

INSTITUTE  
OF  
INDUSTRIAL  
RELATIONS

*University of California at Berkeley*

# ANNUAL REPORT

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*1989-1990*

*Research, Training,  
and Community Activities*

# ANNUAL REPORT

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1989-1990

*Research, Training,  
and Community Activities*

*Sheldon Zedeck, Director*

*Clair Brown, Associate Director*

**INSTITUTE OF INDUSTRIAL RELATIONS**

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**Marty Morgenstern**

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**1989-1990**

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**Ron Fitzsimmons**  
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**Robin Baker**  
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# **CALIFORNIA PUBLIC EMPLOYEE RELATIONS**

## **ADVISORY COMMITTEE**

**1989-1990**

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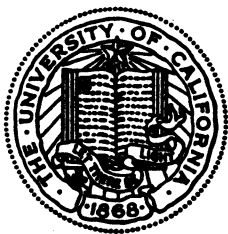
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*ex officio*

**Prof. Sheldon Zedeck**  
Director  
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# From the Director

*As I reviewed the activities and events engaged in by the Institute during the 1989-90 academic year, I reflected on the Institute's role and accomplishments in light of articles, in the academic and lay communities, which have commented on the state of U.S. organizations, the economy, and industrial relations.<sup>1</sup> There are several common and interrelated themes that are expressed in these articles. For example, (1) There is no doubt that the U.S. is in a struggle to compete with the countries in the Pacific Rim, and now, a unified Europe; (2) Increased international competition and the rapid pace of technological change are causing organizations, workers, and unions to change and adapt; and (3) Educating and training our work force are essential to keep pace with the changes. Overall, we are faced with a challenge to preserve a role in a global economy.*

*How is the Institute responding to the challenge? Review of the activities cited in this Annual Report indicates that the Institute is at the forefront in many arenas. The Institute's mission is to engage in research, training, and education (of students and the community). This Report shows that over 50 graduate students were involved or supported in their training by the Institute. Over 30 faculty members were involved in research that was supported by Institute resources. Over 35 scholars, researchers, trainers, and management and union representatives were hosted by and interacted with Institute faculty and staff for brief periods of time. Over 50 scholars spent weeks and semesters interacting with Institute staff and using its facilities, particularly the Library. About 50 colloquia, seminars, and brown bag lunch sessions were organized, led by, or involved Institute staff. Over 100 programs were conducted by the public sector centers (Labor Center, Labor Occupational Health Program, and California Public Employee Relations) for groups that ranged in attendance from 5 to 450. Research and information relevant to industrial relations were regularly disseminated via Institute and Center publications and periodicals such as Industrial Relations, California Public Employee Relations Magazine, and the Labor Occupational Health Program's Monitor. Over 150 articles were published by IIR faculty and staff.*

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<sup>1</sup>See, for example, "Upgrading America's Workforce Through Participation and Structured Work-Based Learning," an AFL-CIO Human Resources Development Institute report, May 1990; "Adapting to Technology and Competition: A New Industrial Relations System for the 21st Century," by Dean Ray Miles, *California Management Review*, 1989, Volume 31; and "Work Place Topics: Worker Training and American Unions," published by the AFL-CIO Department of Economic Research, July 1990.

*The research, papers, presentations, programs and other activities represented in the above, and described in this Report, all contribute to our understanding of industrial relations issues; some address the past, but many address the present and even more are concerned with the future. Of particular significance is the extension of the Institute's activities to realms outside of California and the U.S. In particular, the Institute faculty and staff were heavily involved in three programs, each of which had an international scope. First, in conjunction with the campus' Center for Western European Studies, the Institute is involved in a project focusing on labor responses to economic unification in western Europe. Second, the Institute undertook a project with representatives from Poland's Solidary Movement to conduct research and training for Solidarity. Third, a project of comparative research involving emerging patterns of industrial relations in firms in the U.S. and Japan is underway. These projects are described in detail in this Report.*

*The above is presented to illustrate the involvement of the Institute in meeting the challenges cited in the opening paragraph. It is obvious that the Institute, its faculty and staff are having an impact on the important issues of today and in shaping the future agenda of industrial relations. Perhaps what should receive the greatest acknowledgment is that all of the events and activities described in this Report are being conducted with a very small, but highly dedicated and professional support staff. We are certainly appreciative of their efforts.*

*On another note, the 1989-90 academic year marked the end of a formal relationship with the Labor Occupational Health Program. For administrative and financial reasons, this program will now be administratively responsible to the School of Public Health. This new arrangement does not mean, however, that the Institute will no longer be involved in occupational health issues. On the contrary, programmatic links will still exist and we expect to be as active as ever in this area.*

*Finally, I want to acknowledge an event that took place in August 1990, a date that is beyond the activities cited in this Annual Report; but, I want to acknowledge it in this Report rather than a year from now when it may seem like an eternity has passed. I am referring to the retirement of Barbara Porter, Managing Editor of the Industrial Relations. After over 30 years of service to the Institute, Barbara is retiring to spend more time with her hobbies and interests. We will miss her grace, charm, and support; we wish her the very best.*

*Sheldon Zedeck, Director*

# I IIR HISTORY AND CURRENT MISSION

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## Summary

The Institute of Industrial Relations (also referred to as IIR), was established by legislative mandate in 1945. It consists of two autonomous sections, one at the University of California at Berkeley, and the other at Los Angeles. Operating under this legislative mandate, both sections engage in research, graduate training, and community service. The avowed purpose of then Governor Earl Warren in asking for the Institute to be formed was to help deal with the labor tension and strife that prevailed in the United States after World War II. The Institute at Berkeley is composed of several specialized Centers: the Administrative Office, the Berkeley Campus Human Resources Council (BCHRC), the California Public Employee Relations Program (CPER), the Center for Labor Research and Education (the Labor Center, as it is widely known), the Labor Occupational Health Program (LOHP), the *Industrial Relations Journal*, and the Library. Each of these and their respective activities will be discussed in later sections of this *Report*.

### Faculty

During the 1989-90 year, there were 32 faculty members associated with the Berkeley IIR, representing nine departments: Business Administration, Economics, Education, History, Law, Political Science, Psychology, Public Health, and Sociology. Thirty more faculty participated in IIR programs. Individual faculty members engage in research of their own choosing; however, the close association of faculty from various disciplines facilitates cross-fertilization of ideas and the development of teams that pursue interdisciplinary research. Faculty, professional staff, graduate student and visiting scholars research and publications are summarized in the appropriate sections.

### Visitors to the Institute

Every year since its inception, the Institute has hosted many distinguished national and international academic visitors as well as practitioners from the field, coming from countries around the globe to visit the University, to meet with IIR faculty members and professional staff, and to make use of the Institute's facilities (in particular, its specialized libraries). Some stay for brief periods only, while others arrange to come as visiting scholars engaging in extended studies. Such visits are mutually beneficial. Long-term visits are customarily initiated by the individual scholars themselves who would like to come spend an extended vacation, or sabbatical leave, at the University.

### The Library

IIR's Library is considered by many experts to be the finest of its kind in the West.

### IIR Publications

- *The Industrial Relations Journal*
- *The CPER Magazine*
- *The Labor Center Reporter*

Through its comprehensive publications program, the Institute seeks to disseminate research by its faculty and staff members to the academic community and the public. In addition to many other publications generated by its Centers (such as the *Labor Center Reporter*), IIR publishes a refereed academic journal, *Industrial Relations* (also referred to as *The Journal*),

and the *CPER Magazine*, as well as a newsletter, working paper series, proceedings of Institute conferences and, less frequently, books and pamphlets, as described more fully under the discussion of each Center in a later section of this *Report*. Both *CPER* and *The Journal* enjoy wide circulation.

Inquiries for these publications come from students, faculty, libraries, unions, business firms, government departments and from interested individuals throughout the world. The publications are used as required reading in many courses taught in colleges around the country, and in various courses and seminars sponsored by the Institute. Listings of all Institute publications are issued regularly. They are available for review in the IIR Library and may be obtained upon request.

### **Student Support**

In addition to these services, the Institute also funds between twenty to forty students each year. As research assistants, they are assigned to individual faculty members affiliated with the Institute and provided office space and computer access.

### **Berkeley Campus Human Resources Council**

BCHRC, an undergraduate student organization sponsored by a faculty member, is designed to enrich the University of California's students' knowledge, experiences, and career opportunities in the field of Human Resources.

The foregoing is a brief summary; as mentioned previously, the individual activities will be described in detail in later sections of this *Report*.

# DESCRIPTION OF IIR AND ITS CENTERS

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# BERKELEY CAMPUS HUMAN RESOURCES COUNCIL

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## History and Current Mission

The Berkeley Campus Human Resources Council (BCHRC), the student affiliate of the Northern California Human Resources Council (NCHRC) is a student-run, non-profit professional organization. BCHRC was established to extend beyond state-of-the-art classroom knowledge, and give students practical exposure to the fields of Human Resources, Organizational Behavior, and Industrial Relations by establishing a partnership with Bay Area professionals through meetings, conferences, internships, and mentorships.

BCHRC works to further students' knowledge of Human Resource functions in any organization. It introduces students to professionals in the field, facilitating hands-on training; in turn, it provides HR professionals with information about the University of California at Berkeley's educational opportunities in the field of Human Resources, and increases professionals' awareness of students who could become valuable assets to their firms.

Specifically, BCHRC also is instrumental in arranging internships for students while still attending school, to "dip their feet into the HRM waters," which is perhaps the best way for students to truly gain an understanding of Human Resources Management (HRM). The Internship Committee seeks out and develops internships in HR and other related fields, working with companies and potential employers. Many local firms participate in this endeavor. Another of its

programs is the very successful Mentorship Program (a/k/a "Adopt a BCHRC Member for a Day!"). Mentors invite students to observe and participate with them during a day. By watching, the students learn what it means and takes to be a Human Resources Professional and a future internship possibility can best be evaluated.

In an attempt to further, foster and facilitate BCHRC's mission, and to partner the professional HR community with the resources of the University, including its outstanding faculty and students, BCHRC initiated in 1986 an **Annual Breakfast** event (sponsored by its undergraduate and graduate/MBA chapters, with IIR faculty participation). Over the past five years, quite a number of intern- and mentorships have been developed through contacts made at these gatherings, while at the same time affording the business community and the public-at-large an opportunity to become better acquainted with the education at the University and its relevance to helping to serve tomorrow's business needs. Organizations are encouraged to contact BCHRC to arrange for student internships.

In addition, BCHRC is also active in arranging skills workshops on interviewing, resume writing, job search, and career planning. Periodically, BCHRC also hosts presentations by members of the business community from the human resources field for students on campus.

## BERKELEY CAMPUS HUMAN RESOURCES COUNCIL

**Officers:** Claudia Gumbiner, President  
Sara Ancla-Kelly, Vice President-Finance  
Kathy Correa, Vice President-Administration  
Brenley Brotman, Rebecca Wells, Vice Presidents-Marketing  
Todd Wysuph, Vice President-Internships  
Dess Aldridge, Vice President-Mentorships  
Pauline Cho, Vice President-Professional Events  
Vincent Harris, Newsletter Chair  
Mary May, Vice President-NCHRC Liaison

**Faculty Sponsor** Dr. Cristina Banks  
**Breakfast Chairs** LeMonte Graham and Brenda Yen

The fifth annual BCHRC Breakfast was held on April 25. The topic of this meeting was "State of the Art Human Resources Applied to Real Problems."

### Spring Semester, 1990

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Apr. 25	"Overview on Current Research and Its Implications upon Issues in Human Resource Management Today"	Cristina Banks, BCHRC Faculty Sponsor, Lecturer, Business Administration, Berkeley
	"Disabilities Acts, Pension Wealth, and Affirmative Action"	Jonathan Leonard, Associate Professor, Business Administration, Berkeley
	"The Need and Possible Methods to Increase Workers' Participation in Management Decisions"	David Leyine, Assistant Professor, Business Administration, Berkeley
	"Employee Assessment Methods and Their Impacts"	Sheldon Zedeck, Professor, Psychology, Berkeley and Director, IIR

In addition to the above, the following University of California professors also attended: Charles A. O'Reilly, Trond K. Petersen, Kurt Sera-Kraiger, and George Strauss, and Dr. Miriam Erez, Visiting Associate Professor.

This was BCHRC's most successful breakfast yet since its inception, with over 60 professionals and more than 30 faculty and student members in attendance.

# CALIFORNIA PUBLIC EMPLOYEE RELATIONS

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## History and Current Mission

The California Public Employee Relations (CPER) Research and Publications Program was initiated in 1969 response to requests from management and labor representatives for Institute assistance in dealing with the special problems involved in public sector employment relations. Concern in the field was initially prompted by passage of a local government employee relations statute. In following years, three more bargaining laws were adopted, covering public schools, state, and higher education employees; a state agency was established to administer the latter statutes. The Program has adapted as public sector bargaining has evolved, and now not only serves the changing needs of those party to the bargaining process and those engaged in public policymaking but also continues to build a substantial specialized archive for research by students, faculty, and practitioners.

The Program includes public sector employment relations research, both at the statewide and national levels; publications; reference and consultation services: cooperation with labor relations, academic, research, and community organizations, visiting scholars, faculty, students, public policymakers, and the news media; cooperation with IIR's Labor Center and other institutions in education programs and conferences; acquisition, organization, and storage of information in its Library of public sector data and publications.

Owing to its nonadversarial, analytical approach, CPER has achieved high visibility among practitioners and legislators at all levels of government and among organizations concerned with developments in the field. For example, CPER is frequently consulted by the Public Employee Relations Board, legislators, legislative committees, state officials and agencies, practitioners, and academicians. CPER publications

are often cited in briefs to the courts and in decisions of the State Courts of Appeal and the State Supreme Court. Continuing information exchange relationships are maintained with statewide federations of public employers and public employee organizations, as well as with such agencies as the Department of Industrial Relations, Employment Development Department, Department of Finance, State Personnel Board, and the Department of Personnel Administration. The Program has developed an unparalleled collection of primary and secondary source data. Because it is the only program of its kind in the United States and because of its unique resources, CPER has long been an important link in the national network of universities as well as government and private agencies concerned with public sector research.

## Research

During 1989-90, CPER devoted substantial resources to three issues of major importance to those in the public sector field. The introduction of A.B. 3300 (binding arbitration of impasses in public schools) led to a series of research queries both from the authors of the bill (Assemblyman O'Connell and State Superintendent of Schools Honig) and from those organizations who would be affected by its passage. In addition to assisting the parties with data, CPER published an article in March which analyzed A.B. 3300 and compared similar systems in operation in seven other states.

A second issue has been the development of labor-management cooperation schemes in the public sector. Various experiments in public schools have received the most public attention, but some interesting procedures have also been worked out in local government. For example, an article in the December

issue describes the innovative and highly successful structure through which the County of Los Angeles and the Coalition of County Unions manage county-sponsored benefit plans.

A third area of widespread interest is drug testing in public agencies and how it relates to employees' constitutional privacy rights. CPER has given extensive coverage to relevant litigation, as well as bargaining on the subject at the local level.

In addition, the staff continued to carry out its long-standing mission to respond rapidly and flexibly to contemporary information needs through general publication activities (see publications, described below). Particular emphasis was given to the parties' concern over escalating health care costs, the still-evolving status of the strike, contracting out, parental leave policies, the level of funding for local services (particularly health care and safety services), and litigation developments with regard to such subjects as discrimination, agency fees, and the deferral of disputes to arbitration. Attention was given, as usual, to all actions at the state legislature which could affect public sector labor relations.

In the course of the year, short-term research assistance was provided to William Gould, Professor of Law, Stanford University (the use of binding interest arbitration in California); Senator Gary Hart (California public sector strike statistics); Assemblyman Jack O'Connell (use of interest arbitration in other states); State Superintendent Bill Honig (dispute settlement alternatives); M. Vohryzak, Professor of Economics, CSU-Sacramento (collective bargaining simulation games).

### **Grants**

CPER was involved in three Institute grant projects in the course of the year. The first, a grant from the Department of Labor's Bureau of Labor-Management Relations and Cooperative Programs, was in its second year of a research-training program on "Innovative Labor-Management Practices in California Organizations"; CPER staff members provided research assistance on employee involvement in non-collective bargaining cooperative efforts in public schools.

The second was a submission to the Federal Mediation and Conciliation Service proposing to create a statewide labor-management committee of public schools organizations, to establish training programs

on cooperative labor-management practices, and to publish a series of articles on the results; CPER will participate primarily in the latter.

The most ambitious proposal was a joint CPER--Yale University submission to the National Science Foundation (NSF). Currently being re-framed in cooperation with the NSF, the proposal involves a multifaceted, five-year study of the effects of the industrial relations environment of the 1980s on union behavior.

### **Special Strike Project**

CPER's extensive strike data base (all California public sector strikes, 1968-present) will form a critical part of the NSF project mentioned above. Meanwhile, the staff continues to work with Paul Johnston (a former Berkeley graduate student, now an assistant professor at Yale) on refining the data. The computerized bases are organized by individual strike and will be used to generate data series of strike activity by level of government, occupation, union or association, etc. A 20-year time series is planned for publication in CPER in Fall 1990, to be followed by a monograph.

### **Students**

Bruce Kieler, CPER intern and graduate research assistant, returned to CPER at the end of the year after completing a Fulbright Scholarship research project in Singapore, where he studied the impact of AIDS on the workplace. Part of his study focused on the important role of medical and support volunteers in the overall healthcare delivery system of Singapore. He will present a paper on the work values of Singapore's volunteers at the International Conference on Work Values, to be held in Prague, Czechoslovakia, August 19-22, 1990. While in Singapore, Kieler was attached to the Training and Health Education Department of the Singapore Ministry of Health. He assisted the Department with AIDS and occupational safety education for health educators, staff nurses, AIDS-care volunteers, and medical personnel at the Singapore National Skin Centre and the Singapore Communicable Diseases Centre. He also provided information and lectures on AIDS and the needs of persons with AIDS to various youth groups, religious organizations, and volunteer groups, as well as to members of the Singapore hospice movement and the geriatrics unit at Tan Tock Seng Hospital. Kieler is a doctoral student in public health and assists CPER with AIDS workplace research and with compilation

of the annual CPER annotated indexes.

CPER encourages students to use CPER archives and to submit articles for publication. Lee Badgett, Ph.D. candidate in economics at Berkeley, wrote a leading article for the June issue of *CPER* on "Looking for the Union Label: Graduate Students at U.C." Betsy Allen at Stanford Law School and Tom Ericson at CSU-Sacramento were helped with research materials.

#### **Reference and Consultation**

Direct access to CPER staff is considered to be one of the Program's more important offerings. For example, more than 100 telephone reference questions were received and answered this year. They were from individual management and labor practitioners involved in bargaining, litigation, and legislative action; legislators and their assistants; professional neutrals; attorneys; university professors and students; research librarians; and visiting scholars. For example, the affiliations of some of those helped were:

##### ***state agencies:***

Department of Industrial Relations,  
Employment Development Department,  
Department of Education, Public  
Employment Relations Board, Department  
of Personnel Administration, New  
York State Public Employment Relations  
Board;

##### ***academicians:***

University of California at Berkeley and  
at Los Angeles, Rutgers, New York State  
School of Labor and Industrial Relations,  
California State University at Sacramento,  
Long Beach, and Hayward, Industrial  
Relations Center at University of Hawaii;

##### ***employee organizations:***

Service Employee International Union,  
San Diego County Employees Association,  
Pinole Police Association, California  
Federation of Teachers, Oceanside Fire-  
fighters, Huntington Beach Police Offi-  
cers Association, Union of State Employ-  
ees, American Federation of State, Coun-  
ty, and Municipal Employees, Internation-  
al Brotherhood of Electrical Workers,  
California School Employees Associa-

tion, Orinda Education Association,  
California State Employees Associa-  
tion, California Teachers Association,  
California Association of Psychiatric  
Technicians, United Teachers of Los  
Angeles, Operating Engineers, Labor-  
ers International Union, Napa Valley  
College Faculty Association, Tracy  
Educators Association, Union of  
American Physicians and Dentists;

##### ***government employers:***

University of California at Berkeley Per-  
sonnel Department, School Services of  
California, Solano County, California  
School Boards Association, Los Angeles  
City Office of the City Administrator,  
Mountain View Hospital District, Bel-  
mont Fire Department, League of Cali-  
fornia Cities, Vallejo Personnel Depart-  
ment, California State University/Long  
Beach Personnel Department, Berkeley,  
Santa Clara County Probation Depart-  
ment, State Personnel Board, San Fran-  
cisco, San Francisco City College, State of  
Washington Higher Education Personnel  
Board, Oakland Housing Authority, Oak  
Grove Unified School District, Contra  
Costa County Personnel Director, Indus-  
trial Employers and Distributors Associ-  
ation, Plumas County Personnel Depart-  
ment, University of California General  
Counsel, Personnel and Labor Relations  
Officers of the Republic of China, Palos  
Verdes Estates, San Diego Public De-  
fender's Office, Anaheim Police Depart-  
ment, Tuolumne County Personnel De-  
partment, Ventura County Department of  
Corrections, Alameda County, New York  
City, Berkeley Unified School District,  
Santa Clara County Water District, Sacra-  
mento City, Hesperia Unified School Dis-  
trict, San Bernardino Superintendent of  
Schools, Long Beach, Chico, Concord;

##### ***legislature:***

Senate Education Committee, Senate  
Office of Research, Assembly Committee  
on Public Employees, Assembly Subcom-  
mittee on Educational Reform, Legis-  
lative Analyst;

**neutrals:**

American Arbitration Association;

**media:**

*Contra Costa Times, Oakland Tribune, San Francisco Chronicle, Los Angeles Times, San Diego Union, Alameda Times-Star.*

**Acquisition and Storage of Information**

Under the direction of the Librarian, Clara Stern, CPER maintains a specialized reference library which backs up the activities and services described above. This collection includes court decisions and accompanying briefs involving public employment relations litigation in California since 1969; PERB decisions; state laws and legislative bills; employee relations policies of public employers; arbitration and fact finding awards; tabulations of strikes; negotiated agreements; and periodicals and bulletins of public agencies and employee organizations. Major state newspapers are clipped daily.

**CPER PUBLICATIONS**

CPER is a research and publication program concerned with collective bargaining, labor force, and compensation developments in the California public sector.

**Regular Publications**

Include the *CPER Magazine, Extra Edition, Special Reporting Series*, and *Annual Index*. Subscribers receive all four serials, which constitute a non-duplicate, continuing record (\$150 a year).

***CPER Magazine* (Quarterly)**

Includes full coverage of developments in California public sector labor relations, researched and

written almost entirely by CPER staff. Each issue of approximately 80 pages contains analytical articles, case studies, legal analyses, news reports, abstracts of all PERB decisions, and a log of arbitrators' awards identified by subject matter. Readers contribute to an Open Forum section and frequently write major articles.

Over the 1989-90 year, the magazine ran a series of leading articles on a wide variety of subjects of current interest. In line with CPER's policy of making the Program a cooperative community effort, contributions from practitioners were again encouraged. As a result, several lead articles were written by practitioners, in addition to those by staff:

**Fall 1989**

<u>Date</u>	<u>Title</u>	<u>Author</u>
Sep.	"Public Sector Grievance Arbitration: State of the Law in California"	Franklin Silver, Attorney-Arbitrator

**Spring 1990**

Sep.	"Affirmative Action Revisited: The Supreme Court's New View"	Bonnie G. Bogue, CPER staff
Dec.	"L.A. County: The Next Breakthrough in Joint Benefit Management"	Bud Treece, Exec. Director, Assoc. for LA Deputy Sheriffs (ALADS), and Vice Pres., LA County Federation of Labor, AFL-CIO
Mar.	"Arbitration in the Schools: A.B. 3300 and Experience Elsewhere"	David J. Bowen and B.V.H. Schneider, CPER staff

<u>Date</u>	<u>Title</u>	<u>Author</u>
Mar.	"Public Policy and Arbitration Awards -- The Continuing Saga"	Luella E. Nelson, Arbitrator-Mediator-Fact-finder
	"The Exclusion of Evidence in Disciplinary Cases"	Carol Vendrillo, CPER staff
Jun.	"Do Individuals Have Bargaining Rights Under the Meyers-Milias-Brown Act"	John Liebert and Mildred Collins, Liebert, Cassidy & Frierson
	"Looking for the Union Label: Graduate Students at U.C."	Lee Badgett, Graduate Research Assistant, Berkeley
	"PERB's 'Fremont' Decision: Intermittent Strikes Unlawful"	Bonnie G. Bogue and David J. Bowen, CPER staff

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#### ***CPER Extra Edition*** (three times a year)

Added to the subscription series in response to requests for more frequent publication. A modest version of the quarterly edition, the *Extra Edition* averaged 26 pages in 1989-90. The *Extra* includes news reports and analyses and the regular CPER abstract services (PERB and neutrals' decisions). Features carried only in the *Extra* are updates on pending litigation and abstracts of recent publications in the field.

#### ***CPER Special Reporting Series***

The groundbreaking nature of public sector labor relations and the speed with which changes occur in settlements, litigation, and PERB decisions call for quick reactions by practitioners. For this reason, CPER maintains the *Special Reporting Series*. Although this bulletin is rarely used, it is of great value when a three- or four-day turnaround of information is desirable.

#### ***CPER Annual Index***

The only comprehensive source available for research in California public sector labor relations. The *Index* is annotated and cross-referenced, and arranged in four parts: by topic, index of arbitration awards, table of cases, and table of PERB orders. The tables of cases and PERB orders are annual supplements to the *CPER Cumulative Table of Cases*,

1969-1980. Compiled on computer, the *Index* runs approximately 100 pages. The 1989 *Index* (published in June 1990) was compiled by Bonnie G. Bogue and Bruce Kieler.

#### **Occasional Publications**

A new monograph was published in January 1990, *Duty to Bargain in Good Faith in California's Public Sector*. The work describes the duty to bargain under the laws covering local government, public schools, state, and higher education employees. Included are the applicable texts of the laws and a table of cases. By June 30, 470 copies had been sold.

Demand continued to be very strong for CPER's *Easy Reference Series*. Each pocket guide is designed to assist primarily first-line supervisors, shop stewards, and union representatives in interpreting the laws under which they must function. The same general format is followed for each: (1) a description of the law, its history, and how it works, (2) a copy of the law, (3) a subject guide to all major decisions (with summaries of each decision, citations, and references to CPER analyses), and (4) a specialized glossary.

The sixth edition of the *Pocket Guide to the Meyers-Milias-Brown Act* (the local government employee relations act) was published in January 1990. Originally published in April 1985, this guide has been revised and re-run many times; 17,052 copies had been sold by the end of the fiscal year.

The extremely popular *Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act* was revised for the fourth time and published in April 1990. 25,172 copies have been sold since initial publication in 1986.

The third in this series - the *Pocket Guide to the Educational Employment Relations Act* - was first issued in 1987. A second edition was published in January 1990. 7,143 copies had been sold by June 30, 1990. (A list of all CPER publications is available on request.)

### **Professional Staff: Publications and Activities**

CPER research staff contributed the bulk of the material appearing in the periodical series described above. In addition, the staff was actively involved in professional organizations.

In 1989-90:

**BONNIE BOGUE, J.D.**  
Specialist

Wrote a total of 89 analytical articles for CPER periodicals, including 11 analyses of significant bargaining developments in state and higher education; 34 articles focused on litigation in state and federal courts, ranging from judicial review of decisions of the Public Employment Relations Board to Supreme Court decisions interpreting constitutional issues, such as drug testing and discrimination, and employment issues, such as wrongful termination; 31 articles covered major PERB rulings and other board activities, such as agency shop rules; and 4 articles dealt with other significant labor relations issues, including legislation. She also wrote 11 synopses of PERB final decisions.

#### **Publications**

"Strikes and Other Concerted Activities," and "Employer Responses to Strikes and Concerted Activities," with Kirsten Zerger, *California Public Sector Labor Relations*, Labor and Employment Law Section, State Bar of California (New York, Oakland: Matthew Bender, 1989)

Contributing author and consultant, "California Practice Update, May 1990," *California Public Sector Labor Relations*, *supra*

*Pocket Guide to the Meyers-Milius-Brown Act*, with M. Taylor and C. Vendrillo, revised, sixth edition, January 1990

*Pocket Guide to the Educational Employment Relations Act*, revised, with C. Vendrillo and D. Bowen, second edition, January 1990

Preparer and editor of annotated guide to CPER periodicals and tables of cases, *CPER Annual Index*, 1989

Contributor, "Report of State and Local Government Bargaining Committee," *The Labor Lawyer*, Vol. 5, No. 3, pp. 434-502, Summer 1989

"Affirmative Action Revisited: The Supreme Court's New View," *CPER* No. 82, pp. 10-16, Sept. 1989

"PERB's 'Fremont' Decision: Intermittent Strikes Unlawful," with D. Bowen, *CPER* No. 85, pp. 14-18, June 1990

#### **Presentations**

"Arbitration Advocacy: Examination and Cross Examination of Witnesses," SEIU Field Representatives Training Program, American Arbitration Association, San Jose, 1989

#### **Professional Activities**

Editorial     State Bar Labor and Employment Law

Committee     Section, updating of reference work, *California Public Sector Labor Relations*, 1989-present

Member     American Arbitration Association

Member     American Bar Association and Its State and Local Government Bargaining Committee of the Labor and Employment Law Section

Member     California Women Lawyers

Member     Industrial Relations Research Association, national and local associations

Member     Labor and Employment Law Section of the State Bar Association



Member Society for Professionals in Dispute Resolution

Member San Francisco Bar Association's Labor and Employment Law Section

Member State Bar of California (1973)

**DAVID J. BOWEN, Ph.D.**  
Specialist

Wrote a total of 51 analytical articles for CPER publications, including 26 analyses of significant bargaining developments and bargaining impasses in public schools and community colleges; 15 analyses of major court decisions interpreting various bargaining statutes and employment sections of the Education Code; 10 other articles reporting on innovative bargaining practices, legislative activities, and union mergers and affiliations.

