

IRRA



COMMON GROUND

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION
FOR WESTERN NEW YORK

SPRING 1987

PRESIDENT'S MESSAGE

by Lloyd Hahn

This will be my final message as President of the Western New York Chapter of the IRRA. This issue will be the last one before our May 20th meeting when the 1987-88 officers will be installed in their respective chairs. It has been for me a real pleasure and a distinct honor to be able to serve the chapter during the year as its President.

I continue to believe that all of our committees have delivered on the promises and goals that were articulated almost a year ago.

In January, Marty Idzik put together our traditional "Law Night" program. These presentations were from three different lawyers: Francis J. Novak, Stuart M. Pohl, and James N. Schmit, each of whom is extremely knowledgeable in the labor relations field. Each made a presentation based upon his own particular advocacy. Needless to say, some sparks were struck and some fireworks lighted. It was extremely interesting. Those of you who missed it, missed a good program.

In February, we had an opportunity to socialize. We had a wonderful buffet supper complete with refreshments at Eric Lawson's house (Eric, thank you very much) followed by a play at the Studio Arena Theater.

In March, we had the distinct pleasure of hearing two very dynamic speakers: Jan Pieroe, Vice President of the Communication Workers of America, and Frank Ervolino, President of the Laundry and Dry Cleaning International Union and also President of the Hotel and Motel Workers Union. Their presentations were very thought provoking and to some were probably

quite controversial. There was no doubt each told it like he thought it was and I appreciate very much their candor and forthrightness.

Also at our March meeting, the chapter had the extreme pleasure of presenting to Jeffrey Kline a \$500 scholarship in memory of Henry T. Schiro, a former president of our chapter. This young man impressed us all with his intelligence and his poise. I am sure "Hank" knows we made a good choice.

As of this writing, there remain two programs in the current chapter year. On April 29, we will be hearing from the principals who will be conducting negotiations for the State of New York and the Civil Service Employees Association. Mr. Thomas F. Hartnett is the Director of the Governor's Office of Employee Relations, and he will be sitting opposite Mr. James Roemer, Chief Counsel for the CSEA. I am certain the insight we will gain from their presentations will be both informative and valuable.

On Wednesday, May 20, we will hold our annual meeting, during which we will elect and install our officers for 1987-88. I am pleased to state that the speaker for that evening will be John J. Barry, International President of the International Brotherhood of Electrical Workers. Also at the May meeting we will be presenting our "Citizen of the Year" award. I am looking forward to seeing as many of you as possible in attendance at these next two meetings.

Again, thank you very much for allowing me to serve as your President. It has been a very enjoyable and constructive experience.

A Word from Our Incoming President

by Eric Lawson

"Ne sutor supra crepidam"

Sometimes the mundane is made profound when uttered in a foreign tongue or presented in an atmosphere of gravity. The title, which I confess I had to look up, is, "Let no one meddle with what lies beyond his range" and is the title I have adopted for setting forth some of my expectations for WNY IRRA for next year.

I've adopted a cautionary title for describing my expectations for next year because I have learned as my years advance, and I find that I am more bent over by arthritis than by wisdom, to leave good things alone and to meddle but slightly with matters that are less than good. IRRA has been exceptionally fortunate to have had excellent, dedicated leaders in recent years. They have held WNY IRRA to a steady course during times when the labor-management climate in Western New York was undergoing profound change. Because of its sagacious leadership, IRRA has continued to function as a respected organization of persons interested in labor-management affairs. IRRA strives to offer programs which are always topical. The amiability of its members assures that, regardless of what side of the table they normally occupy, guests are always welcome participants in the good society and friendship provided by the organization. These strengths must continue!

David Keicher, next year's President Elect, has accepted my invitation to serve as Co-Chair of the Program Committee for 1987. David's work has already been assisted by suggestions from this year's Program Committee and from the Vice Presidents. Both groups have expressed an interest in continuing programming which discusses the effects on labor-management relations of basic changes occurring in our regional and national economies. Greater attendance at monthly meetings is likely to occur if we attract "name" speakers to address this theme. However, we will need the help of the entire membership if we expect to attract well known speakers.

