



**The Institute of  
Industrial Relations  
University of California.  
at Berkeley)**

**IIR**

***Annual Report*** ON

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***1987-1988  
Research, Training  
and Community Activities***

# ***ANNUAL REPORT***

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***1987-1988***

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and Community Activities***

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***1987-1988***

## ***Research, Training and Community Activities***

**Sheldon Zedeck, Acting Director  
Clair Brown, Associate Director**

**INSTITUTE OF INDUSTRIAL RELATIONS  
UNIVERSITY OF CALIFORNIA AT BERKELEY**

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# ABOUT THE INSTITUTE

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The Institute of Industrial Relations was established by Legislative mandate in 1945. It consists of two autonomous sections, one at Berkeley, the other at Los Angeles. Operating under this Legislative mandate both sections engage in research, graduate training, and community service. This is the report of the Berkeley Institute.

The twenty-six faculty members currently associated with the Berkeley Institute represent nine departments: Business Administration, Economics, Education, History, Law, Political Science, Psychology, Public Health, and Sociology. Faculty members receive support from the Institute in the form of contract administration, provision of graduate research assistants, office space, and typing. Individual faculty members engage in research of their own choosing; however, the close association of faculty from various disciplines facilitates cross-fertilization and the development of interdisciplinary teams.

During 1987-88, the Institute provided research training for 48 students who were assigned to individual faculty and staff members as graduate research assistants. Limited office space (two or more students to an office) is provided to these students. During the year an 11 additional graduate students who were not supported by research assistantships made intensive use of the Institute's library, computer facilities, and such office space as they could find. Most of these were completing their PhD dissertations in industrial relations. While the Institute itself does not offer credit courses (this is the function of regular academic departments), its two conference rooms are heavily used for formal and informal instruction. During 1987-88, eight regular University advanced classes and seminars (five in Economics, three in Business Administration, and one in Sociology) were held on Institute premises. Informal contacts among students from various disciplines, their ready access to faculty, and the easy availability of the Institute library all help make the Institute a favorable learning environment.

Aside from faculty research and graduate student training, the Institute engages in four community service programs.

First, there is the **California Public Employee Relations Program**, (CPER) which publishes a quarterly journal, itself called *California Public Employee Relations*, as well as periodic monographs and bulletins. Together these provide an authoritative source of information on developments in California public-sector labor relations. CPER is financed largely through subscriptions to its services and through a special legislative appropriation.

A second unit is the **Center for Labor Research and Education**, established

after extensive consultation with the California labor movement. The Center provides nonadversarial training for a cross-section of unions. Fees to cover costs are charged for the vast majority of Labor Center classes. In recent years the Center also has engaged in an ambitious program of publishing books, pamphlets, and bulletins on subjects of concern to the labor movement.

The Labor Occupational Health Program (LOHP) is a unit within the Labor Center. Originally financed by the Ford Foundation, it now receives funding from the Northern California Occupational Health Center and the National Institute of Occupational Safety and Health. Additionally it receives grants for specific projects from a variety of foundations and governmental agencies.

LOHP engages in research, offers classes and training programs, and publishes a newsletter, as well as a variety of specialized bulletins. Although LOHP's work focuses primarily on the needs of workers and the labor community, it also provides service to management and the general public and offers Continuing Education courses for physicians, nurses, and industrial hygienists. In addition, it provides internships for public health, medical, and nursing students.

Four periodicals are published by the Institute. Besides *California Public Employee Relations*, these are: our refereed academic journal, *Industrial Relations*, which circulates throughout the world; the *Monitor*, on occupational health hazards, published by LOHP; and the *Labor Center Reporter*, which consists of labor-oriented articles written by staff members, graduate students, and occasionally by practitioners.

The Institute's Library collects

books, journals, and government publications dealing with specialized industrial relations topics. It may be the foremost library of this sort on the West Coast. Aside from the main Institute Library, the California Public Employee Relations and Labor Occupational Health programs house specialized libraries of their own. In addition, the Labor Center maintains an extensive collection of government contracts and educational materials.