#### **Publications**

*Pocket Guide to the Educational Employment Relations Act*, revised, with B. Bogue and C. Vendrillo, Second edition, January 1990

"Arbitration in the Schools: A.B. 3300 and Experience Elsewhere," with B.V.H. Schneider, *CPER* No. 84, pp. 2-9, March 1990

"PERB's Fremont Decision: Intermittent Strikes Unlawful," with B. Bogue, *CPER* No. 85, pp. 14-19, June 1990

#### **Presentations**

"Personnel Systems in Health Care Management," and "Effective Project Team Design," Kaiser Mid-Management Training Conference, Moraga, CA, August 1989

#### **Professional Activities**

Member Academy of Management

Member Industrial Relations Research Association

Member American Society for Training and Development

**B.V.H. SCHNEIDER, Ph.D.**  
Specialist

#### **Publication**

"Arbitration in the Schools: A.B. 3300 and Experience Elsewhere," with D. Bowen, *CPER* No. 84, pp. 2-9, March 1990

#### **Professional Activities**

Editor *Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act*, revised, fourth edition, April 1990

Editor *Pocket Guide to the Meyers-Milias-Brown Act*, revised, sixth edition, January 1990

Editor *Pocket Guide to the Educational Employment Relations Act*, revised, second edition, January 1990

Editor *The Duty to Bargain in Good Faith in California's Public Sector*, CPER Monograph Series, January 1990

Editor *California Public Employee Relations*

Editor *CPER Extra Edition*

#### **Professional Activities**

Consultant California School Employees Association

Member American Economics Association, Committee on the Status of Women in Economics

Member Industrial Relations Research Association

Member International Industrial Relations Association

Member International Society for Labor Law and Social Security

Member Labor and Employment Law Section of the State Bar Assoc. of California

Member London School of Economics Association

Member Society of Professionals in Dispute Resolution

**CLARA STERN, MLS**  
**Librarian****Professional Activities**

**Member**     Special Libraries Association  
                 University of California Library's Task  
                 Force on Library Services to Disabled  
                 Users

**Member**     Librarians Association of the University  
                 of California, Berkeley Division

**CAROL VENDRILLO, J.D.**  
**Specialist**

Wrote a total of 89 analytical articles for CPER periodicals, including 26 analyses of significant litigation affecting labor relations in California's cities and counties; 36 analyses of major developments and innovations in collective bargaining at the local government level; 15 reports on other developments, such as the impact of the Gann spending limitation and the adoption of local anti-discrimination ordinances; 12 analytical pieces on PERB activities. She also wrote 87 synopses of PERB final decisions and 70 abstracts of California public sector arbitration awards.

**Publications**

"The Exclusion of Evidence in Disciplinary Cases,"  
*CPER* No. 84, pp. 17-20, March 1990

*Pocket Guide to the Meyers- Miliias-Brown Act*, revised,  
with B. Bogue and M. Taylor, sixth edition, January  
1990

*Pocket Guide to the Educational Employment Relations  
Act*, revised, with B. Bogue and D. Bowen, second  
edition, January 1990

**Professional Activities**

**Member**     State Bar of California

**Member**     Labor and Employment Law Section of  
                 the State Bar of California

**Attendee**    California Public Employers Labor  
                 Relations Association, Monterey,  
                 November 1989

**Attendee**    Northern California Public Employers  
                 Labor Relations Association, Pleasanton,  
                 April 1990

# CENTER FOR LABOR RESEARCH AND EDUCATION

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## History and Current Mission

Since its inception in 1964, the Center for Labor Research and Education (Labor Center) has provided education programs, research assistance, publications and materials on issues relevant to organized labor and the work force in California. The Labor Center offers training in basic skills for emerging union leaders as well as programs on current issues for more experienced labor representatives, union leaders, academics, and other interested parties. Labor Center coordinators develop and present programs to meet the special needs of individual unions in addition to multi-union programs open to all workers and representatives concerned with a specific topic. Both the format and the content of labor education programs are typically quite varied, and the programs may be delivered in any time sequence to fit the needs of the working participants.

Labor Center coordinators and staff gather and use many kinds of applied research materials. Subjects this year included pension plans and Social Security, health care programs, new approaches in collective bargaining, Workers' Compensation, labor education in public schools, drug testing programs, workers' rights and human rights, and women and minorities in the workplace and in labor organizations.

## Comparative Labor Relations Unit

In the Fall of 1989, under the stewardship of Professor Lloyd Ulman, a **Comparative Labor Relations Unit** was established with IIR's Labor Center to further faculty research into problems arising in an international context. Since its establishment, it has been involved in three projects which are still in early stages of development. (More fully discussed in the Labor Center's Research section.)

## Research

### *Labor Center Reporter*

The *Labor Center Reporter* provides a vehicle for faculty, Institute professional staff, and graduate students to publish articles on topics approved by the *LCR* Editorial Board. The following issues, distributed since last June, were written by graduate students. In addition to the graduate students listed below, the Board includes faculty members, Professors Clair Brown and David Stern, and the Chair of the Labor Center, Marty Morgenstern.

Copies of the *LCR* are available to all California labor organizations for a subscription fee of \$20.

<u>Publ. #</u>	<u>Title</u>	<u>Author</u>	<u>Date</u>
268	"Learning to Cooperate: Labor Relations in California Schools"	Lars Arriola	Nov. 1989
269	"Negotiating Employee Assistance Programs"	Alice Burton	Dec. 1989
270	"The Role of the NFLPA in Pro Football's Salary Determination"	Jean Hamilton	Dec. 1989

<u>Publ. #</u>	<u>Title</u>	<u>Author</u>	<u>Date</u>
271	"Labor-Management Committees: Cooperative or Co-Optive Relationships?"	Kenneth Grossinger	June 1990
272	"Union Support Among Women and Minority Workers"	Ramón Castellblanch	June 1990

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In 1989-90, the Labor Center continued an emphasis on issues which require applied research and/or identify areas of needed academic research. Its efforts in this regard are related closely to the Center's education programs, as the following samples indicate:

#### Labor Education in the Schools

In this critical area Labor Center staff and Institute faculty have been jointly involved in several projects:

The Center's recent publication, "Bringing the Labor Movement to the Schools," (Alice Burton, January 1990), reporting on Labor Education Week at Oakland Technical High School, is being sold publicly and has also been widely distributed by the American Federation of Teachers (AFT) and staff at Oakland Tech. This successful program could benefit many other secondary schools. Bruce Poyer completed "Resources Available for Teaching and Learning about Work, Working People, Labor Organizations, and Labor History," (Labor Center Memorandum of October 1989, 78 pages). This memorandum summarizes materials available and gives sources, addresses, and prices. The AFT Committee and the Labor Center will combine forces in the Fall to raise funds sufficient to make these materials and the Labor Center's publication, "Labor and the Economy," (1989) available to all high schools in the state.

#### International Perspectives

Like the U.S. economy, the Labor Center has broadened its international perspectives, particularly with respect to human rights, workers' rights, and the institutional rights of labor organizations. To this end the **Comparative Labor Relations Unit** was established.

#### Labor Responses to Economic Unification in Western Europe

The first of the Unit's three projects referred to earlier is called "Labor Responses to Economic Unification in Western Europe." It is undertaken jointly with the Center for Western European Studies and involves scholars from other institutions, both overseas and in the United States, as well as faculty members of the Institute.

#### Industrial Relations in Subsidiaries of Japanese Firms in the United States

The second research project compares emerging patterns of industrial relations in unionized and non-union subsidiaries of Japanese firms in the United States with U.S. subsidiaries in Japan. This plant-level research will complement and be integrated into the ongoing research of Professors Clair Brown, Michael Reich, and David Stern on innovative patterns of employment and labor relationships in the United States. It will be in cooperation with a group of scholars from Doshisha University of Kyoto, Japan.

#### Program on Poland

A third program was brought to the Institute by Dr. Clark Kerr, past President of the University of California, and Dr. Marek Zelazkiewicz, formerly a Visiting Research Associate at IIR. It consists of research and training in industrial relations with the history-making Solidarity union as Poland enters a challenging new era (converts to a market economy.) This project involves the participation of academic researchers from Poland and the University of California at Berkeley along with Solidarity trade unionists and members of the Institute's Labor Center. These parties have an agreed-upon goal: to provide assistance to the Polish union by devising economics and labor education courses for Solidarity members. To lay the groundwork for this endeavor, Professor Clair

Brown, University of California at Berkeley and Associate Director of IIR; Professor Lloyd Ulman, former director of the Institute; Don Vial, former Chair of the Labor Center and formerly a member of the State Public Utilities Commission; along with Labor Center Chair Marty Morgenstern, travelled to Poland in May and met with Solidarity union leaders in major cities throughout the country. The four Instituturs journeyed to mines, factories and other work sites in Warsaw, Wroclow and Katowice before going on to Gdansk, where they visited Solidarity's national headquarters and the famous shipyard where the union was born.

The Berkeley Labor Center's participation is being funded with grants from the systemwide University and Berkeley campus budgets obtained through the involvement of Dr. Kerr. The AFL-CIO's George Meany Center outside Washington, D.C. has also agreed to work on the project. A report on the trip and the Solidarity union by Marty Morgenstern will be published as a *Labor Center Reporter* in the Fall of 1990.

#### Health Care Bargaining

Labor representatives involved in the negotiation and administration of health plans have generally acknowledged that earlier high hopes for cost containment programs have not been justified by results. If costs cannot be cut significantly, the question becomes, How can the group purchaser get better quality of health care per dollar of cost -- even per dollar of high cost?

The Health Benefits Plan for active and retired members of California's Public Employees Retirement System, and their dependents, has been leading the way in developing a managed health care approach to accomplish this.

Bruce Poyer serves on the Health Advisory Council of the Public Employment Retirement System (PERS), which is developing this managed care program. The 18-member Council is composed primarily of physicians (many associated with University Medical Centers in California), who are concerned about saving existing health care delivery patterns and are trying to make them perform more effectively. The Labor Center plans to report further on PERS Advisory council recommendations and PERS Health Benefits-managed care programs that might be useful in developing private sector health plans.

Bruce Poyer has also completed a preliminary survey for the State's newly appointed Workers' Compensation Rate Study Commission comparing administrative costs for Workers' Compensation in California to the six exclusive fund states (as mandated by the legislature). The results indicate that California's administrative costs exceeded the level of those in the exclusive fund states (on a weighted-average basis) by a staggering \$2 billion in 1988. A report on this recent research will be made available to the legislative oversight committee (Margolin), and then to the public later this year.

#### **Education Programs**

##### AFL-CIO Annual Western Semester

Labor education in California received a major boost when the AFL-CIO's prestigious George Meany Center for Labor Studies decided to establish an annual Western Semester at the University of California at Berkeley's Clark Kerr Campus beginning in June, 1991. Robert Pleasure, Executive Director of the Meany School, and Dorothy Shields, the AFL-CIO's Education Director, visited universities and labor education programs throughout the Western States before selecting Berkeley. Labor Center staff will be working with the representatives of the George Meany Center and other western labor centers in coordinating the most intensive labor studies program ever held in these parts. Hundreds of unionists will be enrolled in week-long residential courses on a wide variety of labor issues.

##### Training Programs

Labor Center coordinators and staff participated in 17 training programs which were arranged directly for individual labor organizations: nine programs organized on a multi-union basis, and four special projects. More than 1,600 union officials, activists, and rank-and-file workers from a wide variety of work jurisdictions attended these classes, workshops, conferences, and special sessions.

Single-union leadership training programs, focusing on collective bargaining, health, safety, grievance handling, and union administration, generally held in field locations, reached more than 700 members of 17 different work/industry jurisdictions. In addition, the coordinators continued to teach or assist in the development of Labor Studies courses and programs in community colleges in Northern California.

**1989**

<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Type</u>	<u>Attendance</u>
Jun. 23-25	International Federation of Professional and Technical Engineers (IFPTE) Conference, Clark Kerr Conference Center, Berkeley	M. Morgenstern	SU	60
Aug. 16-18	Reform Issues in California Workers Compensation Legislation, a program in the Second Annual Occupational Safety and Health Institute, of the Northern California Occupational Health Center, at the University of California at Santa Cruz	B. Poyer	MU	25
Aug. 21-24	Human Rights Conference, International Association of Machinists and Aerospace Workers, District Lodge 141, Manhattan Beach	P. Guidry	SU	100
Sep. 12-15	Collective Bargaining, Communications Workers of America, District 9, Burlingame	P. Guidry	SU	10
Sep. 16	Stewards Training, American Postal Workers Union, Oakland	P. Guidry	SU	32
Sep. 19	Stewards Handling and Grievance Handling, Bakers, Confectionery, Tobacco Workers, Sacramento	P. Guidry	SU	27
Sep. 20-21	Advanced Stewards Training, Communications Workers of America, Local 9421, Sacramento	P. Guidry	SU	50
Oct. 1-5	Innovative Approaches to Collective Bargaining, California Labor Federation Annual Trade Union Summer School, Ventura	M. Morgenstern P. Guidry B. Poyer	MU	64
Oct. 7	Union/Management Seminar Cooperation Relationships, Bay Area Rapid Transit 790, Lake Tahoe	B. Szudy (LOHP) P. Guidry	SU	180
Oct. 17	Collective Bargaining Session, Committee for Recognition of Nursing Achievement (CRONA), Stanford	P. Guidry M.R. Gross	SU	10
Dec. 2	Member Involvement and Participation and Leadership, California State Employees Association, Los Angeles	P. Guidry	SU	62
Dec. 2-4	University Seminar for Union Leaders, Clark Kerr Conference Center, Berkeley	M. Morgenstern M.R. Gross P. Guidry B. Poyer	MU	25

*Abbreviations: SU = Single Union  
MU = Multiple Unions*

1990

<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Type</u>	<u>Attendance</u>
Jan. 9	Collective Bargaining Session, Committee for Recognition of Nursing Achievement (CRONA), Stanford	M. Morgenstern P. Guidry M.R. Gross	SU	11
Feb. 17	Workers Compensation Seminar (Three Saturday Series), IIR Lounge, Berkeley	B. Poyer	MU	10
Feb. 27	"Cooperation Management on Public Sector," University of California at Davis Conference on Labor/Management	M. Morgenstern	MU	100
Feb. 28 Mar. 1-2	Case Preparation, California Forestry Employees Association 8th Annual Seminar: State Personnel Board, Sacramento	P. Guidry	SU	64
Mar. 2-3	Second Annual California Public Schools: Meeting the Challenge Conference, Anaheim	M. Morgenstern M.R. Gross	MU	285
Mar. 5	Workers Compensation in the 1990s Seminar, Berkeley	B. Poyer	MU	42
Mar. 7	Luncheon keynote speaker, Bay Area Teamsters Meeting	M. Morgenstern	SU	50
Mar. 17	Workers Compensation Seminar (Three Saturday Series), IIR Lounge, Berkeley	B. Poyer	MU	25
Mar. 17-22	Education Directors Conference: University and Colleges Labor Education Association (UCLEA)/AFL-CIO, George Meany Center, Silver Spring, MD	M. Morgenstern	MU	100
Mar. 24	Guest Speaker, Local 748 International Brotherhood of Teamsters, Modesto	P. Guidry	SU	39
Apr. 7	Grievance Handling/Stewards Leadership, International Brotherhood Electrical Workers, Local 1245, Santa Rosa	P. Guidry	SU	46
Apr. 18-20	Collective Bargaining for Firefighters, Firefighters Conference, Sacramento	M. Morgenstern B. Poyer	SU	51
Apr. 20-21	Job Training Program, California Foundation on the Environment and the Economy (CFEE), Clarion Hotel, San Francisco	M. Morgenstern M.R. Gross	MU	32
Apr. 21	Workers Compensation Seminar (Three Saturday Series), IIR Lounge, Berkeley	B. Poyer	MU	26

<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Type</u>	<u>Attendance</u>
Apr. 23-27	Grievance Arbitration Institute, Clark Kerr Conference Center, Berkeley	P. Guidry M.R. Gross	MU	9
Apr. 18, 25 May 2	Leadership Training, SEIU: Service Employees International Union Local 790, Oakland	P. Guidry	SU	57
Apr. 30	Luncheon Meeting at H's Lordship's Restaurant, Berkeley; Guest: Christina Engfeldt, Deputy Director of the Swedish Information Service, New York. Reception held from 4-6 PM for Deputy Engfeldt; keynote speaker: "Current Crisis in Sweden"	M. Morgenstern M.R. Gross		30
May 2-3	Stewards Training, Amalgamated Transit Union 1574, Foster City	P. Guidry	SU	22
May 10	Political Action, Instructor, Pipe Trades Convention, San Jose	M.R. Gross	SU	150
May 12- Jun. 1	International Conference on Free Trade Unions, IIR: Labor Research Trip to Poland. Accompanied by Professor Ulman, Professor Brown, and Don Vial	M. Morgenstern		
May 23	Scholarship Coordination, California Labor Federation, Operating Engineers Local 3, San Jose	M.R. Gross		
May 25	Labor Management Reporting & Disclosure Act, U.S. Department of Labor, San Jose	P. Guidry	MU	50
Jun. 24-29	Basic Collective Bargaining Law, Communications Workers of America, Spens Black Hall, Berkeley	M.R. Gross	SU	45
Jun. 25-29	Leadership, Human Rights Conference, International Association of Machinists and Aerospace Workers District 141, Milwaukee, WI	P. Guidry	SU	50

Skill training programs focused on negotiating and arbitration procedures, organizing, contract costing, and parliamentary procedures. The multi-union programs in this reporting period included:

1. continuing Labor Center participation in the one-week Summer School sponsored by the California Labor Federation, open to representatives from all of its affiliated unions;
2. the Center's continuing participation in the annual one-week Summer Institute for Union

Women, co-sponsored by the University and College Labor Education Association and the Department of Education of the AFL-CIO (the 1990 Program is being organized by the Labor Center and will be held at Berkeley's Clark Kerr Center, July 8-13);

3. the Center's first annual University Seminar for Union Leaders (see below for further details);



4. a third annual one-day program on Labor Department requirements for reporting and disclosure of local union (and other labor organization) finances and activities;
5. the Center's second annual Public Schools Conference;
6. a one-week Grievance Arbitration Institute;
7. a two-day job training conference;
8. a two-day conference on Workers' Compensation reform issues being considered by the California legislature in the Summer of 1989; and
9. four one-day workshops on changes legislated in the California Workers' Compensation program, effective January 1, 1990.

These multi-union programs enrolled a total of 600 workers, union members, and union representatives.

#### Labor Conference on Job Training Strategies for the 90s

The Labor Conference on Job Training Strategies for the 90s was held April 20-21, 1990, at the Clarion Hotel, Burlingame, California. Sponsored by the Labor Center in cooperation with the California Foundation on the Environment and the Economy, the purpose of the two-day conference was to provide key labor leaders in California with a forum for discussing and evaluating job training and skill development strategies for the 1990s, focusing on human capital investments which

1. give priority to addressing labor's employment security problems and requirements;
2. integrate income maintenance needs with ongoing, career-oriented training opportunities;
3. establish an investment framework for more effective "crisis" intervention in labor markets when required;
4. encourage the development of local and regional delivery systems for the implementation of active labor market policies; and

5. advance organized labor to a full partnership role in the operation of labor markets and in the integration of so-called "secondary" and "primary" markets.

The conference was attended by Jack McNally, IBEW; Chuck Mack, Teamsters; Jim Quillan, Machinists; Tom Rankin, California Federation of Labor; Paul Varacalli, SEIU; Robert Hanna, Carpenters, and several other unionists. Also participating were Patrick Johnson, State Assemblyman and author of the bill establishing the California Employment Training Panel; Professors David Stern (Education), Lloyd Ulman and Clair Brown (Economics), and Institute Visiting Scholar Dr. Uschi Backes-Gellner (Institute of Labor Law and Industrial Relations in the European Community, University of Trier, Germany). Marty Morgenstern and Mary Ruth Gross coordinated the conference along with Don Vial of the California Foundation on the Environment and the Economy.

#### Summer Institute for Union Women

The 1990 Summer Institute for Union Women, organized this year by the Labor Center, will be held at the Clark Kerr Center, July 8-13, 1990. During much of this reporting period, the Labor Center was actively involved in preparations for this annual one-week program, which is co-sponsored by the University of California at Berkeley, the College Labor Education Association, and the Department of Education of the AFL-CIO.

#### University Seminar for Union Leaders

The Labor Center's first annual University Seminar for Union Leaders was held at the Clark Kerr Center, December 4-8, 1989. The course was limited to 30 experienced union leaders. A rich array of resource people from the University, the community, and the labor movement joined the Labor Center staff in presenting an interesting and varied set of topics. Jan Vetter, Professor of Law, spoke on the latest developments in civil rights and affirmative action, and Arbitrator Walter Kintz (formerly with the NLRB and the ALRB) gave an update on labor law.

Professor Clair Brown gave a well-received talk on "Labor and the Economy."

Other topics included "New Approaches to Bargaining," "Benefit Programs in Collective Bargaining," "Union Action for Health and Safety," "Arbitration:

Trends in Dispute Resolution, Drug Testing, Time Management and Organizing." Teams of participants prepared reports and critiques to start each day. Lively discussions gave participants a chance to learn how others had approached these problems.

### Collective Bargaining

The Labor Center continued its active participation in several programs focusing on new approaches to collective bargaining involving contract costs, the subject matter of bargaining, and the relationship of the bargaining parties. Coordinators Poyer and Guidry discussed the "new approaches" at the California Labor Federation's annual Summer School in Ventura, October 1-5, 1989.

In addition, Guidry and Mary Ruth Gross, the Labor Center's new Coordinator, worked with Communication Workers of America (CWA) representatives in several intensive collective bargaining workshops. Morgenstern and Poyer continued the "new approach" focus in a three-day meeting sponsored by the statewide organization of firefighters, April 18-20, 1990. This workshop built on the success of several earlier regional meetings of firefighters on new collective bargaining approaches.

### Workers' Compensation

The Labor Center's staff followed the 1989 legislative hearings on Workers' Compensation, and Poyer taught a three-day program on the California system and the reform issues as part of the Second Annual Occupational Safety and Health Center, held at the University of California at Santa Cruz, August 16-18.

Early in 1990, the Labor Center sponsored four one-day seminars on the legislative changes and the implementation procedures that passed into law after the recent hearing (effective January 1, 1990). These seminars will continue later in 1990 in conjunction with legislative oversight hearings and regulation changes. From these seminars Poyer developed a Guide for Workers on the new law, focusing on workers' rights, benefit levels, and administrative procedures. The Guide will be published in July.

### **Special Projects**

#### Student Intern Program

Twelve University of California at Berkeley in-

terns were placed with as many Northern California labor organizations this year. Participating unions submit written descriptions of the project for which they would like an intern. The interns, always in high demand, select the projects which most appeal to them. Since 1988, these undergraduates have performed a variety of services for unions, including research, assisting union organizers, organizing archives, or writing reports. Unions are aided by students who, in turn, learn about labor's contributions to workers and society. Student interns earn academic credit for working eight hours a week on projects selected and supervised by a union and by taking a class taught by the Institute's Associate Director, Professor Clair Brown.

The program, which was instituted by Marty Morgenstern soon after he became Chair of the Labor Center, will be coordinated in 1990 by the Center's new research assistant, Kirsten Kraus. The following labor groups participated in the program last year:

Association of Graduate Student Employees  
Union of American Physicians and Dentists  
State Building and Construction Trades Council of California  
Plant Closures Project  
Berkeley Federation of Teachers  
California Faculty Association, San Francisco  
Coalition of Labor Union Women, San Francisco  
International Longshoremen and Warehousemen's Union  
Service Employees International Union Locals 535, 715, 790  
San Mateo County Labor

### Scholarship Programs

For the past 16 years, the Labor Center has cooperated with the California Labor Federation (CLF) in the preparation of exams used to select high school recipients of the annual CLF scholarship awards. This year the exams were given to about 2,300 high school seniors in California. Students who vie for the 65 scholarships awarded by CLF receive selected study materials on labor relations issues. Bruce Poyer prepares the exam questions and grading guidelines, while Pete Guidry serves on the statewide panel of judges that selects the winners. In another scholarship program, Coordinator Gross assisted and made the final selections for the special Operating Engineers Local 3 scholarships.

**Labor Occupational Health Program (LOHP)**

When the Labor Center created LOHP in 1974, the plan was to eventually locate a home for the new unit in an appropriate health agency. It took a while, but this mission has finally been accomplished with the transfer of LOHP from IIR to Berkeley's School of Public Health. This administrative move, effective July 1, 1990, is expected to provide the occupational health program with more immediate financial support (Public Health has always provided the lion's share of LOHP support), economy of scale and, eventually, more space.

Key to the change was an agreement for the continued affiliation of LOHP and the Labor Center. LOHP will continue and perhaps increase its participation in Labor Center programs while continuing to serve as the arm of the Institute and the Labor Center responsible for delivering occupational health programs and services.

**Professional Staff:  
Publications and Activities**

**Mary Ruth Gross**  
Coordinator of Public Programs

In September of 1989, the Labor Center hired Mary Ruth Gross as a new Coordinator of Public Programs. (Ms. Gross replaced Joan Braconi, who spent seven distinguished years at the IIR Labor Center as a coordinator and co-author of *California Workers' Rights*.) She has served as a Field Representative for the California State Employees Association and has taught at, and served on the Advisory Committee of, the San Jose City College Labor Studies Program. Ms. Gross has been Director of Research for the Santa Clara and San Benito Counties Building and Construction Trades Council since 1983. In 1985, she was elected to the Governing Board of the San Jose/Evergreen Community College Board, and served as president in 1989.

Ms. Gross teaches Collective Bargaining; Labor Law; Leadership; Corporate Research; she also engages in research into computer and information services.

**Professional Activities**

Trustee     Governing Board, San Jose/Evergreen  
                 Community College District  
                 (President, 1989)

Program Chair     Democratic Century Club  
and Secretary

Member             Santa Clara County National Women's Political Caucus (President, 1989) (Membership Chair, 1990)

Member             Coalition of Labor Union Women

Member             NOVA (Northern Santa Clara County Private Industry Council (Vice Chairperson, 1989)

Recording Secretary     Teamsters Local 287

**PETE GUIDRY**  
Coordinator of Public Programs

Mr. Guidry teaches Stewards Training; Dispute Resolution; Grievance Handling; Collective Bargaining; Arbitration - Preparation and Presentation; Responsibility and Psychology of Local Union Leadership; Duty of Fair Representation; Methods of Teaching Labor/Worker Education; Reporting and Disclosure Under LMRDA; Conflict Resolution; Stress Management; Problem-Solving Techniques.

He researches topics such as Contracting Out; Alternative Bargaining and Dispute Resolution Approaches, and the like.

**Professional Activities**

Member             A. Phillip Randolph Institute (APRI)

Member             American Federation of Teachers University Council

Member             Merritt College Labor Studies Program Advisory Committee

Member             University and College Labor Education Association

Coordinator        Human Rights Conference, sponsored by the International Association of Machinists, District 141, Manhattan Beach, August 1989

**Coordinator**     **Human Rights Conference, Grand Lodge, sponsored by the International Association of Machinists, Washington, D.C., Sept. 1989**

**MARTY MORGENSTERN**

**Chair, Center for Labor Research and Education**

**Mr. Morgenstern teaches Collective Bargaining; Grievance Handling; Labor Law; Leadership; Organization; Public Sector Issues; Corporate Structure and Impact on Unions and Jobs.**

**He does research in the areas of Public Sector Right to Strike; Labor In New Business Environment; Role of the Labor Center; Polish Union Structure.**

**Professional Activities**

**Chair**             **Center for Labor Research and Education at the Institute of Industrial Relations**

**Member**         **Advisory Board, San Francisco Community College Labor Studies Program**

**Member**         **San Francisco Labor Foundation: Labor Archives Project**

**Western Regional Representative**     **University and College Labor Education Association**

**BRUCE POYER**

**Coordinator of Public Programs**

**Mr. Poyer teaches Collective Bargaining; Health-Welfare-Income Maintenance; Negotiated and Legislated Programs; Labor Economics. He researches areas such as Workmen's Compensation; Social Security; Pensions; Healthcare.**

**Professional Activities**

**Coordinator**     **Active labor participation in the USSR-USA Conference on Human Rights in the Future, held on the Berkeley campus, August 7-17, 1989**

**Member**         **American Federation of Teachers Labor In the Schools Committee**

**Member**         **American Federation of Teachers University Council**

**Member**         **Industrial Relations Research Association (San Francisco Chapter)**

**Member**         **Medical Advisory Committee, PERS Health Plan**

**Member**         **PERS Retirement Betterment Committee**

**Member**         **San Francisco Labor Foundation: Labor Archives Project**

**Member**         **University and College Labor Education Association**

# LABOR OCCUPATIONAL HEALTH PROGRAM

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## History and Current Mission

The Labor Occupational Health Program (LOHP) was established in 1974 as a component of the Institute's Center for Labor Research and Education to meet the growing need for a regional job safety and health information resource. In its sixteen years of community service, the program has grown beyond its original regional focus, and is now known and respected nationally and internationally.

LOHP provides a range of workplace safety and health services to working people and unions, particularly in Northern California, and helps them to take an active role in identifying and controlling occupational hazards. Emphasis is given to assisting those who are traditionally underserved, including women, minorities, unorganized and non-English-speaking workers. Services are also offered to labor/management groups, health and legal professionals, government, other academic institutions, students, public interest groups, and the general public. Services include: (1) original publications and films; (2) training programs and conferences; (3) technical assistance; (4) a resource center, open to the public, which incorporates both print and audiovisual collections; (5) research and policy analysis; (6) special projects; (7) referrals to medical, legal, industrial hygiene, and laboratory services; (8) Continuing Education courses for physicians, nurses, and industrial hygienists; and (9) other course instruction at the high school, community college, and university levels.

In addition to its Institute affiliation, LOHP has served for several years as the labor and community outreach arm of the Center for Occupational and Environmental Health (COEH), headquartered at the University of California at Berkeley's School of Public Health.

COEH is a joint activity of the Berkeley, Davis, and San Francisco campuses, established by mandate of the state legislature in 1979, which sponsors research and graduate degree programs in medicine, nursing, and public health as well as LOHP's public service activities. The intent is to provide within the University a coordinated interdisciplinary focus on the health of the worker and the environmental quality of the workplace. In providing outreach for COEH, LOHP acts as a clearinghouse and a liaison, making the resources and expertise of University researchers accessible to the community, and helping to assess community needs.

COEH also houses the Northern California Educational Resource Center (ERC), one of 14 regional Centers funded by the National Institute for Occupational Safety and Health (NIOSH).

## New Issues and Directions

LOHP has grown significantly in the last four years with the acquisition of major new grant funding from the state and federal governments. Responding to this growth in its staff and scope, LOHP has held ongoing discussions with both the Institute and COEH about the future direction and administrative needs of the program. These discussions resulted in the decision to transfer the program's formal affiliation to COEH effective July 1, 1990 while maintaining ongoing joint activities with the Institute and Labor Center. Future developments may include internal staff restructuring and other operational changes, expanded office space and better physical facilities elsewhere on the Berkeley campus, and increased faculty participation in the work of the program.

