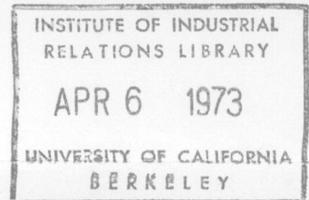


IIR newsletter

Volume 15 - # 6



Date: Wednesday, April 11, 1973

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

Time: 6:00 pm - No Host Cocktails
7:00 pm - Dinner (\$5.00 per person)
8:00 pm - Speakers

Topic: SB # 552. This bill will create a Public Relations Board in the State of California to resolve disputes between public employees and employers. It also contain provisions legalizing strike activities by all public employees.

Speakers: Against SB # 552: Ralph W. Hanley, Deputy City Manager, City of San Jose, California. Mr. Hanle will discuss significant issues affecting future public employee-employer relations in this state. He will present management's viewpoints concerning SB # 552.

For SB # 552: To be announced.

Please make reservations by returning the enclosed form and you check (\$5.00 per person) to Sonia Portales, Institute of Industrial Relations, University of California, Los Angeles, California 90024, or by calling 825-3180. Make checks payable to I.I.R. Alumni Association.

SUMMARY OF MARCH 14, 1973, MEETING

Paul S. Nathanson, Executive Director of the National Senior Citizens Law Center, discussed private pension plans and the need for reform in this area. He outlined pending legislation, particularly the bill introduced by Senators Javits and Williams some time ago. S4 would establish an Office of Pension and Welfare Plan Administration in the Department of Labor, which would administer the various provisions included in the bill. It would provide for minimum vesting, to the effect that after eight years of service an individual would be 30 percent vested in his pension, adding 10 percent each year thereafter and reaching 100 percent

after fifteen years of service. Present legislation involving pension plans does not contain vesting requirements, which means that an individual has to remain employed, if covered by an industry plan, or a union member, under a union plan, until age 65 to receive his pension.

Senator Javits' bill would also establish funding standards for pension plans to assure that all unfunded pension liabilities are covered over a period of thirty years. In addition, voluntary portability and pension plan termination insurance would be established and new rules governing trustees of pension plans, especially to prevent conflicts of interests that may arise in the administration of pension funds. Mr. Nathanson pointed out that between 150 and 280 billion dollars are invested in private pension funds in this country.

Another bill has been introduced by Congressman Dent. HR2 has broad disclosure provisions, fiduciary responsibilities that incorporate the prudent-man investment rule and watch over investment securities, and very complicated vesting regulations that also require that investments are funded within 25 years -- as compared to 30 years under the Javits bill. In addition, Congressmen Dent and Perkins have introduced legislation providing for pension portability and termination insurance, with the Secretary of Labor having the power of final decision in pension plan terminations. Finally, Senator Curtis from Nebraska has introduced the Administration's bill, the main thrust of which is an interesting vesting provision -- the so-called rule of 50.

Mr. Nathanson commented on some existing legislation that affects pension plans, such as the Welfare and Pension Plan Disclosure Act and the Internal Revenue Code. In most cases, however, these laws are not effective in preventing employers from terminating contributory pension plans -- the critical area in which corrective legislation is so vitally needed. The main problem with these laws, he said, is the lack of enforcement mechanisms. For example, it took several years to get regulations under the Welfare and Pension Plan Disclosure Act. And the Internal Revenue Code requires that if a pension plan is terminated or contributions to it discontinued, everyone that is covered has to be vested 100 percent. But in practice these regulations have been circumvented and little has been done about it. S4 and HR2, on the other hand, contain provisions that would deal with enforcement procedures: the Secretary of Labor would be empowered to petition federal courts to compel pension plans to comply with the law -- comply with filing requirements, make insurance payments under the insurance provisions, pay the required benefits provided in a given plan. The Secretary also could restrict acts which would violate provisions of the legislation, he could require the return of fund assets transferred in violation of the law, and he could even have violating fiduciaries removed.

The speaker suggested the creation of a pension review board, which would have independent powers, would not be set up to regulate a particular industry, would be funded separately by the government, and would have a staff of actuaries, lawyers, and pension plan consultants thoroughly knowledgeable in the field who could represent individuals before the courts and administrative bodies in any kind of pension claims.

FORTHCOMING EVENTS

PUBLIC PROGRAM, INSTITUTE OF INDUSTRIAL RELATIONS

- In view of the success of our Arbitration Symposium held on March 22, 1973, and the many people who could not attend the program because of lack of space, a similar conference is being planned for the beginning of May, 1973. Further information will be made available as soon as definite plans are scheduled.