Each year the Institute hosts a variety of distinguished scholars who visit us from institutions from throughout the world. Some stay with us for a few hours, while others make use of our facilities to engage in research for periods lasting up to a year.

# FROM THE DIRECTOR

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During the 1987-88 year, the INSTITUTE OF INDUSTRIAL RELATIONS concentrated on re-thinking the direction by which its mission would be accomplished and on re-defining its organizational structure. This concentration was generated, in part, by the campus review of IIR, the report for which was issued in April, 1988. Another reason for the focus is the apparent changing nature of the field of industrial relations. This concentration, however, did not detract from our efforts to provide excellent community services programs. I will take this opportunity to describe our changes, comment on the field of industrial relations, and to highlight the accomplishments of the Institute (details of all of IIR's accomplishments are provided in this annual report).

At the outset, my four-year term as Director of the Institute began on July 1, 1988; Professor Clair Brown continues in her role as Associate Director. Together, we look forward to working with the faculty and professional staff on maintaining the excellent community service record while building on its potential strengths. In particular, Professor Brown and I are committed to enhancing IIR's mission of research, graduate training, and community service by creating an environment in which there is greater interaction between faculty and professional staff in both research *and* community service. Over the last few years, the community service programs have developed a momentum on their own; their successes stimulated operations that functioned as independent entities. On its own track, the faculty played a key role in the life of the Institute, but on individual projects based on particular, individual research interests. Our goal is to have increased integration among faculty and with the professional staff.

The Institute's professional staff is an extremely competent group who can identify issues, design community service programs, and implement and deliver such programs. Much of what they do involves researching the topics on which the programs are focused. Our goal is to bring these staff members, and their research skills, into closer collaboration with faculty. This collaboration means involvement of professional staff in faculty research, as well as involvement of faculty in community service programs. One way to accomplish this integration is to create advisory boards for each of IIR's Centers that will include members from the general community, labor, and faculty. Another mechanism is to hold a "retreat" that includes faculty and staff, at which research trends and needs are discussed and programs developed for pursuit. (Such a retreat was held in August, 1988; its results will be described in next year's annual report.)

The benefits of the collaboration are significant. For the professional staff, it provides a greater opportunity to be involved in research, to be at the forefront of emerging research issues, and to learn more about the faculty and how they can

take such learning back to the community. For the faculty, the collaboration results in greater access to the community, both for research information and identification of potential research sites and funding.

With regard to faculty integration with each other, we see this as important because of the changing nature of industrial relations. IIR is an *interdisciplinary* institute; our faculty represent areas such as business administration, economics, sociology, political science, psychology, public health, social welfare, education, law, and history. The tradition has been for each faculty member to pursue his or her interest from his or her perspective. But the industrial relations problems of the future require *multidisciplinary* approaches.

Let me cite just two examples from my own field, industrial psychology, which *should be* pursued from a multidisciplinary approach. First, what are the dynamics of the "work-family relationship" (i.e., how does satisfaction and behavior in one environment impact the other environment)? Whereas the psychologist may pursue this question from the perspective of attitudes, interests, beliefs, and performance, questions such as the economics of dual wage earnings, organizational policies for child care, legislative rulings for family care and leaves, and such similar issues require input from those in fields such as business administration, economics, sociology, and public policy.

A second concern of mine is "testing." Whereas psychologists are interested in correlations between tests and performance, greater insights and impacts would result if consideration was given to such issues as utility of test

programs, invasion of privacy, and labor market trends and projections. Here, too, the fields of business administration, public policy, and economics are appropriate.

Our goal is not to force collaboration, but to serve as a catalyst and to encourage it. One simple means by which we are pursuing this is by holding "brown bag lunch" sessions for different interest groups. A more direct means is by explicitly supporting multidisciplinary research as we award research assistantship funds to faculty who submit proposals that indicate a collaborative, multidisciplinary approach.

