FORUM

Proceedings of the 1986 Southern California Labor Law Symposium
Presented by the Labor Law Section of the Los Angeles County Bar Association

In this issue the Journal is pleased to publish the Proceedings of the 1986 Southern California Labor Law Symposium, an annual event sponsored by the Labor Law Section of the Los Angeles County Bar Association. The record is presented here substantially in verbatim form. Besides some editing, the Journal has added citations to assist those readers who wish to conduct further research on the material discussed by the participants. The Symposium presented five subjects, each discussed by one or more speakers. For each subject, a brief question and answer session followed the speakers’ presentations on that subject. These Proceedings preserve this format as originally presented in the Symposium.

WELCOME AND INTRODUCTION
BY
ANTHONY T. OLIVER, JR.
JAMES N. ADLER

MR. OLIVER: Good morning, ladies and gentlemen. Welcome to the 1986 Southern California Labor Law Symposium presented by the Labor Law Section of the Los Angeles County Bar.

My name is Tony Oliver and I have the privilege and honor this year of serving as Chairman of the Labor Law Section. Although this annual Symposium is the Section’s largest and most important annual project, those of you who are active in the Section know that we do other things. However, it’s not sheer happenstance or accident that our annual
Symposium, of which this is the seventh, has achieved national prominence and made our Labor Law Section preeminent among organizations of its type throughout the country.

It takes a lot of time, dedication and hard work on the part of the Committee to plan the program, arrange for the speakers and tend to the hundreds of details which arise. Sometimes, as you’re aware, it even requires a last minute change of location, for unforeseen reasons. However, the results are rewarding, and I am sure you will find the program which the Committee has put together to be most informative and challenging.

The Symposium Committee this year is chaired by Jim Adler. Jim is a partner in the firm of Irell and Manella and is one of the prominent management labor lawyers in Southern California. His committee this year is no less outstanding, but I will leave their introduction to Jim.

Thanks again for coming, and enjoy the program.

MR. ADLER: Thank you, Tony. I too want to welcome all of you here. We think we’ve planned a very exciting event and we know we’ve planned a very full day.

I want to start by thanking the planning committee. It’s been a real working committee. Everyone has contributed and you will meet each of the participants in the planning committee in the course of the day as moderators. I’d like to thank them though, personally, and tell you who they are now.

There’s Jay Roth, a Vice-Chairman of Taylor, Roth & Bush. Jay has to be living some union lawyer’s dream, because he gets to call me daily, tell me what I’m supposed to do and if it doesn’t get done, at least I don’t tell him “no.” Then there’s Pam Hemminger of Gibson, Dunn & Crutcher; Joe Paller of Gilbert & Sachman; Ben Root of Latham & Watkins; Ken Young of Wohlner, Kaplon, Phillips, Vogel, Shelley & Young; and Lou Zigman, who’s an arbitrator.

I also would like to thank the spouses of the planning committee members, some of whom have worked in putting together the program, others of whom have sacrificed and received late night phone calls. Thank you also to the secretaries, and particularly Inga Hartvick and her staff at the Los Angeles County Bar in the meetings department, which has been so helpful in arranging this and arranging the change of hotels and the other details that have to be taken care of.

On each table I think there are cards, and what we would like to do with the cards is at the end of each section of speakers, we’re going to have a question and discussion period so if you have questions we would like you to fill out a card and pass the cards to the aisle where the cards will be picked up and brought here. In that way we can see which ques-
tions are in common and try to coordinate the questions and make it a little more coherent.

We are transcribing the proceedings and either a law review or ourselves will publish the results, and that will be mailed to each of you who registered and is here.

Finally, I want to thank all of our speakers for their participation. And I would like to thank each of you for coming. It's really the participation of the audience that makes the Symposium worthwhile and makes it enjoyable and, of course, you are in a very real sense the raison d'être. So I hope the day will be as enjoyable to you as I know it will be to those of us who put the program together.

Without further preliminaries, I will turn it over to the first panel.