## **Past Year's Highlights**

### **Research Highlights**

Although not primarily a research program, LOHP has traditionally undertaken or assisted with research projects when the questions to be examined are directly compatible with LOHP's areas of emphasis.

Each year, LOHP staff members conduct or assist in a limited number of research projects. These have included statistical studies of worker health, industrial hygiene investigations, and consultation in the development of new health and safety standards. Some projects are formal and others informal. Research activity is normally undertaken only when funding and personnel are available, and when the results can be utilized in LOHP's publications and training programs.

LOHP student interns are given the opportunity to play a major role in many of these projects, working under the close supervision of the professional staff. Research is sometimes conducted in collaboration with the Center for Occupational and Environmental Health or its individual faculty members. Research sponsors have included labor unions, government, and private foundations.

LOHP research projects frequently have an impact on social policy. For example, the program's studies in recent years on health and safety training methodology, worker notification of hazards, workers' compensation, video display terminals, and worker protection against communicable diseases have influenced government action at the local, state, and federal levels. Findings often also contribute to policy dialogue within and among organized labor, management, and the academic community.

Research projects during 1989-90 included:

#### **Davis Semiconductor Study**

LOHP Director Robin Baker served as a consultant to a health study of workers in the semiconductor industry, led by Marc Schenker, M.D., M.P.H., of the University of California at Davis Department of Medicine. The study, funded by the Semiconductor Industry Association, is attempting to determine the health effects of working in this industry, including the possibility of increased miscarriages among semiconductor fabrication workers. LOHP provided assistance in the

design of worker participation and notification protocols.

#### **NIOSH Needlestick Study**

LOHP's Barbara Plog served as an industrial hygiene consultant to a major University of California at San Francisco research project on hazards facing health care workers. The project, funded by a grant from the National Institute for Occupational Safety and Health (NIOSH), is investigating potential new control technologies to prevent needlestick injuries. LOHP's assistance was in the needs assessment phase of the project. A temporary LOHP Program Representative, Jolie Pearl, was also involved in this work. LOHP had earlier gained experience in this area by participating in a 1988-89 study of health care worker injuries, conducted at the Center for Municipal Occupational Safety and Health at San Francisco General Hospital and funded by the American Hospital Association.

#### **Federal/State/Local Government Research and Consultation**

Several LOHP professional staff members served during 1989-90 on special Cal/OSHA advisory committees formed to research and develop specific new state health and safety regulations. Gail Bateson and Barbara Plog were members of the Cal/OSHA Advisory Committee for Airborne Contaminants, and Marion Gillen served on a Cal/OSHA committee developing a communicable disease standard. Marion Gillen also prepared and delivered testimony at a federal OSHA hearing on proposed national blood-borne disease regulations. In addition, LOHP staff acted as technical consultants to state and local legislative bodies on proposed health and safety measures; for example, Laura Stock acted as a consultant on VDT policy to the California Assembly Labor and Employment Committee as well as to several city and county governments in the Bay Area.

#### **Other Significant Accomplishments**

Today, the media and government are devoting increased attention to environmental pollution, toxic substances, and other twentieth-century threats to health. There has been a corresponding new emphasis on workplace health issues. In response, LOHP has developed an innovative style of education which combines traditional occupational safety and health questions with new, related areas of concern as they

emerge. The success of this approach has been demonstrated by the numerous governmental and private entities which have recognized the program's unique competence and awarded funding for LOHP projects; the healthy and growing distribution of LOHP educational materials; and the demand for LOHP training and technical assistance, which increasingly outstrips the program's capacity to provide such services.

LOHP's work has recently emphasized such contemporary issues as the education and protection of hazardous waste workers; AIDS in the workplace; infectious diseases and other hazards in health care jobs; the health and safety needs of minority and non-English-speaking workers; workers' compensation; toxic chemicals; and the health consequences of new workplace technologies such as video display terminals.

During 1989-90, LOHP sponsored or co-sponsored nearly one hundred courses, classes, seminars, and workshops which directly reached several thousand people, ranging from workers to students to practicing health professionals.

The program also provided speakers to deliver many additional presentations in various forums locally, nationally, and internationally. It produced a quarterly newsletter, *Monitor*, with a worldwide circulation; developed several other new educational materials, both print and audiovisual; and provided library services and technical assistance which had a broad impact throughout Northern California and elsewhere.

### **Funded Projects**

LOHP receives funding from numerous private and governmental sources in addition to permanent University funds from the Center for Occupational and Environmental Health (COEH). Major new and continuing extramurally funded projects during 1989-90 included:

#### **National Institute for Occupational Safety and Health (NIOSH), Continuing Education**

Since 1982, NIOSH has supported LOHP's Continuing Education program, designed to serve practicing health professionals in Northern California by meeting their need for ongoing occupational health and safety education. (*See the later section,*

*"Continuing Education Courses," for details of the 1989-90 CE course schedule.*)

Most CE courses offer credit for nurses, physicians, and industrial hygienists. Professionals in other disciplines, ranging from architecture to law to engineering, frequently attend CE courses as well. Most courses are also open to others with a serious interest in occupational health, including labor and management health and safety personnel. Many courses are presented in cooperation with various professional and community organizations. In addition to courses, the CE program also sponsors outreach activities directed toward the professional community, and occasional special projects.

The CE program was formerly directed by Lela Morris, who retired in September, 1989 and was replaced by new CE Director Marion Gillen. NIOSH funding will continue in 1990-91.

#### **National Institute of Environmental Health Sciences (NIEHS), Hazardous Waste Worker Training Project**

In October, 1987, LOHP, participating in a state-wide consortium with several other groups, received a major five-year award from NIEHS to conduct a health and safety training project in the hazardous waste industry. The consortium comprises LOHP along with several other University programs, including the UCLA Labor Occupational Safety and Health Program (LOSH), University of California Extension units from Davis and Irvine, and the University of Southern California. The project includes needs assessment, curriculum development, and direct education for workers and supervisors, emergency response personnel, and government employees. Eight courses were held during 1989-90. (*See the later section, "Hazardous Waste Courses," for details of the 1989-90 course schedule.*)

Other Hazardous Waste Project activities this year included outreach to labor organizations to promote the availability of training and to reach new audiences, as well as continued development of a Hazardous Waste Resource Center within the LOHP library.

Gail Bateson heads LOHP's component of the Hazardous Waste Worker Training Project. NIEHS funding will continue in 1990-91.

**National Institute of Environmental Health Sciences (NIEHS), Bilingual/Limited Literacy Hazardous Waste Project**

Since 1988, NIEHS has funded a supplemental project at LOHP which is designed to develop bilingual educational materials on hazardous waste and to conduct outreach to non-English speaking/limited literacy hazardous waste workers. Those receiving the materials are recruited for additional hands-on training in LOHP's hazardous waste courses. This year, grant staff developed and issued two major new educational materials. *Is Work Making You Sick? Information for Workers Handling Hazardous Materials* is a 40-page handbook for hazardous waste workers, with text in both Spanish and English. Several thousand copies have been distributed nationwide since the booklet's release in the Fall of 1989, and a revised edition will be out in the Summer of 1990. *A Fact Sheet on the OSHA Hazardous Waste Operations and Emergency Response Standard*, to be issued in the Summer of 1990, is designed to explain federal OSHA's new hazardous waste regulation (OSHA 1910.120) in language workers can understand. It will be available in both Spanish and English versions.

Betty Szudy coordinates the Bilingual/Limited Literacy Hazardous Waste Project. LOHP has applied for continued NIEHS funding for 1990-91.

**National Institute for Occupational Safety and Health (NIOSH), Hazardous Substances Training Project**

Supplementing LOHP's NIEHS grant to train hazardous waste workers, NIOSH has supplied a four-year award to train professionals in the Western states and Hawaii who are involved in cleanup work at hazardous waste sites contaminated by pesticides. The target population includes industrial hygienists, engineers, and geologists. A curriculum has been developed, and two courses were held during 1989-90. The Continuing Education program at the University of Southern California acts as a subcontractor on this project. (See the later section, "Continuing Education Courses," for details of the 1989-90 course schedule.)

Marion Gillen directs the Hazardous Substances Training Project. NIOSH funding will continue in 1990-91.

**California Department of Health Services, Office of AIDS, AIDS Labor Education Project**

Since 1986, LOHP has conducted an AIDS Labor Education Project, funded partially by the Department of Health Services and partially by direct training income, to educate workers, supervisors, and managers about the AIDS epidemic and its impact on the workplace. The primary focus is on leaders and members in Northern California unions. During 1989-90, the AIDS Project presented more than 25 training sessions. (See the later section, "Labor and Community Courses and Workshops," for details of the 1989-90 course schedule.)

Elaine Askari coordinated the AIDS Labor Education Project during 1989-90. State funding for the project terminated on June 30, 1990, although LOHP continues to seek funds for similar work in the future.

**Northern California Grantmakers, AIDS Task Force, AIDS Training for Health Care Workers**

LOHP received funding during 1989-90 from Northern California Grantmakers, a private foundation, to train ancillary (non-patient care) staff at convalescent homes and home health care agencies about workplace AIDS transmission and preventive measures. The project encompasses both direct training of staff and work with union activists to design peer training. Elaine Askari coordinates the project. Work is just beginning at the end of the 1989-90 fiscal year and will be completed by October 1, 1990.

**California Department of Consumer Affairs, Board of Cosmetology, Cosmetology Health and Safety Project**

The Board of Cosmetology awarded a contract to LOHP during 1989-90 to begin development of a health and safety curriculum on hazardous substances in the cosmetology workplace. The curriculum will be included in courses offered in licensed schools of cosmetology. Laura Stock coordinates the project. LOHP has applied for continued funding for 1990-91 and future years.

**Other Projects**

Additional funding was received from a variety of sources on a fee-for-service basis. One such project,



funded by Los Angeles County, involved designing and presenting health and safety training for several hundred County video display terminal operators, as required by the Service Employees International Union contract covering these workers. Following an earlier successful series of classes given by LOHP and the UCLA Labor Occupational Safety and Health Program (LOSH), a new series was developed and presented during the Summer and Fall of 1989.

Another fee-for-service project was development of a series of training materials on AIDS in the workplace under the auspices of the Health and Safety Department of the national AFL-CIO. The materials which LOHP developed will be used nationwide by AFL-CIO member unions. Three materials were completed during 1989-90: *AIDS in the Workplace-Labor's Concern*, a 20-page general introductory booklet which was published by the AFL-CIO in May, 1990; *AIDS in the Workplace-A Union Training Guide*, a 300-page curriculum handbook for union training sessions, which will be published by the AFL-CIO later in 1990; and *AIDS in the Workplace-A Shop Stewards' Manual*, a 50-page manual which will also be published by the AFL-CIO later in 1990. In the Fall of 1990, LOHP staff will lead classes for trade unionists at the AFL-CIO's George Meany Center in Silver Spring, Maryland to pilot-test the new curriculum.

A third major fee-for-service activity was the LOHP Construction Worker Project, conducted with funding from the Los Angeles County District Attorney's Office. Project staff designed and pilot-tested a training program to provide foremen and business agents with skills to conduct effective tailgate training sessions on the job. Elements of the project included needs assessment, convening a focus group and advisory committee, and developing a resource workbook. Project staff presented a one-day conference, "Tailgate Meetings That Work: Health and Safety Training at Construction Sites," in Oakland in November 1989, co-sponsored by the California Building and Construction Trades Council, AFL-CIO.

A final important source of support was income generated from training programs and from sales of publications and films.

Possible new funding for 1990-91 may include three awards from the California Department of Health Services: to produce an educational videotape on video display terminals; to conduct a workshop on

reproductive hazards policies in the workplace; and to begin a smoking control education project with California unions. LOHP has also applied for NIOSH awards for health and safety education in agriculture and in the construction industry, as well as an award from ERC, Incorporated to conduct a major conference on human immunodeficiency virus (HIV) infection in the workplace.

### Course Instruction

Three LOHP professional staff members served as instructors of academic courses during the Spring semester of 1990:

- LOHP Director Robin Baker was the instructor of a graduate course offered by the University of California at Berkeley School of Public Health (Social and Administrative Health Sciences 274, "Occupational Health Education").
- Barbara Plog, LOHP's Industrial Hygienist, served as instructor of a graduate course in the University of California at Berkeley School of Public Health (Biomedical and Environmental Health Sciences 244, "Industrial Hygiene - Professional Practice").
- Elaine Askari developed and taught a community college credit course, "Health and Safety at the Workplace," for the Labor Studies Program at San Francisco City College.

### Consultants

Consultants who worked on special LOHP projects during 1989-90 included:

Simone Brumis, industrial hygiene consultant to the hazardous waste project;

Cathy Lee, consultant on LOHP activities with the Worksafe health and safety coalition;

Ken Light, LOHP photographic consultant;

Ellie Schindelman, consultant to the LOHP project on hospital health and safety;

Maria Soval-Levine, consultant on hazardous waste materials development;

Veva Winkelstein, consultant on LOHP administrative reorganization.

## LOHP PUBLIC SERVICE PROGRAMS, 1989-90

(For a complete list of LOHP public service programs, see the table, "LOHP Programs 1989-90.")

The following is a brief description of major programs:

### Continuing Education Courses

• From August 13-18, 1989, LOHP's CE program presented the Second Annual Occupational Safety and Health Summer Institute at the University of California at Santa Cruz. This week-long residential Summer School featured ten Continuing Education credit courses on a range of health and safety topics, specially designed for physicians, nurses, industrial hygienists, other health and safety professionals, union representatives, managers, supervisors, and others with a serious interest in the field. Total attendance was more than 200. The Summer Institute format has been highly successful, and a Third Annual Summer Institute was scheduled for August 1990.

• Seven additional courses, ranging from one to five days in length, were presented for health professionals during 1989-90 by the CE program. Topics included industrial hygiene, spirometry, asbestos, and safety. The combined attendance at these courses was over 250.

• Two Continuing Education courses were offered by LOHP's Hazardous Substances Training Project during 1989-90. A three-day course, "Pesticide Contaminated Hazardous Waste Sites," was held at LOHP's Second Annual Occupational Safety and Health Summer Institute in Santa Cruz in August 1989, and a similar course was given in Honolulu, Hawaii, in February 1990. These courses served a combined audience of nearly 100 industrial hygienists, engineers, geologists, and other professionals involved in pesticide hazardous waste site mitigation. The training covered characteristics of pesticides and wood preservatives, safety and health precautions at waste sites contaminated by pesticides, and protective equipment.

### Hazardous Waste Courses

• Eight courses for hazardous waste workers were presented during the year by LOHP's Hazardous Waste Worker Training Project. Courses ranged from one to five days in length, and were held at various Northern California sites. More than 200 people were trained. Courses were of three types, based on separate curricula developed by LOHP staff: a basic 24-hour "TSD" course for workers engaged in the treat-

ment, storage, and disposal of hazardous waste; a 40-hour course for certain workers whose jobs require more intensive training; and an 8-hour refresher course. In the future, a "Training of Trainers" course will also be developed. All courses are designed to meet the training requirements of the new federal OSHA hazardous waste standard. 1989-90 courses were held in Stockton, San Francisco, Berkeley, Sacramento, Richmond, and Concord.

### Labor and Community Courses and Workshops

Highlights among the many labor and community educational programs which LOHP sponsored or co-sponsored during 1989-90 were the following:

• On October 6-7, 1989, LOHP and the Worksafe Health and Safety Coalition co-sponsored a major public conference, "Health and Safety for California Workers: Setting the Agenda for the 1990s," at International House at the University of California at Berkeley. Over 150 workers, labor and management representatives, professionals, policy makers, and activists attended. The conference reviewed progress to date in re-establishing California's state OSHA program (reinstated by the voters in 1988) and examined possible new initiatives in health and safety for the coming decade. The intent was to begin building a broad constituency to ensure safer workplaces in the future.

• On November 18, 1989, LOHP and the California Building and Construction Trades Council, AFL-CIO, co-sponsored a conference, "Tailgate Meetings That Work: Health and Safety Training at Construction Sites," in Oakland for 40 union leaders and building trades workers. The conference resulted from the efforts of the LOHP Construction Worker Project, which earlier in 1989 developed a pilot curriculum for on-the-job health and safety training at construction sites.

• LOHP's AIDS Labor Education Project offered more than 25 training sessions during 1989-90 to a wide range of labor and other groups. Over 1800 people were trained. Ongoing series of classes were conducted for employees of the City of Oakland, East Bay Regional Parks District, Contra Costa County

Probation Department, and San Francisco Water Department. Many individual presentations were also given to groups of workers in various occupations.

- LOHP gave more than 15 educational sessions on the hazards of video display terminals and other new workplace technologies during 1989-90. Sessions were held for city and county employees, University of California at Berkeley departments, airline employees, telephone employees, and others. Many of these educational sessions were accompanied by worksite evaluations during which LOHP staff offered specific advice on potential ergonomic improvements to employees' workstations. LOHP staff participated in a series of six workshops presented to 300 VDT operators employed by Los Angeles County, under the auspices of the County and SEIU Local 660, between August and December 1989.

- More than 25 other training programs were presented during 1989-90, primarily for worker or worker/management groups from specific industries or occupations. Presentations ranged from workshops of a few hours to courses of several days' length and directly reached over a thousand people. Classes were held throughout Northern California and occasionally elsewhere on the West Coast. In some cases, health and safety modules were incorporated into broader union training programs offered by the Labor Center. Groups who received training included public employees, service employees, building and construction trades workers, plumbers and pipefitters, office workers, University employees, AFL-CIO union leaders, and others. Training topics included the "right to know" and "right to act"; collective bargaining for health and safety; organizing around health and safety issues; OSHA and Cal/OSHA standards and procedures; asbestos; ergonomics; office hazards; and theory and techniques of bilingual health and safety education.

## Professional, Labor, and Community Presentations

LOHP staff served as facilitators, speakers, panelists, and/or resource persons at numerous local, national, and international labor, community, and professional conferences sponsored by other organizations. Highlights were:

- Second International Scientific Conference on Work With Display Units, Montreal, September 11-14, 1989. Laura Stock gave a presentation, *Strategies for Promoting Worker Involvement in Technological Change*.

- American Public Health Association Annual Meeting, Chicago, October 22-26, 1989. (Various LOHP staff panels and presentations.)

- IIR Labor Center Seminar for Union Leaders, Berkeley, December 6, 1989. LOHP staff gave a presentation, *Health and Safety Update: Investigating Hazards and the 'New' Cal/OSHA*.

- Occupational and Environmental Medicine Conference, University of California at San Francisco, February 8, 1990. Robin Baker gave a presentation, *The Right to Know, in the Community and the Workplace*.

- The New Public Health: 1990, public conference sponsored by the California Public Health Foundation and other organizations, Los Angeles, April 26-27, 1990. Robin Baker gave a presentation, *The Right to Know: Is It Working?*

- American Federation of Teachers/Indiana State Employees Association Conference, Indianapolis, May 4-5, 1990. Elaine Askari gave a presentation, *Using Health and Safety in Organizing Campaigns*.

The LOHP staff also gave numerous talks before local union meetings, management and professional groups, and academic audiences.

## SPECIAL PUBLIC SERVICE PROJECTS

### Technical Assistance

LOHP answers from 300 to 400 requests for technical assistance each year. Since many of these services are provided for representatives of unions, management, and other organized groups, the assistance rendered has an effect on many thousands of people. Assistance includes: answering telephone requests for

information on specific hazards and legal rights; helping union health and safety committees to design hazard identification questionnaires, survey workplaces, and conduct training; making walkthrough inspections at worksites and offering recommendations for hazard abatement; aiding both local and national health and safety organizations in development of training programs and materials; and making referrals for

medical, legal, and other services. Most technical assistance requests during 1989-90 involved VDTs, AIDS, toxic substances, and hazardous waste.

### **Library and Resource Center**

LOHP's library and audiovisual collection together comprise the LOHP Resource Center, which is open to the public. It now contains over 5,000 books, pamphlets, and periodical titles; thousands of articles, papers, and clippings; and over 200 motion picture films, videotapes, and slide presentations. During 1989-90, these materials were used by more than 300 students, workers, union representatives, management personnel, professionals, and others. The library incorporates an extensive special collection on video display terminal hazards as well as a new and growing collection on AIDS. There is also a Northern California Hazardous Waste Resource Center, established in conjunction with LOHP's federally-funded Hazardous Waste Worker Training Project.

### **The VDT Coalition**

This group of labor organizations and individuals is well-known in the Bay Area and nationally as a major information resource on the hazards of working with video display terminals and related technology. The Coalition also investigates possible legislative and contractual protections for VDT operators. LOHP provides the Coalition with technical expertise and a shared resource library. The Coalition contributes the "Video Views" section to LOHP's newsletter, *Monitor*.

### **Continuing Education Outreach and Special Projects**

In addition to presenting up to 20 formal courses each year, LOHP's Continuing Education program also conducts outreach activities and other special projects. These are designed both to increase the program's visibility and effectiveness among professionals in Northern California, and to determine regional professional education needs.

Such activities include presentations to professional societies, promotional mailings, and needs assessment surveys. Also, several advisory/planning committees have been established, consisting of occupational health professionals who aid in the development of specific courses. The CE Director serves

on Professional Education Committees of local affiliates of several voluntary associations (e.g. American Cancer Society, American Lung Association, and California Nurses Association) to increase their awareness of occupationally linked problems and to facilitate joint program planning. Co-sponsorship of CE courses with such organizations allows the program to reach new audiences, to publicize its resources, and to encourage the organizations to devote additional attention to occupational health issues.

CE special projects during 1989-90 included:

#### **American Cancer Society (Alameda County Unit): Occupational Carcinogens Project**

Special educational efforts focusing on occupational cancer are underway in cooperation with the Alameda County Unit of the American Cancer Society. The Alameda County Unit has agreed to co-sponsor a presentation at the CE program's Fourth Annual Occupational Safety and Health Summer Institute in 1991.

#### **American Lung Association (San Francisco Unit): Asbestos Project**

The CE program continued to work with the San Francisco Unit of the American Lung Association to support the Coalition of Asbestos Resources Agencies, a community clearinghouse for information and referral services on asbestos.

#### **American Lung Association (San Francisco Unit): Occupational and Environmental Health Subcommittee**

The Occupational and Environmental Health Subcommittee is involved in several projects which the CE program actively supports and assists. One such project sponsors seminars for realtors on asbestos and other toxic substances in buildings. The CE program assisted with a seminar, "Asbestos: What the Real Estate Professional Needs to Know," in May 1990.

Another Subcommittee project conducts small business outreach efforts focusing on the auto repair industry; the CE program has been instrumental in identifying small repair shops to participate.

**LOHP PROGRAMS 1989-90**1989

<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Attendance</u>
Jul.-Sep.	"AIDS in the Workplace," five training sessions for city workers: clerical, maintenance, custodians, police dispatchers, City of Oakland	Elaine Askari Betty Szudy	250
Jul. 23-28	"Occupational Safety and Health," a four-day course for the Eighth Annual Western Regional Summer Institute for Union Women, San Diego	Elaine Askari	18
Jul. 24-26	"Health and Safety Training for Hazardous Waste Workers," Stockton (24-hour course)	Betty Szudy	25
Aug.-Dec.	"Video Display Terminal Health and Safety," six one-day joint labor-management training sessions for SEIU Local 660 members, Los Angeles	Robin Baker Laura Stock Betty Szudy	300
Aug. 13-18	The "Second Annual Occupational Safety and Health Summer Institute," a week-long residential Summer School at the University of California at Santa Cruz, including ten Continuing Education credit courses:  "Agriculture: Health and Safety Issues," "Sampling and Evaluating Airborne Asbestos Dust," "Chemical Risk Assessment," "Ergonomics: Identification and Control of Cumulative Trauma Disorders in the Workplace," "The Health and Safety of Healthcare Workers," "Medical Monitoring in the Workplace," "Occupational Toxicology," "Pesticide Contaminated Hazardous Waste Sites," "Respiratory Protection," and "Workers' Compensation: Healthcare, Rehabilitation, Legal and Reform Issues."	Marion Gillen	200
Sep. 11-14	"Strategies for Promoting Worker Involvement in Technological Change," Second International Scientific Conference on Work With Display Units, Montreal	Laura Stock	150
Oct.-Dec.	"AIDS in the Workplace," separate presentations to East Bay Regional Parks District clerical workers, park rangers, field employees, police, firefighters, and lifeguards, Oakland	Elaine Askari	450
Oct. 3	"Innovative Bargaining in Health and Safety-- The Right to Act and Other Strategies," California Labor Federation Trade Union Summer School, Ventura, CA	Betty Szudy	25
Oct. 6-7	"Health and Safety for California Workers: Setting the Agenda for the 1990s," joint LOHP/Worksafe Health and Safety Coalition conference, Berkeley	Robin Baker	150

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**LABOR OCCUPATIONAL HEALTH PROGRAM**

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**1989**

<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Attend- ance</u>
Oct. 9	"Video Display Terminal Health and Safety Workshop," International Association of Machinists Air Transport Employees, Burlingame	Laura Stock	15
Oct. 22-26	American Public Health Association Annual Meeting, Chicago (Various LOHP staff panels and presentations.)	Robin Baker Laura Stock Betty Szudy	300
Nov. 13-17	"Fundamentals of Industrial Hygiene," Millbrae	Marion Gillen Barbara Plog	25
Nov. 13-17	"Health and Safety Training for Hazardous Waste Workers," San Francisco (40-hour course)	Gail Bateson Betty Szudy	25
Nov. 15	"Organizing Around Health and Safety at the Workplace," SEIU Local 790 Leadership Academy, San Francisco	Betty Szudy	20
Nov. 15	"New Technology in the Workplace," Swedish Consulate, San Francisco	Laura Stock	25
Nov. 16-17	"Spirometry: Pulmonary Function Testing in Occupational Settings," Emeryville, CA	Marion Gillen	27
Nov. 18	"Tailgate Meetings That Work: Health and Safety Training at Construction Sites," conference sponsored by LOHP Construction Worker Project and California Building and Construction Trades Council, AFL-CIO, Oakland	Robin Baker Laura Stock Betty Szudy	40
Dec. 4	"Understanding OSHA's Hazardous Waste Standard," Plumbers and Pipefitters Statewide Joint Apprenticeship Trade Council, Oakland	Betty Szudy	50
Dec. 5-7	"Health and Safety Training for Hazardous Waste Workers," Berkeley (24-hour course)	Gail Bateson Betty Szudy	28
Dec. 6	"Health and Safety Update: Investigating Hazards and the 'New' Cal/OSHA," IIR Labor Center Seminar for Union Leaders, Berkeley	Robin Baker Laura Stock	40

**1990**

Jan. 9-11	"Health and Safety Training for Hazardous Waste Workers," Sacramento (24-hour course)	Gail Bateson Betty Szudy	30
Jan. 16	"Video Display Terminal Health and Safety Workshop," East Asian Studies Department, University of California at Berkeley	Laura Stock	30
Jan. 20	"Safety Precautions for Workers-- Are You at Risk for Disease?," SEIU Local 715 Seventh Annual Leadership Convention, San Jose	Elaine Askari	15

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**LABOR OCCUPATIONAL HEALTH PROGRAM**

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<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Attendance</u>
Jan. 21	"Women and AIDS," City of Berkeley employees	Elaine Askari	5
Jan. 22-26	"Sampling and Evaluating Airborne Asbestos Dust," Emeryville	Marion Gillen	27
Jan. 29	"Video Display Terminal Health and Safety Workshop," San Mateo County employees, San Mateo	Laura Stock	50
Feb. 8	"The Right to Know, in the Community and the Workplace," Occupational and Environmental Medicine Conference, University of California at San Francisco	Robin Baker	81
Feb. 8	"Video Display Terminal Health and Safety Workshop," San Francisco Local Ordinance Subcommittee of the VDT Coalition (SEIU, OPEIU, CWA)	Laura Stock	15
Feb. 22-23	"Pesticide Contaminated Hazardous Waste Sites," Honolulu, HI	Gail Bateson Marion Gillen	42
Mar. 5	"Workers' Compensation in the 1990s," panel member, IIR Labor Center conference, Berkeley	Robin Baker	50
Mar. 13	"AIDS in the Workplace," East Bay Regional Parks District managers and supervisors, Oakland	Elaine Askari	25
Mar. 16	"Hazardous Waste Workers: A Model Outreach and Training Program," presentation to professionals from across the U.S. at the National Conference of Hispanic Health and Human Services Organizations, San Francisco	Betty Szudy	15
Mar. 17	"Video Display Terminal Health and Safety Workshop," Office and Professional Employees Local 29, San Francisco	Laura Stock	15
Mar. 19-23	"Comprehensive Review of Industrial Hygiene," (co-sponsored with American Industrial Hygiene Association), San Mateo	Marion Gillen Barbara Plog	51
Mar. 20-22	"Health and Safety Training for Hazardous Waste Workers," Richmond (24-hour course)	Gail Bateson Betty Szudy	28
Mar. 27	"Video Display Terminal Health and Safety Workshop," Cowell Hospital, Berkeley	Laura Stock	15
Apr.-Jun.	"AIDS and Other Communicable Diseases," series of classes at Contra Costa County Probation Department	Elaine Askari	275
Apr. 5	"AIDS and Other Diseases from Wastewater," SEIU Local 790 and management, Union Sanitary District Wastewater Treatment Plant, Fremont	Elaine Askari	130
Apr. 16-17	"AIDS in the Workplace," City of Berkeley school employees and gardeners	Elaine Askari	50

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**LABOR OCCUPATIONAL HEALTH PROGRAM**

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<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Attend- ance</u>
Apr. 16-20	"Fundamentals of Industrial Hygiene" (co-sponsored with National Safety Council), Millbrae	Marion Gillen Barbara Plog	25
Apr. 17	"How the OSHA Hazardous Waste Standard Protects Workers," Los Angeles/Orange County Organizing Committee, AFL-CIO, Los Angeles	Betty Szudy	40
Apr. 18	"Using Bilingual Educational Materials to Teach Workers about Health and Safety," California Immigrant Workers Association, Los Angeles	Betty Szudy	6
Apr. 18	"AIDS in the Workplace -- What Managers Should Know," City of Oakland	Elaine Askari	25
Apr. 23-27	"Health and Safety Training for Hazardous Waste Workers," Concord (40-hour course)	Gail Bateson Barbara Plog Betty Szudy	25
Apr. 26	"Video Display Terminal Health and Safety Workshop," School of Law (Boalt Hall), University of California at Berkeley	Laura Stock	15
Apr. 26-27	"The Right to Know: Is It Working?," Conference on "The New Public Health: 1990," sponsored by the California Public Health Foundation and other organizations, Los Angeles	Robin Baker	20
May.-Jun.	"AIDS in the Workplace," series of classes at San Francisco Water Department	Elaine Askari	300
May 4	"Asbestos: What the Real Estate Professional Needs to Know," American Lung Association, San Francisco Unit, San Francisco	Marion Gillen	52
May 4-5	"Using Health and Safety in Organizing Campaigns," American Federation of Teachers/Indiana State Employees Association Conference, Indianapolis	Elaine Askari	50
May 7-11	"Health and Safety Training for Hazardous Waste Workers," Sacramento (40-hour course)	Gail Bateson Betty Szudy	27
May 9-10	"AIDS in the Workplace," SEIU Local 949, Marin County Water District	Elaine Askari	85
May 21	"Ergonomics Policy in California," Bay Area Ergonomics Study Group, Advanced Ergonomics Seminar, Herrick Hospital, Berkeley	Laura Stock	50
May 25	"Using Health and Safety in Organizing Campaigns," Service Employees International Union, San Jose	Elaine Askari	15
Jun. 2	"Right to Know-- The Hazard Communication Standard," AFSCME Council 10 (systemwide University of California employees)	Elaine Askari	15



<u>Date</u>	<u>Program</u>	<u>Staff</u>	<u>Attendance</u>
Jun. 4-8	"Fundamentals of Industrial Hygiene" (co-sponsored with National Safety Council), Millbrae	Marion Gillen Barbara Plog	25
Jun. 5	"Refresher Health and Safety Training for Hazardous Waste Workers," Richmond	Gail Bateson Betty Szudy	29
Jun. 12	"United Auto Workers Local 2244 Training Program," Fremont	Robin Baker Laura Stock	20
Jun. 16	"Office Hazards for Clerical Workers," AFSCME Council 10 (systemwide University of California employees), Oakland	Elaine Askari	10
Jun. 20-21	"Fundamentals of Workplace Safety," Oakland	Marion Gillen	56
Jun. 27	"State Building and Construction Trades Council Training Institute," Rancho Murieta	Gail Bateson Barbara Plog Betty Szudy	45
Jun. 28	"AIDS in the Workplace-- A Manager's Perspective," Federal Managers' Association, Mare Island Naval Shipyard, Vallejo	Elaine Askari	66

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### LOHP PUBLICATIONS

LOHP produces a regular newsletter along with books, information packets, fact sheets, films, slide shows, and videotapes. These educational materials are described in an illustrated "LOHP Catalog" and are sold throughout the U.S. and overseas. LOHP's printed materials are frequently displayed at book fairs and library conventions; audiovisual materials have been entered in film festivals and shown on public television in several countries.

