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Volume 16 - # 10

## MEETING NOTICE

Date: June 12, 1974

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

Time: 6:00 pm - No Host Cocktails  
7:00 pm - Dinner (\$6.00 per person)  
8:00 pm - Speaker

Speaker: Donald Wollett, Professor of Law  
Davis School of Law, University of  
California, Davis

Subject: RESTRAINTS ON THE SCOPE OF PUBLIC SECTOR  
COLLECTIVE BARGAINING

THE SPEAKER Professor Wollett is an outstanding speaker and lecturer on labor problems. In addition to being an educator he does extensive arbitration in both the public and the private sector. Mr. Wollett is the author of several books and monographs on labor relations and labor law. He has practiced labor law in the states of New York, Washington, Illinois, and California, among others. We look forward to a most informative presentation and urge you to attend this meeting, the last in our present 1973-1974 series. Please make your reservations as soon as possible.

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

SUMMARY OF THE MAY 8, 1974 MEETING: Our distinguished speaker, Thomas N. Bowdle, Director, Equal Opportunity Affairs, Kaiser Aluminum & Chemical Corporation, covered a wide range of crucial issues affecting Equal Employment Opportunity. "There is a great need to institutionalize the EEO concept," he said. "Management should begin to emphasize the thorough establishment of EEO through personnel practices, not just policies." Mr. Bowdle feels the creation of an affirmative environment is necessary effectively to discourage the development of any discrimination. He emphasized that the trend of using EEO activities to develop

statistics, dollar values, etc., is dehumanizing equal employment efforts, and too many business and management groups are putting the emphasis on numbers, not on people.

Mr. Bowdle explained the Kaiser EEO programs, which include specially developed training programs for young people who were underachievers; with the help of the company training programs they were able to secure better jobs than they would have without such training. But to really put life into EEO requires responsible action and initiative, and, "Management must create the atmosphere and achieve results in fact, not just issue words and collect statistics."

Mr. Bowdle answered questions from the audience relating to his personal experience with Kaiser in establishing the firm's outstanding EEO program. The speaker concluded his presentation with a statement highlighting and emphasizing the great need for truly effective equal opportunity programs in all levels of industry and government.

### CERTIFICATE PROGRAMS

#### GRADUATION

At our June 12, 1974, meeting, the following graduates will be awarded certificates for having successfully completed the Institute of Industrial Relations certificate programs:

#### Labor Studies:

William Grant  
John R. Pfeiffer  
Samuel McNeal, Jr.  
Richard Menard

#### Industrial Relations:

Catherine Sepulveda Alex	Mary Lou Olin
Louis Thomas Caruso	Phyllis M. Sandhl
Larry Douglas Cromwell	Robert W. Siglock
Edith Adele Davenport	Arthur Lewis Woolsey
Krana Dworkin	Linda LaRae Zaich
Joseph E. Goudeau, Jr.	Holiston Shankle
Marilyn S. Jessee	Virginia F. Thuresson

#### Public Sector Labor-Management Relations:

John N. Federle  
Frederick L. Lenard

### FORTHCOMING EVENTS

#### CENTER FOR LABOR RESEARCH AND EDUCATION

- A Workshop: CAL-OSHA - ITS RESPONSIBILITIES FOR THE PROTECTION OF PUBLIC EMPLOYEES - Fresno's Townhouse, July 12-14, 1974 (Tentative Date)

The purpose of this workshop is to examine the unique problems of health and safety of public employees and to examine the responsibility of OSHA to promulgate and enforce safety regulations in private employment that relate to duties of public employees in servicing such organizations; the need for proper staffing for safety of public employees in areas such as the ghetto, high crime areas, and agencies dealing with persons of potential violence. For fire fighters, peace officers, probation and parole personnel, health personnel, correctional personnel, teachers, bus drivers, and others affected.

Fee: \$35.00 (includes dinner, luncheon, and materials) - Additional registrations from any employee organization \$25.00.

