

# IR newsletter

Volume 12 - No. 14

March 17, 1970

DATE: TUESDAY, APRIL 7, 1970

Time: 6:00 p.m. - No Host Cocktails  
7:00 p.m. - Dinner - \$3.75  
8:00 p.m. - Speaker

Place: The Boardroom Restaurant  
3361 West 8th Street, Los Angeles

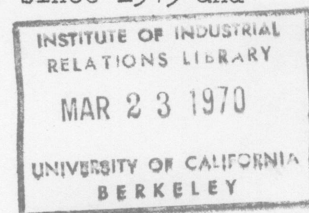
Speaker: LESTER ASHER, Attorney  
Asher, Greenfield, Gubbins and Segall

Subject: THE CHICAGO PLAN

PLEASE NOTE THAT WE ARE MEETING ONE WEEK EARLIER. For reservations please return the enclosed card or call Rita Sann at 825-3180 as soon as possible.

## NEWS BRIEF ON SPEAKER FOR APRIL

One of the principal authors of the "Chicago Plan," Mr. Asher has been General Counsel of the Illinois State Federation of Labor and Congress of Industrial Organizations since October, 1958. He has practiced extensively before the National Labor Relations Board, with which he was associated from September, 1937 until June, 1945. Mr. Asher graduated from the University of Chicago, Phi Beta Kapa, and received his law degree from that University's law school. He has been engaged in the practice of labor law in Chicago since 1945 and established his own law firm in 1951.



## PAST PROGRAM

Our March meeting featured an analysis of the new labor-management program for federal employees, as set forth in Executive Order 11491 that was signed into law on October 29, 1969. This Order succeeds Executive Order 10988 promulgated under the late President Kennedy, which resulted in the organization of more than 1,400,000 federal employees in exclusive bargaining units. However, President Johnson ordered a re-evaluation of that program, which was completed in 1969 by a committee selected by President Nixon.

Our speakers at the meeting, Gordon Byrholdt of the U.S. Department of Labor and William J. Smith of the American Federation of Government Employees, pointed out that the new Executive Order contains significant advantages with respect to decisions on appropriate units, elections of bargaining representatives, review of unfair labor practices, and the establishment of standards of conduct for labor organizations. According to Executive Order 11491, the Assistant Secretary of Labor for Labor-Management Relations has jurisdiction over these questions. A party feeling aggrieved may appeal the Assistant Secretary's rulings in these categories to the Federal Labor Relations Council. The Order also provides for intervention and assistance during the bargaining process, that is, the parties may jointly seek the assistance of the Federal Mediation and Conciliation Service, and if they reach an impasse during negotiations that mediation cannot resolve, either party may ask the Federal Impasse Panel established under the Order to intervene.

Among its substantive provisions the new Order contains a number of significant devices, which have been well-established in the private sector. For example, appropriate bargaining units can be established along craft, plant, installation, functional, or other bases, provided that a clear, identifiable community of interest exists; only exclusive and formal recognition is now permitted; mandatory unit exclusion applies to management, supervisors, guards, and confidential employees. Finally, the Order imposes upon each side the threat of unfair labor practice charges, and labor organizations representing federal employees will, just as in the private sector, have to file the same kinds of reports as unions presently are required to file under the Landrum Griffin Act. The discussants believe that the program initiated by Executive Order 11491 is an important step ahead in federal labor relations.

NEW BOOKS WRITTEN BY THE INSTITUTE OF INDUSTRIAL RELATIONS, UCLA STAFF:

TURBULENT YEARS: A History of the American Worker 1933-1941, by  
Irving Bernstein (Houghton Mifflin, \$14.00)

This thorough study of the period of greatest growth of organized labor in America covers the turbulence of the New Deal era in the first two administrations of Franklin Roosevelt. It deals with people that have left their mark on the life of the American worker, John L. Lewis, Philip Murray, David Dubinsky, the Reuther brothers, among many others. It describes events that have shaped the future of the American labor movement, the rising power of unions and their first ventures in industrial organization, the great strikes of the thirties, and the establishment of a national labor relations policy through the Wagner Act. Bernstein's book is a real treasure in labor history that should be in the library of everyone connected with the labor movement.

WATTS: The Aftermath, an Inside View of the Ghetto by the People of Watts.  
Edited by Paul Bullock (Grove Press, \$6.95)

Through this book speaks the voice of Watts, the voice of black teenagers who cannot find work, of school drop-outs who cannot get an education, of welfare mothers who cannot live in dignity. The people of Watts describe their world to you, how they see it almost five years after the great uprising. They take you into the day-to-day life of their black ghetto with its problems of poverty and drug addiction and unemployment, with its policemen and welfare workers and slum merchants. Through the author-editor approach--minimally edited tape recordings with comments by Mr. Bullock--you will walk with the people of Watts down Central Avenue, through vacant lots and dusty streets, into their world of pride and soul, and of hopelessness and despair. Reading is a MUST for all who want to build a better society.

ARBITRATION AND COLLECTIVE BARGAINING: Conflict Resolution in Labor Relations,  
by Paul Prasow and Edward Peters (McGraw-Hill Book Company, \$12.95)

This book is an analysis of the "common law" of labor arbitration, dealing with arbitral criteria and concepts that are at the core of the decision-making process. The authors, both knowledgeable and highly experienced teachers and practitioners in labor relations, believe that studying such criteria and concepts is one of the best means of understanding the dynamics of collective bargaining. Within a theoretical framework of the essence of the grievance and arbitration process, they explore a wide range of procedural and substantive issues using material of actual case studies. Their approach throughout is analytical and philosophical, emphasizing concept rather than technique. Highly recommended reading for all practitioners of as well as those interested in industrial and labor-management relations.