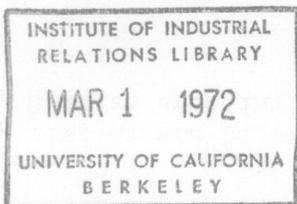


IRR newsletter

Volume 14 - # 6

Date: Wednesday, March 8, 1972
Place: Olympian Hotel (Chariot Room)
1903 W. Olympic Blvd., Los Angeles
Time: 5:30 pm - No Host Cocktails
6:30 pm - Dinner
7:30 pm - Speaker



(Note: This meeting is starting one-half hour earlier in response to requests from members and guests who work in the Downtown area.)

Speaker: Charles Bakaly, Jr., Attorney and Partner,
Law Firm, O'Melveny and Myers

Topic: COLLECTIVE BARGAINING IN THE PUBLIC SECTOR:
NEGOTIATING THE NEW TEACHERS' CONTRACT -
A MANAGEMENT PERSPECTIVE

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

THE SPEAKER

Charles Bakaly, Jr., is a distinguished member of the American Bar Association and The State Bar of California. He has represented management in labor cases for many years, has served as Chairman of the Labor Law Section of the American Bar Association, and has been party to several landmark decisions affecting collective bargaining in the United States. Mr. Bakaly represents the Los Angeles City Board of Education in its bargaining with various teachers' associations. He is an eloquent and outstanding speaker; we urge you to attend and bring your colleagues, friends, and guests.

SUMMARY OF FEBRUARY 9, 1972, MEETING

Mr. Esteban Torres related the history, formation, and purpose of The East Los Angeles Community Union (TELACU). He acknowledged the assistance of several individuals and the UAW leadership in the development of self-help programs in the

East Los Angeles barrios: Ted Ellsworth, Paul Schrade, Victor Reuther, the UCIA Institute of Industrial Relations, and others concerned and involved in the formation of TELACU. Mr. Torres discussed his experience with Latin American workers in their countries, and their movement toward greater independence as being similar and closely related to the developments in the American barrios among Spanish speaking minorities.

The speaker cited parts of the book by Carey McWilliams, North from Mexico, telling of the history of the American Southwest, of how employers used Mexican laborers as scabs to break strikes and then of the hysteria that followed, severely affecting families and people by the unfair system of mass detention and deportation to Mexico. Mr. Torres' father was caught in that action some years ago, which separated the entire Torres family. The same hysteria is now taking place in California with the coming enforcement, March 4, 1972, of the Dixon-Arnett Law on employment of illegal aliens. Many such aliens have wives and children in the United States and are now threatened with discharge from their jobs and possible deportation. This is already happening in some cases, and the families left behind will become wards of the government if they have no support. Mr. Torres suggested that the law might well be held unconstitutional because it preempts an area of personal liberty in which the federal government has had traditional authority; he recommended that a new and less ambiguous law may be needed or desirable to afford protection for illegal aliens who have been in this country for some time, such as a cut-off date that has been established by the federal government in the past for other minority groups.

Mr. Torres said that employers in some situations are taking advantage of the plight of illegal aliens under the new law "sweating" them to work for less money or longer hours or threatening discharge if they do not comply. This hysteria, he emphasized, will result in swelling relief rolls and welfare costs.

Another situation cited by Mr. Torres is the alleged harassment of illegal aliens who go to the Immigration and Naturalization Service and then are sent to the Internal Revenue Service. The IRS then performs retroactive auditing for several years, and tells them how much money they owe in back taxes; some have been told they can stay as illegals because of the back taxes owed, but they find that after they pay the money they are deported anyway.

In the question-and-answer period, the efforts of the Musicians Union were discussed to enforce the contracts of its members against the unpaid (working for tips only) Mariachi musicians, who are taking jobs away from union members. Also, the Union said it is trying to develop special, lower cost membership fees and dues for the Mariachi musicians, in that way protecting them and protecting the union members in the area as well.

It was further pointed out that some employers threaten illegal alien workers, if they go to the union for protection under a contract, that they might report them to the Immigration Service thus subjecting them to possible deportation; this has prevented employees from securing the protection of the NLRB and of their union. Several spokesmen for unions pointed to the extent to which some management consultants have been using illegals as scabs in strike situations, voicing concern that unions will have to take a stand.

NEW I.R. GRADUATES

Eighteen persons have been awarded the Certificate in Industrial Relations during the fall 1971 University Extension program. We are pleased to announce that the new graduates will be our guests of honor at this meeting. This is a special occasion for all members to welcome them.

NEWS

The Institute of Industrial Relations, UCLA, invites you to participate in the following forthcoming conferences and seminars:

CENTER FOR LABOR RESEARCH AND EDUCATION

- Labor and World Affairs Conference
Date: March 26-29, 1972. Place: University of California Conference Center, Lake Arrowhead

For complete information, please see announcement enclosed.

- Carpenters District # 8 Leadership Conference
Date: April 25-28, 1972. Place: University of California Conference Center, Lake Arrowhead

Person to contact: Jack Blackburn, 825-3537, or Ethel Davis, 825-1785.

MANAGEMENT PROGRAMS - PRIVATE SECTOR

- Interpersonal Communication
Date: March 3-19 (weekends only). Place: Lake Arrowhead and UCLA Campus
- Briefing Sessions on Collective Bargaining - Bargaining in a Controls Climate
Date: March 13, 1972. Place: Airport-Marina Hotel, Los Angeles
In cooperation with: The Bureau of National Affairs
- Human Factors in Management
Date: March 27 - May 18, 1972 (8 weeks - one night a week). Place: 9383 Bunche Hall, UCLA Campus
- Organizational Development
Date: April 25-26, 1972. Place: Santa Ynez Inn, Pacific Palisades

Person to contact: Lisa Rosenberg or Angus MacLeod, 825-1888 or 825-3089.

MANAGEMENT PROGRAMS - PUBLIC SECTOR

- Survey Conference in Employee Relations - Public Sector
Date: April 20-21, 1972. Place: Holiday Inn, Downtown Los Angeles

Person to contact: Philip Tamoush, 825-7609.

LABOR CLASSES

The starting date for the course on "Practical Politics", which is part of our Labor Studies Certificate Program, has been postponed from February 26 to March 11, 1972. If you are considering to enroll for this course, please contact Ted Ellsworth or Sonia Pieper, 825-3180, before March 10, 1972.

The sessions will be held at the Board Room, Costumers Local # 705, IATSE, 1427 North La Brea Ave., Hollywood, on Saturdays March 11, 25, April 8 and 22, 1972, from 9:00 am to 3:30 pm. Enrollment fee is \$20.00.

JOB OPENING

The Center for Labor Research and Education, UCLA, has a request from Ed Pratt, Secretary, California Professional Employees Association (MEBA) for a young man to work with them as a field representative and part time organizer. They will start him at about \$800.00 per month. If you know of anyone interested, have them call Mr. Pratt at 624-8363.

RECENT I.I.R. PUBLICATIONS

- The Evaluation of National Health Insurance Schemes
(Proceedings of a conference held on October 7, 1971)
Price: \$2.00 each.
- # 222 - Blacks in Meatpacking: Another View of the Jungle, by Walter Fogel (Reprint - 1971)
Price: \$.35 each

To order, please contact: Kathy Greene
Publications Department
Institute of Industrial Relations
University of California
Los Angeles, California 90024

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