- Class: UNIONS, GRIEVANCES, AND THE LAW

Instructor: Mr. Julius Draznin, Assistant Regional Director, National Labor Relations Board, Region # 31

Dates: Starting Tuesday, July 9, 1974 for nine consecutive Tuesdays

Time: 6:00 to 9:30 pm

Guest lecturers:

Leo Geffner

Lionel Richman

Leslie Ostrov

For further information, please contact Helen Mills or Ted Ellsworth at 825-3180.

MANPOWER RESEARCH CENTER

- "A Regional Conference and Workshop on Manpower Policy under the Comprehensive Employment and Training Act of 1973"

June 14 - 15, 1974 at the Hacienda Hotel, 525 North Sepulveda Blvd, El Segundo

- "Machinists Leadership School II (closed) -

June 16 - 21, 1974 in Rieber Hall, UCLA

For further information please contact Janis Okida at 825-3537.

PRIVATE SECTOR MANAGEMENT PROGRAMS

EEO Guidelines - Impact on Personnel Policies

June 20, 1974 at the Sheraton-Universal

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

INTERGOVERNMENTAL MANAGEMENT PROGRAMS

- Fact-Finding For Public Management and Education Administrators Seminar

June 17 - 18, 1974 at the Holiday Inn, Westwood

For further information, please contact Gene Bell at 825-2516.

## NEWS

- The AFL-CIO announces its 1974-1975 Labor Internship Program, beginning September 3, 1974. 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 time spent in training. Salary is \$190 per week. Applications: Applicant should submit to the AFL-CIO Intern Program, 815 16th Street, N.W., Washington, D. C. 20006, the following information as soon as possible, but not later than May 31, 1974: A completed copy of the special application form available from the AFL-CIO Intern Program (can be secured from the Center for Labor Research and Education, UCLA); A copy of the applicant's education transcript; a statement of not more than 500 words explaining the applicant's interest in organized labor plus some indication as to plans for a future career.

## PUBLICATIONS

- Women at Work, An Annotated Bibliography, by Professor Mei L. Bickner, Graduate School of Administration, University of California, Irvine. This is an informative study (220 pages, both sides) and is on sale at the Manpower Research Center. For California residents - \$6.00, plus 36¢ St. Sales Tax, and 42¢ Spec. 4th Class Shipping charges - total \$6.78. For outside of California - \$6.00, plus 42¢ Spec. 4th Class Shipping charges - total \$6.42. All checks and money orders must be made payable to THE REGENTS OF THE UNIVERSITY OF CALIFORNIA.

To order, please contact Shirley Matthews, Institute of Industrial Relations, UCLA, at 825-3934

- Reprint # 239 - "Higher Education Decision Making and the Labor Market," by Walter Fogel and Daniel J. B. Mitchell (35¢ plus tax)
- Reprint # 240 - "The Arbitrator's Role," by Paul Prasow (35¢ plus tax)

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

## POSITION OPENINGS

### Labor Education Service of the Industrial Relations Center, College of Business Administration, University of Minnesota

Position: Director of Labor and Urban Affairs: Teaches in short courses, institutes and conferences on subject matter dealing with labor involvement in community and national affairs.

For further information, contact: John J. Flagler, Chairman, Search Committee Director for Position of Director of Labor and Urban Affairs, University of Minnesota, 444 Business Administration Building, Minneapolis, Minnesota 55455.

POSITIONS WANTED

- Name: Geoffrey M. Sill

Address: 168 Henry Avenue  
Akron, Ohio 44305  
(216) 762-3848

Education: Penn State University, Ph.D., 1974

Labor Movement Experience: Founding member and organizer, Graduate Employees Union (Independent), Penn State University, 1970-1971 and much other experience.

- Name: Ruth L. Linville

Address: 421 Stanwood, Apt. E  
Kalamazoo, Michigan 49007

Education: 1972-1974, Western Michigan University, Kalamazoo, Michigan,  
Master of Arts, Economics, April 1974.

Work Experience: September, 1973 - present: Labor Program Service, Michigan State University Western Michigan University Office,  
Graduate Assistant.

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