Consideration is being given to rotating our monthly meetings to different locations, perhaps even offering a meeting or two at locations that

are somewhat "off the beaten path", e.g. Niagara Falls, Hamburg.

Howard Foster has done a truly splendid job with Common Ground. As an organization of 315 members, approximately one third of whom attend the regular monthly meetings, Common Ground becomes an important vehicle for servicing our membership. We must attend to its continuing success. Again we seek the active participation of our membership through your contribution of timely and interesting information.

Finally, a closing profundity — *Ne Jupiter guidem omnibus placet* ("Not even Jupiter pleases everyone"). But we shall try. If you will give us your suggestions and help us out when requested, I'm sure that IRRA will be able to please almost all of its members.

Labor-Management Cooperation Efforts Under Way in Niagara County

About two years ago, some members of the labor-management and academic communities in Niagara County began meeting to discuss the formation of a formal labor-management cooperation program for their area. Those efforts have now borne fruit with the establishment of the Niagara County Labor-Management Council.

The Council got off the ground in October of last year with a \$90,000 grant from the Federal Mediation & Conciliation Service and a \$9,000 matching grant from the Niagara County legislature. Its first co-Chairmen were Joe Yantomasi of the United Auto Workers and Nick DiNezza of Occidental Chemical/Durez Division. Former IRRA President Jim McDonnell was signed on as the Council's part-time Executive Director.

Since October, the Council has been up and running with an active program to encourage cooperative efforts in the industrial relations area. It has sponsored breakfast seminars on such topics as the GM/UAW effort to save 220 jobs at Harrison Radiator (Lockport) and organizing in-house committees. These seminars have attracted good turnouts and will continue on a bimonthly basis. In February, the Council co-sponsored (with Cornell/ILR and Niagara County Community College) a conference on health care cost containment, which was attend-

Labor-Management Cont.

ed by 75 participants. And on May 2, the Council held a "Salute to Labor and Management Day," with Lt. Governor Stan Lundine, himself no stranger to labor-management cooperation, as the featured speaker.

Beyond its public profile, the Council has plans to work closely at individual sites to establish in-house labor-management committees in both the private and public sectors. Some ten committees are now taking shape.

The Council is the third organization of its kind in Western New York (after Jamestown and Buffalo) working to enhance the economic vitality of the region through improved relations between labor and management and active worker participation programs. Its Executive Board includes:

Labor	Management	Public
Josephine Bongiovanni, Recording Secretary United Steelworkers	Donald Donato, Financial Secretary President, NOCC	James Sacco Niagara Co. Leg.
William Choboy Building Trades Council	Wayne Hellmann Bell Aerospace	Richard Shanley Niagara Co. Leg.
Frank Eugini NYPD Officers Assn.	Jack L. Hutchinson TAM Ceramics	Advisors Clifford Suggs FMCS
Anthony Gullo NOCC Faculty Assn.	Duane Hutton Niagara-Orleans BOCES	Susan Woods Cornell/ILR
Christ Spotto AFSCME Local 855	Larry Jordan Harrison Radiator	Marilyn Zahn NYSPEPB
Joseph Yantomasi United Auto Workers	Mary Roberts Occidental Chemical	

1988 Buffalo Labor Calendar Planned

The Student Association of Cornell's Buffalo Labor Studies will publish a 1988 Buffalo Labor Calendar - printed in pocket/purse size and suitable for mass distribution to union members. The Association plans to sell the calendars to raise funds for the program's scholarship fund and library. The student group is currently soliciting area unions to sponsor a calendar month and to purchase a quantity of the calendars. Interested IRRAers should call Yvonne Rebholz at 842-6180 for details.

In the News

Former IRRA President Don Goodman, Professor of Economics and Commerce at Niagara University for 18 years, will be on leave from the University during the 1987-88 academic year. He will retire from teaching after his leave and become a full-time arbitrator, maintaining offices in both Western New York and Fort Worth, Texas. Don has been spending a good deal of time in Texas lately, for reasons now becoming clear: he will marry his high school sweetheart in June.

