

IIR newsletter

Volume 16 - # 6

INSTITUTE OF INDUSTRIAL
RELATIONS LIBRARY

JAN 28 1974

UNIVERSITY OF CALIFORNIA
BERKELEY

MEETING NOTICE

Date: February 13, 1974

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 - Speaker

Speaker: Mr. Benjamin Aaron, Director, Institute of
Industrial Relations, and Professor of Law,
UCLA

Topic: ADVANTAGES AND DISADVANTAGES OF A FEDERAL
COLLECTIVE BARGAINING LAW FOR PUBLIC
EMPLOYEES

THE SPEAKER Professor Aaron has recently returned from an extensive stay abroad. He visited England and a number of other European as well as African countries, devoting most of his time to research, writing, and lecturing. Mr. Aaron's reputation and expertise in encouraging and developing responsible labor-management relations is well known: he was Chairman of the Committee that drafted the Employee Relations Ordinance of the County of Los Angeles in 1968. More recently, he chaired the Assembly Advisory Council on Public Employee Relations, which compiled the most comprehensive report on labor relations' aspects of public employees in California, which led to the formulation of the Moretti Bill that is now before the State Legislature.

Professor Aaron, one of the most prominent arbitrators in the United States, is an outstanding speaker and lecturer on many facets of labor law and legislation. February 13 promises to be an interesting and stimulating meeting and it is jointly sponsored by the Southern California Chapter of the Industrial Relations Research Association and the Institute of Industrial Relations Alumni Association, UCLA. Please make your reservations as soon as possible -- we expect a large audience.

PLEASE COMPLETE THE ATTACHED RESERVATION FORM AND SEND IT TODAY WITH YOUR CHECK (payable to I.I.R. ALUMNI ASSOCIATION) to Sonia Portales, 9351 Bunche Hall, UCLA, Los Angeles, California 90024. Thank you.

SUMMARY OF THE JANUARY 9, 1974 MEETING: Leo Geffner, noted attorney who represents unions in both the private and the public sector, discussed the differences in collective bargaining in these sectors. One of the most difficult problems he said, was to gain acceptance of the concept of exclusive representation in the public sector, whereas in the private sector that concept has been a recognized factor of collective bargaining for many years.

Mr. Geffner then discussed unit determination problems and efforts to create a statewide agency in California on public employee relations, as proposed by the Moretti bill that is now before the Legislature. He also mentioned other legislation that has been introduced, dealing with limitations or restraints on unit determination.

Another matter of concern in the public sector is the status of confidential, managerial, and supervisory employees. Treatment varies and guidelines based on actual job content and function have yet to be worked out to become wholly accepted. A developing area of major importance in the public sector is the scope of bargaining. Considerable pressure has been exerted by unions and more recently, through some decisions by the courts, to the effect that bargaining can take place on any and all issues that may arise.

Mr. Geffner then pointed to some areas in which considerable progress has been made: the acceptance of written agreements; binding arbitration of grievances; the inclusion of union security provisions in contracts.

The speaker ended his presentation with an appraisal of the future of collective bargaining in California, the form of final legislation in this area, and what effect it will have on the public sector in bringing it closer to the bargaining practices of the private sector.

FORTHCOMING EVENTS

INSTITUTE OF INDUSTRIAL RELATIONS - PUBLIC PROGRAMS

- The Public Interest And The Arbitrator - Power, Duty And Responsibility
Wednesday, February 20, 1974 at the Airport-Marina Hotel, 8601 Lincoln Blvd., Los Angeles. Registrations received before February 15, 1974, will be \$25.00 per person. Registrations after February 15, will be \$35.00 per person.

The purpose of this conference is to review and discuss conflicting opinions as to the responsibility of third party neutrals to go beyond the presentations of the parties in order to protect the interests of a grievant or an employer and to consider public law that may be in conflict with the collective bargaining agreement.

Among the subjects to be discussed will be: Responsibility of the Federal Government, The Arbitrator's Responsibility in Securing Fair Representation for the Grievant and in Conducting Independent Inquiries, The Arbitrator and Professional Responsibility, The Public Law - Public Interest - And the Arbitrator, and The Responsibility of the Arbitrator and the American Arbitration Association Proposed Code of Ethics.

Some of the speakers will be: Benjamin Aaron, Director, Institute of Industrial Relations, and Professor of Law, School of Law, UCLA, George E. Bodle, Attorney, and partner, Bodle, Fogel, Julber, Reinhardt, and Rothschild, Ralph F. Duncan, Chief, California State Conciliation Service,

- The Public Interest And the Arbitrator (Continued)

William Gould, Professor, Stanford University School of Law; Ronald Haughton, Vice President for Urban Affairs, Wayne State University, Michigan; Leo Kotin, Regional Chairman, National Academy of Arbitrators; Anthony T. Oliver, Jr., Attorney, and partner, Parker, Milliken, Kohlmeier, Clark, and O'Hara, Los Angeles; Larry Schultz, Director of Arbitration Services, Federal Mediation & Conciliation Service, Washington, D.C.; and David Ziskind, Attorney and arbitrator, and partner, Ziskind and Wigen, Los Angeles.

A large attendance is expected. Persons interested in further details can contact Sonia Portales or Ted Ellsworth, 825-3180.