#### NEW 1989-90 MATERIALS

During 1989-90, LOHP completed or neared completion of several new educational publications and audiovisual materials:

*Is Work Making You Sick? Information for Workers Handling Hazardous Materials.* A 40-page handbook for hazardous waste workers, detailing the effects of toxic chemicals on the body and highlighting necessary health and safety precautions. The text is in both Spanish and English. (Issued in 1989 and available now. Single copies are free, and bulk orders are \$35.00 per hundred. A revised edition will be issued in the Summer of 1990.)

*A Fact Sheet on the OSHA Hazardous Waste*

*Operations and Emergency Response Standard.* Designed for workers whose jobs may be covered by federal OSHA's new hazardous waste regulation (OSHA 1910.120). Explains the standard and the protections it offers. (Available in English and Spanish versions in the late Summer of 1990.)

*Chemical Hazards in the Building Trades.* A 20-minute slide/tape module, recently updated, which details the various hazardous chemicals found in the construction industry, health effects, regulations, and preventive measures. 103 slides with tape and printed script. (Issued in 1989 and available now. \$125.00.)

*A Union Guide to Inspecting the Hazards in a Hospital,* by Anne Bracker. A manual for health care workers which explains typical hospital hazards and suggests procedures for a "walkaround" inspection of the hospital by a union or joint labor-management health and safety committee. (Available in late 1990.)

*Health and Work in the Latino Community.* A slide/tape program on job health hazards in occupations in which large numbers of Latinos work. The narration is in both Spanish and English. (Available in late 1990.)

## PERIODICALS

### *Monitor*

A quarterly newsletter covering the world of occupational safety and health from a union perspective. It focuses on job hazards; medical, scientific, regulatory, and bargaining issues; workers' compensation; minority and women's health. Includes book and film reviews, and highlights LOHP activities. Now incorporates LOHP's former publication "Video Views," with extensive coverage of the health effects of video display terminals and other new technologies.

Subscription rate: \$15.00 per year.

Special reduced multiple copy rates are available for unions and other groups.

Most back issues (1974-89) are still available for \$2.50 per copy. Recent issues: *Shiftwork and Health* (Fall 1987); *Oil Barges, Tankers and Toxic Fumes* (Spring 1988); *Hazards of New Technology and Electronic Monitoring in the Workplace* (Summer 1988); *Homework and Carpal Tunnel Syndrome* (Fall 1989); *Tannery Hazards and New Technology Survey* (Spring 1989); *Reproductive Hazards of Video Display Terminals* (Summer-Fall 1989).

## MISCELLANEOUS PUBLICATIONS

*VDTs Can Be Hazardous to Your Health.* (Information packet, revised 1987.) (\$8.00)

*VDT Poster*, looks like a vision exam wall chart and reads "VDTs are Hazardous to Your Health or You Would Not Be Having Such a Hard Time Reading This. Working Together to Fight Terminal Illness." 1987. (\$5.00)

*Getting the Facts*, by Susan Salisbury. Outlines how to set up an occupational safety and health library, and includes a comprehensive bibliography of resources in the field. 1981. 100 pp. (\$6.00)

*Getting the Facts Update*, by Susan Salisbury. A supplement to the bibliography listed above. 1984. 64 pp. (\$3.00)

*Workplace Health and Safety: A Guide to Collective Bargaining*, by Paul Chown. Includes advice on negotiating for health and safety protection, and gives sample contract language. 1980. 68 pp. (\$7.00)

*Fruits of Your Labor: A Guide to Pesticide Hazards for California Field Workers*, by Sidney Weinstein. 1984. 186 pp. (\$10.00)

*Occupational Hazards of Construction: A Manual for Building Trades Apprentices*, by Janet Bertinuson and Sidney Weinstein. 1978. 212 pp. (\$12.00)

*Health and Safety Handbook for Local Unions*, by LOHP staff. 1982. 98 pp. (\$7.00)

*Occupational Disease Among Black Workers: An Annotated Bibliography*, by Morris Davis and Andrew Rowland. 1980. 79 pp. (\$8.00)

*Labor Educator's Health and Safety Manual*, by Nina Wallerstein, Charles Piller, and Robin Baker. 1981. 150 pp. (\$15.00)

## AUDIOVISUAL MATERIALS

*Occupational Hazards of Construction.* Three slide/tape modules, available separately or as a set. All have tapes and printed scripts. 1979. (1. *Introduction*, 136 slides, \$130.00; 2. *Hazards of Noise*, 80 slides, \$100.00; 3. *Walking/Working Surfaces*, 56 slides, \$90.00. Set of three, \$300.00.)

*How Workplace Hazards Affect the Body.* A 20-minute slide/tape module which introduces the basic concepts of occupational disease, with particular emphasis on the effects of toxic substances on the human body. 91 slides with tape and printed script. 1986. (\$100.00)

*Working Safely With Laboratory Chemicals.* A 30-minute slide/tape module which surveys the chemicals in a typical lab and presents guidelines for safe work practices, storage, disposal, and first aid. 136 slides with tape and printed script. 1986. (\$100.00)

*Working For Your Life.* A documentary film examining the health problems of working women. 57 minutes, color, 1978. (\$600.00 in 16mm film format; \$100.00 as a videotape.)

*Another Day's Living.* A documentary film about hazards in logging and sawmills. 30 minutes, color, 1980. (\$400.00 in 16mm film format; \$100.00 as a videotape.)

**Professional Staff:  
Publications and Activities**

**ELAINE ASKARI**

Coordinator of Public Programs

**Publications**

*Janitors and Custodians -- Infection Control at Work*, co-author of fact sheet, University of California at Berkeley (Berkeley), LOHP, September 1989

*Needlestick Injury Alert*, co-author of fact sheet, Berkeley, LOHP, October 1989

*Field Employees -- Infection Hazards at Work*, co-author of fact sheet. Berkeley, LOHP, Nov. 1989

*AIDS in the Workplace -- Labor's Concern*, co-author of 20-page booklet. Washington, D.C., AFL-CIO, May 1990

**Accepted for Publication**

*AIDS in the Workplace -- A Union Training Guide*, co-author of 300-page curriculum handbook, Washington, D.C., AFL-CIO, 1990

*AIDS in the Workplace -- A Shop Stewards' Manual*, co-author of 50-page manual, Washington, D.C., AFL-CIO, 1990

**Professional Activities**

Member AIDS in the Workplace Advisory Panel Committee (sponsored by the National Leadership Coalition on AIDS)

Member Advisory committee for the "AIDS in the Workplace: The Next Step" project (sponsored by the San Francisco AIDS Foundation)

Member Bay Area Urban League AIDS Advisory Council

Member California Nurses Association "AIDS For Healthcare Providers Training Program," Advisory Committee

Developed and taught a community college credit course, *Health and Safety at the Workplace*, for the

Labor Studies Program, San Francisco City College, Spring semester, 1990

Supervised and conducted a project to develop AIDS in the Workplace materials for the AFL-CIO to be used nationwide by member unions, throughout 1989-90 and continuing

**Presentations**

*Occupational Safety and Health*, developed and taught a four-day course for Eighth Annual Western Regional Summer Institute for Union Women, San Diego, July 1989 (Total audience: 18)

*AIDS in the Workplace*, separate presentations to City of Oakland clerical and maintenance workers, custodians, and police dispatchers, July-August 1989 (Total audience: 250)

*AIDS in the Workplace-- Legal Issues for Union Stewards*, guest lecturer at Labor Studies Program, San Francisco City College, October 1989 (Total audience: 40)

*AIDS in the Workplace*, separate presentations to East Bay Regional Parks District clerical workers, park rangers, and field employees, Oakland, October-December 1989 (Total audience: 350)

*AIDS, Hepatitis, and Other Communicable Diseases*, separate presentations to East Bay Regional Parks District police, firefighters, and lifeguards, Oakland, November-December 1989 (Total audience: 100)

*Safety Precautions for Workers-- Are You at Risk for Disease?*, presentation to health care employees, food service workers, and custodians at SEIU Local 715 Seventh Annual Leadership Convention, San Jose, January 1990 (Total audience: 15)

*Women and AIDS*, presentation to City of Berkeley employees, January 1990 (Total audience: 5)

*AIDS in the Workplace*, presentation to East Bay Regional Parks District managers and supervisors, Oakland, March 1990 (Total audience: 25)

*AIDS and Other Diseases from Wastewater*, presentation to clerical, maintenance, and sewage treatment plant employees in SEIU Local 790, and to management, Union Sanitary District Wastewater

Treatment Plant, Fremont, April 1990 (Total audience: 130)

*AIDS in the Workplace*, presentation to City of Berkeley school employees and gardeners, April 1990 (Total audience: 50)

*AIDS in the Workplace – What Managers Should Know*, presentation to City of Oakland managers and supervisors, April 1990 (Total audience: 25)

*AIDS and Other Communicable Diseases*, developed and taught certified four-hour course mandated for probation officers, counselors, custodians, maintenance workers, food service employees, and clerical workers, Contra Costa County Probation Department, April-June 1990 (Total audience: 275)

*AIDS in the Workplace*, presentation to maintenance, clerical, and utility workers, engineers, and laborers in SEIU Local 949, Marin County Water District, May 1990 (Total audience: 85)

*AIDS in the Workplace*, separate presentations to water inspectors, engineers, maintenance workers, meter readers, watershed keepers, clerical workers, and laborers, San Francisco Water Department, May-June 1990 (Total audience: 300)

*Using Health and Safety in Organizing Campaigns*, American Federation of Teachers/Indiana State Employees Association Conference, Indianapolis, May 1990 (Total audience: 50)

*Using Health and Safety in Organizing Campaigns*, Service Employees International Union, San Jose, May 1990 (Total audience: 15)

*Right to Know – The Hazard Communication Standard*, presentation to custodians, gardeners, food service/maintenance workers in AFSCME Council 10 (systemwide University of California employees), Oakland, June 1990 (Total audience: 15)

*Office Hazards for Clerical Workers*, presentation to clerical workers in AFSCME Council 10 (systemwide University of California employees), Oakland, June 1990 (Total audience: 10)

*AIDS in the Workplace – A Manager's Perspective*, Federal Managers' Association, Mare Island Naval Shipyard, Vallejo, June 1990 (Total audience: 66)

## **ROBIN BAKER**

Director, Labor Occupational Health Program and Coordinator of Public Programs

### **Publications**

*California Workers at Risk – A Call for Action: A Report to the Governor and the California Legislature*, contributing author, Oakland, Worksafe Health and Safety Coalition, 1989

### **Accepted for Publication**

"Occupational Health and Safety Training," chapter in *The Control of Occupational Diseases*, (James Weeks, Sc.D., David Wegman, M.D., and Barry Levy, M.D., eds.), Washington, D.C., American Public Health Association, 1990

### **Professional Activities**

Advisor     Semiconductor Health Study, led by Marc Schenker, M.D., M.P.H., University of California at Davis, Department of Medicine

Member     School of Public Health, University of California at Berkeley, Health Education Field Advisory Committee

Regional Rep.     University and College Labor Education Association (UCLEA), Women's Committee

Member     UCLEA Summer Institute for Union Women, Planning Committee, 1989-90

Member     National Institute for Occupational Safety and Health (NIOSH), Project Evaluation site visit team

Co-chair     American Public Health Association, Occupational Health Section, Program Committee, 1989

Instructor     University of California at Berkeley School of Public Health, teaching a graduate level course, Social and Administrative Health Sciences 274, *Occupational Health Education*, Spring semester, 1990

**Organizer** Public conference, *Health and Safety for California Workers: Setting the Agenda for the 1990s*, co-sponsored by LOHP and the Worksafe Health and Safety Coalition, October 1989

**Presentations**

*The Right to Act: New Directions in Occupational Health and Safety Regulation*, presentation at joint LOHP/Worksafe Health and Safety Coalition conference, *Health and Safety for California Workers: Setting the Agenda for the 1990s*, Berkeley, October 1989 (Total audience: 150)

*Video Display Terminal Health and Safety*, one-day joint labor-management training session for SEIU Local 660 members, Los Angeles, November 1989 (Total audience: 50)

*Tailgate Meetings That Work: Health and Safety Training at Construction Sites*, workshop leader at conference sponsored by LOHP Construction Worker Project and California Building and Construction Trades Council, AFL-CIO, Oakland, November 1989 (Total audience: 40)

*Health and Safety Update: Investigating Hazards and the 'New' Cal/OSHA*, IIR Labor Center Seminar for Union Leaders, Berkeley, December 1989 (Total audience: 40)

*The Right to Know, in the Community and the Workplace*, Occupational and Environmental Medicine Conference, University of California at San Francisco, February 1990 (Total audience: 81)

*Workers' Compensation in the 1990s*, panel member, IIR Labor Center conference, Berkeley, March 1990 (Total audience: 50)

*The Right to Know: Is It Working?*, workshop leader at conference, *The New Public Health: 1990*, sponsored by the California Public Health Foundation and other organizations, Los Angeles, April, 1990 (Total audience: 20)

*Health and Safety Legal Rights*, United Auto Workers Local 2244 training program, Fremont, CA, June 1990 (Total audience: 20)

**GAIL BATESON**

Coordinator of Public Programs

**Publications**

Four modules in *Hazardous Waste Workers: 8-Hour Refresher Course Curriculum for TSD Workers*, joint LOHP and University of California at Davis publication, Spring 1990

Five modules in *Hazardous Waste Course Curriculum for Treatment, Storage and Disposal Workers*, joint publication of LOHP and University of California at Davis, June 1990

**Professional Activities**

Coordinator Hazardous Waste Worker Training Project, sponsored by the National Institute of Environmental Health Sciences through a grant to the California Consortium of educational institutions. Coordinated all Northern California project activities, 1989-90 and continuing

**Consultant** Oil, Chemical and Atomic Workers International Union: curriculum development, curriculum evaluation, and technical assistance, 1989-90 and continuing

**Repres.** Oil, Chemical and Atomic Workers International Union: represented the union on the Cal/OSHA Advisory Committee for Airborne Contaminants

**Presentations**

*Health and Safety Training for Hazardous Waste Workers*, presentations at seven courses sponsored by the Hazardous Waste Worker Training Project throughout the academic year. (Total audience: 200)

*Pesticide Contaminated Hazardous Waste Sites*, NIOSH Continuing Education course, Honolulu, HI, February 1990 (Total audience: 42)

*Health and Safety Legal Rights*, guest lecturer at Labor Studies Program, San Francisco City College, March 1990 (Total audience: 15)

*Occupational and Environmental Health Issues*, guest lecturer at Labor Studies Program, San Francisco City College, April 1990 (Total audience: 15)

*Health and Safety Collective Bargaining*, presentation to union business representatives at the State Building and Construction Trades Council Training Institute, Rancho Murieta, June 1990 (Total audience: 23)

**MARION GILLEN**

Coordinator of Public Programs

**Professional Activities**

- Member American Public Health Association, Occupational Health Section
- Member California Public Health Association, Occupational and Environmental Health Section
- Member American Association of Occupational Health Nurses
- Member National Association for Public Health Policy
- Member California Nurses Association
- Member American Cancer Society, Alameda County Unit, Professional Education Committee
- Member American Lung Association, San Francisco Unit, Occupational Health Advisory Committee
- Member Coalition of Asbestos Resource Agencies (sponsored by the American Lung Association, San Francisco Unit)
- Member Special Cal/OSHA Advisory Committee developing a state communicable disease standard, throughout 1989-90 and continuing
- Member Coordinating Committee for the Industrial Hygiene Forum Series, jointly sponsored by the Center for Occupational and Environmental Health (COEH), American Industrial Hy-

giene Association Northern California Section, and University of California at San Francisco, throughout 1989-90 and continuing

Member HIV Task Force, California Nurses Association

Planned and organized the COEH program of future Continuing Education courses for 1990-91, including twelve courses to be offered at the Third Annual Occupational Safety and Health Summer Institute, a week-long residential Summer School to be held at the Claremont Resort Hotel, Oakland, in August 1990. Sixteen additional courses, to be presented throughout 1990-91, are also in preparation.

Organized and coordinated multidisciplinary advisory committees for the Third Annual Summer Institute and for the *Fundamentals of Safety* course

Co-directed a joint COEH/American Industrial Hygiene Association advisory committee responsible for development of the *Comprehensive Review of Industrial Hygiene* course

**Presentations**

Assisted the former Continuing Education Coordinator in planning and presenting the COEH Second Annual Occupational Safety and Health Summer Institute, at University of California at Santa Cruz, August 13-18, 1989 (Total audience: 200)

Organized and coordinated eight other COEH Continuing Education courses for occupational safety and health professionals throughout the academic year (Total audience: 268)

*Occupational Exposure to Bloodborne Pathogens*, prepared and presented written and oral testimony for the California Nurses Association at a federal OSHA hearing on proposed regulations, San Francisco, January 1990 (Total audience: 75)

*Asbestos: What the Real Estate Professional Needs to Know*, assisted with seminar sponsored by the American Lung Association, San Francisco Unit, San Francisco, May 1990 (Total audience: 52)

**BARBARA PLOG**

Associate Director, Labor Occupational Health Program and Coordinator of Public Programs

**Publications**

"Cal/OSHA Board Refuses to Issue VDT Standard,"  
LOHP Monitor, Vol. 17, No. 2, Summer-Fall, 1989

**Professional Activities**

Diplomate American Board of Industrial Hygiene  
(Certified Industrial Hygienist)

Diplomate Board of Certified Safety Professionals  
(Certified Safety Professional)

Member American Industrial Hygiene Association

Member American Public Health Association

Co-chair APHA Occupational Health and Safety  
Section, Industrial Hygiene  
Committee

Co-chair Network of Women in Occupational  
Health

Member Cal/OSHA Advisory Committee on Air-  
borne Contaminants Member  
Coordinating Committee for the  
Industrial Hygiene Forum Series,  
jointly sponsored by the University of  
California Center for Occupational  
and Environmental Health (COEH),  
American Industrial Hygiene Associa-  
tion Northern California Section, and  
University of California at San Fran-  
cisco, throughout 1989-90 and contin-  
uing

Lecturer University of California at Berkeley  
School of Public Health, teaching a  
graduate level course, Biomedical and  
Environmental Health Sciences 244,  
*Industrial Hygiene: Professional Prac-  
tice*, Spring semester, 1990

Technical California State Board of Cosmetology  
Specialist grant to LOHP, performing needs  
assessment for projected cosmetology  
health and safety training program,  
January-June 1990

Industrial National Institute for Occupational Safety  
Hygiene and Health (NIOSH) grant to COEH  
Advisor and University of California at San  
Francisco, *Training for Development  
of Innovative Control Technology*.  
The project is investigating control  
technologies to prevent needlestick  
injuries. Assisted in needs assess-  
ment, January-June 1990

Technical Pima County Wastewater Management  
Advisor Department, Tucson, AZ, on produc-  
tion of video, *Hazard Communication,  
Why Bother?*, May 1990

Developed and organized *Selected Topics in Industrial  
Hygiene*, a three-day professional Continuing Edu-  
cation course to be presented by LOHP and  
COEH later in 1990

**Presentations**

*Fundamentals of Industrial Hygiene*, course director  
and lecturer for a week-long professional Continu-  
ing Education course presented three times during  
1989-90 by LOHP, COEH, and the National Safe-  
ty Council. Served as lecturer for course modules  
on *Chemical, Physical and Biological Hazards*,  
*Industrial Hygiene Overview*, and *Threshold Limit  
Values and Permissible Exposure Limits*. Millbrae,  
November 1989, April 1990, and June 1990 (Total  
audience: 75)

*Evaluation and Control of Occupational Hazards*, guest  
lecturer at Labor Studies Program, San Francisco  
City College, February 1990 (Total audience: 15)

*Comprehensive Review of Industrial Hygiene*, course  
director and developer for a week-long profession-  
al Continuing Education course sponsored by  
LOHP, COEH, and the American Industrial Hy-  
giene Association, Northern California Section,  
San Mateo, CA, March 1990 (Total audience: 51)

*Asbestos -- Health Effects and Regulations*, presenta-  
tion to LOHP Hazardous Waste Worker Training  
Program 40-hour course, Concord, CA, April 1990  
(Total audience: 25)

*Toxic Hazards -- What's In This Stuff?*, to union busi-  
ness representatives at the State Building and  
Construction Trades Council Training Institute,  
Rancho Murieta, June 1990 (Total audience: 12)

**LAURA STOCK**

Associate Director, Labor Occupational Health Program and Coordinator of Public Programs

**Publications**

Editor and writer of various articles for *Video Views*, regular section of LOHP newsletter, *Monitor* on video display terminals and new technology

"VDT Health and Safety: Current Research and Policy Initiatives," in *Changing Technologies in the Workplace: Conference Proceedings, Los Angeles, December 1-2, 1989*; Berkeley, California Policy Seminar, 1990

"Strategies for Promoting Worker Involvement in Technological Change," in *Proceedings of the Second International Scientific Conference on Work With Display Units, Montreal, September 1989*, Amsterdam, Elsevier Science Publishers B.V. (North-Holland), 1990

**Professional Activities**

Member American Public Health Association, Occupational Health Section

Member California Public Health Association

Member Coalition of Labor Union Women

Consultant California Assembly Labor and Employment Committee and California Labor Federation on development of model video display terminal policy, throughout 1989-90 and continuing

Consultant City of Richmond joint labor-management committee responsible for developing VDT policies, Fall 1989

Consultant San Mateo County joint labor-management committee charged with developing VDT policies, January 1990

Consultant San Francisco City Attorney's Office and SEIU Local 790, on development of a model city/county ordinance on VDTs, Spring 1990

Consultant SEIU Local 715, on health and safety program, March 1990

**Presentations**

Designed and presented video display terminal health and safety workshops (Total audience: 300), and conducted worksite evaluations, for the following during 1989-90:

International Association of Machinists Air Transport Employees, October 1989

San Mateo County employees, January 1990

East Asian Studies Department, University of California at Berkeley, January 1990

San Francisco Local Ordinance Subcommittee of the VDT Coalition (SEIU, OPEIU, and CWA), February 1990

Office and Professional Employees Local 29, March 1990

Cowell Hospital, University of California at Berkeley, March 1990

School of Journalism, University of California at Berkeley, March 1990

School of Law (Boalt Hall), University of California at Berkeley, April and May 1990

*Video Display Terminal Health and Safety*, one-day joint labor-management training session for SEIU Local 660 members, Los Angeles, August 1989 (Total audience: 50)

*Strategies for Promoting Worker Involvement in Technological Change*, at Second International Scientific Conference on Work With Display Units, Montreal, September 1989 (Total audience: 150)

*VDTs: Current Research and Policy Initiatives*, organized and moderated panel at American Public Health Association Annual Meeting, Chicago, October 1989 (Total audience: 75)

*Ergonomics*, moderated panel at American Public Health Association Annual Meeting, Chicago, October 1989 (Total audience: 75)

*Tailgate Meetings That Work: Health and Safety Training at Construction Sites*, coordinated and made presentations at conference sponsored by LOHP



Construction Worker Project and California Building and Construction Trades Council, AFL-CIO, Oakland, November 1989 (Total audience: 40)

*New Technology in the Workplace*, presentation for labor and management delegation from Sweden, Swedish Consulate, San Francisco, November 1989 (Total audience: 25)

*Health and Safety Update: Investigating Hazards and the 'New' Cal/OSHA*, IIR Labor Center Seminar for Union Leaders, University of California at Berkeley, December 1989 (Total audience: 40)

*Office Hazards*, guest lecturer in course on Health and Safety at the Workplace, Labor Studies Program, San Francisco City College, April 1990 (Total audience: 15)

*Coalition Building*, guest lecturer in Social and Administrative Health Sciences 292G, *Preparation for Practice*, School of Public Health, University of California at Berkeley, April 1990 (Total audience: 14)

*Ergonomics Policy in California*, Bay Area Ergonomics Study Group, Advanced Ergonomics Seminar, Herrick Hospital, Berkeley, May 1990 (Total audience: 50)

*Investigating Hazards and Using the Right to Know*, United Auto Workers Local 2244 training program, Fremont, June 1990 (Total audience: 20)

*Repetitive Strain Injuries*, interviewed on PBS MacNeil-Lehrer News Hour, June 1990 (Total audience: Many thousand)

## **BETTY SZUDY**

Coordinator of Public Programs

### **Publications**

*Tailgate Meetings That Work-Health and Safety Training at Construction Sites: A Workbook for Foremen and Business Agents in the Building Trades* (142 pages), Berkeley, LOHP Construction Worker Project, November 1989

"A Review of Hazardous Waste Operations," chapter in *Hazardous Waste Workers: 8-Hour Refresher*

*Course Curriculum for TSD Workers*, joint publication of LOHP and University of California at Davis, Spring 1990

*Instructor's Notes* for four chapters (Introduction to Hazardous Waste Operations, Working Safely in Confined Spaces, Hazardous Waste Laws and Regulations, and Health and Safety Legal Rights for TSD Workers) in *Hazardous Waste Course Curriculum for Treatment, Storage and Disposal Workers*, joint publication of LOHP and University of California at Davis, June 1990

### **Professional Activities**

Delegate Alameda County Central Labor Council (from AFT Local 1474)

Member American Public Health Association, Occupational Health Section

Member University and College Labor Education Association

Member Coalition of Labor Union Women

Member California Public Health Association/North, Advisory Board

Member Occupational Health Nursing Program, University of California at San Francisco, Advisory Board

Director LOHP Construction Worker Project: Coordinated a project that designed and pilot-tested a training program to provide foremen and business agents with skills to conduct effective tailgate training sessions on the job. Included needs assessment, convening a focus group and Advisory Committee, developing a resource workbook, and presenting a one-day workshop. May-December 1989

Assistant Director LOHP Hazardous Waste Worker Training Project, funded by the National Institute of Environmental Health Sciences (NIEHS) through the California Consortium of various educational institutions. Coordinated labor outreach for series of "24 hour" and "40 hour" hazardous waste

courses; acted as Course Coordinator for four of these courses; taught modules in eight courses; coordinated course logistics and recruitment. Represented the California Consortium at NIEHS national meetings. July 1989-June 1990 and continuing

**Coordi-** LOHP Bilingual/Limited Literacy Hazardous  
**nator** Waste Supplemental Project, funded by NIEHS to develop bilingual educational materials for hazardous waste workers. Wrote original grant application for the supplemental project; supervised design of a statewide evaluation and outreach plan. Co-wrote new supplemental grant application to NIEHS requesting funding to continue outreach to non-English speaking/limited literacy hazardous waste workers and provide them with additional hands-on training in our courses. July 1989 - June 1990 and continuing

#### **Presentations**

*Health and Safety Training for Hazardous Waste Workers*, presentations at eight courses sponsored by the Hazardous Waste Worker Training Project during the academic year. (Total audience: 220)

*AIDS in the Workplace*, five training sessions for city workers, City of Oakland, July-September 1989 (Total audience: 200)

*Video Display Terminal Health and Safety*, six one-day joint labor-management training sessions for SEIU Local 660 members, Los Angeles, August - December 1989 (Total audience: 300)

*Health and Safety Concerns Working With VDTs*, testimony before the Contra Costa County Board of Supervisors, September 1989 (Total audience: 15, including Board members and staff, press, and representatives of the business community)

*Hazardous Waste Worker Resource Materials*, presentation at a poster session, American Public Health Association Annual Meeting, Chicago, October 1989 (Total audience: Several thousand)

*Innovative Bargaining in Health and Safety—The Right to Act and Other Strategies*, California Labor Federation Trade Union School, Ventura, October 1989 (Total audience: 25)

*The Role of Labor in Occupational Health and Safety*, presentation to nursing graduate students, Graduate School of Nursing, University of California at San Francisco, October 1989 (Total audience: 15)

*Organizing Around Health and Safety at the Workplace*, SEIU Local 790 Leadership Academy, San Francisco, November 1989 (Total audience: 20)

*Tailgate Meetings That Work: Health and Safety Training at Construction Sites*, presentations at conference sponsored by LOHP Construction Worker Project and California Building and Construction Trades Council, AFL-CIO, Oakland, November 1989 (Total audience: 40)

*The Labor Occupational Health Program: An Overview of Activities*, guest lecturer in Social and Administrative Health Sciences 292G, *Preparation for Practice*, School of Public Health, Berkeley, November 1989 (Total audience: 14)

*Understanding OSHA's Hazardous Waste Standard*, Plumbers and Pipefitters Statewide Joint Apprenticeship Trade Council, Oakland, December 1989 (Total audience: 50)

*Labor's Role in Occupational Safety and Health*, guest lecturer in Social and Administrative Health Sciences 274, *Occupational Health Education*, School of Public Health, Berkeley, February 1990 (Total audience: 15)

*Hazardous Waste Workers: A Model Outreach and Training Program*, presentation to professionals from across the U.S. at the National Conference of Hispanic Health and Human Services Organizations, San Francisco, March 1990 (Total audience: 15)

*Using Bilingual Educational Materials to Teach Workers about Health and Safety*, presentation to program directors at the California Immigrant Workers Association, Los Angeles, April 1990 (Total audience: 6)

*How the OSHA Hazardous Waste Standard Protects Workers*, presentation to organizers and representatives from 20 unions, mostly craft/blue collar, at the Los Angeles/Orange County Organizing Committee, AFL-CIO, Los Angeles, April 1990 (Total audience: 40)

# THE INDUSTRIAL RELATIONS JOURNAL

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## History and Current Mission

*Industrial Relations*, the Institute's scholarly journal (referred to generally as the *Journal*), completed its twenty-ninth year of publication. Three times a year (Winter, Spring, and Fall), the *Journal* publishes research articles, notes, and symposia as well as papers on topics of current interest on all aspects of the employment relationship. Special attention is given to the role of institutions that constitute and surround the workplace.

