

IR newsletter

Volume 14 - # 7

Date: Wednesday, April 12, 1972

Place: Olympian Hotel (Chariot Room)
1903 W. Olympic Blvd., Los Angeles

Time: 5:30 pm - No Host Cocktails
6:30 - Dinner \$4.75 per person
7:30 - Speaker

(PLEASE NOTE CHANGE IN MEETING STARTING TIME)

Speaker: Arthur Carstens, formerly Administrator of
Labor Programs, Center for Labor Research
and Education, Institute of Industrial
Relations, UCLA

Topic: ART CARSTENS LOOKS AT THE WORLD LABOR SCENE
AND TELLS IT LIKE IT IS

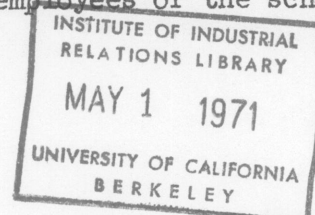
Please make reservations by returning the enclosed card or by calling Miss Sonia Pieper, 825-3180, as soon as possible.

THE SPEAKER

Mr. Carstens has recently completed an extensive trip "round-the-world," where he had numerous opportunities to visit industrial relations centers in many countries. He will tell us about what is happening, what he observed, and what he makes of the labor problems and developments abroad. Art is known to many of us for his forthright and original thinking. We are looking forward to an interesting and eloquent report on today's labor scene in foreign countries. Bring your friends, colleagues, and guests for an enjoyable and informative evening.

SUMMARY OF MARCH 8, 1972, MEETING

Our speaker, Charles Bakaly, Jr., of the law firm of O'Melveny & Myers, made an outstanding presentation of what has been happening, what has been accomplished, and what lies ahead, in the meeting and conferring going on between the Los Angeles Board of Education and the certificated employees of the school system.



There are approximately 29 thousand certificated employees in the school system. In the strike that took place in 1970, approximately 50% of the certificated employees engaged in a work stoppage. The situation is complicated by the guidelines of the Winton Act and subsequent court rulings interpreting the laws of the state. The court enjoined the making of any collective-bargaining agreement and then also enjoined the approach of making rules that would take the place of a joint agreement. In this context of prior events commencing in May 1971, the parties met two and three times a week until December 1971. Great progress has been made in working out a method of operation that meets with the legal and human requirements, as well as the management needs, of operating a successful school system. The culmination was a joint recommendation from the Board's representative and the certificated employees council to the Board to adopt all of the rules pertaining the employee-employer matters which the Board adopted without change.

Some of the issues agreed on in the meetings included the issues of the use of the school mail system, and the use of bulletin boards. Also, agreement has been reached on a procedure involving fact-finding where the parties have a persistent disagreement concerning a matter. While the procedure has not as yet been used, both parties would have to consent to the publication of the findings and to the issuance of recommendations when it is to be used.

New innovations have been developed regarding transfers of teachers from one school to another. One of the great needs was to affect changes in the system so that teachers would be encouraged to stay in the inner city schools, and Mr. Bakaly explained that the new transfer procedure may accomplish a good deal towards that goal. Also, the Superintendent can transfer teachers when "deemed in the best interest" of the school system. Also the duties of teachers have been codified.

Very significant progress has been made in the area of grievance handling. Prior to the new procedure, complaints were frequently almost the equivalent of law suits. That has been changed now to a regularized procedure ending in a fourth step, which is a Board of Review. This is not final and binding arbitration, but is a substitute for it that meets the legal requirements. The Board of Review consists of representatives of all parties and its decision is final in 10 days if not appealed to the Board of Education, whose decision is final if there is an appeal.

During the Question and Answer period, Mr. Bakaly was asked about accomplishments in the meeting and conferring affecting wages and hours, and he pointed out in reply that wages were a difficult problem because there was no money in the budget for wage increases. They were able though, to work out improvements in the step increase structure. A question was raised regarding the makeup of the Board of Review. Mr. Bakaly replied that the complainant appoints one representative, the school district chooses one, and together they chose a third person. A list of 15 individuals is now being developed from which the third person for the Board of Review is to be chosen. It already includes such eminent arbitrators as Howard Block. Another query was entered regarding status of employees who go on strike. The speaker answered that this matter was not covered in the meeting and conferring.

Meeting and conferring over the size of the classes has not developed yet, but it is very likely that managements' position will be that the size of classes is not a meet and confer issue. Referring again to the wage issue in response to another inquiry, Bakaly emphasized the management has as one of its goals, getting funds for a wage increase into the next budget.

NEW GRADUATES

The following graduates in Industrial Relations, University Extension, UCLA, were honored during the meeting:

Albert S. Bevans, Personnel Representative, Lockheed Aircraft California Co.

Gordon Froehlich, Personnel Representative, Honeywell, Inc.

Mary F. Gershuny, Executive Secretary, Guidance and Control Systems, Litton Systems, Inc.

