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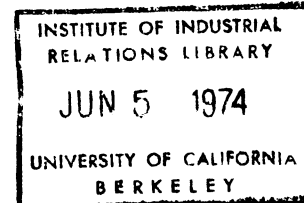


SANTA BARBARA • SANTA CRUZ

INSTITUTE OF INDUSTRIAL RELATIONS

BERKELEY, CALIFORNIA 94720

February 26, 1973



TO: Jerome Barrett
Morris Sackman

FROM: Pauline Fong

RE: Training Neutrals for Dispute Settlement.
Interim Report on Activities of January and February 1973

The following is a brief summary of the activities of the Neutrals Training Program for January and February months of the Third Quarter.

January

Revised classroom curriculum to include more work on mediation, factfinding, and public finance. (Revised calendar attached) Included one mock mediation session, conducted by Morris Sackman.

Meeting with Morris Sackman: discussed criticisms of first quarter report and activities; suggestions from Sackman on mock arbitration techniques; discussion of proposal for follow-up to program for next year (possible joint venture with UCLA program).

One student dropped out of program: Maren Rinne. Reason: job requirements do not permit sufficient time for counterpart training.

February

Contacted the following local arbitrators for serving as counterpart to students in field training: John Kagel, Sam Kagel, Morris Myers, Arthur Jacobs, William Eaton, Paul Cassady, Wayne Kenaston, Robert Burns, Leo Kotin, David Karasik. These are the leading arbitrators in the area. All have agreed to serve as counterparts. This includes selecting cases for students to attend, review of hearing, review of transcript and materials, review of student submitted decision and award on selected cases. In addition, several of the arbitrators have agreed to work on some of their cases to present as part of the mock arbitrations.

Schedule for Mock Arbitration Series:

At least six mock arbitration sessions have been scheduled which will permit each student to serve as the arbitrator, conduct the hearing, and write the opinion and award. Other trainees serve in the roles of union spokesman, management spokesman, grievant, witness. (See attached schedule.)

We are also working on making arrangements to have our trainees serve as arbitrators in a special training program to be conducted for firefighters in June by the Institute staff.

First mock arbitration case was presented on February 10, 1973. Case was prepared by Howard Durham, from an actual case he had, involving the intent to discharge a teamster. (Materials used are attached.) The case was critiqued by Howard Durham and Adolph Koven. Opinions will be handed down and discussed on February 26. The case went very well in terms of the adequacy of the materials developed and in terms of the manner in which the students prepared and conducted the hearing.

One of the sessions was partially videotaped. There was not much interest on part of participants for the need for this process. Therefore, the videotape will not be made in future sessions.

Program Promotion:

The Program Director has arranged for the local educational TV station to prepare a show on the training program.

Potential users of arbitrators are currently being identified and personal contact will be made with a number of these to generate cases for the participants at the end of their training.

A brochure is being discussed to circulate to the potential users of the trainees.

Discussions have been initiated with the American Arbitration Association and the National Center for Dispute Settlement to qualify our participants for their regular panels and to handle the case referral.

One of our trainees, La Verda Allen, has already been qualified to serve on the State Conciliation Service's panel for labor disputes and school fact-finding.

Several of the trainees are also involved in developing dispute settlement procedures for public schools, juvenile offenders, and affirmative action cases, with the assistance of Mr. Robert Turner, San Francisco Area Representative for the National Center for Dispute Settlement.

March Agenda

Program activities for March will be:

1. continue to schedule field training
2. develop the brochure and mailing list for circulation of brochure
3. continue development of cases for mock arbitration
4. continue promotion of program for case referrals
5. development of referral system for trainees
6. develop proposal to Department of Labor for followup for next year