Opportunity: "Careers" in the Inner City, by Paul Bullock. This book represents a revision of Paul Bullock's report, "Youth in the Labor Market: Employment Patterns and Career Aspirations in Watts and East Los Angeles," which was completed earlier this year for the Institute's Manpower Research Center. Both the book and report describe and evaluate the findings of a six-month study of employment, unemployment, and the "street economy" in low-income minority areas of Los Angeles.

Copies of the book can be obtained from the Publications Office, Institute of Labor and Industrial Relations, University of Michigan, P.O. Box B-1, Ann Arbor, Michigan 48106.

Reprints:

- # 223 - Public Policy and Labor-Management Relations - A Review of Research, by Benjamin Aaron and Paul Seth Meyer
- # 224 - George Meany and the Wayward, by John Hutchinson
- # 225 - Collective Bargaining where Strikes are not Tolerated, by Benjamin Aaron
- # 226 - Union Wage Policies: The Ross-Dunlop Debate Reopened, by Daniel J.B. Mitchell
- # 227 - Incomes Policy and the Labor Market in France, by Daniel J.B. Mitchell
- # 228 - Contemporary Issues in the Grievance and Arbitration Process: A Current Evaluation, by Benjamin Aaron

Copies of the above reprints can be secured from Kathy Green, Publications Department, Institute of Industrial Relations, UCLA, Los Angeles, Ca. 90024.

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