

I R newsletter

VOLUME 10, No. 5

May 5, 1969

Date: TUESDAY, MAY 20, 1969

Time: 6:00 p.m. - No Host Cocktails
7:00 p.m. - Dinner - \$3.75
8:00 p.m. - SpeakerPlace: The Boardroom Restaurant
3361 West 8th Street
Los AngelesTopic: NLRB Policy on Ordering Employers to Bargain
on the Basis of Authorization CardsSpeaker: SAM ZAGORIA, Member
National Labor Relations Board

Please make reservations by returning the enclosed addressed card with your check payable to the I.R. ALUMNI ASSOCIATION for \$3.75 as soon as possible. Our deadline date is May 16, 1969. For further information please call RITA SANN on 825-3180.

NEWS BRIEF ON SPEAKER FOR MAY

Mr. Zagoria was appointed to the National Labor Relations Board by President Johnson in 1965. As a member of the Board he has directed his efforts to meeting the challenge of growing automation, stressing, among other steps, the importance of early notice. He has lectured extensively before university audiences and labor and management groups, and he has published a number of articles, including a series of syndicated columns with Roscoe Drummond. Prior to joining the Board he was Administrative Assistant to Senator Clifford B. Case, of New Jersey, working on legislation for congressional reform, aid to junior colleges, defense contract disclosure, and labor legislation. Mr. Zagoria received a Bachelor of Letters degree in journalism from Rutgers University, and was a reporter for the Washington Post from 1946 to 1955.

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UNIVERSITY OF CALIFORNIA
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PAST PROGRAM

Discussing the Public Interest in Collective Bargaining for Public Employees,

Mr. Rentfro stressed that government is one of our largest employers and is becoming larger. In 1950, nine percent of all employed persons were on public payrolls; that figure is now 15 percent and is expected to reach 20 percent next year. As the numbers increase there will be approximately 15 million public employees by 1975--union organization grows as well. The Bureau of Labor Statistics states that in 1965 more than $1\frac{1}{2}$ million public employees were members of various unions, a 60-percent increase over the previous decade. There is a growing impression that some 11 million people work under a system of employment relations in many public agencies that lags 30 years behind policies prevailing in the private sector.

Mr. Rentfro presented four observations on the growing number of strikes in the public sector:

- (1) most strikes have been called in the face of severe legal deterrents--injunctions, fines, discharges, and even imprisonment;
- (2) it's always news when public employees strike--we seldom read about the thousands of negotiations that result in mutual agreement and amicable settlement of terms and conditions of employment;
- (3) the evidence does not support the popular notion that the enactment of laws providing collective bargaining for public employees tends to encourage strikes;
- (4) increasing strike activity could be avoided through better legislation.

Mr. Rentfro observed that the ancient doctrine of sovereignty is still used to maintain that it is improper for government to engage in collective negotiations. However, legislatures have long empowered administrators to enter into individual contracts of employment, often after bargaining of sorts have taken place.

It is further argued that collective bargaining by public employers amounts to a surrender of the legislative decision-making authority. As a matter of fact, however, agreement on proposals or counter-proposals simply indicates a change in thinking, not a surrender of authority.

Finally, Mr. Rentfro pointed out that collective bargaining does not eliminate strikes in the public or private sectors. Rather, it minimizes and discourages them, and it tends to maximize peaceful and constructive solutions to labor problems. Ideally, collective bargaining could benefit both parties by enabling them to define the real priorities and by establishing a mutually agreed to, systematic, and rational set of rules governing the work place. Legislation defining and implementing state policy in this area is obviously needed and would be in the public interest.

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