John R. Holloway, Personnel Manager, Carnation Company

Vern C. Jones, Assistant Director, Operations Division for Local Services, Los Angeles Postal Service

Tom W. Royston, Director of Employee Relations, Singer Company, Instrumentation Division Los Angeles Operation

Donna Taylor, Personnel Assistant, Farmers Insurance Group

Robert W. Thurston, Employee Benefit Consultant, Litton Industries, Inc.

JOB OPENINGS

- Position of CSEA General Manager

The California State Employees' Association will accept applications for the above position. Responsibilities: under the direction of the President of CSEA, the General Manager (the Chief Administrator of the Association's staff) administers, directs, manages, organizes, coordinates, plans, and controls all activities of headquarters office and staff; he implements the Association's programs, policies, and directives developed by the Board of Directors and the General Council. Further duties and responsibilities, as well as benefits and conditions of work, are outlined in CSEA's Constitution and Bylaws relating to the position of General Manager. Minimum Qualifications: equivalent of graduation from a recognized four-year college, preferably with graduate work in public or business administration, political science, law, or sociology. Applicant should also have broad, extensive, and successful experience of more than 5 years in a full-time paid administrative position, and wide knowledge and skill in applying the principles and practices of public personnel management. Salary: negotiated flat annual rate (in excess of \$27,000). Applications, postmarked no later than May 15, 1972, are to be sent to: Dorothy Rumph, Recruitment Division, 3038 Notre Dame Drive, Sacramento, Ca. 95826. (Employment Application forms are available at Institute of Industrial Relations, UCLA, or at the before mentioned address.)

JOB OPENINGS (continued)

- Personnel Services - Assistant to City Manager, City of Beverly Hills

The City of Beverly Hills will accept applications for the above position. Responsibilities: plans and directs City personnel program, policies, and objectives. Direct responsibility for recruitment, training, labor relations, career development, central personnel system programs for 650 employees. Member of top management team. Minimum Qualifications: MA in appropriate field plus five years experience in personnel management. Salary: \$18,000 - \$22,000. For further information contact S.H. Graubard, City of Beverly Hills, Personnel Department, 450 Crescent Drive, Beverly Hills, California 90210, (213) 276-6181.

LABOR INTERNSHIP PROGRAM, 1972-73

The AFL-CIO announces its 1972-73 Labor Internship Program, beginning July 17, 1972, in the fields of civil rights, community services, education, international affairs, legislation, public relations/publications, and social security. Eligibility: the internship is open to individuals with combined academic study and background experience appropriate for training in the AFL-CIO. Terms of Internship: Interns are expected to work full-time at the AFL-CIO headquarters in Washington, D.C. during the period of training. Interns will work with senior staff members and will become involved in the entire range of interests of AFL-CIO departments to which interns are assigned. A major program objective is to make available qualified specialists in a variety of fields to the American union movement. Further information and application forms can be secured from AFL-CIO Intern Program, 815 16th St., N.W., Washington, D.C. 20006.

Deadline for submitting applications: May 1, 1972.

FORTHCOMING EVENTS

The Institute of Industrial Relations, UCLA, invites you to participate in the following scheduled programs:

- Center for Labor Research & Education

8th DISTRICT COUNCIL OF CARPENTERS LEADERSHIP CONFERENCE
April 25-28, 1972 at Lake Arrowhead, California

For further information contact: Jack Blackburn, 825-3537, or Ethel Davis,
825-1785

- Management Programs - Private Sector

ORGANIZATIONAL DEVELOPMENT

April 25-26, 1972 at Santa Ynez Inn, Pacific Palisades

For further information contact: Angus MacLeod or Lisa Rosenberg, 825-1888 or
825-3089

FORTHCOMING EVENTS (continued)

- Management Programs - Public Sector

SURVEY CONFERENCE IN EMPLOYEE RELATIONS - PUBLIC SECTOR
April 20-21, 1972 at Holiday Inn, Downtown Los Angeles

For further information contact: Philip Tamoush, 825-7609

RECENT PUBLICATIONS

- ✓ - THE DEVELOPMENT OF PREPAID LEGAL SERVICES, Proceedings of a Two-Day Conference, November 12-13, 1971. \$2.50 each.
- ✓ - UNIT DETERMINATION, RECOGNITION, AND REPRESENTATION ELECTION IN PUBLIC AGENCIES, Proceedings of a Two-Day Conference, September 23-24, 1971. \$2.00 each.
- ✓ - # 223 - PUBLIC POLICY AND LABOR-MANAGEMENT RELATIONS by Benjamin Aaron and Paul Seth Meyer (1972). 35¢ each.
- ✓ - # 224 - GEORGE MEANY AND THE WAYWARD by John Hutchinson (1972). 35¢ each.

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

- ✓ - YOUTH IN THE LABOR MARKET - Employment Patterns and Career Aspirations in Watts and East Los Angeles by Paul Bullock (1972)
\$5.25 each (complete issue) or
\$4.20 each (lacks summary and appendix)

Limited supply.

To order this publication contact: Shirley Matthews
Manpower Research Center
Institute of Industrial Relations
University of California
Los Angeles, California 90024

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