

## IR newsletter

Volume 16 - # 8

## MEETING NOTICE

Date: April 10, 1974

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

Time: 6:00 pm - No Host Cocktails  
7:00 pm - Dinner (\$5.25 per person)  
8:00 pm - Speaker

Speaker: Al Brundage, Attorney

Subject: "Recent Developments in Collective Bargaining"

THE SPEAKER Mr. Brundage is the senior member of the law firm, Brundage, Neyhart, Miller, Reich & Pappy. The firm represents the International Brotherhood of Teamsters in most of California, as well as many other unions including several in the building trades. Mr. Brundage, who looks back on many years' experience in the vast area of labor law, has represented unions and workers in almost every type of dispute. He is a dynamic and exceptionally well-informed speaker. We encourage you to attend this meeting and bring your colleagues and friends.

PLEASE COMPLETE THE ATTACHED RESERVATION FORM AND SEND IT TODAY WITH YOUR CHECK (payable to I.I.R. ALUMNI ASSOCIATION) to Debbie Keyson, 9351 Bunche Hall, UCLA, Los Angeles, California 90024. Thank you.

SUMMARY OF THE MARCH 13, 1974 MEETING: The speaker, William Gould, Professor of Labor Law at Stanford University Law School, covered various aspects of the forms of race discrimination that have been practiced by management and by labor unions as well. He recounted his experiences in some of the law suits on behalf of Blacks who were denied the opportunity of advancement, and even employment in some instances. Professor Gould is the attorney of record for the plaintiff in the Detroit Edison case, in which \$4,250,000.00 was awarded in punitive damages to the employees of Detroit Edison and to those waiting to be employed, on the theory that this money be set aside and given to them in lieu of monies they would have

received had they been advanced on the job or hired, as they might have been earlier, when the employer was engaged in discriminatory practices. In effect, this is waiting money; it is both protection to existing seniority systems, and compensation to employees for their inability to advance on the job because of low seniority.

Professor Gould then discussed union involvement in such law suits: for example, when men who had the required skills applied for jobs and were not considered for hiring and the unions would remain silent, going along with the practices of the hiring halls; or they would go along with entrenched seniority systems which prevented employees, even though skilled, to move up to higher and better paying jobs.

Questions were raised by the audience regarding discrimination against women, and the speaker indicated that as yet, there have not been the far-reaching decisions in such cases as there are in cases involving race discrimination. He feels, however, that such decisions will soon be forthcoming, in view of the cases now before the courts.

Professor Gould stressed that long accepted patterns of discrimination are now being challenged, and the courts are dealing with these situations, developing new remedies that will have far-reaching effects.

#### FORTHCOMING EVENTS

##### CENTER FOR LABOR RESEARCH AND EDUCATION

The following classes will be offered during the spring quarter of 1974:

- GRIEVANCE AND ARBITRATION LC-3A

(Pre-requisite: Grievance and Arbitration LC-3)

A simulated arbitration

Instructor: Mr. William S. Rule, Arbitrator  
Team Consultant to be announced

Dates: Saturday, April 27, May 11, and May 25, 1974, 9:00 am to 4:00 pm

Fee: \$35.00 (Materials and Supplies included) - Lunch not included

- GOVERNMENTAL AGENCIES AND THE UNION LEADER

Instructor: Mr. Julius Draznin, Assistant Regional Director, National Labor Relations Board, Region # 31

Dates: Six alternating Saturdays starting Saturday, May 4, 9:00 am to 1 pm

Fee: \$25.00

Both classes will be held at University Extension, Downtown, Los Angeles

For further information, please contact Debbie Keyson or Ted Ellsworth, at 825-3180.

#### INTERGOVERNMENTAL MANAGEMENT PROGRAMS

- Symposium on Labor Relations for Government Managers

April 25-26, 1974 at the Airport-Marina Hotel, Los Angeles

For further information, please contact Philip Tamoush or Rhona Kalkstein at 825-4589.

- City and County of San Francisco Negotiations Workshop Executive Labor - Management Seminar  
March 29 - April 5, 1974 in San Francisco

For further information, please contact Gene Bell at 825-2516.

POSITION OPENINGS

- O & R Engine Company, East Los Angeles

Position: Personnel Officer

For further information, contact Charlie Johnson at 264-4770

- Industrial Research and Extension Center, University of Arkansas, Little Rock, Arkansas

Position: Coordinator of Labor Education Programs

For further information, contact Dr. Frank D. Hall, Industrial Research and Extension Center, University of Arkansas, P.O. Box 3017, Little Rock, Arkansas, 72203 Phone: 501-376-4456.

- Department of Labor Studies, Rutgers University, New Brunswick, New Jersey

Position: Assistant Professor of Labor Studies, University College

For further information, contact, Department of Labor Studies, Rutgers University College, 12 College Avenue (rear), New Brunswick, New Jersey, 08903.

POSITION WANTED

- Name: Ronald Aronson

Address: Assistant Professor, Division of Humanistic Studies  
Monteith College  
Wayne State University

Education: B.A. in History and English Honors at Wayne State University  
M.A. at Brandeis University and Ph.D. (1968 in the History of Ideas

Experience in Labor Education: Taught English at Wayne State University Labor School, Institute of Industrial Relations; Taught a Seminar in Political Theory for Labor School Graduates, Monteith College.

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