Nineteen articles and 11 research notes were published, comprising over 466 pages. Both the number of papers and the number of pages increased over the previous year; the expansion of the *Journal's* pages in the past two years has been over 25%. A highlight this year was the publication of a symposium issue, consisting of papers on the Economics of Human Resource Management, with special guest editors Daniel Mitchell of UCLA and Mahmood Zaidi of the University of Minnesota. This symposium issue will also appear in book form by IIR in association with Basil Blackwell, the *Journal's* publisher. Other papers published this year covered a broad range of topics,

with concentration on the role of unions, wage structures, profit-sharing innovations, and human resource management.

This year, we began a new policy of charging a submission fee to non-subscribers. The new policy has increased our subscriber base while maintaining high quality submissions of about 120 manuscripts. The calibre of the manuscripts continued to improve, and ten percent of nonsymposium submissions were accepted. The continued improvement in the quality of submitted manuscripts has now produced a substantial backlog of accepted papers. The Board has decided, therefore, to increase the number of pages and papers published.

The co-editors, Professors Jonathan Leonard and Michael Reich, were supported by an outstanding Board of Reviewers, as well as over 200 other referees from academic institutions in the United States and abroad. The *Journal* continued to increase its use of outside referees and the editors are grateful for their assistance.

The *Journal* once again benefitted from the outstanding services of Barbara Porter in the position of Managing Editor and Katherine Mooney in the position of Assistant Editor.

**THE JOURNAL**

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Department of Political Science  
University of California  
Berkeley, CA

**Prof. Sheldon Zedeck**  
Department of Psychology  
University of California  
Berkeley, CA

**Publications**

The following articles were published this reporting period:

**VOLUME 28. NUMBER 3. FALL, 1989**

**Articles**

"Efficiency Wages in Weitzman's Share Economy," by David Levine

"Things Unions Do, Job Attributes, and Union Membership," by Greg Hundley

"Compensating Wage Differentials in the Union and Nonunion Sectors," by David Fairris

"Job Interruptions and Part-Time Work: Their Effect on MBA's Income," by Josephine E. Olson and Irene Hanson Frieze

**Research Notes**

"Explaining Patterns of Profit-Sharing Activity," by Allen Cheadle

"Joint Participation Programs: Self-help or Suicide for Labor?", by Anil Verma

"Evidence on Attitudes Toward Alternative Sharing Arrangements," by Daniel Egan, Douglas H. Herrmann, and Derek C. Jones

"Deregulation, Business Strategy, and Wages in the Airline Industry," by Nancy Brown Johnson, Rakesh B. Sambharya, and Philip Bobko

"Effectiveness of Individual and Aggregate Compensation Strategies," by Luis R. Gomez-Mejia and David B. Balkin

"Union Growth in Malaysia and Singapore," by Basu Sharma

**VOLUME 29. NUMBER 1. WINTER, 1990**

**Articles**

"The Counter-Revolution of Our Time," by Henry Phelps Brown

"Union Representation Elections and Firm Profitability," by Stephen G. Bronars and Donald R. Deere

"Determinants of Salary Dispersion in Organizations," by Jeffery Pfeffer and Alison Davis-Blake

"The Economics of Federal Compensation," by Peter D. Linneman and Michael L. Wachter

"South Korea's Record Wage Rates: Labor in Late Industrialization," by Alice H. Amsden

"Methodology in the 'Job Quality' Debate," by Robert M. Costrell

**Research Notes**

"Job Classification and Plant Performance in the Auto Industry," by Jeffrey H. Keefe and Harry C. Katz

"Who Queues for a Union Job?", by John S. Heywood

"Member-Union Relations and Union Satisfaction," by Paul Jarley, Sarosh Kuruvilla, and Douglas Casteel

"Arbitration Decisions in Subcontracting Disputes," by Marlise McCammon and John L. Cotton

"Two-Tier Wage Structure in a Nonunion Firm," by Dean B. McFarlin and Michael R. Frone

**VOLUME 29. NUMBER 2. SPRING, 1990**

**A SYMPOSIUM: THE ECONOMICS OF HUMAN RESOURCE MANAGEMENT**

Guest Editors: Daniel J.B. Mitchell and Mahmood A. Zaidi

"Introduction," by Daniel J.B. Mitchell and Mahmood A. Zaidi

"Macroeconomic Conditions and HRM-IR Practices," by Daniel J.B. Mitchell and Mahmood A. Zaidi

"Human Resource Management and International Trade," by Drusilla K. Brown and David M. Garman

"Human Capital Theory: Implications for HR Managers," by Myra H. Strober

"The Economics of Internal Labor Markets," by Michael L. Wachter and Randall D. Wright

"Pensions and Deferred Benefits as Strategic Compensation," by Edward P. Lazear

"Labor Market Analysis and Concerted Behavior," by Lloyd Ulman

"The Economics of Unions and Collective Bargaining," by Robert J. Flanagan

"The New Institutionalism: What Can It Learn from the Old?", by Sanford M. Jacoby

<b>SUBSCRIPTION:</b>		<b><u>Individual</u></b>	<b><u>Institutions</u></b>
<b><u>Rate (1991)</u></b>	North America	\$19.25	\$37.50
	U.K.	£20.50	£30.50
	Europe	£20.50	£31.50
	Rest of the World	£22.50	£35.00

Industrial Relations is published three times a year (in Winter, Spring, and Fall)

# THE LIBRARY

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## History and Current Mission

The Library is administered by the Institute and is classified as an Affiliated Library of the Berkeley campus. Its collection contains approximately 62,000 items, and is growing at a rate of about 1,300 cataloged items per year. The collection reflects the cross-disciplinary nature of research at the Institute, with considerable depth in law, human resources, labor history and trade union materials. The Library actively supports research both in the Berkeley campus community, and in the larger community of trade unionists and managers.

The Library has become a valuable resource center both to the labor movement and to academics. The 1989-90 fiscal year has witnessed an emphasis on new services, computer automation, and original research in both labor and library issues. These programs support the academic mission of the Institute, as well as of the larger University community. A summary of activities follows below.

### Reference and Public Services

Reference services traditionally have been tailored to the needs of Institute faculty, professionals, and students. While these groups will always be the Library's key constituencies, new library users have been targeted for additional services. These include human resources staff at the University of California at Berkeley and in the private sector; attorneys in labor law practice; and practicing trade unionists. For example, a major reference project was undertaken for Kaiser Permanente, involving a survey of literature on the topic of non-salary incentives for employee recruitment.

The Library joined the electronic age with the addition of Dialog Information Services, a computer research service for business and academe. This service is offered on a cost-recovery basis. The Library has also actively promoted the use of Knowledge In-

dex, a version of Dialog that is directly available to end-users. Online reference performed by the Librarian has been well-received, and has gained great support with doctoral candidates. Private sector firms who know of the Library have also utilized online reference services.

This new emphasis on research support is consistent with the Institute's efforts to enhance its rapport with the larger campus community. Moreover, the need for qualified research guidance among doctoral candidates whose work is inter-disciplinary is very great, since these students must be able to locate and review the literature in diverse areas of study. The professional staff at the Library has recognized this need, and is tailoring reference service to respond to this opportunity. Consequently, the Library has become an effective resource not only for referral to other resources, but also for on-site research in print and electronic media.

### Technical Operations and Computer Automation

Substantial changes have also occurred in the technical management of the Library. In January of 1990, the Library implemented a capital campaign, with the goal of raising funds for library automation. The \$2,000 goal was met, enabling the Library to join MELVYL, the statewide University of California library catalog. These funds will be used as "seed money" for a larger fundraising effort during 1990-91, which will focus on corporations and foundations.

Just as research support nurtures the academic mission of the Institute and the University, participation in the University's electronic library catalogs will become an important service for the Berkeley campus. This participation furthers the University's "one library, one catalog" policy for library access, a policy which was originally conceived of in the early years of the computer era.

In May of 1990, the General Library proposed that the IIR Library join GLADIS, Berkeley's online catalog, instead of MELVYL. Direct membership in GLADIS has not hitherto been offered to Affiliated Libraries. The flexibilities of the system, and ease of data transfer to MELVYL, make membership very attractive.

The General Library, as an added incentive, is donating one Wyse terminal for public access, and one microcomputer for record maintenance, at no cost. This development sets a new precedent in the growth of library services on the Berkeley campus. An ideal end result would be for all Berkeley library holdings to appear in GLADIS, which would simplify the research process. The IIR Library will be the test site for this concept. Records will also appear in MELVYL automatically, at no additional cost.

In the meantime, catalog card production has been automated, resulting in substantial reductions in proofreading and repetitive work for the staff. Acquisitions have been automated using INMAGIC software. New acquisition lists will be generated in laser-printer format by the Online Library Computer Center (OCLC) in Claremont.

These developments in the technical handling of library records will enable staff to devote more time to research support, and will also improve overall access to the collection for library users.

**TERENCE K. HUWE**  
Head Librarian

#### Research

"Classification Issues Facing Special Libraries." Survey and literature search of library development trends in corporations and law firms, with funding from the Librarians Association (LAUC) Research Committee and the Office of the President.

[Two articles will be produced to disseminate the findings of this project.]

"Database Management and the Union Local." The Library and the Labor Center conducted a survey of computer usage among Bay Area union locals.

[The findings of this survey will be presented in an article in the Labor Center Reporter, and possibly in a trade journal. The goal of

the research is to identify the successes and failures of union locals in introducing computer-assisted management.]

#### Publications

"Commercial Databases Available to Academics: Dialog's Knowledge Index Service," in *Berkeley Computing Quarterly*, June 1990

"Focus on Legal Research," quarterly column, in *Freelancer* (Journal of the California Association of Freelance Paralegals)

"Health Law: a Guide for Law Librarians," in *Legal Information Alert*, April 1990

"The Health Law Maze: a Guide for Legal Assistants," in *California Paralegal*, June 1990

"Student Outreach Programs: the Berkeley Experience," in *Specialist* (Journal of the Special Libraries Association), March 1990

#### Professional Activities

1990 Fellow Samuel Lazerow Fellowship for Research in Acquisitions or Technical Services. Sponsored by the Association of College and Research Libraries, American Library Association

Chair Academic Relations Committee, Special Libraries Association

Liaison National Affirmative Action Committee, Special Libraries Association

Member Membership Committee, Northern California Association of Law Libraries

Moderator Special Libraries Career Panel, University of California at Berkeley School of Library and Information Studies

Moderator Law Libraries Career Panel, University of California at Berkeley School of Library and Information Studies



## **II IIR PUBLIC SERVICE PROGRAMS AND EVENTS**

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<b>BAY AREA LABOR STUDIES SEMINAR</b>	<b>53</b>
<b>LABOR/MACRO ECONOMICS SERIES</b>	<b>54</b>
<b>ORGANIZATIONAL BEHAVIOR AND INDUSTRIAL RELATIONS COLLOQUIUM SERIES</b>	<b>56</b>
<b>POLITICAL ECONOMY &amp; COMPARATIVE BROWN BAG SEMINAR</b>	<b>59</b>
<b>PROGRAM ON POLAND (LABOR CENTER'S COMPARATIVE LABOR RELATIONS UNIT)</b>	<b>60</b>
<b>IIR SPECIAL/LUNCH SEMINARS</b>	<b>61</b>

## BAY AREA LABOR STUDIES SEMINAR (BALSS)

The BALSS seminar, now in its fifteenth year, is sponsored by IIR faculty. It continues to be a popular opportunity to hear outstanding speakers discourse on topics of current interest to representatives of labor and management as well as the public at large. There were no BALSS seminars during the Fall 1989

semester, as the coordinator of this seminar series, Professor Ulman, was away on his sabbatical.

In the Spring of this year, Professors Lloyd Ulman, William Dickens and Kim Voss again co-chaired this series and arranged the following sessions:

### Spring Semester, 1990

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Feb. 8	"Occupational Health, Public Policy, and Union Organizing"	James Robinson, Assistant Professor, Social and Administrative Health Sciences, Berkeley
Apr. 3	"Contractual Workplace Rules in American Industry: Where They Came From, Why They are [or Were] There"	David Brody, Professor, History, University of California at Davis
May 8	"Active Labor Market Policies, Job Training and Upgrading, Job Counseling and Job Creation, and Other Policies Aimed at Providing Fuller Employment"	Seminar: led by Marty Morgenstern, Chairman, Center for Labor Research and Education, co-chair; Don Vial, Senior Advisor, California Foundation for Energy and the Environment (formerly Director, Department of Industrial Relations, State of California and Chairman of the Center for Labor Research and Education), co-chair; Chuck Mack, Teamsters Joint Council 7; and Paul Varacalli, Exec. Director, United Pub. Employees Local 790

## LABOR/MACRO ECONOMICS SERIES (BROWN BAG LUNCH SERIES)

This ever well-attended interesting opportunity to discuss up-to-date issues and members' current activities and work continued in 1989-90.

The series is coordinated by Professor William Dickens. As usual, participants met on Fridays at IIR. The following topics were discussed:

### Fall Semester, 1989

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Oct. 20	"A Test of Efficiency Wage and Rent Sharing Models"	David Levine, Assistant Professor, Business Administration, Berkeley
Oct. 27	"Executive Compensation"	Jonathan Leonard, Associate Professor, Business Administration, Berkeley
Nov. 3	"Can We Regulate Depository Institutions As If They Were Margin Accounts?"	Roger Craine, Associate Professor, Economics, Berkeley
Nov. 10	"Impacts of Strikes on the Fabric of French Society"	Monique Borrel, Visiting Scholar, IIR
Nov. 17	"Moral Hazard and Verifiability"	Benjamin Hermalin, Associate Professor, Business and Economics, Berkeley
Dec. 1	"A Signaling Model of Unemployment"	Andrew Weiss, Professor, Boston University

### Spring Semester, 1990

Jan. 26	No session	
Feb. 2	"Collective Bargaining Legislation, Contract Disputes, and Wages in the Canadian Public Sector"	Janet Currie, Assistant Professor, Economics, UCLA
Feb. 9	"The Influence of Unemployment Insurance on the Unemployment of Youth"	Tom McCurdy, Professor, Economics, Stanford University
Feb. 16	"What Goes Down Must Come Up? The Differential Persistence of Positive and Negative Shocks to the Real GNP"	William Dickens, Associate Professor, Economics, Berkeley
Feb. 23	"The Wage Curve"	Andrew Oswald and David Blanchflower, Professors, Economics, Dartmouth

Spring Semester, 1990

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Mar. 2	"Mrs. Thatcher and British Productivity Growth"	Mary Barbara Gregory, College Tutor and University Lecturer, Oxford University
Mar. 9	"Job Creation in Ideology and Practice: An 18 Country Study"	Harold Wilensky, Professor, Political Science, Berkeley
Mar. 16	"Product Market Competition and Union Organization"	Henry Farber, Professor, Economics, Massachusetts Institute of Technology and Center for Advanced Studies in the Behavior Sciences, Stanford University
Mar. 23	"A Theory of Fairness and Loan Market Structure"	Dwight Jaffe and Tom Russel, Professors, Economics (Visiting the Business School), University of Santa Clara
Mar. 30	Spring Break	
Apr. 6	No session	
Apr. 13	"The Potential Effects of Unionization on Industry Investment"	John Abowd, Professor, Economics, New York State School of Industrial and Labor Relations at Cornell University
Apr. 20	"Satei (Personal Assessment) and Inter-Worker Competition in Japanese Firms"	Endo Koshi, Yamagata University
Apr. 27	"Relative Wages: Causes and/or Effects"	David Levine, Assistant Professor, Business Administration, Berkeley
May 4	"Job Turnover and the Earnings Distribution"	Jonathan Leonard, Associate Professor, Business Administration, Berkeley
May 7	"Industrial Relations in a Period of Changing Technology and Skill Demands"	Clair Brown, Associate Professor, Economics, Michael Reich, Professor, Economics, and David Stern, Associate Professor, Education, Berkeley (program co-sponsored with the Political Economy & Comparative Brown Bag Seminar)
May 11	"Job Redesign, Training, and Industrial Relations"	Clair Brown, Associate Professor, Economics, Michael Reich, Professor, Economics, and David Stern, Associate Professor, Education, Berkeley

# ORGANIZATIONAL BEHAVIOR AND INDUSTRIAL RELATIONS COLLOQUIUM SERIES (OBIR)

This series is sponsored jointly by the Walter A. Haas School of Business and the Institute (Coordinator: Professor Jim Lincoln).

During 1989-90, the following topics and speakers were presented:

## Fall Semester, 1989

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Sept. 13	"Socially Bounded Rationality: A Case Study in the Limits to International Business Alliances"	Michael Gerlach, Assistant Professor, Business Administration, Berkeley
Sep. 20	"Tests of Institutional Theories of Married Women's Labor Supply"	David Levine, Assistant Professor, Business Administration, Berkeley
Sep. 27	"Cognitive Representations of Work"	Kurt Sera-Kraiger, Visiting Assistant Professor, University of Colorado at Denver and Berkeley
Oct. 2	"What's Happening to Academic Industrial Relations?"	George Strauss, Professor, Business Administration, Berkeley
Oct. 11	"Learning Intensive Production"	David Stern, Associate Professor, Education, Berkeley
Oct. 18	"Payment Systems and the Structure of Inequality: Theoretical Issues and an Analysis of Salespersons in Department Stores"	Trond Petersen, Assistant Professor, Business Administration, Berkeley
Oct. 25	No colloquium	
Nov. 1	"How to Think About Organization and Culture"	Ann Swidler, Associate Professor, Sociology, Berkeley
Nov. 8	No colloquium	

Fall Semester, 1989

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Nov. 15	"Expression of Anger in Organizations"	Martin Davidson, Post-doctoral Fellow, Business Administration, Berkeley
Nov. 22	"Organization Design Issues in Manufacturing"	Sara Beckman, Assistant Professor, Business Administration, Berkeley
Nov. 29	"Self-Renewing Organizations"	Ikujiro Nonaka, Professor, Institute of Business Research, Hitotsubashi University (Tokyo, Japan) and Berkeley

Spring Semester, 1990

Jan. 31	"Unions, Job Satisfaction and Commitment in the U.S. and Japan"	Joan Boothe, Graduate Student, OBIR, Berkeley
Feb. 7	"Intuitive and Analytic Decision Making"	Herbert Simon, Carnegie Mellon University
Feb. 14	"Organizational Mediation of Civil Rights Law"	Lauren B. Edelman, Assistant Professor, Sociology and Law, University of Wisconsin at Madison
Feb. 21	"The Rise of Training Programs in Firms and Agencies: An Institutional Perspective"	Dick Scott, Stanford University; Center for Advanced Studies in the Behavior Sciences
Feb. 28	No colloquium	
Mar. 7	"Markets, Hierarchies, and Alliances: A Reassessment of Industrial Organization and Linkage Theory"	Richard Gordon, Associate Professor, Political Science, University of California at Santa Cruz; Silicon Valley Research Group
Mar. 14	"Career Paths of Executives and Managers"	Jonathan Leonard, Associate Professor, Business Administration, Berkeley
Mar. 21	"The Volunteer Dilemma: Early Experimental and Conceptual Results"	Keith Murnighan, University of Illinois; Center for Advanced Studies in the Behavior Sciences, Stanford University
Mar. 23	"Further Integration of Goal Theory: The Relation of Goal Level to Valence and Instrumentality"	Ed Locke, University of Maryland
Mar. 28	Spring Break	

Spring Semester, 1990

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Apr. 4	"The Functions and Disfunctions of Negative Emotion in a Social Influence Job: Lessons from Bill Collectors"	Robert Sutton, Department of Industrial Engineering and Engineering Management, Stanford University
Apr. 11	"Matching and Negotiation"	Max Bazerman, Northwestern University and the Center for Advanced Studies in Behavior Sciences, Stanford University
Apr. 18	"Thoughts on Utility"	Daniel Kahneman, Professor, Psychology Department, Berkeley
Apr. 25	"The Role of Uncertainty in the Arbitration Process"	Hank Farber, Massachusetts Institute of Technology and the Center for Advanced Studies in Behavior Sciences, Stanford University
May 2	"Administrative Failure: An Hypothesis About the Decline of the U.S. Union Movement in the 1980s"	Michael Piore, Massachusetts Institute of Technology and Law School, Stanford University
May 9	No colloquium	

## POLITICAL ECONOMY AND COMPARATIVE BROWN BAG SEMINAR

It was decided to reconvene this seminar series, under the sponsorship of and coordinated by Professor Kim Voss. (Co-Sponsored by the Labor/Macro Economics Series.)

This seminar is addressed to interested Faculty (particularly those who participated in the past) and Visiting Scholars.

### Spring Semester, 1990

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Apr. 17	"The Revolt of the Intellectuals: The Prague Spring and the Politics of Reform Communism"	Jerome Karabel, Associate Professor, Sociology, Berkeley
May 7	"Industrial Relations in a Period of Changing Technology and Skill Demand"	Clair Brown, Associate Professor and Michael Reich, Professor, Economics, and David Stern, Associate Professor, Education, Berkeley (Co-sponsored by the Labor/Macro Economics Series)
Jun. 18	"Work Groups in the Swedish Automobile Industry"	Dr. Peter Auer, Science Center, Berlin, Germany



## PROGRAM ON POLAND IIR LABOR CENTER'S COMPARATIVE LABOR RELATIONS UNIT

As mentioned in the introductory description of the Institute's Labor Center, a **Comparative Labor Relations Unit** was established in the Fall of 1989 under the stewardship of Professor Lloyd Ulman.

The **Program on Poland** is one of that unit's projects. It consists of research and training in industrial relations of the Polish Solidarity trade union movement.

### Fall Semester - 1989

<u>Date</u>	<u>Topic</u>	<u>Speaker</u>
Oct. 31	"Systemic Innovation in East-Central Europe"	Dr. Zofia Romaszewska, Physicist, and Solidarnosc Union top activist; Dr. Zbigniew Romaszewski, Physicist, and Senator, both of Warsaw University
Nov.14	"Components of the Program on Poland"	Marek Zelazkiewicz, Visiting Associate Research, IIR; Associate Professor, Department of Sociology, California State University, Sacramento
Nov. 28	"Preliminary Content and Organizational Structure of the Program on Poland"	Marek Zelazkiewicz

### Spring Semester, 1990

Feb. 20	"Ethos and Eros in Poland: Theory of Polish Society - part 1"	Adam Podgorecki, Professor of Sociology, Carleton University, Canada
Feb. 21	"From Underground to Legitimacy: The Second Economy and Civil Society in Eastern Europe"	Maria Los, Professor of Criminology, Ottawa University, Canada
Feb. 22	"Is Solidarity's Revolution Really Victorious? Theory of Polish Society - part 2"	Adam Podgorecki, Professor of Sociology, Carleton University, Canada
Mar. 7	"Polish Solidarity: From Social Movement to Democratic Government"	Tadeusz Diem, Under-Secretary of State to the Prime Minister of Poland
Apr. 30	"Can Poland Succeed? Drastic Economic Reforms, Germany 1948 and Poland 1989; Similarities, Differences and the Prospects for Poland"	Walter Jermakowicz, Ph.D., Associate Professor of Business, University of Southern Indiana

## IIR SPECIAL/LUNCH SEMINARS

**Sponsors:** INSTITUTE OF INDUSTRIAL RELATIONS  
THE BEATRICE M. BAIN RESEARCH GROUP

**Date:** Thursday, December 7, 1989  
**Topic:** "Perspectives on Gender and Trade Unionism"  
**Speaker:** Ruth Milkman, Professor of Sociology, UCLA  
**Participants:** Faculty and graduate students  
**Faculty Sponsor:** Professor Kim Voss  
**Coordinator:** Maria Teresa Bertero

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**Sponsor:** INSTITUTE OF INDUSTRIAL RELATIONS  
**Date:** Wednesday, November 29, 1989  
**Topic:** "New Forms of Industrial Democracy and Labor  
Participation in Enterprise Ownerships"  
**Speaker:** Ekkehart Stein, Professor of Law  
Constance University, Germany  
**Participants:** More than 50 faculty and graduate students  
**Coordinator:** Maria Teresa Bertero, IIR

### Brief Summary:

Negative effects of the capitalist economy:

1. Employees forced to sell and use their abilities to maximize employers' profits irrespective of use or harm to society
2. Corporations decide on investments according to need for profits, not the best interests of society
3. Government's ability to fight recession only by increasing profitability
4. Mass unemployment prevents millions of people from using their working power to reduce their hardship

Professor Stein sees a need to redistribute economic power, to not fight the symptoms but their causes. He analyzed the above effects and their impact not only on the individual, the employees, but also on the corporation and society. He advocates democratic co-ownership and management of the plant, and the formation of a management council (half of whose members should be employees and the other half representatives of state or local government), to make investment decisions which consider all needs affected: those of profitability, the consumer,

the employees, environmental protection and other public interests. Such management council with its clearly defined power structure would avoid the need for any future coalition and force both sides to compromise.

A fundamental change of public opinion and private social conviction, he feels, is needed to initiate a social and political movement, a change of the personal attitude of individuals towards discrimination and oppression, to change the whole power structure.

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**CRISTINA BANKS**

(Director, Undergraduate Programs,  
Lecturer, Business Administration)

Dr. Banks joined IIR in 1986. Her research areas center around topics such as performance appraisal, personnel assessment, and organizational leadership. These interests have led her to become involved in Undergraduate Programs; she presently acts as the Faculty Sponsor of the Berkeley Campus Human Resources Council (BCHRC, the student affiliate of the Northern California Human Resources Council (NCHRC)), a student-run, non-profit professional organization, whose purpose is to give students practical exposure to the fields of Human Resources, Organizational Behavior, and Industrial Relations.

She continues lecturing on the above topics at the School of Business.

**Professional Activities**

Faculty      Berkeley Human Resources Council  
Sponsor

Reviewer    *Journal of Applied Psychology*  
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**JOAN R. BLOOM, PH.D.**

(Professor, Health Policy and  
Administration Program)

Professor Bloom (Ph.D.) has been teaching the subject of organizational theory applied to health care since 1975 and is actively involved in research on hospital turnover and on discrimination faced by individuals returning to work following catastrophic illness. She affiliated herself with the Institute in 1988. During 1989-90, Professor Bloom has been involved in two related projects. First, the refereed conference paper, published in 1988, was extensively reworked last Summer and Fall, incorporating suggestions made by two health economists following presentation of the paper at a seminar. Second, working together with Professor Jeffrey Alexander (University of Michigan), she has essentially followed the plan submitted last year, evaluating the hospital costs of nursing turnover, a phenomenon that has not been studied before. Generally, costs of recruitment and orientation are calculated for a single institution.

**Publications**

"The Effect of Cancer Support Groups on the Long-Term Survival of Metastatic Breast Cancer: A Longitudinal, Prospective Outcome Study," with D. Spiegel, H. Krämer, and E. Gottheil, in *Lancet*, p. 888, October 14, 1989

"Work Patterns Among Long-Term Survivors from Cancer," in Ivan Barofsky (ed.), *Work and Illness: The Cancer Patient*, with P. Fobair, pp. 95-115 (New York: Praeger Press, 1989)

"Physician-Induced and Patient-Induced Utilization of Early Cancer Detection Practices Among Black Americans," with W.A. Hayes, F. Saunders, and S. Flatt, in Paul Engstrom (ed.) *Advances in Cancer Control*, Vol. VI, pp. 279-296 (New York: Alan Liss, Inc., 1989)

"Physical Performance at Work and at Leisure: Validation of a Measure of Biological Energy in a Sample of Cancer Survivors," with R. Gorsky and P. Fobair, *Journal of Psychosocial Oncology*, Spring 1990

"The Relationship of Social Support and Health, in *Social Science and Medicine*, Vol. 24, No. 1, 1990

"The Effects of Social Support on Long-Term Survivors," with P. Fobair, R. Hoppe, et al., in *JAI, Advances in Medical Sociology* (Accepted for publication)

"Softening the Blow of Mastectomy: Implications for Physician Management," in *Primary Care and Cancer*, October 1989

**Professional Activities**

Faculty      Berkeley Campus Human Resources  
Sponsor      Council (BCHRC)

Reviewer    *Journal of Applied Psychology*

**Professional Activities**

Member      American Public Health Association

Member      American Sociological Association

Member      American Society of Clinical Oncology

Member Association of Social Sciences in Health

Member American Society of Preventive Oncology

Presenter "Being Health Conscious and the Use of Mammography Among African-American Women," with K. Grazier, F. Hodge, and W.A. Hayes, American Public Health Association, Chicago, October 1989

Presenter "Quality of Life Following Cancer: A Policy Perspective," Second Workshop on Methodology in Behavioral and Psychosocial Cancer Research, American Cancer Society, National Office, Santa Monica, December 1989

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#### DAVID BRODY

(Professor, History, University of California at Davis)

Professor Brody, who received his Ph.D. degree at Harvard, joined the Institute-affiliated faculty in 1978. At Davis, he teaches courses in American History; research areas of particular interest to him are the study of labor and 20th Century American History. Professor Brody continues to do research for a projected book on the development of workplace contractual relations in the mass-production industry during the 1930s. He is also completing a collection of essays on American labor history to be published by Oxford University Press.

