

IRRA newsletter

Volume 13 - No. 8

Date: Wednesday, June 23, 1971

Place: Wilshire-Hyatt House
3515 Wilshire Blvd.
Los Angeles, California

Time: 6:00 PM - No Host Cocktail
7:00 - Dinner - \$5.75
8:00 - Speaker

Speaker: LANE KIRKLAND
Secretary-Treasurer, AFL-CIO

SPECIAL FOR THIS MEETING

Reservations and your check should be sent to Gerry Fellman, Treasurer, Southern California Chapter, Industrial Relations Research Association, at 1557 Beverly Blvd., Los Angeles, California 90026. (Tickets will be held in your name at the door.)

Since this meeting is being held in cooperation with the IRRA and because of the importance of the speaker, we expect a large turnout and urge that you get your reservations in as soon as possible. (In the fall season our meetings will resume at a location nearer to the downtown central area.)

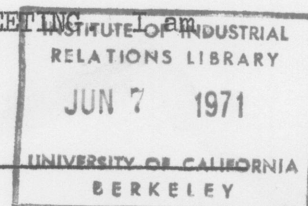
THE SPEAKER: Lane Kirkland, Secretary-Treasurer of the AFL-CIO, a distinguished American labor leader, will be our featured speaker. Mr. Kirkland, along with George Meany, have been two of the principal spokesmen for the labor movement in the United States, and very eloquent and effective ones, as well. We can expect an outstanding presentation, undoubtedly one of the best our membership will be privileged to hear in some time. WE URGE YOUR ATTENDANCE.

(please detach this portion and mail as shown below)

Please reserve _____ seats for the LANE KIRKLAND DINNER MEETING
enclosing \$ _____ (\$5.75 per seat.)

Name

Address



MAKE CHECKS AND MAIL TO: Gerry Fellman, 1557 Beverly Blvd., Los Angeles, Ca. 90026

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SUMMARY OF MAY 11, 1971 MEETING

Anthony Tripolino, assistant to Alfred K. May, Vice President and National Field Director, National Association of Letter Carriers, AFL-CIO, was our speaker. Mr. May was called away to Washington, D.C., for urgent conferences and could not be present.

Mr. Tripolino stated that while the union stresses that the first responsibility of the letter carriers is service to the public, the Congress and the public have to make a basic decision, namely that if they want better service, they cannot cut down on personnel and keep on reducing the number of mail deliveries.

The speaker described the new era of labor relations that has begun under the Postal Reorganization Act as a landmark in public employee and employer labor relations and could well have a substantial impact in other areas as well. He observed that management under the new relationship is trying to adversely affect employees' status during appeal procedures so that an employee is suspended during an appeal of an adverse action against him, whereas until now he remained on the payroll during the appeal. Cited also was the contention that management is not now bargaining in good faith with the unions and the employees are aware of this and their patience is running low. He also described the many problems between the parties, some local issues and some national issues, that require a lot of mutual attention.

Tripolino stated that all postal employees realize that the public would not stand for any prolonged withholding of services and it certainly was not the intent of the unions to do anything but help establish conditions for the best uninterrupted service, and he hoped these conditions would be achieved.

Leo Kotin, an outstanding local arbitrator, was the second speaker of the evening. Mr. Kotin pointed out that for the first time Federal employees are now able to participate in collective bargaining and are to be governed by the Taft-Hartley Act. The only stipulation is that they do not have the right to strike. In the Postal Reorganization Act, the law specifically precludes the right to strike, and arbitration is provided to resolve any impasse. Kotin stated that in his opinion the worst settlement reached by the parties is better than one handed down by an arbitrator, and that the parties would discover this.

In real collective bargaining in the industrial community the employer has two positions, his bargaining stance and his real position. The same is true with unions. In essence, he said that the real issue is whether or not you can have true collective bargaining without the right to strike. In his opinion public employees should not be the ones to forge ahead into new areas of labor-management relations.

Basically, public employees salaries are compared with wage rates in the private sector, and so it is possible that arbitration can suffice and substitute for the economic pressures of the strike weapon.

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Kotin stated that in his experience, the economic factors and issues were the main concern, and it will be up to the parties to persuade the fact finders that a given position is right. They will have to rely on skilled personnel to perform these tasks for them. Only time will tell whether present procedures will work. How can you establish comparability, he asked, with a letter carrier and any similar job in private industry? These are some of the questions which must be treated in making collective bargaining work in the public sector.