IRRAer Tom Rinaldo was appointed Chairman of a Congressional Panel to recommend a resolution to a bargaining impasse between the Long Island Railroad and the IAM.

Paul Murray has been appointed Manager of Human Resources at Pratt & Lambert, Paint Division. Prior to his promotion, Paul was Employee Involvement Facilitator for the Company. He is a graduate of Buffalo State College and has been with Pratt & Lambert since 1971.

Common Ground Welcomes Our New Members

Let's welcome those who have joined our ranks since November.

- John Berkhoudt, Field Representative
New York State United Teachers
- Jack Davidson, President
OCAW Local 8-23516
- Jean Doerr, Attorney
NYSPEPB
- Michael Ferrentino, President
CWA Local 1122
- Michael Fischer, Industrial Relations Manager
Conax Buffalo Corporation
- Ernest Franke, Arbitrator and Mediator
- David M. Goodman, Student
- William Grande, Jr., Attorney
Wyssling, Schwan & Montgomery
- Jack Hutchison, Employee Relations Manager
Tam Ceramics Inc.
- David Miller, Attorney
Jaeckle, Fleischmann & Mugal
- Thomas J. Wirth, Jr., Chairman
Local 225, Brotherhood of Railway Signalmen

Who's Who Among Area Labor Lawyers

A recently published reference volume titled **The Best Labor Lawyers in America: 1987** has a more than respectable number of local attorneys listed in its section on Labor and Employment Discrimination Law. The publishers of the book obtained the ratings from attorneys themselves, asking respondents to name the lawyers to whom they refer a close friend or relative if they themselves could not handle the case. Most of those cited in the labor field are IRRA members. They include:

Jeremy Cohen, Bob Doren, Bill Grande, and Joe Randazzo of Flaherty, Cohen, Grand, Randazzo & Doren

John Donovan of Phillips, Lytle, Hitchcock, Blaine & Huber

Joe Giroux

Dave Hall, Arnold Olena, and Bob Walker of Hodgson, Russ, Andrews, Woods & Goodyear

Ron Jaros of Siegel, Kelleher & Kahn

Dick Lipsitz, Stuart Pohl, and Gene Salisbury of Lipsitz, Green, Fahringer, Roll, Schuller & James

Randy Odza and Brian Troy of Jaecle, Fleischmann & Mugel

Jim Schmit of Damon & Morey

Jim Schwan of Wyssling, Schwan & Montgomery

COMMON GROUND salutes these distinguished members of the bar in our midst.

Coming Events

The Western New York Institute for Dispute Settlement has scheduled four arbitration seminars for next Fall in Syracuse. All sessions will run from 9:30 a.m. until 3:30 p.m. and are priced at \$90. Instructors are Don Goodman and Tom Rinaldo. Topics of the seminars include "Arbitration Practice" (Sept. 17), "Arbitration Procedure" (Sept. 18), "Discipline & Discharge" (Oct. 15), and "Management Rights & Standards for Interpreting Contract Language" (Oct. 16). For further information, call 684-6733.

The Center for Management Development at UB will be sponsoring the following events in its University Seminar Series: "Compensation Superstrategies for Growing Companies (June 9); "Management Skills for Supervisor" (August 17-18). For further information, call 636-3200.

The program is now set for the 36th Annual Conference of the Association of Labor Relations Agencies, July 26-31 in Albany. Of particular interest to IRRAers is Advocates' Day, July 27. This daylong session features a keynote address by Stephen Schlossberg, Deputy Undersecretary of Labor and former UAW Counsel; panel discussions titled "Confrontation or Cooperation: Negotiations in the Big Apple" and "The Union and Its Contract: Do They Impede Excellence in Education?"; and a plenary session on "Testing

for Substance Abuse." For registration information, call Marilyn Zahm at 647-3449.