#### Publications

"Labor History, Industrial Relations and the Crisis of American Labor," in *Industrial and Labor Relations Review*, Vol. 43, pp. 7-18, October 1989

"On Creating a New Synthesis of American Labor History: A Comment," in J. Carroll Moody and Alice Kessler-Harris (eds.), *Perspectives on American Labor History*, Northern Illinois University Press, pp. 203-216, 1989

Comment on Essays by A.A. Popov and VI. Borisiuk, in Otis L. Graham (ed.), *Soviet-American Dialogue on the New Deal*, University of Missouri Press, pp. 96-101, 1989

"Arbeitsbeziehungen im Amerikanischen Kohlenberg-

bau. Probleme einer Industrie im Wandel des Wettbewerbs," in G.D. Feldman and K. Tenfelde (eds.), *Arbeiter, Unternehmer und Staat im Bergbau*, Verlag C.H. Beck, pp. 66-106, 1989

"On the Decline of American Steel: Essay Review," in *The Pennsylvania Magazine of History and Biography*, Vol. 63, pp. 627-633, October 1989

#### Professional Activities

Keynote Speaker "Reconciling the Old Labor History and the New," "Perspectives on Labor History: The Wisconsin School and Beyond," Conference, Madison, WI, March 9-10, 1990

Editorial Board *Labor History*

Co-Editor *Working Class in American History Series*, University of Illinois Press

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#### CLAIR BROWN

(Associate Professor, Economics  
Associate Director, IIR)

Professor Brown (Ph.D., University of Maryland, Labor Economics) has been teaching Labor Economics since 1973, when she joined the faculty of the University of California at Berkeley and became affiliated with the Institute. Her current research activities are centered on two on-going projects: (i) Preparation of her manuscript, *American Standards of Living 1918-1986*, under review by University presses, and (ii) the Project on Innovations in Labor-Management Relations. In addition, she is involved in two international projects: (i) the preparation of training programs for Solidarity trade unionists in Poland, and (ii) comparison of Japanese and American Employment Systems (in collaboration with a faculty group from Doshisha University). Professor Brown works on the Program on Poland with Professor Ulman and Marty Morgenstern, Chair of the Labor Center. The goal of the program is the development of training materials and programs for Solidarity trade unionists in Poland as they develop their union structure and union role. A visit to Poland in May of 1990 to ascertain the goals of the fledgling Polish labor union movement will be followed by a visit to Berkeley by Solidarity representatives to collaborate on the development of such programs. Three key training modules will be devel-

oped to train workers in (i) basic economics and accompanying (ii) decision making and problem solving, and (iii) negotiations and conflict resolution.

#### Publications

"Innovations in Labor-Management Relations: California Public Schools," with M. Reich; paper submitted to U.S. Bureau of Labor-Management Relations, September 1989

*Labor and the Economy: A Guide for Trade Unionists*, with the Labor Center Reporter Board, Institute of Industrial Relations, University of California at Berkeley, September 1989

"Innovations in Labor-Management Relations: The NUMMI Experience," paper submitted to the U.S. Bureau of Labor-Management Relations, Spring 1990

"Doing Case Studies on Workers' Skills: An Economist's View," with M. Reich and D. Stern; paper presented at Conference on Changing Occupational Skill Requirements, Brown University, June 1990

#### Professional Activities

Associate Director Institute of Industrial Relations

Member (ex officio) Executive Committee, Institute of Industrial Relations

Member (ex officio) Labor Center Advisory Board

Member (ex officio) California Public Employee Relations Advisory Board

Member *Labor Center Reporter Board*

Coordinator Joint Research Meeting at IIR with Japanese scholars from Doshisha University, August 17-19, 1989

Speaker "The Relationship Between the State of the Economy and the Trade Union Movement," Trade Union Leaders, IIR, December 8, 1989

Talk to Vocational Education Seminar, University of California at Berkeley School of Education, February 1990

Group Discussion Leader "Technology and the Future of Work," Stanford University, April 1990

Speaker "Industrial Relations in a Period of Changing Technology and Skill Demand," with Professors M. Reich and D. Stern, Political Economy Seminar, University of California at Berkeley, May 7, 1990

Speaker "Job Redesign, Training, and Industrial Relations," with Professor M. Reich, Labor/Macro Economics Series, University of California at Berkeley, May 11, 1990

Trip to Poland with Professor Lloyd Ulman, M. Morgenstern and D. Vial, to advise Solidarity trade union leaders, May 1990

Speaker "Skills and Security in Evolving Employment Systems: Observations from Case Studies," with M. Reich and D. Stern, presented at Conference on Changing Occupational Skill Requirements, Brown University, Providence, June 5-6, 1990  
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#### MICHAEL BURAWOY (Professor, Sociology)

Professor Burawoy, who received his Ph.D. from the University of Chicago, has been teaching courses on the subjects of labor and comparative/political economy. During the last year, Professor Burawoy continued to conduct research into the transition from state socialism to capitalism in Eastern Europe, and has been trying to give an adequate account of the extraordinary rapidity with which this change is being undertaken and why there has been so little resistance to it -- contrary to his expectations. His work relates to Hungary in particular, and, together with Janos Lukacs, he is completing a book on the communist road to capitalism, formulating alternative strategies of transition that would take into account the interests of the working class.

### Publications

- "The Future of Socialism in Eastern Europe," in *Socialism & Democracy*, Fall 1989
- "Marxism is Dead: Long Live Marxism!" in *Socialist Review*, April 1990
- "Coercion & Consent in Contested Exchange," in *Politics & Society*, June 1990

### Professional Activities

- Editorial Board *Theory and Society, Work, Employment and Society*
- Paper Delivered on working-class movements in Eastern Europe to the American Sociological Association, San Francisco, August 1989
- Panel Discussant UCLA, on "The Future of Socialism in Eastern Europe and the Soviet Union," Los Angeles, February 1990
- Speaker Keynote address to the Labor Process Conference, Birmingham, UK, April 1990
- Participant Conference on "East-South System Transformation," Antalya, Turkey, April 1990
- (That Conference brought together scholars from Eastern Europe and Latin America to discuss parallels and differences in economic reforms and political transformations in the two areas.)
- Lecturer Industrial Sociology, Summer School for Soviet Industrial Sociologists on a boat going up and down the Volga, May 1990  
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### PETER CAPPELLI

(Associate Professor, Business Administration)

Professor Cappelli became affiliated with the Institute during the 1988-1989 academic year for a brief time only, before returning this year to The Wharton School, Department of Management, at the University of Pennsylvania. During the past year, Professor Cappelli finished a study of labor relations in the

railroad industry for the U.S. Department of Labor. This research was funded with Research Assistant support from IIR; at the same time, he continued the study of managerial unemployment and on wage differentials, as well as of changes in employee job attitudes following job redesigns. Together with Professor David Levine, he started on a study of data collected by a major compensation consulting company (Hay Associates), which include job evaluations of a large sample of production jobs over time.

### Professional Activities

In addition to other commitments, Professor Cappelli also serves on the staff of the Secretary of Labor's Commission on Workforce Quality and Labor Market Efficiency.

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### GLENN R. CARROLL

(Professor, Business Administration)

Professor Carroll (Ph.D., Stanford University, Organizational Theory, Industrial Change; Paul J. Cortese Chair in Management), affiliated with the Institute since 1982, has been teaching Organizational Sociology and Quantitative Methods since 1981. He is actively involved in research in both sociology and business administration. His main area of interest is organizational ecology, the development and life histories of organizational and industrial populations over time. During 1989-90, he conducted research on three general overlapping topics: (i) jobs and careers; (ii) organizations and environments; and (iii) cultural transmission in work settings. Professor Carroll will continue to study these topics during the coming academic year.

Finally, in a new project involving several OBIR doctoral students, he is now investigating the careers of managers and self-employed workers. Despite growing importance in the economy, social science knows surprisingly little about these two types of "jobs" and the persons who hold them.

### Publications

- "Density Dependence in the Evolution of Populations of Newspaper Organizations," with M.T. Hannan, in *American Sociological Review*, Vol. 54, pp. 524-541, August 1989

"On Using Institutional Theory in Studying Organizational Populations (Reply to Zucker)," with M.T. Hannan, in *American Sociological Review*, Vol. 54, pp. 545-548, August 1989

"Density Delay in the Evolution of Organizational Populations: A Model and Five Empirical Tests," with M.T. Hannan, in *Administrative Science Quarterly*, Vol. 34, pp. 411-430, September 1989

"Managing the Institutional Environment: Evidence from Hungarian Agricultural Cooperatives," with J. Goodstein and A. Gyenes; in *European Sociological Review*, Vol 6, pp. 25-38, January 1990

#### Working Papers and Reports

"Keeping the Faith: A Model of Cultural Transmission in Formal Organizations," with J. Richard Harrison, Working Paper OBIR-46, Center for Research in Management, University of California at Berkeley

"Careers in Organizations: An Ecological View," with H. Haveman and A. Swaminathan, Working Paper OBIR-45, Center for Research in Management, University of California at Berkeley

"Density Size and Strategy: An Empirical Study of Selection at Founding," with A. Swaminathan, Working Paper OBIR-47, Center for Research in Management, University of California at Berkeley

#### Professional Activities

Chair      Research Committee, Institute of Industrial Relations

Member    Policy and Planning Committee, Walter A. Haas School of Business

#### Invited Lectures

"Organizational Evolution of Strategic Groups in the Contemporary American Brewing Industry," Washington State University, Pullman, March 1990

#### Papers Presented at Professional Meetings

"Density Delay and the Evolution of Organizational Populations: A Model and Five Empirical Tests," with M.T. Hannan, American Sociological Association Meetings, San Francisco, August 1989

"Ecological Models of Competition and Mutualism," American Sociological Association Meetings, San Francisco, August 1989

"Keeping the Faith: A Model of Cultural Transmission in Formal Organizations," with J. Richard Harrison, American Sociological Association Meetings, San Francisco, August 1989

"Brewery and Braueri: The Comparative Organizational Ecology of the American and German Brewing Industry," with A. Swaminathan, P. Preisdörfer, and G. Wiedenmayer, European Group on Organization Studies (EGOS) Meetings, Berlin, Germany, July 1989

"The Organizational Ecology of Strategic Groups in the Brewing Industry," with A. Swaminathan, Academy of Management Meetings, Washington, DC, August 1989

"An Ecological View of Collective Learning in Organizational Populations," Strategic Management Society, San Francisco, October 1989

"Cross-National Implications of Cultural Transmission Dynamics," with J. Richard Harrison, First International Western Academy of Management Conference, Shizuka, Japan, June 1990

"Institutions and Organizational Technology," Interdisciplinary Conference on Organizations, Wassenaar, Netherlands, June 1990

#### Editorial and Review Boards

Editorial    *Industrial Relations*, 1987-present  
Boards

*California Management Review*, 1988-present

*American Sociological Review*, 1989-present

*Journal of Law, Economics, and Organization*, 1989-present

*Journal of Corporate and Industrial Change*, 1989-present

*European Sociological Review*, 1990-present



*American Journal of Sociology*, 1990-present

*Administrative Science Quarterly*, through December 1989

Reviewing Panel Strategic Management Society Conference, San Francisco, 1989

Executive Committee Survey Research Center, University of California, Berkeley, 1988-present

Oversight Panel Chair, Sociology Program, National Science Foundation, November 1989

External Review Committee Kellogg School, Northwestern University, January 1990

#### Other Activities

Director Ph.D. Program, Walter A. Haas School of Business, University of California, Berkeley, 1989-present

Fellow Netherlands Institute for Advanced Study, Wassenaar, Netherlands, May and June 1990  
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#### DAVID COLLIER

(Associate Professor, Political Science)

Professor Collier (Ph.D.) teaches courses in Latin-American Politics, Methods in Comparative Analysis, Introduction to Empirical Analysis and Quantitative Methods. Professor Collier continued his research in the areas of Latin American political systems and the overall political development of eight Latin American countries during the past year, and anticipates doing so in the coming academic year. This research will have three aspects: the revisions and checking of references and citations of his book, *Shaping the Political Arena*. Secondly, he will be undertaking a new project with George Lakoff of the Linguistics Department, analyzing a series of major social science concepts, employing the cognitive science/semantic analysis methodology he has developed. Not surprisingly, a number of the concepts come out of his comparative work on labor, including "corporatism," the concept of the initial "incorporation" of the labor movement, and classifications of national political regimes that differ-

entiate them in part in terms of labor policy, and the coalitional position of the organized labor movement. The third aspect of his research is the continuing work on an essay on "critical junctures," that is, on discontinuous models of political change of the kind used in *Shaping the Political Arena*. This essay will be a greatly expanded version of Chapter One of his book.

#### Publication

#### Article

"Bureaucratic-Authoritarianism" (labor repressive authoritarian regimes in Latin America) for the *Oxford Companion to the Politics of the World*.  
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#### WILLIAM T. DICKENS

(Associate Professor, Economics)

Professor Dickens (Ph.D., Massachusetts Institute of Technology, Labor Economics), has been teaching Labor Economics, Econometrics, Macroeconomics and Introductory Economics in the Department of Economics since 1980, and has been affiliated with the Institute since then. He is an active member of the National Bureau of Economic Research; his major project over the last year has been a study of the relation of recessions to long-term productivity growth. To assess this relation, he has been working to develop a new set of statistical techniques which improve on existing methods used to measure the persistence of unanticipated shocks in GNP growth. This work is nearly completed and papers are being prepared. Additionally, he has continued his work on trade policy and wage determination, and written an article critical of the use of studies of risk-taking in labor markets as a way of determining the value that should be placed on life in legal proceedings. During the coming academic year, Professor Dickens proposes to undertake a study of the effects of trade on measured labor productivity.

#### Publications

"Employee Crime, Monitoring, and the Efficiency Wage Hypothesis," with Lawrence Katz, Kevin Lang, and Lawrence Summers, in *Journal of Labor Economics*, July 1989

"Why Do Firms Monitor Workers?" in Y. Weiss *Advances in the Theory and Measurement of Unemployment* (New York: Macmillan Co., 1990)

**Professional Activities**

Coordinator Labor/Macro Economics Series

Co-Coordinator Bay Area Labor Studies Seminar

Member NBER Labor Studies Group

Presentation "Does it Matter What We Trade? Trade and Industrial Policy When Labor Markets Don't Clear," at *Industrial Labor Relations Research Association Services*, Proceedings of the Forty-second Annual Meeting, October 26-30, 1989  
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**BARRY EICHENGREEN**  
 (Professor, Economics)

Professor Eichengreen (Ph.D., Yale University) joined IIR in 1988. He teaches courses in Economic History and International Economics. His main areas of interest range from unions, wages, and unemployment in historical perspective to U.S. international competitiveness and U.S. employment. Professor Eichengreen continues to pursue research into the above topics, examining the impact of international economic policies (including monetary and fiscal policies at home and abroad which alter the real and nominal exchange rate, as well as trade policies) on industry employment and aggregate unemployment in the United States. During the past year, he continued his ongoing investigation into the origins of 20th century unemployment problems.

**Professional Activities**

Member Center for Western European Studies Steering Committee (CWES)

Participant International Economic History Association (IEHA) meetings, Leuven, Belgium

Editor Compilation of 13 papers presented at the IEHA in book format, 1990

Participant Bay Area Labor Studies Seminars  
 Lecturer University Institute (CNR), Siena, Italy, July 1989

**EDWARD M. EPSTEIN**  
 (Professor, Business Administration)

Professor Epstein, who received his LL.B. and M.A. at Yale University, is a long-time IIR faculty member. His main research focuses on the social role business organizations within selected market-oriented societies; he teaches courses in Business Ethics and Corporate Political Behavior. During the present academic year, Professor Epstein was engaged in assessing and interpreting the insights gained during his extended travels while on sabbatical last year. They are expected to result in a series of papers.

**Professional Activities (non-inclusive listing)**

Presented Paper European Business Ethics Network (EBEN) Annual Meeting (organizer: European Foundation for Management Development), Barcelona, Spain, Fall 1990

Member Executive Committee, Society for the Advancement of Socio-Economics (SASE), Japan

External Member (non-Japanese) Academy of Organization Academic Committee on Business Ethics (advising the leadership of Japan's peak business organization, Keidanren, on developing major policy statement  
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**MARGARET S. GORDON**  
 (Research Economist, Associate Director, Emerita)

Following publication of her book entitled *Social Security Policies in Industrial Countries: A Comparative Analysis*, in 1988, Dr. Gordon has been at work on some shorter papers based in part on the book. Recently she has completed a chapter on the impact of Reaganomics, which is being edited by Professor Albert Lepawski of the Political Science Department. The chapter is concerned with social security, welfare, and health care, and, like the book, compares developments in this country with developments in other industrial countries, although concentrating especially on the cutbacks in U.S. social expenditures in the 1980s, whereas the book is more concerned with long range developments. The chapter concludes with a discussion of the critical needs for more adequate policies to combat poverty in childhood and to

improve the financing of health care, calling attention in particular to the comprehensive policies in effect in Canada.

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#### **JEROME KARABEL**

(Associate Professor, Sociology)

Professor Karabel (Ph.D., Harvard University) has been teaching the subject of the Sociology of Professionals and Intellectuals as well as the Sociology of Education since 1984 and is actively involved in the Institute's Political Economy & Comparative Brown Bag Seminar. He affiliated himself with the IIR in 1986. His main project for 1989-90 was his research on the place and politics of intelligentsia (and, more broadly, the new middle class) in the class and political structures of the advanced industrial societies, both East and West. The project is based on detailed historical case studies of the circumstances which facilitate, or thwart, alliances between intellectuals and workers in both capitalist and socialist societies. A detailed proposal describing the research was prepared with the support of the Institute and has been submitted to the National Endowment for the Humanities. His research is interdisciplinary in character and includes participation of Professors Gail Lapidus of Political Science and Martin Jay of History.

Much of this year's work focused on the three East European cases (the Prague Spring, Solidarity, and perestroika in the USSR). He has completed a 104-page working paper on the role of intellectuals in the Prague Spring (a version of this paper was also presented at the Institute's Political Economy Seminar on April 17, 1990). From late April through early June, Professor Karabel conducted field research in Eastern Europe on a grant funded by the University of California's Institute on Global Cooperation and Conflict. In pursuing his research on the changing relationship between the intelligentsia and the working class, he will in 1990-91 continue his case studies of the Prague Spring, the Solidarity movement, and perestroika in the USSR. With the assistance of IIR-supported research assistants with special expertise in the languages and histories of Poland, Czechoslovakia, and the Soviet Union, he is planning to analyze materials he brought back from Eastern Europe and to prepare for additional field research there in May and June 1991.

#### **Publications**

##### Articles

"American Education, Meritocratic Ideology, and the Legitimation of Inequality: The Community College and the Problem of American Exceptionalism," with Steven Brint, in *Higher Education*, Vol. 18, pp. 1-11, November 1989

"The Community College and Democratic Ideals," with Steven Brint, in *Community College Review*, Vol. 17, pp. 9-19, Fall 1989

##### Working Paper

"The Revolt of the Intellectuals: The Origins of the Prague Spring and the Politics of Reform Communism," Institute of Industrial Relations Working Paper, 1990

#### **Professional Activities**

Presentation      "The Revolt of the Intellectuals: The Prague Spring and the Politics of Reform Communism," Political Economy Seminar, IIR, April 17, 1990. This paper was also presented as a Mellon lecture, Department of Sociology, Princeton University, April 23, 1990

Senior Editor      *Theory and Society* (an interdisciplinary and international social science journal)

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#### **CLARK KERR**

(Professor Emeritus, Business Administration, Economics, and Director Emeritus, IIR)

Dr. Kerr was the founding director of the Institute of Industrial Relations in 1945, and served as its first director until 1952, the year he became Chancellor of the University. From 1958 to 1967, he was its president. In his retirement, Dr. Kerr continues to actively represent the University and continues a lively interest in the Institute's activities and programs, contributing his valued counsel and contacts. In the past academic year, Dr. Kerr's projects included the completion of a book manuscript, "The Great Transformation in Higher Education, 1969-1980" (to be published by SUNY

Press in 1991), advice and support of the IIR Program on Poland (the Labor Center's Comparative Labor Relations Unit's third project), and participation in national and international conferences.

#### Publications

"The Academic Ethic and University Teachers: A 'Dis-integrating Profession'?", in *Minerva*, Vol. XXVII, Nos. 2-3, pp. 139-156, Summer-Fall 1989

"The American Mixture of Higher Education in Perspective: Four Dimensions," in *Higher Education*, Vol. 19, No. 1, pp. 1-19, January 1990

"Howard R. Bowen (1908-1989): Fiat Lux et Justitio Omnibus," in *Change*, Vol. 22, No. 2, pp. 78-79, March/April 1990

"Higher Education and the Labor Market," United States Panel: Employment, *The University and the Corporations*, The Proceedings of the IAUP-ICED International Forum on Higher Education, Tokyo, Japan, September 21, 1989; Report on Multimedia Education, Vol. 20E, March 1990

#### Professional Activities

Speaker "Academic Ethics," dinner remarks at the Institute for Educational Management Twentieth Program and the Twentieth Anniversary Program, Harvard University, Cambridge, MA, August 1989

Lecturer Three lectures on academic governance, planning and reform by invitation of the Ministry of Education, Republic of China, September 1989

Paper

Presenter Panel discussion on "Higher Education and the Labor Market" at a joint meeting of the International Council for Educational Development and Association of Private Universities in Japan, Tokyo, Japan, September 1989

Lecturer "Guilty or Not? Education and the Decline of the American Economy," the George Seltzer Lecture, University of Minnesota, Minneapolis, October 1989

Presenter "In the Beginning," at a Site Selection Gala: Creating New Campuses, 1950-1970, sponsored by the Center for Studies in Higher Education, University of California at Berkeley, April 1990 (Roundtable)

Speaker Revelle College Honors Banquet, University of California at San Diego, May 1990

Speaker "Master Plan: Ex Ante," dinner remarks at "Conversazione on the California Master Plan," sponsored by the Center for Studies in Higher Education, University of California at Berkeley, May 1990

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#### THOMAS W. LAQUEUR (Professor, History)

Professor Laqueur (Ph.D., Princeton University, Social, History of Medicine) affiliated with the Institute this past year. His main interests lie in the area of European labor history, in particular World War II's impact on labor and progressive movements. During this academic year, he taught courses entitled, "Englishness and Otherness," and "Topics in Western Civilization." His present research project focuses on the Emma Goldman Papers and is the study of letters and newspaper articles among political and literary figures of the pre-WWII era, and from the exile bohemian community in the south of France. He focuses his attention on the devastating economic depression, coupled with the rise of Nazism and Stalinism, isolated and fragmented much of the left and labor movements in Europe.

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#### JONATHAN S. LEONARD (Harold Furst Associate Professor of Management Philosophy and Values)

Professor Leonard (Ph.D., Harvard University) teaches courses in Industrial Relations, Employment Regulation, Collective Bargaining, and Labor Law. His areas of research and interest include the sources of job growth and the dynamics of the firm; job turnover and wage discrimination; affirmative action, occupational advancement, and discrimination; the decline in union membership' wage and employment

determination and the Social Security Disability Program and labor force participation.

During this past academic year, Professor Leonard completed an analysis of the impact of government's policy toward the disabled, and the likely effect of the Americans With Disabilities Act. He presented this analysis before Congressional staffers involved in framing the new law, the Chair of the EEOC, and representatives of business and labor in Washington, D.C. Through this work, and through his work as a Senior Economist on the President's Council of Economic Advisors, Professor Leonard carried the Institute's name to policy forums from which it had long been absent. He participated in research and policy formation concerning pension rights, Davis-Bacon reform, the minimum wage, immigration policy, unemployment insurance, medical insurance mandated benefits and infant health, job creation, the natural rate and anti-poverty policy. [See the chapter on "Human Resources in the 1990s" in the *Economic Report of the President 1990*.]

Following up on earlier work with the OECD and the National Academy of Sciences, Professor Leonard developed his research on the role of institution, technology, and regulation on job stability and unemployment. His comparative research on European labor markets led to an invitation to work with the Berlin Science Center, and an opportunity to enhance the Institute's reputation in Europe. With Marc Van Audenrode, he is also pursuing a study of labor market institutions, compensation, and turnover in Belgium.

## **Publications**

### Journal Articles

"The Impact of Affirmative Action Regulation and Equal Employment Law on Black Employment," accepted for publication in *Journal of Economic Perspectives*, Vol. 4, No. 3, Fall 1990

"Earnings Inequality and Job Turnover," with L. Jacobson, in *American Economic Review*, Vol. 80, No. 2, pp. 298-302, May 1990

"Executive Pay and Firm Performance," in *Industrial and Labor Relations Review*, Vol. 43, No. 3, pp. 13s-29s, February 1990; reprinted in R.G. Ehrenberg (ed.) *Do Compensation Policies Matter?* pp. 13-29 (Ithaca, NY: Cornell University Press, 1990)

"The Changing Face of Employees and Employment Regulation," in *California Management Review*, Vol. 31, No. 2, pp. 29-38, Winter 1989

"Women and Affirmative Action," in *Journal of Economic Perspectives*, Vol. 3, No. 1, pp. 61-75, Winter 1989

"The Unemployment Experience of the Workforce," with M. Horrigan, in U.S. Commission on Workforce Quality and Labor Market Efficiency, in *Investing in People*, Vol. 1, pp. 851-898 (Washington, D.C.: U.S. Department of Labor, 1989)

### **Professional Activities**

Senior Economist      President's Council of Economic Advisors, Washington D.C., (responsible for labor/macro issues), Summer 1989

Member      Executive Committee, IIR

Co-Editor      *Industrial Relations*, 1989-1990

Associate Editor      *Journal of Human Resources* 1989-1990

Consultant      International Brotherhood of Electrical Workers, 1989  
Employment and Immigration, Canada, 1990  
Wissenschaftszentrum Berlin für Sozialforschung, Berlin, 1990

### Presentations

"The Unemployment Experience of the Workforce," Report to U.S. Secretary of Labor's Commission on Workforce Quality and Labor Market Efficiency, 1989

"Disability Policy and the Return to Work," American Enterprise Institute, Policy Forum on Disability and Work, Washington, D.C., September 22, 1989

"Career Paths of Executives and Managers," University of Chicago, Labor Workshop, October 3, 1989

"Career Paths of Executives and Managers," Northwestern University, Labor Workshop, October 4, 1989

"Career Paths of Executives and Managers," University of California at Berkeley, Labor/Macro Economics Seminar, October 27, 1989

"Career Paths of Executives and Managers," NBER-Universities Research Conference, Cambridge, November 9, 1989

"Earnings Inequality and Job Turnover," American Economic Association Annual Meeting, Atlanta, December 29, 1989

"Research Priorities on the Urban Underclass," Social Science Research Council, Program on the Urban Underclass, Chicago, February 2, 1990

"The Evolution of Affirmative Action," and "Earnings Inequality and Job Turnover," W.E. Upjohn Institute and Western Michigan University, Kalamazoo, February 7-8, 1990

"Career Paths of Executives and Managers," University of California at Berkeley, OBIR Seminar, March 14, 1990

"Job Stability and the Beveridge Curve: A Comparison of Germany and the U.S.," Wissenschaftszentrum Berlin für Sozialforschung, March 26-30, 1990

"New Developments in Human Resource Regulation," University of California at Berkeley, Berkeley Campus Human Resources Council, April 25, 1990

"Unions and Employment Growth," University of Minnesota, Institute of Industrial Relations, Symposium on the Future Role of Unions, Industry and Government in Industrial Relations, April 28, 1990

"Job Stability and the Beveridge Curve: A Comparison of Germany and the U.S.," Labor/Macro Economics Seminars, Berkeley, May 4, 1990

"Job Stability and the Beveridge Curve: A Comparison of Germany and the U.S.," Dartmouth College, Labor Workshop, May 7, 1990

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#### DAVID I. LEVINE

(Assistant Professor, Business Administration)

Professor Levine was an undergraduate at the University of California, and received his Ph.D. from Harvard in Economics. He now teaches Industrial

Relations, Macroeconomics, and Human Resource Strategy. He joined IIR in 1988. Professor Levine's areas of research include macroeconomics and industrial relations. He has published in *Journal of Economic Behavior and Organizations*, *American Economic Review*, *Industrial Relations*, and *Economics Letters*, as well as contributing several chapters to edited volumes. In the Spring, he was awarded the Earl F. Cheit Outstanding Teaching Award from the Walter A. Haas School of Business; during the year, he has made numerous presentations before professional, union, and government organizations.

He remained active in pursuing research on worker participation and on wage determination. One group of papers concerns the question of why the free market may lead to inefficiently low levels of worker participation, work which has led to several publications. He is currently pursuing empirical tests of these theories.

#### Publications

"Just Cause Dismissal Policies When Unemployment is a Worker Discipline Device," in *American Economic Review*, Vol. 79, No. 4, pp. 902-905, September 1989

"Efficiency Wages in Weitzman's Share Economy," *Industrial Relations*, Vol. 28, No. 3, pp. 321-334, Fall 1989 (A shorter version appeared in *Economics Letters*, Vol. 23, pp. 245-249, 1987)

"Employee Participation and Involvement," with George Strauss, in *Investing in People*, Report for the Commission on Workforce Quality and Labor Market Efficiency, U.S. Department of Labor background papers, Vol. II, paper 35b, pp. 1893-1948, September 1989

"Participation, Productivity, and the Firm's Environment," with Laura D'Andrea Tyson, in Alan Binder (ed.) *Paying for Productivity*, Alan Binder, ed., pp. 183-224 (Washington, D.C.: Brookings Institution, 1990)

#### Professional Activities

Coordinator IIR/OBIR Colloquium Series (with Professor Trond Petersen)

Discussant Conference on Excellence at Work, National Governors' Association, Sacramento, June 6, 1990

**Talks & Presentations**

"Tests of Institutional Theories of Married Women's Labor Supply," OBIR Seminar, University of California at Berkeley, September 20, 1989

"Do Corporate Executives Have Rational Expectations?", Economics Seminar, University of California at Santa Cruz, October 10, 1989

"Tests of Efficiency Wage and Rent-Sharing Theories of Wage Determination," Labor/Macro Economics Series, University of California at Berkeley, October 20, 1989

"Policy Implications of Employee Participation Programs," Second Annual International Conference on Socio-Economics, Washington D.C., March 17, 1990

"Tests of Efficiency Wage and Human Capital Theories in the U.S. and Japan," Stanford Labor Seminar, March 6, 1990; Wharton School of Management, Management Seminar, March 20, 1990

"Demand Variability and Work Organization," paper presented at the Swedish Collegium for the Advancement of Social Science, Upsalla, Sweden, June 19, 1990

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**RAYMOND MILES**

(Professor, Business Administration and Dean, Walter A. Haas School of Business)

Professor Raymond Miles, who received his Ph.D. from Stanford University, is also a former Director of IIR. Areas of special interest include all topics related to OBIR, in particular the design and implementation of emerging organizational strategies and structures and the "fit" among strategy, structure, and process.