BY-LAWS

At our May 11, 1971, meeting the amendments to the I.R. Alumni Association by-laws, as presented to the membership, were adopted and approved unanimously.

ELECTIONS

Mr. Ben Nathanson, Chairman of the Nominating Committee, issued a report on behalf of his Committee proposing the following officers and Executive Board members for the 1971-72 year at the May 11, 1971, Alumni meeting:

President

Martin Zimring, Administrator
L.A. County Painting Industry Trust Fund

Vice President

Julius Draznin, Assistant Regional Director
National Labor Relations Board, Region # 31

Secretary-Treasurer

Opal Huffine, Secretary
Teamsters, Local # 306

Executive Board

John Cinquemani, Executive Secretary
L.A. Building & Construction Trades Council

Ralph Eliaser, Labor Economist
Daniel Johnston & Associates (Partner)

Ellen Faulkner, Executive Secretary
Associated Meat Jobbers of So. California

Joseph "Joe" F. Gentile, Attorney at Law (* Labor)
Goldstein, Gentile & Kirshman (Partner)

Alan J. Hull, Assistant Director of Wage-Salary
Administration (MDC West)
McDonnell-Douglas Corp.

Hugo Morris, Research Director
Retail Clerks, Local # 770

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Executive Board
(continued)

Earl K. Pitts, Business Representative
Teamsters, Local # 196

George W. Smith, Deputy Director
Department of Industrial Relations, San Francisco
(IMMEDIATE PAST PRESIDENT)

Harold H. Stearn, Referee
Workmen's Compensation Appeals Board

David H. Underwood, Plant Manager
The Pillsbury Co.

David F. Wilson, CPA
D.F. Wilson, CPA

Max B. Wolf, Educational & Political Director
International Ladies Garment Workers Union

Ralph Woolpert, Director of Labor Relations
Thrifty Drug Company, Inc.

UCLA Faculty
Representative

Ted Ellsworth, Administrator
Center for Labor Research and Education,
Institute of Industrial Relations, UCLA

Ex-officio Members

Elmer W. Ellis, presently retired,
Formerly: Writer, Technical Manual, Southern
California Edison Co.

Reese A. Gorris, Special Representative,
Department of Marketing, Pacific Telephone Co.

Milton E. Jeanney, Management Consultant in
Industrial Relations (self employed)

Harold Klein, Administrator
Retail Clerks Unions of Southern California

Melick Mendel, Management Consultant
(self employed)

Ben S. Nathanson, Director of Personnel
Walter Carpet Mills

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Ex-officio Members
(continued)

George W. Smith, Deputy Director
Dept. of Industrial Relations, San Francisco

David F. Wilson, CPA

There were no nominations from the floor and the before mentioned persons were unanimously elected on a white ballot, in accordance with Article VIII, item A, of the I.R. Alumni Association by-laws.

NEW GRADUATES

On the occasion of their graduation from University Extension Industrial Relations Certificate Program, the following persons were honored and awarded their certificates in Industrial Relations at our May 11, 1971, meeting:

David Leonard Anderson, Quality
Control Inspector
Northrop Corp., Hawthorne

Judith Isabelle Smith
Nurse
White Memorial Medical Center
Los Angeles

Eric C. Becker, Employment
Supervisor, Borg-Warner Corp.,
Byron-Jackson Pumps Division,
Los Angeles

B. Janice Strand, Personnel Manager
Western Magnetics Corp.
Glendale

Manuel J. Domney, Personnel
Manager
Smith Tools Co., Los Angeles

Erich Geldmacher, Chief Inspector
Electra Motors - Division of
Litton Industries, Anaheim

James H. Hacker, Engineer,
So. California Edison Co., L.A.

H. Richard Steinhoff, Assistant
Program Manager
Aerojet, El Monte

Nathan Landgarten, Vice President
Manufacturing - Treasurer
Bell Electronic, Los Angeles

Ollie M. Schooler, Staff Secretary
McDonnell-Douglas Corp.
Huntington Beach

Noemi Jo Miller, Security
Assistant
Planning Research Corp., L.A.

Salvatore "Sam" M. Taormina,
General Manager
Anaheim Papermill Supplies, Inc.

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