The Buffalo Labor Studies Program of Cornell's School of Industrial and Labor Relations will hold its graduation banquet on May 31 at Ironworkers Local 6 Hall in West Seneca. Members of the program's 14th graduating class will receive basic, advanced, and major college-credit certificates in labor relations. Featured speakers include Frank J. Barbaro, Chair of the Assembly Committee on labor; Charles M. Swanick, Erie County Legislator; and Geri Ochocinska, UAW International Rep and former IRRA President. Proceeds from ticket sales will benefit the Buffalo Labor Studies Student Association College Fund. All members of the local labor community are invited to attend. For information, call 642-6180.

The New York State Public Employment Relations Board is coming to Buffalo. For the first time ever, the Board will assemble in Buffalo to hear oral arguments in six cases involving agency fee payments. One of the litigants is Professor Thoms Barry of UB. The session is scheduled for Monday, June 1, at 9:00 a.m. in room 265, Donovan State Office Building, and is open to the public. The current Board includes Chairman Harold Newman and Members Walter Eisenberg and Jerome Lefkowitz.

A Talk with Dave Keicher

Most labor leaders, we're sure, see helping others as an integral component of their jobs. Few of them, however, assume the role as explicitly or completely as has Dave Keicher, who now earns his livelihood that way as the AFL-CIO Community Services Representative of the United Way. We thought his story might be of interest to IRRAers, not least because Dave is currently Executive Vice President of the organization and will become President-Elect in September.

Dave lives in Depew with his wife, Elaine (a tax accountant with Feat, Marwick) and their two children. He was born in Seoul, Korea and came to Buffalo some 16 years ago. His father, an Army man, moved his family from place to place until he retired and returned to his home town. Dave went to work upon graduating from Depew High School and joined the Textile Workers Union (later merged with the Amalgamated Clothing Workers to form the Amalgamated Clothing and Textile Workers Union). He became President of his local in 1980 and joined the staff of the Regional Joint Board two years later (succeeding IRRA Past President Dick Elisz who had been elected to the County Legislature). Dave was elected General Manager of the Joint Board in May of 1982. Four years later, he resigned to take the job with United Way.

We were curious about what prompted Dave to make such a career move, and we were interested in his answer. He noted that with plants closing and jobs being lost, the union leader unavoidably finds himself in the role of a social worker, helping members in various ways with the physical and psychological ailments brought on by unemployment. Dave found the work satisfying, especially since he had been a United Way volunteer for four years and had become committed to the idea of community service. Then came a notice from the AFL-CIO that a job of labor liaison with the United Way had become open, and several of Dave's friends urged him to apply for it. Dave became attracted to the idea, as the job provided an opportunity to do what he liked doing while still maintaining a formal connection with the labor movement. He applied for and won the United Way job, and he remains a card-carrying member of the ACTWU.

As the Community Services Representative, Dave constitutes the formal staff-level link between the AFL-CIO and the United Way. Much of his work involves initiating and following through on programs of special interest to organized labor and individual workers. An example of this kind of program is the United Way's program to train union counselors. These are seven-week classes each Spring in which people referred by unions are taught

how to help members access the resources available through community agencies. Dave also does a good deal of this referral work himself, aiding individual workers directly by cutting red tape and expediting the assistance they get from various social service agencies.

Another example of the kind of work done through Dave's office is the Health Care Project. Some years ago the AFL-CIO became concerned about the number of people who had lost their health insurance when their plants closed. At the AFL-CIO's instigation, and with the financial help of the City and the County, the United Way sponsored a program to recruit doctors to donate their services to the newly unemployed. Some 300 physicians were lined up, and the program was off and running. Still another program for displaced workers is a series of seminars to help them cope with the stress brought on by their financial problems, including some assistance with family budgeting.

Given Dave's role as the link between the United Way and labor, you'd think he would get involved in mediating differences between unions (and their members) and United Way agencies. And you'd be right. One relatively common dispute arises when an agency contracts to have construction work done by a non-union firm. Dave might then arrange a meeting between the agency and the unions involved to see if a solution can be found. Dave might also be called on to intervene when a union member is dissatisfied with a service received from a United Way agency.