In June of 1990, Professor Miles stepped down as Dean of the Walter A. Haas School of Business, to teach for a year at the University of Texas at Austin and to travel in Europe before returning to the University to continue his research. It is expected that at that point he will return to active involvement in the Institute.

**Publication**

"Truths & Consequences," The Bowen Lecture, University of Iowa, November 1989

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**CHARLAN JEANNE NEMETH**

(Professor, Psychology)

Since her doctorate from Cornell University in 1968, Professor Nemeth has been teaching and conducting research in the areas of influence processes and group decision making. Her appointments have included the University of Chicago, the University of Virginia, and the University of British Columbia. She came to the University of California at Berkeley as a full professor in 1977, and headed up the Social Psychology area for ten years. She joined IIR's faculty in 1989. During most of her research career, Professor Nemeth has concentrated on innovation and minority influence.

After years of studies as to how minorities influence majorities, with its emphasis on social change rather than social control, Professor Nemeth's focus shifted to an interest in how minorities stimulate cognitive processes that raise the quality of decision making and performance. In a number of experimental studies, she has demonstrated that exposure to minority dissent raises the level of performance and decision making, particularly because it stimulates divergent thought, that is, a consideration of the issue from multiple perspectives. Most recently, she has shifted to an interest in social minorities and, with the help of IIR funds during the past year, has collected additional data and completed a good deal of data analysis on a study investigating gender, persuasive styles, and influence.

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**CHARLES O'REILLY**

(Professor, Business Administration)

Professor O'Reilly (affiliated with the Institute since 1980), received his Ph.D. from the University of California at Berkeley; he teaches Organizational Behavior and Human Resource Management. His areas of interest include human resource policies and practices, the composition and dynamics of top management teams, organizational demography, executive compensation, and corporate culture. Professor O'Reilly is pursuing two projects, one of which is a

joint endeavor with the Psychology Department and the School of Business. Both explore employment relations topics, and both are a continuation of activities supported by the Institute during the past year.

He also continued a study of the determinants of executive compensation. He has three working papers in this area. One explores tournament notions, using a large sample of organizations and offers some support for Lazear's (1989) recent contentions that pay compression among top executives may have positive outcomes. A second continues his exploration of the role of social influence in CEO salary setting. The third investigates both economic and social influence determinants of the incidence of golden parachutes held by CEOs.

A final line of research is exploring the associations between top management team demography and organizational change. Four interviews with 20 CEOs at six month intervals have been conducted and the links between team composition and organizational adaptation and change are being investigated.

#### Publications

"Positive Effects From Negative Sanctions: The Impact of Rewards and Punishments in a Social Context," in *Journal of Occupational Psychology*, Vol. 62, pp. 41-53, 1989

"Corporations, Culture and Commitment: Motivation and Social Control in Organizations," in *California Management Review*, 1989, Vol. 31, pp. 9-25, 1989

"Group Demography, Social Integration, and Turnover," in *Administrative Science Quarterly*, Vol. 34, pp. 21-37, 1989

"Beyond Simple Demographic Effects: The Importance of Relational Demography in Superior-Subordinate Dyads," in *Academy of Management Journal*, Vol. 32, pp. 402-423, 1989

"Mapping the Intellectual Structure of Organizational Behavior, 1972-1984: A Co-citation Analysis," with M. Culnan and J. Chatman, paper presented at the Forty-sixth Annual Meeting of the Academy of Management, Chicago, 1986. Also, *Journal of the American Society for Information Science*, Vol. 41, pp. 453-458, 1990

"Building Organizational Commitment: A Multifirm Study," with David Caldwell and Jennifer Chatman, in *Journal of Occupational Psychology*, Vol. 63, pp. 245-261, 1990

"Measuring Person-Job Fit Using a Profile Comparison Process," with David Caldwell, in *Journal of Applied Psychology*, in press, Vol. 75(6)

"Golden Parachutes: CEOs and the Exercise of Social Influence," with J. Wade and I. Chandratat, in *Administrative Science Quarterly*, in press, Vol. 35, No. 4, 1990

"Executive Team Demography, Organizational Innovation, and Firm Performance," with S. Flatt, paper presented at the Forty-ninth Annual Meetings of the Academy of Management, Washington, D.C., 1989

"Top Executive Pay: Tournament or Teamwork?" with B. Main and J. Wade, 1990

"Being Different: Relational Demography and Organizational Attachment," with A. Tsui and J. Egan, 1990

"More than a Mirage: Disposition-situation Interactions as Explanations of Work Behavior," 1990

"People and Organizational Culture: A Q-sort Approach to Assessing Person-Organization Fit," with David Caldwell and Jennifer Chatman, paper presented at the Fiftieth Annual Meeting of the Academy of Management, San Francisco, 1990

#### Professional Activities

During 1989-90, five papers on either employment relations or executive compensation were presented at national meetings. In addition, two colloquia were delivered at other universities (University of California at Irvine, UCLA) and two colloquia were presented on the Berkeley campus.

Presenter "Executive Team Demography, Organizational Innovation, and Firm Performance," with S. Flatt, at the Forty-ninth Annual Meetings of the Academy of Management, Washington, D.C., August 1989



"CEOs and Golden Parachutes: Economic Rationality or Social Influence," with J. Wade and I. Chandratat, at the Forty-ninth Annual Meetings of the Academy of Management, Washington, D.C., August 1989  
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**TROND K. PETERSEN**

(Assistant Professor, Business Administration)

Professor Petersen's (Ph.D., University of Wisconsin) affiliated with IIR in January of 1989. His main areas of interest are organizational reward systems, career systems, distributive justice, and methods of quantitative analysis. He teaches Career Systems, Payment Systems, and Organizational Behavior. During the 1989-90 academic year, Professor Petersen was engaged in four research projects: The first investigates reward and motivation structures in formal organizations. The second project is the study of career patterns of white-collar employees in a large, bureaucratically organized, insurance company; and the third, methods for quantitative research. His fourth and newest project is on distributive justice and ethics.

For the coming 12 months, Professor Petersen will continue to study career patterns of white-collar employees, using the personnel records of the company which cover about 40,000 careers over two decades. At any one time, that company employs approximately 16,000 individuals. Information is available about the timing of individual movements within the organization, and on demographic, human capital, and organizational characteristics. Several topics are addressed in that research, among them the relationship between promotion rates in various divisions in the company and quit rates in the same divisions. He will address the relationship between the payoff to education and seniority within the company, asking the question: Does payoff to education decline with the number of years with the company? The methods used are linear regression analysis, logit and probit analysis, and multivariate hazard rate models.

**Publications**

"Job-Quits From an Internal Labor Market," with Seymour Spilerman, in Karl-Ulrich Mayer and Nancy B. Tuma (eds.), *Applications of Event-History Analysis in Life Course Research* (Madison, WI: University of Wisconsin Press, 1989)

"The Earnings Functions in Sociological Studies of Earnings Inequality: The Issues of Functional Form and Hours Worked," 1989, in Arne L. Kaltefleiter (ed.), *Research on Social Stratification and Mobility*, JAI Press, Vol. 8, pp. 220-250, 1989 volume

"The Structure of Employment Termination Among Lower-Level Clerical Employees from an Internal Labor Market," with Seymour Spilerman and Sverre-Age Dahl, in *Acta Sociologica*, Vol. 32, No. 4, pp. 319-338, 1989

"Payment Systems and the Structure of Inequality: Conceptual Issues and an Analysis of Salespersons in Department Stores," 1989, accepted for publication in *American Journal of Sociology*, 1990

"Job-Quits Among Upper-Level Clerical Employees in an Internal Labor Market," with Seymour Spilerman, accepted for publication in *Employment and Society*, 1990

"Simultaneous Equation Models for Analysis of Event History Data," accepted for publication, conditional on revisions, in Special Issue (edited by Professor Petersen) of *Sociological Methods and Research*, 1990

"Om a Presentere Resultater fra Logit- og Probit Modeller," (in Norwegian), in *Tidsskrift for Samfunnsforskning*, Vol. 31, No. 1, pp. 56-58, 1990

"Individual, Collective, and Systems Rationality in Work Groups: Dilemmas and Solutions," 1988, accepted for publication (conditional on specific revisions), in *American Journal of Sociology*, 1990

**Professional Activities**

Talks

Meetings of the International Sociological Association, Stanford University, Stanford, 1989

Annual Meetings of the American Sociological Association, San Francisco, 1989

Annual Meetings of the Population Association of America, Toronto, Canada, 1990

The University of California at Berkeley



### Professional Activities

Co-Editor *Industrial Relations*

Presenter "Union-Management Cooperation in the Private Sector," PACE Working Conference, San Diego, November, 1989

Presenter "Social Structures of Accumulation," Political Economy Seminar, Department of Economics, University of California at Berkeley, November 1989

Presenter "Progress Report on Learning-Intensive Production," Seminar, National Center for Research on Vocational Education, University of California at Berkeley, February 1990

Discussant Conference on Chicanos in a Changing Regional Political Economy, University of California at Berkeley, May 1990

Presenter "Industrial Relations in a Period of Changing Technology and Skill Demand," with Professors Brown and Stern, IIR Faculty Political Economy and Comparative Brown Bag Seminar, May 1990

Presenter "Skills and Security in Evolving Employment Systems: Observations from Case Studies," with C. Brown and D. Stern, Conference on Changing Occupational Skill Requirements, Brown University, Providence, June 5-6, 1990

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### KARLENE H. ROBERTS

(Professor, Business Administration)

Professor Roberts (Ph.D., University of California at Berkeley) is particularly interested in and teaches Organizational Communication and High Reliability Systems. Professor Roberts' research continues to examine the design and management characteristics of potentially hazardous, technologically advanced, organizations. In these organizations errors, accidents, or sabotage can lead to catastrophic consequences for members of the organization and for a larger public. The research focuses on organizations that attempt to

be nearly error-free all of the time and have long histories of nearly error-free operations. Organizations participating in the research are the U.S. Navy (the USS Enterprise and the USS Carl Vinson, with their respective 6,000 men crews), the Federal Aviation Agency's (FAA) Air Traffic Control System, Pacific Gas and Electric Company's (PG&E) operations at Pittsburg, and Diablo Canyon Power Plants.

The multidisciplinary research focuses on decision making, interdependence, the "culture" of high reliability, and adaptation to technological change. During 1989-90, a very large amount of paper and pencil data were collected across all three organizations. In addition, field observations were made extensively at PG&E. In 1990-91, similar field data will be collected in FAA installations across the nation.

Professor Roberts is editing a compendium of papers on high reliability organizations. She is continuing to work on the development of a safety scale based on data from anti-submarine warfare aircraft squadron maintenance officer, nuclear aircraft carrier, the Department of Defense's plant at Savannah River, and PG&E's operations at Pittsburg and Diablo Canyon. Other papers from the project will address organizational effectiveness, interdependence, and the influence of group norms on behavior in such organizations. A study of the design and management of a more complex system (a ten-ship battle group) is also under way.

### Publications

"Research in Nearly Failure Free High Reliability Systems," with D.M. Rosseau, in *IEEE Transactions on Engineering Management*, Vol. 36, pp. 132-139, 1989

"Some Characteristics of High Reliability Organizations," in *Organization Science*, Vol. 1, No. 2, pp. 1-12, 1990

"Managing High Reliability Organizations," in *California Management Review*, Vol. 32, 1990

"The Culture of High Reliability: Quantitative and Qualitative Assessment Aboard Nuclear Powered Aircraft Carriers," with D.M. Rousseau and T.R. LaPorte, accepted for publication in *Journal of High Technology Management Research*, 1990

### Book Chapter

"Managing Interdependencies in High Reliability Organizations," with G. Gargano, in M.A. Von Glinow and S. Mohrman (eds.) *Managing Complexity in High Technology Organizations*, pp. 146-159 (New York: Oxford University Press, 1989)

### Book Review

"Between a Rock and a Hard Place," review of M.J. Davidson and C.L. Cooper (eds.) *Women and Information Technology, Contemporary Psychology*, Vol. 35, pp. 704-705, 1990

### Professional Activities

Editorial Board Academy of Management Executive

Member Campus Oversight Committee,  
ROTC Units

### Presentations

"Decision Making in High Reliability Organizations,"  
Second Annual Conference on High Technology  
Organizations, Boulder, CO, January 1990

"Organizational and Cognitive Factors Influencing  
Decision Making in a High Reliability Organization,"  
with J.J. Halpern and S. Stout, Annual  
Meeting TIMS/ORSA, Las Vegas, NV, May 1990

"Managing High Reliability Organizations," Sym-  
posium, Graduate School of Management, UCLA,  
April 1990

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### **JAMES ROBINSON**

(Assistant Professor, School of Public Health)

Professor Robinson (Ph.D., Economics, University of California at Berkeley) joined IIR in 1984 to pursue his main research interests, occupational health and safety. He teaches Introduction to Health Economics, and Occupational & Environmental Health Policy. Professor Robinson is currently engaged in a comparative analysis of the application of economic principles to environmental and occupational health standards. In particular, he is interested in the causes and consequences in the transition from health-based to "best available control technology" principles in the Clean Air Act and its relevance to standards-setting at the Occupational Safety and Health Administration. He is

following up his analyses of OSHA's methodology for establishing permissible exposure limits with an analysis of the potential gains and problems in proposed standards requiring exposure monitoring and medical surveillance in hazardous workplaces.

In response to a request from Assemblywoman Jackie Speier, Professor Robinson is researching the legal and policy framework surrounding "fetal protection policies" that ban the employment of fertile women in workplaces where there are high exposures to lead or other substances known to cause harm to fetuses. Both the U.S. Supreme Court and the California Supreme Court are considering the compatibility of fetal protection policies with Title VII of the Civil Rights Act (and equivalent California legislation). In response to a request from Senator David Roberti, Professor Robinson helped organize a conference on occupational/environmental health concerns of farm workers and rural residents in California.

Professor Robinson is continuing to study the impact of health care deregulation on the clinical outcomes of hospital care in California for patients undergoing a range of common treatments, including heart surgery, hysterectomy, hip replacement, and gall bladder removal. He will start soon on a new project to evaluate the extent of biased selection in health insurance markets. Professor Robinson is working with Assemblyman Bruce Bronzan on legislation to require the disclosure of reliable data on hospital quality of care as a means for promoting informed consumer choice within the increasingly competitive health care marketplace.

### Publications

"Trends in Racial Inequality and Exposure to Work-Related Hazards," D. Willis (ed.) in *Health Policies and Black Americans* (New Brunswick: Transactions Publishers, 1989)

"Philosophical Origins of the Social Rate of Discount in Cost-Benefit Analysis," in *Milbank Quarterly*, Vol. 68, No. 2, pp. 245-265, 1990

"Worker Responses to Occupational Risk of Cancer," in *Review of Economics and Statistics*, pp. 536-541, 1990

"An Evaluation of Medicaid Selective Contracting in California," with C.S. Phibbs, in *Journal of Health Economics*, Vol. 8, No. 4, pp. 437-455, 1989

"Exposure to Work-Related Hazards Among Hispanics, Blacks, and Non-Hispanic Whites in California," in *American Journal of Public Health*, Vol. 79, No. 5, pp. 629-30, 1989

"Business Cycle Influences on Work-Related Disability in Construction and Manufacturing," with G.M. Shor, in *Milbank Quarterly*, Vol. 67 (Supplement 2), pp. 92-113, 1989

#### Professional Activities

Professor Robinson is a reviewer for a wide range of medical, public health, and economic journals.

Member American Public Health Association

Member Association for Health Services Research

Member American Economics Association

#### Presentation

"Workplace Hazards, Public Policy, and Union Organizing," Bay Area Labor Studies Seminar, University of California at Berkeley, February 8, 1990

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#### MARY P. RYAN

(Professor, History)

Professor Ryan (Ph.D., University of California at Santa Barbara) joined IIR in 1989; she teaches courses in history, such as Putting the Politics Back, Women in American Society, and Women's Studies. She was Director of Women's Studies at the University of California at Berkeley until January 1, 1990, and has also taught a course on that subject. As a scholar of late 19th and early 20th century women's history, she is particularly fascinated by Emma Goldman's impact on the development of the labor movement in the United States. [Emma Goldman encouraged women to join unions and to take the labor struggles as their own, rather than accept the then common practice of thinking that union issues did not pertain to those who saw their participation in the labor force as temporary. She directly addressed women's entry into the labor force, comparing some of the illusions of freedom in the workplace to the restrictions of working exclusively at home. In the early 1890s, Emma Goldman spoke out for the eight-hour work day; she was determined to elevate the limited assumptions about the scope of

the working class and to act as an agitator and educator for labor.]

#### Publication

*Women in Public: Between Banners and Ballots*, Johns Hopkins University Press, 1990

#### Professional Activities

Attendee Wingspread Conference on Graduate Instruction in Women's History

Implementor Revisions of the Women's Studies Curriculum

*Ad Hoc Seminar Leader* Gender History

Member Board of Editors, *Journal of American History*

Member Advisory Board, *Journal of American Studies*

Member Advisory Board, *Feminist Studies*

Member Advisory Board, *Gender and History*

Member Executive Board, Organization of American Historians

Review Panel American Council of Learned Societies

External Reviewer Women's Studies Program, University of Washington

#### Administrative & Department Committees

Member Committee to review Organized Research Unit (ORU) Proposal

Member Honors Committee, Department of History

Member Search Committee, Women's Studies

#### Invited Lectures, Papers at Meetings

Presenter "Habermas and Public Sphere," University of North Carolina, Chapel Hill

Presenter "Political History and Political Science,"  
University of California, Los Angeles

Comment. American Historical Association

Speaker Berkshire Conference of Women  
Historians

Panelist Women's Studies, University of North  
Carolina, University of California at  
Berkeley English Department  
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#### **BARRY M. STAW**

(Professor, Business Administration)

Professor Staw received his Ph.D. at Northwestern University. His research interests focus on job attitudes and organizational decision making. He has investigated the role of dispositional versus situational factors in job satisfaction, showing how much the individual's personal characteristics determine work attitudes. He has also worked for many years on the problem of escalating commitment, demonstrating how both individuals and organizations can become locked-in to losing courses of action. He chairs the Organizational Behavior and Industrial Relations Group in the Walter A. Haas School of Business, where he teaches both introductory and advanced courses in Organizational Behavior. Professor Staw has been a faculty member of IIR since 1980.

During the past academic year, Professor Staw worked on a longitudinal data set to explore the behavioral consequences of positive affect in work settings. Positive affect was shown to influence ratings of work performance, performance evaluation, job assignment, pay, supervisory and co-worker support. He also continued to research the dynamics of behavior in escalation situations, wrote a paper for *Science* on this topic, helped conduct a case study of commitment to the Shoreham Nuclear Power Plant, and worked on a laboratory experiment testing several de-escalation techniques. He also participated in a study of the effects of work-related depression on physical health.

During the coming year, he will continue in the above area, contributing to the movement of what can be called "the modernization of job satisfaction research." He will complete studies on the effects of person vs. situational influence, and the relationship between dispositional affect and decision making. He is currently developing a scheme to recode the IPAR-

MBA Study data to test for the influence of affect on role behavior. The third related project is a major literature review/theory construction piece on the role of optimism and positive affect in organizations. Begun last year, it is scheduled to be completed during the 1990-91 school year.

#### **Publications**

"The Tradeoffs of Social Control and Innovation in Groups and Organizations," with C.J. Nemeth, in L. Berkowitz (ed.) *Advances in Experimental Social Psychology*, Vol. 22 (New York: Academic Press, 1989)

"People as Sculptors versus Sculpture: The Roles of Personality and Personal Control in Organizations," with N. Bell, in M.B. Arthur, D.T. Hall, and B.S. Lawrence (eds.) *The Handbook of Career Theory* (Cambridge: Cambridge University Press, 1989)

"Understanding Behavior in Escalation Situations," in *Science*, Vol. 246, pp. 216-220, October 13, 1989

"Task Revision as a Form of Work Performance," with R. Boettger in *Academy of Management Journal*, September 1990

"An Evolutionary Approach to Creativity and Innovation," in M.A. West and J.L. Farr (eds.), *Innovation and Creativity at Work*, John Wiley & Sons, Ltd., 1990

#### **Working Papers**

"De-escalation Techniques: A Comparison of Procedures for Reducing Commitment to Failing Projects," with J. Simonson, Working Paper, 1990

"Employee Positive Affect and Favorable Outcomes at the Workplace," with R. Sutton and L. Pelled, Working Paper, 1990

"Depression at Work as a Predictor of Physical Health: A Longitudinal Analysis," with R. Sutton and L. Pelled, Working Paper, 1990

#### **Professional Activities**

Advisory Committee on Human Factors, National  
Panel Research Council, National Academy  
of Sciences

Advisory Board	Stanford Center for Organizational Research
Co-editor	<i>Research in Organizational Behavior</i>
Editorial Boards	<i>Organizational Behavior and Human Decision Processes</i> <i>Journal of Occupational Psychology</i> <i>Motivation and Emotion</i> <i>The Quarterly Review of Economics and Business</i>
Reviewer	<i>ILR Review, Industrial Relations</i> , and for most other major journals in organizational behavior
Presenter	Academy of Management, Junior Faculty Workshop, University of California at Berkeley Executive Development Program, and at A.B. Freeman School of Business, Tulane University ~ ~ ~ ~ ~

**DAVID S. STERN**  
(Professor, Education)

Professor Stern (Ph.D., Massachusetts Institute of Technology) teaches quantitative research methods in the Graduate School of Education. His field is economics of education, particularly the relationship between education and work. His current research relates to learning and work. He has been engaged in three separate projects. In one, with Professors Brown and Reich, he is continuing a set of comparative case studies of companies that have attempted to institute more "learning-intensive" methods of production. Two manufacturing companies are being studied, and two companies in the service sector (one large and one small, each). The research is being supported by the National Center for Research in Vocational Education (NCRVE) at the University of California at Berkeley and by the U.S. Department of Labor through a grant to IIR.

A second project, also supported by NCRVE, is a longitudinal study on effects of students' employment, being carried out in collaboration with the University of Minnesota and Virginia Tech. The third continuing project is the evaluation of California Partnership Academies, a set of state-funded high school programs that organize the core academic curriculum around a vocational theme such as health careers or computer-related occupations. This is the final year of data

collection which will yield information on Academy students and comparison groups two years after graduation.

Professor Stern proposes to update and extend his analysis of data on 1979 high school seniors from the National Longitudinal Survey of Youth Labor Market Experience (NLSY) using data through 1988.

**Publications**

Journal Articles

"Labor Market Experience of Teenagers With and Without High School Diplomas," with I. Paik, J. Catterall, and Y. Nakata, in *Economics of Education Review*, Vol. 8, No. 3, pp. 233-246, 1989

"Work Experience for Students in High School and College," with M. McMillion, C. Hopkins, and J. Stone, in *Youth and Society*, Vol. 21, No. 3, pp. 355-389, 1990

"Paid Employment Among U.S. College Students: Trends, Effects, and Possible Causes," with Y. Nakata, accepted for publication in *Journal of Higher Education*, 1990

**Professional Activities**

Invited Lectures and Presentations at Meetings

"Working in the Future," Whitman Institute Forum, San Francisco, September 21, 1989

"University Research Perspectives," Goethe Institute Symposium on Vocational Education, Dignity of Work, and Productivity in the United States and the Federal Republic of Germany, UCLA, November 16-18, 1989

"Transitions to Work," University-Oakland Metropolitan Forum seminar series, Oakland, March 22, 1990

"Career-Oriented Academies in High Schools," University-Oakland Metropolitan Forum, Oakland, March 22, 1990

"Research Results: The Impact of Cooperative Education on Students' Academic Achievements and Employment Outcomes," National Training Center for Cooperative Education, Conference on "Meet-

ing the Challenges of the 90s," Pleasant Hill, California, March 22-23, 1990

"Meeting the Challenges of the 90s," Center for Cooperative Education Conference, Pleasant Hill, CA, March 23, 1990

"The Quality of Adolescent Work Experience," with C. Hopkins, J. Stone, and M. McMillion, Session 20.45; "Learning in Workplaces," with C. Hopkins, J. Stone, and M. McMillion, Session 16.311; "Similarities and Differences Between School and Work, as Perceived by High School Students," with C. Hopkins, J. Stone, and M. McMillion, Session 45.03, American Educational Research Association Annual Meeting, Boston, April 16-20, 1990

"Job Training: Strategies for the 90s," Labor conference, sponsored by IIR and the California Foundation on the Environment and the Economy, San Francisco, April 20, 1990

"The Frontier for Vocational Education in the 1990s," Labor Conference on Job Training Strategies for the 1990s, San Francisco, April 20-21, 1990

"Skill Demands and Economic Competitiveness," University of California at Santa Cruz, Economics Department Seminar, May 29, 1990

"Skills and Security in Evolving Employment Systems: Observations from Case Studies," with C. Brown and M. Reich, Brown University Conference on Changing Occupational Skill Requirements, Providence, June 5-6, 1990

#### Testified

To Joint Economic Committee, U.S. Congress, Hearings on Utilizing the Talents of Blue-Collar Workers, Washington, D.C., May 17, 1990

#### Background Paper

"Institutions and Incentives for Developing Work-Related Skill and Knowledge," prepared for Stanford University Conference on Technology and the Future of Work, March 23-29, 1990

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**GEORGE STRAUSS**  
(Professor, Business Administration)

Professor Strauss received his Ph.D. from the Massachusetts Institute of Technology. At the University of California at Berkeley, he teaches courses in Industrial Relations, Organizational Behavior, and Negotiation. Having joined IIR in 1960, he served as the Institute's Director for several years. During the past year, Professor Strauss continued his studies of workers' participation in management throughout the world. He completed two papers, one with Tove Hammer for the International Labor Organization and the other for a handbook of industrial psychology, edited by Geoffrey Stephenson (Canterbury) and Jean Hartley (London), as well as two entries for a forthcoming "Encyclopedia of Participation and Co-Management."

A second project involves the reexamination of the state of research on union structure, government, and participation. Three related papers are in preparation: (i) "Membership Attitudes and Behaviors" (with Daniel Gallagher); (ii) "Union Democracy" (with Edward Davis); and (iii) "Union Structure: Issues and Developments." The first two papers will appear as chapters in "The State of Unions," the 1991 research volume of the Industrial Relations Research Association (IRRA) (of which he is the senior editor).

For the coming year, Professor Strauss will continue writing on union structure, government, and participation. He has also agreed to write a fairly lengthy think piece on the main issues facing human resources management in the U.S. for the new *International Journal of Human Resources Management*.

Finally, Professor Lloyd Ulman has persuaded him to join the **Europe-in-1992** project of the Institute's newly-formed Comparative Labor Relations Unit (a/k/a "Labor Responses to Economic Unification in Western Europe" which is jointly undertaken with the Center for Western European Studies (CWES)), with a paper on the possible impacts on the adoption and implementation of proposals which would mandate some form of codetermination on a European Community (EC)-wide basis.

#### **Publications**

"Employee Participation and Involvement," with D.I. Levine, in *Investing in People: Background Papers*, Vol. 2, Washington: U.S. Department of Labor,



Commission on Workforce Quality and Labor  
Market Efficiency, pp. 1892-1948, 1989

"Toward the Study of Human Resources Policy," in  
James Chelius and James Dworkin (eds.) *Reflec-  
tions on the Transformation of Industrial Relations*  
(Metuchen, NJ: Rutgers Press, 1990)

#### Professional Activities

- Presented "New Trends in Compensation: Incentives  
and Profit-Sharing," Doctoral Junior  
Faculty Consortium, Academy of  
Management, Washington, D.C.,  
August 12, 1989
- Presented "Academic Industrial Relations: What's  
Wrong With It?", OBIR Colloquium  
Series, Berkeley, October 2, 1989
- Commen- "The Organizing Process: Commentary,"  
tator Annual Meeting, Industrial Relations  
Research Association, Atlanta,  
December 28, 1989
- Commen- "Understanding Organizational Behavior:  
tator The State of Social Science Research:  
Commentary," Annual Meeting of the  
Industrial Relations Research Associ-  
ation, Atlanta, December 29, 1989
- Presented "The New Era of Industrial Relations:  
Curriculum Implications," American  
Association of Collegiate Schools of  
Business, San Francisco, April 23,  
1990
- Commen- "Comparative Industrial Relations:  
tator Roadblocks to Creating a Field,"  
Bargaining Group Conference,  
Cornell University, May 5, 1990
- Member Editorial Board, *Industrial Relations*
- Member *Human Relations*
- Member *New Zealand Journal of Industrial  
Relations*
- Member *International Journal of Human Resources  
Management*
- Member *International Handbook of Participation in  
Organizations*

Member Planning Committee, 1990 Bargaining  
Group Conference  
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**LLOYD ULMAN**  
(Professor, Economics)

Professor Ulman (Ph.D., Harvard University) was  
the Director of the Institute from 1963-1981; he re-  
tired recently after a long, distinguished career with  
the University of California. Together with Professors  
Dickens and Voss, he co-chairs the Bay Area Labor  
Studies Seminar. His research interests focus primari-  
ly on international labor issues; he teaches Economics  
and Industrial Relations. During Professor Ulman's  
recent sabbatical, a major portion of time was devoted  
to furthering the development of the three projects on  
which he has been working, which are, among other  
things, intended to endow the Institute's new Compar-  
ative Labor Relations Unit with substantial initial con-  
tent. The first and most advanced of these projects is  
called "Labor Responses to Economic Unification in  
Western Europe." It has been developed jointly with  
the Center for Western European Studies (chaired by  
Richard Buxbaum, Law). The project is being coordi-  
nated by a steering (and editorial) committee consist-  
ing of Professors Ulman, Eichengreen, and Dickens.  
Individual papers gathered in that tome are subsidized  
by funds secured by Professor Buxbaum mainly from  
the new Center for Excellence, established on the  
Berkeley campus by the German government.

