

Volume 14 - # 8

Date: Wednesday, May 10, 1972

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

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

Speaker: Leo Kotin, Management Consultant and Arbitrator,  
and Chairman, City of Los Angeles Employee  
Relations Board.

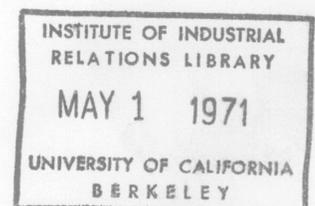
Please make reservations by returning the enclosed card or by calling Miss Sonia Pieper, 825-3180, as soon as possible.

THE SPEAKER Mr. Kotin is a well-known lecturer and arbitrator, who will discuss his experiences, trials and tribulations, in setting up the Los Angeles City Employee Relations Board established recently by a special ordinance.

SUMMARY OF APRIL 12, 1972, MEETING

Art Carstens, former administrator of Labor Programs of the Center for Labor Research and Education, UCLA, gave a brief summary of problems confronting labor movements in various countries that he visited during a recent round-the-world journey. He noted these worldwide trends:

Increased militancy on the part of public and white-collar workers; pressure to democratize decision-making in industrial and public-sector enterprises; determination to reduce working hours through longer vacations and shorter hours; reluctant use of mediators, conciliators, and arbitrators in all industrial countries that he had visited; increased emphasis by labor unions on consumer problems, including insurance, banking, and cooperatives; worldwide concern and interest in the unemployment problem in the United States. In most industrial countries workers are being imported to meet growing demands; increased mobility of work forces; and concern over growth of multinational enterprises.



Mr. Carstens described the unique industrial relations systems in New Zealand and Australia, both of which have developed so-called compulsory labor-arbitration systems. New Zealand, until recently, also has had years of experience with compulsory unionism -- a practice that now has been modified. Both compulsory arbitration systems made provisions for jurisdictional coverage of registered unions, and also required unions to conform with stipulated rules concerning records, election procedures, and membership rights.

Presently there is much dissatisfaction about many features of the arbitration systems in these countries, particularly about the penalty provisions. But there is a consensus that with some modifications, both the New Zealand and Australian systems will remain in force. There is also concern that the deterioration of the American and British economies may have an adverse effect on Australia and New Zealand, the latter particularly has been dependent upon Britain and is only reluctantly turning to Asia as a new market.

Israel also has undertaken unique and important experiments in human work relations. Several kinds of economic organizations are involved in this -- ranging from the kibutz, the cooperative, and the union-operated enterprise to the traditional, free enterprise. All have their unique form of labor-management relations on their boss-worker relations, and all place great emphasis on education and democratization of decision-making. When Carstens made a reference to "management prerogatives," one prominent manager remarked, "that's your American hang-up -- it's not ours." For example, during their stay, hospital workers including medics held several one-day wage strikes. However, he observed that the kibutz, a type of commune organization, appears to be declining relative to other forms of economic systems. But it still holds an important place, particularly for young persons.

The Russian worker, when asked why he belongs to a union, usually responds, "to get a free vacation, to get an apartment (Russian unions allocate housing), to supplement my pension." Russian unions receive most of their support from profits of enterprises whose members they represent. These funds are used to support the consumer interests of their members. Wages are determined by the central government, but the extent of union participation in such national wage decisions is not a matter of common knowledge. It appears that presently white-collar workers' wages are being upgraded as compared with blue-collar groups; construction workers still rank among the best paid manual workers in Russia.

Unfortunately there was no time to study the grievance procedures. In general, Carstens observed that food and clothing appeared to be adequate, and that large numbers of hi-rise apartments are in the course of construction.

As a guest of the Ö.T.V., the giant union of West German Public Employees, Carstens also participated in the International Convention of Public Employees and in the International Conference of Metal Workers. Both groups were very much concerned with problems of the Common Market and the invasion of Europe by American cartels. European unionists have become aware that they must now organize on an international basis in order to protect working conditions and economic benefits. They are also aware of many new problems that confront them in their relations with cartels and national as well as international public agencies. In Western Europe, the unions place great emphasis on more participation in decision-making. Another item of interest was the participation by unions from the Communist countries in the European Trade Union Conferences.

Again, everywhere there was concern over the large amount of unemployment in the United States and over the deteriorating position of the dollar on foreign exchanges. By contrast, Northern European economies (except Britain) continue to enjoy full employment.

#### JOB OPENINGS

U.S. Department of Labor, Labor-Management Services Administration, Office of Labor-Management Policy Development, Washington, D.C. 20210

Position of Labor Economist GS-110-9 (\$11,046) or GS-110-11 (\$13,309)

Qualifications: Bachelor's or higher degree in economics, including 21 semester hours in economics and 3 hours in statistics, accounting or calculus. In addition, Grade 9 (\$11,046) requires a master's degree or 2 years specialized professional experience. Grade 11 (\$13,309) requires 2 full years graduate study, completion of all requirements for a doctoral degree, or 3 years specialized professional experience. Experience with research materials in the fields of union structure, practices and administration, pension and welfare plans, labor-management relations in private industry and public sector is desired.

Note: Economics majors with bachelor's degrees who do not meet the requirements for GS-9 or GS-11, but are interested in the type of work offered, may be hired at GS-5 (\$6,938) or GS-7 (\$8,582) if they have passed the Federal Service Entrance Examination.