CENTER FOR LABOR RESEARCH AND EDUCATION

The following classes are still open for winter quarter of 1974:

- CONSUMER INTERESTS AND COOPERATIVES
Instructor: Mr. Jerry Voorhis
Starting Date: Monday, February 25, 1974
- THE INJURED AND DISABLED WORKER
Instructor: Mr. Abe F. Levy
Starting Date: Saturday, February 2, 1974

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

PRIVATE SECTOR MANAGEMENT PROGRAMS

- Employee Benefit Planning
February 13-14, 1974 at the Newporter Inn

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

INTERGOVERNMENTAL MANAGEMENT PROGRAMS

- Labor Negotiations for Government Managers--Strategy and Techniques Workshop
February 10-13, 1974 at the Holiday Inn in Ventura
- Grievance Administration and Arbitration Workshop
February 27-28, 1974 at the Hyatt House in San Jose

For further information please call Gene Bell, 825-2516, 9357 Bunche Hall.

POSITION OPENINGS

Labor Education and Research Service, Ohio State University

Position: Program Coordinator

For further information contact R.M. Montgomery, Chairman, Personnel Selection Committee, Labor Education and Research Service, The Ohio State University, 65 South Oval Drive, Columbus, Ohio 43210.

POSITION OPENINGS (Continued)

Center for Labor and Management, University of Iowa

Position: Program Director

For further information, contact, Jude P. West, Director, Center for Labor and Management, The University of Iowa, Iowa City, Iowa 52242.

Labor Studies Department of University College, Rutgers University

Position: Professor of Labor Studies

For further information contact, Department of Labor Studies, University College, 12 College Avenue, Rutgers University, New Brunswick, New Jersey 08903

Department of Social & Philosophical Foundations, Graduate School of Education, Rutgers University

Position: Coordinator of the Labor Studies Program

For further information contact, Department of Social and Philosophical Foundations of Education, Graduate School of Education, Rutgers University, New Brunswick, New Jersey 08903 Attention: Dr. Herbert A. Levine.

The School for Workers, University of Wisconsin-Extension

Position: Assistant Professor in Labor Education

For further information contact, Robert Ozanne, Director, School for Workers, University of Wisconsin-Extension, 432 N. Lake Street, Madison, Wisconsin 53706.

POSITIONS WANTED

Name: Henry K. Brown

Address: Labor Education Center, U-13
The University of Connecticut
Storrs, Connecticut 06268

Phone: 203/456-1366
203/486-3417

Education: BA: University of Connecticut, 1965, History and Political Science, Majors; Economics, Minor. Academic Honors, 1963, '64, '65.
MA: University of Connecticut, 1972. Sociology, Major; concentration in Social Psychology.

PhD: Currently a candidate for the PhD Degree in Sociology with a concentration in Industrial Sociology. Degree work to be completed May, 1974.

Work Experience: 1972 to Present: Labor Education Center, The University of Connecticut, Storrs, Connecticut. Research Assistant and

POSITIONS WANTED (Continued)

Teacher. Chief Investigator for five major research projects. Research for and preparation of speeches and papers on Labor and Economic Problems involving Occupational Safety and Health, labor force mobility and other related topics.

Participation in planning and conducting of conferences, institutes, and workshops conducted by the Labor Education Center. Teaching experience: Union Administration, Labor Law (assistant), Steward Training (Spring 1974).

Experience in federal and state grant proposal preparation and submission. Advisor to city manpower planning boards of Hartford and Willimantic, Conn.

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Name: Guy G. Cherry

Address: 2900 Connecticut Ave., N.W.
Apt. 146
Washington, D.C. 20008

Phone: 483-5690

Education: Graduated from Northland College, Ashland, Wisconsin, with a Bachelor of Arts Degree in History.

Work Experience: Employed by the National Center for Dispute Settlement of the American Arbitration Association as Administrative Assistant to the Director, Community Elections Coordinator, & Community Elections Officer. Primary responsibilities were those of promoting, developing, finalizing, and implementing election plans in an impartial and fair manner consistent with the needs and desires of the community persons involved in various organizations, groups, and agencies (e.g.: Model Cities, Public Housing, OEO Neighborhood Health Centers, etc.) May, 1971-July, 1973.

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Name: Michael Kenneth Guttman

Address: 6307 N. Campbell Avenue
Chicago, Illinois 60659

Phone: (312) 262-1925

Education: M.A. pending completion of thesis, Institute of Labor and Industrial Relations, University of Illinois, Champaign, 1971-73. Major: Unions and Collective Bargaining. B.A., 1972, Columbia University, New York City, and University of Illinois, Champaign, 1968-1971.

Work Experience: Research Assistant, Bureau of Economic and Business Research, University of Illinois, Champaign, 1972-1973.

Objective: Particularly concerned with current possibilities for organizing new sectors of the workforce and broadening the impact of the labor movement on the formation of national and international socio-economic policies. Would like to use talents and training in the unions, in labor education, and/or in government service.

POSITIONS WANTED (Continued)

Name: James L. Harris

Address: 1815 17th St., N.W.
Washington, D.C. 20009

Phone: (202) 332-8864

Education: Present, Antioch Graduate School of Education, Washington, D.C.;
Candidate for master's degree of education; Jan. 1974. 1967-1968
Central State University, Wilberforce, Ohio; Major - Business
Administration, 1964-1967 Xavier University, Cincinnati, Ohio.

Work Experience: August 18, 1969 to December 8, 1972; American Federation of
State, County and Municipal Employees, AFL-CIO; Washington,
D.C. 20005 as Political Education Representative. August
1969-August 1970, instructor in the Education Department.

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Name: Charles William Cheng

Address: 1774 Hobart Street, N.W.
Washington, D.C. 20009

Phone: 617-965-1023

Education: 1972-present, Harvard Graduate School of Education, Doctoral
Candidate, 1971-72 Antioch Graduate School of Education, Washington,
D.C., M.Ed.

Work Experience: January, 1966-October, 1967, Organizer, Michigan Federation
of Teachers; October 1967-September, 1972, Assistant to the
President of the Washington Teachers' Union.

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