The second project involves comparative research  
involving emerging patterns of industrial relations in  
subsidiaries of Japanese firms in the U.S., both union-  
ized and nonunion and, hopefully, of U.S. subsidiaries  
in Japan. Research work will be conducted in cooper-  
ation with a group of scholars from Doshisha Univer-  
sity of Kyoto. This work included discussion of the  
Japan project with Ronald Dore in London (regarded  
in Japan and elsewhere as the outstanding English-  
language authority on labor-management relations at  
the factory level in Japan), and data collection and  
consultation related to his own research project on  
European barriers to nonunion entry at the OECD in  
Paris.

The third project consists in a program of re-  
search and training in industrial relations with the  
Polish Solidarity Movement, which has been playing  
such an historic role in the revolutionary developments  
in that country but which is now entering a new phase  
of its existence. This project involves not only the

participation of Polish as well as University of California at Berkeley academic researchers but also the participation of Solidarity trade unionists and members of the Institute's Labor Center.

In November of 1989, he delivered a series of four lectures on the development of the American system of industrial relations at Autonomia University, Barcelona, and two additional lectures at the University of Seville (Spain). The latter, an overview of worker representation in industry, was expanded into a paper for publication at the request of faculty members. During the coming year, Professor Ulman will continue working on the topics outlined above.

#### **Publications**

Volume of Papers on "Labor Responses to Economic Unification in Western Europe," a joint project with the Center for Western European Studies, University of California at Berkeley

#### **Professional Activities**

Director Bay Area Labor Studies Seminar

Sponsor IIR's Labor Center's Comparative Labor Relations Unit

Sabbatical Fall semester

Delivered Four lectures at Autonomia University, Barcelona, and two lectures at University of Seville, Spain, Fall 1989  
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#### **KIM VOSS**

(Assistant Professor, Sociology)

Professor Voss (Ph.D., Stanford University, labor movements, historical, methods), who joined IIR in January of 1986, teaches courses in Industrial Sociology, Social Movements, Historical Sociology, and Research Methods. Her areas of special interest are comparative labor movements, historical sociology, and political sociology. Professor Voss focused most of her research effort on her new project which examines the effect of court injunctions on the American labor movement in the pre-World War I period. She also continued work on her book about the Knights of Labor, and published an article in the *American Sociological Review* which examines the effect of craft loyalties on the rise and demise of the Knights.

During the coming year, she will continue her study of court injunctions. This research will provide the basis for a comparative analysis of state action and the labor movement in the United States.

#### **Publications**

"Formal Organization and the Fate of Social Movements: Craft Association and Class Alliance in the Knights of Labor," with Carol Conell, accepted for publication in *American Journal of Sociology* (1990)

#### **Professional Activities**

Faculty Adv. Labor Center Reporter

Co-Chair Bay Area Labor Studies Seminar

Coordinator Political Economy Lunch Seminar  
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#### **HAROLD L. WILENSKY**

(Professor, Political Science)

Professor Wilensky (Ph.D.) joined the Institute of Industrial Relations in 1963 as Research Sociologist. Among the courses he teaches in the Department of Political Science are Comparative Political Economy; Labor, Professions, and Bureaucracy; Comparative Political Economy; and Comparative Public Policy. He has spent much of his career studying (1) what is distinctly modern about modern societies (the impact of industrialization on social structure, culture, and politics); and (2) divergent paths of development among rich democracies.

Professor Wilensky continues his project on the political economy of taxing and spending in nineteen rich democracies. His recent work analyzes the impact of social spending and public policy on real welfare, with a focus on the alleged tradeoffs between social security, job protection, and participatory democracy on the one hand, and economic performance on the other. At the center of this research is the question, "How do national variations in the structure and interplay of labor, management, and government affect social spending, tax structures, and public policy?"

During the year, Wilensky completed a comparative analysis of the content, implementation, and effects of active labor-market policies -- direct govern-

ment action to shape the demand for labor by maintaining or creating jobs, to increase the supply of labor via training and rehabilitation, and to encourage labor mobility via placement, counseling, and mobility incentives. The analysis assesses the transferability of programs and administrative structures developed abroad to the United States which, compared to its main competitors, relies much more on expensive, passive policies (e.g., welfare programs) that make little contribution to human resource development and use.

#### **Publications**

"Active Labor-Market Policy: Its Content, Effectiveness, and Odd Relation to Evaluation Research," in Colin Crouch and Anthony Heath (eds.), *Social Reform and Social Policy*, Oxford University (Accepted for publication)

#### **Professional Activities**

Presenter "Job Creation in Ideology and Practice: An 18 Country Study," IIR Labor/Macro Economics Series, University of California at Berkeley, March 9, 1990

Presenter "Social Problems, Politics, and Daily Life in Comparative Perspective," delivered at a conference, "Comparing Japanese and American National Character," Stanford University, Hoover Institution, March 16-18, 1990

Presenter "Democratic Corporatism, Party Ideology, and Family Policy: A 19-Country Study," Harris Lecture presented at the Institute of Governmental Studies, University of California at Berkeley, April 19, 1990

Participant Bay Area Labor Studies Seminar

Chair IIR Publications Committee

Board of *Industrial Relations*  
Reviewers

Chair Executive Committee, Survey Research Center, University of California at Berkeley

Faculty Political Economy of Industrial Societies,  
Advisory Undergraduate Major, University  
Committee California at Berkeley  
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#### **SHELDON ZEDECK**

(Professor, Psychology,  
Director, IIR)

Professor Zedeck received his Ph.D. from Bowling Green State University in Ohio in 1969. He joined IIR as faculty the same year. He has been a Professor at the University of California at Berkeley in the Psychology Department since 1982, and became the Institute's Acting Director in 1987-88. Since 1988, Professor Zedeck is the Director of the Institute. Professor Zedeck's research interest is in prediction and selection models, performance appraisal systems, worker attitudes and motivation, information processing, decision making, stress, and work and family relationships. He teaches courses in Industrial and Organizational Psychology, Personnel Psychology, Motivation, Psychological Measurement and Statistics, Research Design, and Test Theory.

Professor Zedeck continued his research on the subjects of the relationship between affective responses to work, and the relationship of such responses to family dynamics during the past year, with research support provided by IIR. A second project pertained to union members' attitudes toward work, organizations, and the union itself. A preliminary version of a questionnaire was developed to assess these attitudes. A new project was also undertaken, with visiting Professor Miriam Erez and graduate students, that focuses on the impact of team goals on individual and team performance. An experiment to test goal-performance relationships will be undertaken in the Fall of 1990.

Finally, in the area of personnel psychology, Professor Zedeck continued to work on a model to be used to select candidates for positions that is different than strict top-down selection, but takes into account psychometric considerations of the test data.

#### **Publication**

"Work in the Family and Employing Organization," with K.L. Mosier, in *American Psychologist*, Vol. 45, pp. 240-251, 1990

**Professional Activities**

Director Institute of Industrial Relations,  
University of California at Berkeley

Member Editorial Board, *Industrial Relations*

Member Editorial Board, *Contemporary Psychology*

Member Editorial Board, *Frontier Series*,  
Society for Industrial and  
Organizational Psychology,  
American Psychological Association

Member Advisory Board, *Test Validity Yearbook*

Council Society for Industrial and Organiza-  
Repres. tional Psychology, American  
Psychological Association

Assoc.Editor/  
Co-founder *Human Performance*

**Presentations**

Presented Translation from case law to workplace  
standards: Presentation at conference  
on "EEO Update: Employee  
Selection and Promotion," University  
of California at Los Angeles and  
Berkeley, Institute of Industrial Rela-  
tions, Los Angeles, July 1989

Presented "Job Stress and Health: Is it All in Your  
Head?" with L.J. Skitka, K. Mosier,  
and C. Maslach, paper presented at  
the meeting of the Western Psycho-  
logical Association, San Bernardino,  
April 1990

Presented "Employee Assessment Methods and  
Their Impacts," Fifth Annual Spring  
Breakfast of the Berkeley Campus  
Human Resources Council, April 25,  
1990

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## IV PERSONNEL

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# VISITING SCHOLARS AND VISITORS

Visiting Scholars / Research Associates during the 1989-1990 academic year were:

<u>Name &amp; Title</u>	<u>Home Base/ Affiliation</u>	<u>Sponsored by</u>	<u>Areas of Interest</u>	<u>Function in / Contribution to IIR</u>	<u>Visit from / to</u>
AUER, Peter Dr.	Senior Research Fellow, Science Center, Berlin, Germany	Prof. Michael Reich	Labor Market and Employment	Speaker, "Work Groups in the Swedish Auto- mobile Industry," Political Economy (Faculty) Seminar, June 18, 1990	6/13/90- 7/23/90
BACKES- GELLNER, Uschi Dr.	Senior Research Fellow, Institute of Labor Law and Industrial Relations, Trier, Germany	Prof. George Strauss	Impact of different industrial relations and labor law sys- tems on training decisions in companies	Research Associate; Articles: "The Asilomar Conference: from a European Visitor's Per- spective," May 1990; "A European Institute of Industrial Relations," June 1990, in <u>The Insti- tutor</u> ; participant, Asilomar Conference, Academy of Management Annual Meeting, Stanford Conference	3/06/90- 8/28/90
BERMAN, Daniel M. Ph.D.	VISTA Volunteer; founder, National Toxics Campaign; Lecturer, San Francisco State University	Prof. Sheldon Zedeck and Robin Baker, Director, LOHP	Environmental cleanup policy, occu- pational and safety issues; research data for new book on environmental pollu- tion, entitled <u>"Clean Dreams"</u>	Research Associate, LOHP; Speaker, "Oc- cupational and Environmental Health: Friends or Poes?" Social and Administrative Health Sciences Class 274, May 1990	1/29/90- 8/30/90
BORREL, Monique, Ph.D.	Self-employed, France	Prof. Sheldon Zedeck	Labor disputes and industrial society	Research Associate; Speaker, "Impact of Strikes on the Fabric of French Society," Labor/Macro Seminar, Nov. 10, 1989	8/18/89- 7/31/91
EDELMAN, Lauren B. Ph.D.	Assistant Professor, University of Wisconsin at Madison, Sociology and Law	Prof. Sheldon Zedeck	Legalization of the employment relation	Speaker, "Organizational Mediation of Civil Rights Law," OBIR Seminar, February 14, 1990; participant, IIR seminars	1/03/90- 8/15/90
EREZ, Miriam Prof.	Faculty of Industrial Engineering and Manage- ment, Technion University, Israel	Prof. Sheldon Zedeck	Long-term goal-set- ting in career pro- gress	Visiting Associate Professor	1/01/90- 7/31/90
GREGORY, Mary Barbara	College Tutor and University Lecturer, St. Hilda's College, Oxford University, U.K.	Prof. Lloyd Ulman	Wage determination and collective bar- gaining, macro and labor economics	"Mrs. Thatcher and British Productivity Growth," Labor/ Macro Economics Series Seminar, March 2, 19900	1/12/90- 4/00/90
HØGNES, Geir	Institute for Social Research, Oslo, Business School, Norway	Prof. Trond Petersen	Wage bargaining and norms of fair- ness	Manuscript research, <u>"Collective Wage Bar- gaining - A Descriptive Overview based on the 1982 Wage Bargaining in Norway"</u> ; inter- acted with faculty and attended seminars	8/02/89- 9/15/90

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**PERSONNEL**

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<u>Name &amp; Title of Individual</u>	<u>Home Base/ Affiliation</u>	<u>Sponsored by</u>	<u>Areas of Interest- Function In/</u>	<u>Contribution to IIR</u>	<u>Visit from / to</u>
<b>JOHN, Gunnar</b> Diplom- Volkswirt	Fulbright Scholar, Free University of Berlin, Department of Political Science, Germany	Prof. Glenn Carroll	Comparisons of existing and expect- ed social regulations in the European Community with those of the U.S.	Interacted with faculty and attended seminars and colloquia	8/02/89- 3/30/90
<b>LEE, Kark Bum</b> Ph.D.	Assistant Professor, Socio- logy, Institute of Population and Development Studies, Seoul National University (SNU), Seoul, Korea	Prof. Clair Brown	Relationships among technology, or- ganizations, culture, and industrial rela- tions	Speaker, "Corporate Cultures of American Joint Ventures with East Asian Countries: A Comparative Study of Two Manufacturing Plants", IAS, May 8, 1990	9/01/89- 8/31/90
<b>WARR, Peter</b> Dr.	Social and Applied Sociology Unit, University of Sheffield, U.K.	Prof. Sheldon Zedeck	Study of unemploy- ment; job charac- teristics and metal health; computer- based manufacturing systems	Discussion of research and interaction with IIR faculty; attended seminars	11/17/89- 12/15/89

The Institute was also pleased to host brief visits from:

<u>Name</u>	<u>Position &amp; Affiliation</u>	<u>Time of Visit</u>
Ernesto R. Arellano	Deputy Secretary General, May First Movement Labor Center (Kilusang Mayo Uno), Metro Manila, Philippines	Spring 1990
Benneth Axelsson	Training Director, Consumer Cooperative Society Stockholm, Sweden	January 1990
Gabrielle Bammer	Research School of Social Sciences, Australian National University Canberra, Australia	January 1990
Panit Charnenphao	General Secretary, Thailand Trade Union Congress, Thailand	June 1990
Christina Engfeldt	Deputy Director, Swedish Information Service, New York, NY	April 1990
Pan Geng-Jyi	Chief, Division of Labor-Management Relations, Bureau of Labor Affairs, Taipei City Government, (accompanying Dr. Wu), Taipei, Taiwan, R.O.C.	June 1990
Ersen Gorgun	President, Izmir Central Branch Turkish Trade Union of Municipal and Public Employees, Izmir, Turkey	
Leon Guo, M.D., Ph.D.	Visiting Research Fellow, Occupational Health Clinic, San Francis- co General Hospital Taipei, Taiwan, R.O.C.	June 1990
Peter Jacques	Secretary, Social Insurance and Industrial Welfare Department, Trades Union Congress, London, England	June 1990
Prof. Dr. Berndt Keller	Universität Konstanz, Sozialwissenschaftliche Fakultät, Fachgruppe Politik/Verwaltungswissenschaft, Konstanz, Germany	April 1990

<u>Name</u>	<u>Position &amp; Affiliation</u>	<u>Time of Visit</u>
Somsak Kosaisook	General Secretary, Locomotive Operators of SRT Workers Union Thailand	June 1990
Robin Kramer	Senior Lecturer, Department of Industrial Relations, University of New South Wales, Australia	March 1990
Jean Lapeyre	Policy Secretary for the European Trade Union Confederation (ETUC)	September 1989
Thomas Purcell, Ph.D.	Division of Training and Manpower Development, National Institute for Occupational Safety and Health, Cincinnati, Ohio	March 1990
Agostinho Dos Reis	Economist, Assessor to the Secretary and General of the Portuguese General Union of Workers (UGT-P), Lisbon, Portugal	Sept. 1989
Dr. Zofia Romaszewska	Physicist, Warsaw University and Solidarnosc Union's top activist (who also discussed the topic, "Systemic Innovation in East-Central Europe" at a Program on Poland Seminar, Warsaw, Poland	October 31, 1989
Dr. Zbigniew Romaszewski	Also of Warsaw University, Solidarnosc union member, and Senator	October 31, 1990
Chaiw-yi Shih, Ph.D.	Chief, Division of Evaluation, Department of Planning Council of Labor Affairs, Executive Yuan (accompanying Dr. Wu), Taipei, Taiwan, R.O.C.	June 1990
John T. Talty, P.E.	Division of Training and Manpower Development, National Institute for Occupational Safety and Health (NIOSH), Cincinnati, Ohio	March 1990
Bernhard Thunemeyer	Director, Office of Continuing Education, University of Essen, Germany	October 1989
Carlos Alfonso Tomada	Dean, School of Labor Relations, School of Social Service, National University, Buenos Aires, Argentina	March 1990
Johan Van Rens	Policy Coordinator for the Federation of Netherlands Trade Unions (FNV), Netherlands	October 1989
Dr. Keith Whitfield	Economics Section, Cardiff Business School, University of Wales and Department of Industrial Relations University of Sydney, Australia	October 1989
Wendy Wiles	Executive Director, Asbestos Training Project, Eugene, Oregon	March 1990
Dr. Wu, Chia-Sheng, Ph.D.	Secretary General, Council of Labor Affairs, Executive Yuan and group leader; studying U.S. labor relations preparatory to revising labor laws; met with Dr. Betty Schneider, Terence Huwe, Marty Morgenstern, and also LOHP staff, Taipei, Taiwan, R.O.C.	June 28, 1990



## VISITORS FOR A DAY:

Group of 15 Latin American Labor Leaders from various  
Latin American Countries and 3 State Department Escort Officers

**Hosts:** Marty Morgenstern and Paul Chown  
Friday, August 18, 1989

<u>Name</u>	<u>Position &amp; Affiliation</u>	<u>Time of Visit</u>
Rafael Antonio Blanco Melendez	Organization Secretary, National Confederation of Dominican Workers (CNTD), Dominican Republic	All August 18, 1989
Jose Chavez	Undersecretary of Labor, Ministry of Labor, Ecuador	
Jose Luis Grande-Preza	Secretary General, General Confederation of Work (CGT), El Salvador	
Eugenio Leon	President, National Campesino Confederation, Chile	
Mario Ricardo Lobos	Deputy Secretary General, Glass Workers Union of Cordoba, Argentina	
Mario Rafael Medina Refman	Secretary for Youth Affairs, Federal Executive Committee of the National Labor Federation of Honduras	
Maria Montano Terraza	Treasurer, Factory Workers Union in Santa Cruz, Bolivia	
Ofelia Marileny Reyes	President, Warner's Factory Union (Sitrawah), Honduras	
Agustin Rodriguez Lopez	Joint General Secretary in Charge of Organization, Central Workers Union, Nicaragua	
Manuel Orlando Romero Fuenzalida	President, Postal Workers Union, Chile	
Alfredo Murillo Vargas	National Leader, National Bolivian Factory Workers Union, Bolivia	
Amanda Claribel Villatoro	Financial Secretary, Salvadoran Communities Union (UCS), El Salvador	
<b>These labor leaders were accompanied by:</b>		
Roberto Aceituno	Simultaneous Seminar, Interpreter	
Rose Marie Aragon	Simultaneous Seminar, Interpreter	
Renee Castignola	Escort-Interpreter	

## THE GRADUATE STUDENTS

### Student Activity

During the past year, 34 students were associated with the Institute. As Graduate Student Researchers (GSRs), they were assigned to faculty affiliated with IIR. Below is a list of students affiliated with IIR during 1989-90:

<u>Name</u>	<u>Faculty Supervisor</u>	<u>Department</u>
RON ARCHER	Prof. Collier	Political Science
LARS ARRIOLA	Prof. Brown	Economics
SUSAN BACHMAN	Prof. Nemeth	Psychology
LEE BADGETT	Prof. Ulman	Economics
SIGAL BARSADE	Prof. Staw	Business Administration
JUDITH BIEWENER	Prof. Collier	Sociology
LIBBY BISHOP	Prof. Reich	Economics
FURMAN BROWN	Prof. Stern	Education
LAURA BROWN	Prof. Robinson	Public Health
ALICE BURTON	Labor Center	Sociology
HELEN CAGAMPANG	Prof. Stern	Education
PATRICIA COUDEN	Prof. Lee (Visiting Scholar, Korea)	English
LISA DELMORE	Prof. Voss	Sociology
EDWARD FEASEL	Prof. Robinson	Economics
CAROLINE FOHLIN	Prof. Leonard	Economics
ROBERT FREELAND	Prof. Burawoy	Sociology
MITA GIACOMINI	Prof. Robinson	Public Health
TOMASZ GRABOWSK	Prof. Karabel	Sociology
JENNIFER HALPERN	Prof. Staw	Business Administration
PETER HOUTZAGER	Prof. Collier	Political Science

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**PERSONNEL**

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<u>Name</u>	<u>Faculty Supervisor</u>	<u>Department</u>
MAYA IBSER	Prof. Stern	Education
BRUCE KIELER	CPER, Labor Center, Administration	Public Health
STEVEN KLEIN	Prof. Stern	Education
KENNETH KOPUT	Prof. Petersen	Business Administration
JULIANNE KWAN	Prof. Zedeck	Psychology
BRYAN LINCOLN	Prof. Dickens	Economics
OSCAR LOUREIRO	Prof. Eichengreen	Economics
JEFF MANZA	Prof. Karabel	Sociology
CHRIS MARTIN	Prof. Strauss	Economics
JIM WADE	Prof. Levine Prof. Petersen	Business Administration
LAURA WEIDE	Labor Center	Sociology
JESSICA WEISS	Prof. Ryan	History
THOKZONI XABA	Prof. Burawoy	Sociology
DEBORAH YASHAR	Prof. Collier	Political Science

# THE FACULTY

<u>Name</u>	<u>Department</u>	<u>Principal Fields of Research</u>
<b>CRISTINA BANKS</b>	Undergraduate Programs, Business Administration	Performance appraisal; personnel assessment; organizational leadership
<b>JOAN R. BLOOM</b>	Social and Administrative Health Sciences	Organizational theory applied to health care; hospital turnover; discrimination after catastrophic illness
<b>DAVID BRODY</b>	History, University of California, Davis	Study of labor and 20th century American history
<b>CLAIR BROWN</b>	Economics	American standards of living; labor-management relations; training programs for unions; comparison of U.S. and Japanese employment systems
<b>MICHAEL BURAWOY</b>	Sociology	Labor and comparative political economy; transition from State socialism to capitalism in Eastern Europe
<b>PETER CAPPELLI</b>	Business Administration	Labor relations in the railroad industry and studies of managerial unemployment and wage differentials; changes in employee attitudes following job redesign
<b>GLENN R. CARROLL</b>	Business Administration	Organizational ecology; jobs and careers, organizations and environments; cultural transmission in work settings
<b>DAVID COLLIER</b>	Political Science	Latin-American political systems and the overall development of eight Latin-American countries
<b>WILLIAM T. DICKENS</b>	Economics	Relation of recessions to long-term productivity growth; trade policy and wage determination; effects of trade on measured labor productivity
<b>BARRY EICHENGREEN</b>	Economics	The social role of business organizations within selected market-oriented societies; business ethics and corporate political behavior
<b>EDWARD M. EPSTEIN</b>	Business Administration	Comparative study of the social role of business organizations within selected market-oriented societies

<u>Name</u>	<u>Department</u>	<u>Principal Fields of Research</u>
<b>JEROME KARABEL</b>	Sociology	Sociology of education since 1984; place and politics of the intelligentsia (or more broadly, the new middle class) in the class and political structures of the advanced industrial societies, both East and West
<b>CLARK KERR</b>	Business Administration, Director Emeritus, IIR	Transformations in higher education
<b>THOMAS W. LAQUEUR</b>	History	European labor history; World War II's impact on labor and progressive movements; Emma Goldman papers
<b>JONATHAN S. LEONARD</b>	Business Administration	Sources of job growth and the dynamics of the firm; job turnover and wage discrimination; affirmative action; occupational advancement; the decline of union membership's wage and employment determination and the Social Security Disability Program, and labor force participation
<b>DAVID I. LEVINE</b>	Business Administration	Macro economics and industrial relations; worker participation and wage determination
<b>RAYMOND MILES</b>	Business Administration	Emergence of the "dynamic network" form of organization as a response to increasing global competition and technological change
<b>CHARLAN JEANNE NEMETH</b>	Psychology	Influence processes and group decision making; innovation and minority influence
<b>CHARLES O'REILLY</b>	Business Administration	Human resource policies and practices; the composition and dynamics of top management teams; organizational demography; executive compensation; corporate culture
<b>TROND K. PETERSEN</b>	Business Administration	Organizational reward systems; career systems; distributive justice; methods of quantitative analysis
<b>MICHAEL REICH</b>	Economics	Labor markets, employment systems and the economics of discrimination

<u>Name</u>	<u>Department</u>	<u>Principal Fields of Research</u>
<b>KARLENE H. ROBERTS</b>	Business Administration	Design and management characteristics of potentially hazardous, technologically advanced, organizations; decision making; interdependence; "culture" of high reliability; adaptation to technological change
<b>JAMES ROBINSON</b>	Public Health	Occupational health and safety; application of economic principles to environmental and occupational health standards
<b>MARY P. RYAN</b>	History	Emma Goldman papers; 19th and early 20th century women's history
<b>BARRY M. STAW</b>	Business Administration	Job attitudes and organizational decision making; dynamics of behavior in escalation situations; behavioral consequences of positive affect in work settings
<b>DAVID S. STERN</b>	Education	Relationship between education and work; learning and work; learning-intensive methods of production
<b>GEORGE STRAUSS</b>	Business Administration	Workers' participation in management worldwide; reexamination of the state of research on union structure, government, and participation
<b>LLOYD ULMAN</b>	Economics	International labor issues; labor responses to economic unification in Western Europe; emerging patterns of industrial relations in subsidiaries of Japanese firms in the U.S.; research/training in industrial relations with the Solidarity movement
<b>KIM VOSS</b>	Sociology	Comparative labor movements; historical sociology; political sociology; the effect of court injunctions
<b>HAROLD L. WILENSKY</b>	Political Science	Political economy of taxing and spending in nineteen rich democracies; analysis of social spending/public policy on welfare; analysis of the content, implementation, and effects of active labor-market policies
<b>SHELDON ZEDECK</b>	Psychology	Prediction and selection models; performance appraisal systems; work attitudes and motivation; information processing, decision making, stress, and work and family relationships

# THE PROFESSIONAL STAFF

<u>Name</u>	<u>Function in Unit</u>
<b>DARRYL ALEXANDER</b>	Coordinator of Public Programs, Labor Occupational Health Program
<b>ELAINE ASKARI</b>	Coordinator of Public Programs, Labor Occupational Health Program
<b>ROBIN BAKER</b>	Director and Coordinator of Public Programs, Labor Occupational Health Program
<b>GAIL BATESON</b>	Coordinator of Public Programs, Labor Occupational Health Program
<b>BONNIE G. BOGUE</b>	Assoc. Editor and Assoc. Director, California Public Employee Relations Program
<b>DAVID J. BOWEN</b>	Assistant Editor, California Public Employee Relations Program
<b>GINA GARGANO</b>	Specialist, Center for Labor Research and Education
<b>MARGARET S. GORDON</b>	Research Economist, Associate Director Emerita, IIR
<b>JILL FRIEDMAN</b>	Junior Specialist, Labor Occupational Health Program
<b>MARION GILLEN</b>	Coordinator of Public Programs, Labor Occupational Health Program
<b>MARY RUTH GROSS</b>	Coordinator of Public Programs, Center for Labor Research and Education
<b>PETER GUIDRY</b>	Coordinator of Public Programs, Center for Labor Research and Education
<b>TERENCE K. HUWE</b>	Librarian, Institute Library
<b>KATHY MOONEY</b>	Assistant Specialist; Assistant Editor of <i>Industrial Relations</i>
<b>MARTY MORGENSTERN</b>	Chair, Center for Labor Research and Education
<b>LELA MORRIS</b>	Coordinator of Public Programs, Labor Occupational Health Program
<b>BARBARA PLOG</b>	Associate Director and Coordinator of Public Programs, Labor Occupational Health Program
<b>J. BRUCE POYER</b>	Coordinator of Public Programs, Center for Labor Research and Education
<b>NAN SAND</b>	Librarian, Institute Library
<b>BETTY V.H. SCHNEIDER</b>	<i>CPER</i> Editor and Program Director, California Public Employee Relations
<b>CLARA STERN</b>	Librarian, California Public Employee Relations Program Library and Associate Librarian, IIR Library
<b>LAURA STOCK</b>	Associate Director and Coordinator of Public Programs, Labor Occupational Health Program
<b>BETTY SZUDY</b>	Coordinator of Public Programs, Labor Occupational Health Program
<b>PAMELA TELLEW</b>	Assistant Specialist, Center for Labor Research and Education
<b>CAROL VENDRILLO</b>	Assistant Editor, California Public Employee Relations Program
<b>MAREK ZELAZKIEWICZ</b>	Visiting Associate Research, Center for Labor Research and Education, Program on Poland

## THE ADMINISTRATIVE AND CLERICAL STAFF

<u>Name</u>	<u>Function in Unit</u>
MARIA T. BERTERO	Management Services Officer for the Institute
STEPHANIE CANNIZZO	Program Assistant, Labor Occupational Health Program
JANICE CRIPE	Senior Typist Clerk and Receptionist for the Institute
EUGENE S. DARLING	Editor and Financial Assistant, Labor Occupational Health Program
CATHERINE DAVIS	Program Representative, Center for Labor Research and Education
ANNE MARAMBA-FERRELL	Administrative Assistant, Labor Occupational Health Program
DONNA JARVIS	Library Assistant, Labor Occupational Health Program
MAUREEN KAWAOKA	Secretary for Dr. Clark Kerr
AMREI KIESCHKE	Secretary, Faculty Support, Institute, and Editor of <i>The Institutor</i>
JANICE KIMBALL	Library Assistant, Institute Library
CAROL MAHARATHI	Program Assistant, Labor Occupational Health Program
ALETA MARTINEZ	Administrative Assistant for the Institute; Subscription Assistant for the <i>Journal</i>
LUCY MARTINEZ	Administrative Assistant, Labor Occupational Health Program
SHARON MELNYK	Circulation Manager, <i>CPER</i> , California Public Employee Relations Program
LESLIE NELSON	Principal Clerk and Fiscal Assistant for the Institute
M <sup>r</sup> . TERESA OJEDA	Editorial Assistant, Center for Labor Research and Education
SHIZUKO OKINO	Staff Assistant, <i>CPER</i> , California Public Employee Relations Program
BARBARA PORTER	Managing Editor, <i>Industrial Relations</i> , Faculty Support
MONA PURIFOY	Administrative Assistant, Center for Labor Research and Education
BARBARA ROSENBAUM	Professional Assistant, Labor Occupational Health Program
SUSAN SALISBURY	Library Assistant, Labor Occupational Health Program
BARBARA STAHLER-SHOLK	Program Assistant, Labor Occupational Health Program
TAHI STANIFORD	Receptionist, Senior Typist for the Institute
SANDRA WEBBER	Library Assistant, Institute Library