CENTER FOR LABOR RESEARCH AND EDUCATION

Two courses will be offered this spring quarter in the Labor Studies Program:

- LC-1 - GOVERNMENTAL AGENCIES AND THE LABOR UNION
Starting Saturday, April 21, 1973 (every other Saturday - 6 sessions)
University Extension Downtown Center, Room # 214, 1100 S. Grand Ave., LA
Instructor: Mr. Julius Draznin, Assistant Regional Director, NLRB # 31
- 804 - UNDERSTANDING HUMAN BEHAVIOR
Starting Tuesday, April 24, 1973 (consecutive Tuesdays - 8 sessions)
University Extension Downtown Center, Room # 302, 1100 S. Grand Ave., LA
Instructor: Reverend Kenneth Watson, Minister, First United Methodist Church, Hawthorne, California

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

PRIVATE SECTOR MANAGEMENT PROGRAMS

- HUMAN FACTORS IN MANAGEMENT
April 3/May 23, 1973, at 9383 Bunche Hall, UCLA Campus
- INTERPERSONAL COMMUNICATION
April 6/April 29, 1973, Lake Arrowhead and UCLA Students Union, Campus
- ORGANIZATIONAL DEVELOPMENT - WHAT IT MEANS
April 23-24, 1973 - Airport-Marina Hotel, Los Angeles

For further information, please call Mary Wright or Sandra Lind, 825-3089

INTERGOVERNMENTAL MANAGEMENT PROGRAMS

- SYMPOSIUM ON LABOR RELATIONS IN GOVERNMENT
April 26-27, 1973, Sacramento

For further information, please call Cammi Ferrier, 825-7609

- COLLECTIVE NEGOTIATIONS FOR PUBLIC MANAGEMENT - STRATEGY AND TECHNIQUES
April 8-11, 1973, Lake Arrowhead, California

For further information, please call Joan Gusten 825-2516 or 825-4161

NEWS

Mr. Cornelius Wall, Western States Regional Director of the AFL-CIO International Ladies' Garment Workers Union, has been elected Vice President of the International Union.

Mr. Wall, the first International Vice President to be elected from the West Coast, went to work for Lili Anne, a famous San Francisco clothing manufacturer, in 1946 following three years of naval service during World War II. He soon became active in union affairs, serving as shop steward, and was elected to his local's executive board in 1948 and to the San Francisco Joint Board in 1950. In 1956 he became President of the Joint Board and four years later was elevated to the post of manager after service as business agent.

After winning recognition for his organizational efforts in and out of San Francisco's Chinatown and forging the Joint Board into one of the most efficient in the country, the International Union's general executive board selected him as director of the newly formed Western States Region of the ILGWU covering California, Oregon, Washington, Utah, Nevada, and Arizona in 1970.

Mr. Wall, 48, known affectionately as "Wally" by his friends, subsequently succeeded in merging the Los Angeles Cloak Joint Board and the Los Angeles Sports and Dresswear Joint Board into the Los Angeles Joint Board. He has also been deeply involved in civic activities, having served on the San Francisco Human Rights Commission, 1966-70, and earlier as a member of San Francisco Mayor John Shelley's Committee on Youth. He also served as a member of the San Francisco Grand Jury in 1964.

In his new post, Mr. Wall retains his posts as General Manager both of the Los Angeles Joint Board and the Southern California District Council and the Utah-Arizona District Council as well as his directorship of the Western States' Region. He is also a Vice President of the Los Angeles County Federation of Labor and served earlier as a delegate to the San Francisco and Alameda County Central Labor Councils.

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On March 9, 1973, Mrs. Hazelle Van Gorder retired after fourteen years of distinguished service with the Institute of Industrial Relations and almost twenty years with the University. Mrs. Van Gorder was the Institute's Administrative Services Officer with responsibility for budget management and office administration at both of which she was exceptionally gifted. The Institute staff, its clients, and its friends will miss her very much. They join in wishing her a long, happy, fruitful, and relaxed retirement. She is now living on the Monterey Peninsula.

Miss Patricia Akins has succeeded Mrs. Van Gorder as the Institute's Administrative Services Officer. She comes to the job with four years of service with the Institute, fourteen years with the University, with a good background in budgeting, and with the strong support of the Institute staff.

NEWS (continued)

Mr. Ted Ellsworth, Administrator of Public Programs, and Center for Labor Research and Education, Institute of Industrial Relations, UCLA, has been elected President of the Board of Trustees of the Burbank Community Hospital, 1973-74.

JOB OPPORTUNITIES

- Empire State College, a unit of the State University of New York, is seeking someone for the position of Associate Dean of its Labor Division, commonly referred to as the Labor College, located in New York City.
Responsibilities: Administration of the full program of the Labor College; coordination of the Empire State program and programs of Cornell University's school of Industrial and Labor Relations; initiation and maintenance of contacts with unions in the New York City area.
Requirements: Extensive experience in the field of labor relations, preferably with a trade union background; administrative ability and strong academic credentials. Familiarity with the New York labor scene would be an asset.

For further information, please contact Mr. Ron Donovan, Empire State College, 56 Lexington Ave., New York, N.Y. 10010.

- Churchman's Foundation is looking for a young person who intends to become a Certified Public Accountant and wants a permanent position. The Foundation is an affiliate of the Christian Church and is promoting senior citizens homes, and nursing and convalescent homes. For further information, please contact Mr. Ray Wellington, Director, Churchman's Foundation, 3737 San Fernando Road, Glendale, phone 247-7340.

PUBLICATIONS

- Dispute Settlement in Public Employment: An Annotated Bibliography, by Anthony V. Sinicropi and Thomas P. Gilroy, The University of Iowa. \$1.00 ea. (plus tax and mailing charges.)
- Professional and Quasi-Union Organization and Bargaining Behavior, by Archie Kleingartner, UCLA. \$1.25 ea. (plus tax and mailing charges.)

To order, please contact Kathy Greene, Publications Department, Institute of Industrial Relations, UCLA, Los Angeles, California 90024, phone 825-9164.

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