

## IR newsletter

Volume 16 - # 9

## MEETING NOTICE

Date: May 8, 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: Thomas N. Bowdle, Director  
Equal Opportunity Affairs  
Kaiser Aluminum & Chemical Corporation

Subject: "EEO REVISITED - ARE WE GETTING THERE OR  
NOT"

THE SPEAKER: Tom Bowdle has been director of equal employment opportunity at Kaiser Aluminum for the past seven years; he is responsible for the development and direction of the corporation's Affirmative Action Program, covering 100 locations throughout the United States. Mr. Bowdle has also handled negotiations for a national labor union, and he served for a number of years as a special agent of the Federal Bureau of Investigation. He is an attorney, admitted to practice in the State of Ohio. In his community, Mr. Bowdle serves on the board of directors of the Bay Area Urban League, the Advisory Board of the National Alliance of Businessmen, and other community and national organizations. Make your reservations early as we expect a large turnout for this meeting.

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 APRIL 10, 1974, MEETING: Eugene Miller, a partner in the law firm of Al Brundage, appeared on behalf of Mr. Brundage who was detained working on the Consent Decree regarding the affirmative action law suit filed by the Department of Justice and the IBT.

Mr. Miller, who was warmly applauded by the audience, analyzed the various new trends and developments in collective bargaining today. He commented on the growing awareness among all ranks of labor that strikes are costly to everyone, citing the elements that led to the special no-strike agreement in the steel industry which includes a step-for-step procedure to handle disputes and unresolved issues and grievances, with time limitations at each step of the procedure so that by July 31 of this year six months after the start of negotiations final decisions will have been reached in all disputes and unresolved issues. But there are other new procedures and new developments.

Mr. Miller then discussed the med-arb process developed by Sam Kagel. Here a third party, the mediator, comes to the negotiations with the added weight of being the final arbiter of any unresolved dispute, the same third party who has worked with the parties and has conferred with them when they negotiated their agreement. Miller pointed out that this gives the parties great incentive to work out all of their problems. This procedure proved very effective in the San Francisco Maritime negotiations for a new contract.

Mr. Miller then spoke at length about the inequities and problems offering some suggestions for their solutions involved in pursuing arbitration and in sending even more cases to arbitration. He said one great difficulty was the time lag inherent in the present structure: getting an arbitrator from a panel; agree on a date for the hearing; having the hearing concluded; getting the transcript in short time; reducing the length of time for filing briefs, but actually eliminating briefs as much as possible; and urging arbitrators to write simple, short decisions, and not write for posterity or publication every time they prepare an award. The speaker cited several cases from his own experience, where the cost and time factors were so excessive as to make the arbitration process almost useless. Discussing these problems, Miller covered the practice of some arbitrators who bill excessively for their time, including "think time." He also spoke against the concept of having one arbitrator hear a series of cases from the same parties at one sitting contending that this may lead to finding at least one case against the party requesting the arbitration in order to remain friends with both parties and get more work.

Mr. Miller believes that most arbitrators know what their decision will be by the time the hearing has ended, but that it may be months or even years before the decisions are written and issued. Time constraints in the arbitration process, he said, are vital and should be observed by all parties to the dispute. Contracts should contain specific formal language setting time limits, and the parties should be held to adhere to them.

#### FORTHCOMING EVENTS

##### CENTER FOR LABOR RESEARCH AND EDUCATION

- Joint Council of Teamsters # 42 Leadership Conference  
May 5 - 8, 1974 at Lake Arrowhead

For further information, please contact Helen Mills or Ted Ellsworth at 825-3180.

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

- GOVERNMENTAL AGENCIES AND THE LABOR UNION

Instructor: Mr. Julius Draznin, Assistant Regional Director, National Labor Relations Board, Region # 31  
Dates: Saturday, May 4, 1974 - July 13, 1974 (Six alternating Saturdays)  
Time: 9:00 am to 1:00 pm  
Fee: \$25.00 (text and materials extra)

- ARBITRATION WORKSHOP (LC-3A)

(Pre-requisite: Grievance and Arbitration LC-3)  
Instructor: Mr. William Rule, Arbitrator  
Consultants: Labor- Geraldine Leshin  
Management - Edward Watson  
Dates: Saturdays: April 27, May 11, and May 25, 1974  
Time: 9:00 am to 4:00 pm  
Fee: \$25.00 (Does not include lunches or materials)

- UNION ADMINISTRATION

Instructor: Jack Blackburn, Administrator, Center for Labor Research and Education, UCLA  
Dates: Tuesdays, April 23, 1974 - June 11, 1974 (8 Tuesday nights)  
Time: 7:00 - 9:30 pm  
Fee: \$10.00

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

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

NEWS

- A conference dealing with the occupational safety and health hazards of public employees, many of whom have the responsibility of enforcing OSHA regulations will be held at Fresno on June 7 - 9, 1974. The conference is designed primarily for safety and health personnel and other public employees whose jobs involve violent situations.

Information concerning the conference can be secured by calling Helen Mills or Ted Ellsworth at 825-3180.

- The Walter and May Reuther Memorial Fund will provide two-week scholarships for up to 40 graduate or undergraduate students. The purpose of the scholarship is to bring students interested in the labor movement and concerned about social issues together with our rank and file union members selected for the family scholarship program. Terms of the scholarship include: transportation (students must pay the first \$25 if traveling by air, or will be reimbursed 10¢ per mile in excess of 800 miles round trip if traveling by car); room and board, for two weeks; and all educational materials.

If you know of students - graduate or undergraduate - (including law school, medical school, engineering, etc.) who would be interested, please send the names, addresses, college attended, and any other pertinent information to Al Haener, Assistant Director, Walter and May Reuther UAW Family Education Center, Onaway, Michigan, 49765.

POSITION OPENINGS

- 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.

- Institute of Industrial Relations, University of California, Los Angeles, Ca.

Position: Senior Staff Opening

For further information contact: Professor Archie Kleingartner, Chairman of the Search Committee, Institute of Industrial Relations, UCLA, 9244 Bunche Hall, 405 Hilgard Avenue, Los Angeles, California, 90024.

POSITIONS WANTED

- Name: John Hamilton West

Address: 744 Sixth St., S.W.  
Washington, D.C.

Interests: Manpower Training and Development - Planning, Coordinating and analyzing manpower training and development programs (New Careers). Compensatory Education Analysis. and Clinical, Counseling and Community Psychology.

- Name: Edward P. Duggan

Address: 30 Alan Court # 306  
Florence, Kentucky 41042

Degree: Ph.D. Economic History, University of Wisconsin, June, 1972

Education and Work Experience: University of Wisconsin, project, research and teaching assistantships, 1967 - 1971; Thomas More College, assistant professor of economics, 1971 - present.

Interests: Labor Economics and History

- Name: Neil Gerard de Clercq

Address: 1125 Jenifer St.  
Madison, Wisconsin 53703

Education: M.S. in Industrial Relations, University of Wisconsin at Madison, May, 1974

Experience: Research Assistant to Professor James L. Stern, Industrial Relations Research Institute, U.W. - Madison, September 1972 - May 1974. Member of the Industrial Relations Research Association.

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