

IR newsletter

Volume 13 - No. 7

Date: Tuesday, May 11, 1971

Time: 6:00 PM - No Host Cocktail
7:00 - Dinner - \$4.50
8:00 - Speakers

Place: Mayfair Hotel
1256 West 7th Street
Los Angeles, California

Speakers: Alfred K. May, Vice President and National Field Director, National Association of Letter Carriers, AFL-CIO

Leo Kotin, Arbitrator and Industrial Relations Consultant; Lecturer in industrial relations, UCLA

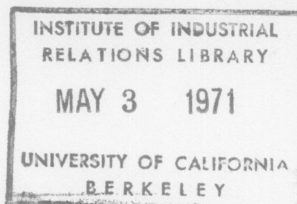
Topic: Labor Relations in a Public Corporation - The Reorganized Postal Service

Please make reservations by returning the enclosed card or by calling Miss Sonia Pieper at 825-3180 as soon as possible.

NEWS BRIEF ON SPEAKERS FOR MAY

Alfred May is the highest ranking official on the west coast of the National Association of Letter Carriers, the second largest union representing employees in the postal service. As one of the national leaders in the effort to secure full union rights and meaningful collective bargaining for postal employees, he is thoroughly familiar with their problems as well as with the problems of dealing with postal management. Mr. May has gained wide recognition for his outstanding job representing postal workers on the west coast. His speech should be of special significance to everyone concerned with this new area of labor-management relations.

Leo Kotin is well-known to most of us as a distinguished arbitrator and eminent lecturer in industrial relations at the University of California, Los Angeles. He has dealt with the problems of the postal workers and will present his view as an arbitrator - looking at a new era in labor relations that is developing in the postal service.



SUMMARY OF APRIL 13, 1971 MEETING

Our guest speaker, William C. Hern, Director of the California State Department of Industrial Relations, discussed the manifold functions and services of his agency. He explained that a large number of cases are filed each year under the State Labor Code. For example, the Division of Industrial Accidents handled more than 100,000 cases in the past calendar year, and the State Conciliation Service settled over 800 disputes that were referred to it in the same period of time. Under the guidance of the Division of Apprenticeship Standards, more than 28,000 new people were brought into the state's apprenticeship program - more new people than in any other state in the union. And the Division of Labor Law Enforcement, which watches over the observance of more than 200 sections of labor law, collected more than \$5,175,000 in claims filed on behalf of wage earners in 1970 alone.

These accomplishments, said Mr. Hern, indicate in some measure the extent and variety of the services performed by his agency and staff. In looking to the future, however, new federal legislation may soon preempt some of the good work that is being done by the state. He cited the new Health, Safety and Occupational Standards Act that becomes effective on April 28, 1971, and that might possibly interfere with state handling of industrial relations matters. Mr. Hern pointed to the record of his agency with considerable pride, a record of administering the laws of this state for over 55 years - and doing so successfully.

The speaker then commented on the continued efforts of the Department of Industrial Relations to expand its role and assume new duties in response to new needs. For example, he feels that the State Conciliation Service should hold representation elections and perform similar functions for which it is trained and equipped. He also mentioned that the state legislature is now considering legislation under which labor problems in agriculture would become the state's concern.

Finally, Mr. Hern stressed the need for private parties to sit down themselves at the bargaining table, and to come to the state only after all possibilities of settling their problems have been exhausted. He also proposed that labor unions might incorporate in future contract packages items such as money for safety programs. "Why not have a cent or two set aside for a funded safety program as part of the wage package," he asked.

IMPORTANT

In our meeting of May 11, 1971, we will nominate and elect new Executive Board officers for the fiscal year beginning July 1, 1971.

We are enclosing a proposed revision of the Association's by-laws, which will also be voted on that day.

We highly recommend that all members attend this meeting and participate in the election of the new Executive Board and the approval of the proposed by-law revisions.

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UNIVERSITY OF CALIFORNIA

Los Angeles

INSTITUTE OF INDUSTRIAL RELATIONS

ALUMNI ASSOCIATION

PROPOSED BY-LAW REVISIONS

| <u>ARTICLE</u> | <u>PRESENT BY-LAWS</u> | <u>PROPOSED REVISIONS</u> |
|----------------|--|-------------------------------|
| III-MEMBERSHIP | A. Regular membership in this Association shall be available to: 1. Any person who has become eligible for the Certificate in Industrial Relations by completing the program offered through the Institute of Industrial Relations and University Extension, University of California | No change |
| | B. Associate membership shall be available to any person who has completed a minimum of four courses in the Certificate Program in Industrial Relations and who is registered in the Certificate Program in University Extension | To be deleted in its entirety |
| | C. Honorary memberships may be conferred upon recommendation of the Executive Board with approval thereof at a regular membership meeting. | Changed to Paragraph B |
| | D. Applicants for membership and membership renewals are subject to approval by the Executive Board | Changed to Paragraph C |

| <u>ARTICLE</u> | <u>PRESENT BY-LAWS</u> | <u>PROPOSED REVISIONS</u> |
|----------------------------|--|---|
| IV -EXECUTIVE BOARD | | |
| B. COMPOSITION | The Executive Board of the Association shall be composed as follows: | |
| | 1. The President, Vice President and Secretary-Treasurer; | No change |
| | 2. Six Trustees | Twelve (12) Board Members |
| | 3. One representative of the faculty of the Institute of Industrial Relations, University of California | No change |
| | 4. The immediate Past President of the Association | No change |
| | | 5. All other past Presidents to be ex-officio Members |
| C. QUORUM | President or Vice President and three (3) Members of the Executive Board | President and Vice President and four (4) Members of the Executive Board |
| V - OFFICER DUTIES | D. TRUSTEES | |
| | The Trustees shall serve as Members of the Executive Board and have such specific duties as may be prescribed by the Executive Board | To be deleted in its entirety |
| VI - VOTING | B. Each Member in good standing present at any regular or special meeting shall be entitled to one vote. Associate Members shall not be entitled to vote. | B. Each Member in good standing present at any regular or special meeting shall be entitled to one vote. |

| <u>ARTICLE</u> | <u>PRESENT BY-LAWS</u> | <u>PROPOSED REVISIONS</u> |
|-----------------|---|--|
| VII - FINANCES | A.1 There shall be no initiation fee. Dues for regular Members shall be five (\$5.) dollars per annum. Dues for Associate Members shall be three (\$3.00) dollars per annum. | A.1 There shall be no initiation fee. Membership dues shall be ten (\$10.00) dollars per annum. |
| IX - COMMITTEES | A.2 AUDIT COMMITTEE The Audit Committee shall be composed of a chairman and two other Members appointed by the President. This Committee shall audit the annual financial statement and certify it to the Executive Board prior to the submission of the report to the membership. | The Audit Committee shall be composed of a chairman and two other Members appointed by the President. This Committee shall audit the annual financial statement and certify it to the Executive Board. |