Like all United Way staffers, Dave gets deeply involved in the organization's fund-raising efforts. This year he worked with the campaign staff to help put together a Labor Advisory Committee to assist with fund raising among union members. (The Committee included IRRA Vice Presidents Tom Monaghan of the UAW and Gene Adams of the IBEW.) Dave does the staff work for the Committee, helping gain access to union groups, explaining to them what United Way agencies do, and stressing that labor is involved in all facets of United Way operations, including decisions on allocations.

With his new job, Dave hasn't had much time to think about where he'd like to direct the IRRA when he becomes President in 1988. Still, he has made some important contributions this year as co-chair of the program committee. He's been largely responsible for organizing a planned session this September on drug problems at the workplace. Also, as president-elect, he'll no doubt have a part to play in next year's program committee, as plans for 1988 begin to take shape. As they develop, COMMON GROUND will try to keep you informed.

Falls Youth Awarded Schiro Scholarship

Jeffrey A. Kline, a senior at LaSalle Senior High School in Niagara Falls, has been awarded a \$500 scholarship by the IRRAWNY. The scholarship, which was established to honor the memory of IRRRA Past President Henry Schiro, was formally presented to Jeffrey at the organization's dinner meeting on March 25. Jeffrey was selected for the award by a committee headed by Jack Davidson, President of Local 8-23516 of the Oil, Chemical and Atomic Workers Union, the organization served so ably by Henry for many years. Jeffrey is a Regents Scholarship winner and a member of the National Honor Society, and he will matriculate at Niagara University in the Fall to study Business Management.

Jeffrey was one of the seven finalists for the award. Any son or daughter of an OCAW member whose local was served by Hank Schiro was eligible, and selection was based on academic achievement and financial need. The presentation was made to Jeffrey by Past President Jim McDonnell, who was introduced by Vice President Charlie Donner. Attending the presentation were Jeffrey's father, mother and aunt. Some excerpts from Charlie's introduction are worth reproducing:

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"Tonight we honor the memory of Henry T. Schiro, who passed away last fall. Hank was an International Representative for OCAW and a Past President of the IRRRA. Let me briefly explain why IRRRA Board of Directors decided to make this award in Hank's name.

"Henry served his membership, and the union movement generally, with tireless dedication and vigor for over 35 years. He was a champion of workers' rights to know about, and be protected against, hazardous substances at the workplace. Largely due to his efforts, employees in Western NY now have access to the WNY Cooperative Health Clinic, which was formally dedicated earlier this year to provide treatment to people with industrial-induced or related diseases.

"Just this past month, at a testimonial sponsored by area OCAW locals, a portrait of Hank was unveiled and dedicated, and it now proudly hangs in the Clinic as a reminder of Hank's role in establishing this important facility, one that

provides critical services to many who never had the honor and privilege of knowing Hank but whose lives will be profoundly changed by his efforts.

"At the testimonial, people from all walks of life — labor and management representatives, political figures and other civic leaders, law enforcement and regulatory agency officials, and working men and women — came to pay tribute and honor Hank. Speaker after speaker recounted anecdotes reflecting Hank's dedication, fighting spirit, and zest for life. Many of us here tonight have similar memories which will be forever etched in our minds. In my own dealings with Hank over the years, I found him to be a vigorous advocate of his member's rights, firm but fair, a pragmatist when need be — all qualities that made him the exemplary union leader he was.

"Very few of us on this earth have achieved such a legacy as did Henry T. Schiro. In recognition of this truly unique individual and his role in furthering harmony in labor-management relations, the IRRRA Board of Directors decided unanimously to establish this scholarship in Hank's memory."

Financial Report

Balance as of 12/15/86.....	\$11,527.83
Receipts	
Interest on Checking.....	132.42
1/87 meeting & Social night	2,046.00
	2,178.42
Total.....	\$13,706.25
Disbursements	
Christmas lunch	288.75
Gold Cross Pens	349.70
Postage	330.00
Printing	425.00
Social night	660.50
Memb. Committee lunch	66.23
January dinner	619.99
(partial payment was made at time of meeting)	
Miscellaneous	118.00
Scholarship award	500.00
	3,358.17
Balance as of 03/15/87.....	\$10,348.09