For further information, please contact Mr. Herbert J. Lahne, Chief, Division of Research and Analysis, IMSA, U.S. Department of Labor, Washington, D.C. 20210, or call (301) 495-4142.

#### Kennecot Copper Corporation - Metal Mining Division, New York City

Position of Senior Industrial Relations Representative.

Qualifications: Masters degree in Industrial Relations/Personnel. Successful experience in Industrial Relations/Personnel work at divisional or corporate staff level in major industrial corporation. Innovative mind with above average problem solving analytical abilities. Above average skills in oral and written communications. Ability to deal with top division executives and gain acceptance at all levels of the organization. Experience in design and implementation of computer personnel information system and/or organization and manpower utilization studies and/or professional recruitment is preferred.

Salary: to \$16,500.

For further information, please contact Mr. Harold E. Johnson, Manager, Recruitment and Development, Kennecot Copper Corp. - Metal Mining Division, 161 East 42nd St., New York, N.Y. 10017.

#### City of Huntington Park

Position of Personnel Officer. Labor experience desired. For further information, please contact Mr. Harold M. Campbell, City Administrative Officer, (213) 582-6161.

JOB OPENINGS (continued)

City of Santa Barbara

Position of Personnel Director.

Qualifications: College degree in public or business administration and five years recent experience in personnel management, preferably in municipal or county government. Labor Relations experience desired.

Salary: \$1,190 - \$1,446). Filing deadline: May 5, 1972.

For further information, please contact Assistant City Administrator, City Hall, P. O. Drawer P-P, Santa Barbara, California 93102.

Opening in Los Angeles Area in Industrial Relations for State Professional Organization

Responsible for representation of employed professionals in collective bargaining, including negotiations and contract enforcement. Particular qualifications desired: ability to relate to professionals, to develop understanding of employing organizations, to educate members in collective bargaining. Experience and degree preferred. Salary commensurate with background.

For further information, please contact Ms. Mineva Mayberry, 1543 W. Olympic Blvd., Los Angeles, California 90015.

FORTHCOMING EVENTS

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

- Public Programs

NURSING HOMES FOR THE ELDERLY - A GRIM MONUMENT TO FAILURE

Wednesday, May 10, 1972, at 11:45 am (luncheon meeting).

Speaker: Dr. Lionel Z. Cosin, Clinical Director, Geriatric Unit, United Oxford Hospitals, England.

Place: Los Angeles Convention Center, 1200 S. Figueroa St., Los Angeles, Ca.  
Registration Fee: \$6.00.

CONFLICT RESOLUTION - A POTENTIAL CAREER FOR WOMEN

Saturday, June 3, 1972, from 8:30 am to 5:00 pm (one-day conference).

Place: Hacienda Hotel (at International Airport), El Segundo, California.  
Registration Fee: \$40.00 (including lunch and materials).

A conference designed to explore the potential opportunities for women to act as neutrals in dispute settlements, and to review the training, background, and education needed to qualify as arbitrators.

For further information, please contact Sonia Pieper, 825-3180.

FORTHCOMING EVENTS (continued)

- Management Programs - Private Sector

**THE MEET AND CONFER PROCESS IN PUBLIC EDUCATION**

May 16-17, 1972, from 9:00 am to 4:00 pm (A two-day seminar).

Place: Room 9383 Bunche Hall, UCLA Campus.

Registration Fee: \$100.00 (including lunches, materials, and parking).

This intensive 2-day workshop is designed for administrators, staff officials, and school board members in public education concerned with teacher negotiations.

For further information, please contact Mary Wright, 825-1888 or 825-3089.

- Manpower Research Forum

Professor Charles Killingsworth from Michigan State University will present a three-part lecture series on "How to Cure Unemployment" at UCLA's Manpower Research Forum on May 15, 17, and 19th. Professor Killingsworth's lectures will be the basis of the book he is preparing on the above subject, with the three lectures entitled:

"Dimensions of Unemployment" - May 15

"The Causes of Unemployment" - May 17

"Remedies: Past, Present, Future" - May 19

All lectures will be from 3:00-5:00 pm, and are open to I.I.R.A.A. members without charge. Please call Sonia Pieper, 825-3180, for information on the location of the Forum meeting.

UCLA LABOR STUDIES CERTIFICATE PROGRAM

The Center for Labor Research and Education, UCLA, is offering during the spring quarter a course on "The Changing Concept of Unionism - At Home and Abroad." This course deals with the new concepts that are changing trade union activities; the encroachment by unions on management; their relationship with government; and the new benefits in housing, education, and other fields that are being negotiated.

Date: Saturdays, May 6, May 20, and June 3, 1972, from 9:00 am to 3:30 pm, at University Extension Downtown Center, Room # 220, 1100 S. Grand Ave., Los Angeles.

Instructor: Mr. Arthur Carstens, former administrator of the Center for Labor Research and Education, UCLA. Enrollment Fee: \$25.00.

For further information, please call Sonia Pieper, 825-3180.

RECENT PUBLICATIONS

- HEALTH MANPOWER AND THE ORGANIZATION OF HEALTH SERVICES by C. Kramer and Ruth Roemer (1972). \$3.00 each (plus tax and mailing charges).

To order this publication, please contact Fred Schmidt, Institute of Industrial Relations, University of California, Los Angeles, California 90024.

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