Why the need for change in structure and greater collaboration? Because the field of industrial relations has changed. Traditionally, this field has concerned itself with the labor force and unions. Today, I see the field as encompassing issues of "human resources" and "employment issues." This includes collective bargaining and employee relations, but it also includes market analyses, human resources management, mental health, and any other concern that can be subsumed under the topic "employment issues." In a nutshell, industrial relations should be inclusive of all areas, methods, and approaches to the study and implementation of employment behaviors, interests, and practices.

The above is a personal perspective on the future. To see how we have begun moving forward, I would like to highlight two of the programs undertaken at IIR in 1987-88. First, the Institute held its "Third Berkeley Conference on Industrial Relations." This involved faculty and professional staff from UCB and from other universities and institutes throughout the U.S. and Canada. The product of this

conference was a series of papers and discussions on emerging issues that addressed politics, labor, trends, theories, and needs with regard to employment issues. Here, we have an example of IIR setting an agenda for the future.

The second example is a Labor Center program held in the Summer of 1988, which focused on the education of students in all grade levels on the topic of labor studies. Specifically, 125 primary and secondary school teachers spent two weeks on the Berkeley Campus in intensive training in the development of curricula for the teaching of labor studies in all grades, from kindergarten to 12th grade. This program is an example of a collaborative effort—the program was co-sponsored by UCB's School of Education, and included IIR faculty and professional staff in the development, design, and implementation of the program. Here, the Institute provided leadership in a program that will have impact on the next labor force generation. The Institute's goal is to continue such leadership in local, national, and international employment issues.

My final remark is to publicly acknowledge and thank the staff and faculty of the Institute. The 1987-88 year was an uncertain one for us, and in some ways, a turbulent one. I appreciate the patience and support of all, and look forward to working with all as we move forward into the 1990s.

— Sheldon Zedeck

# FACULTY RESEARCH

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**Cristina Banks (Business Administration)** continues her research on performance appraisal and organizational leadership. With colleagues Jan Cleveland, Kevin Murphy, and Janet Barnes-Farrell, she completed a new model of performance appraisal which embeds the appraisal within the organizational context and the goals of the organization. This perspective sheds new light on the value and effectiveness of performance appraisal in real organizations, and it provides guidance for further improvements in the appraisal process. She is also continuing research on methods for improving performance appraisal accuracy and usefulness. She is heavily involved in the development of content-valid selection procedures for the Library of Congress. She made several presentations in the U.S. and Canada on leadership, most of them focusing on the enhancement of women's leadership skills.

**David Brody (History)** is currently doing a brief study of the history of labor relations in American coal mining for a jointly authored comparative study of labor relations in this industry. His ongoing interest in labor historiography resulted in a paper this year on the linkages between labor history and industrial relations. His major research project, recently reactivated, is on the labor history of the 1930s. To advance that work, he is going to Detroit as a visiting professor at Wayne State University for 1988-89.

**Clair Brown (Economics)** reached the final stages in her on-going research project on American standards of living and work roles since 1918. Only the data from the 1980s remain to be analyzed. This research project focused on how economic growth is translated into economic differences across classes and the ways families live. Specifically, the evolution of work roles, consumption norms, and economic security was studied.

Brown was also involved in the development of a collaborative research project with Reich, Stern, and Ulman. This project will focus on the changes in industrial relations to foster cooperation between labor and management. Management's goal is to improve productivity through streamlining the work process and making it more flexible and by incorporating improvements suggested by workers. Labor's goal is to gain job security in place of seniority rights and job control. Brown and Reich began a pilot study of the automobile industry by comparing the implementation of the team concept at GM-Van Nuys and NUMMI. Both union and non-union establishments will be studied to assess the role of the union. Brown and others began studying several aspects of the new cooperative labor relations: the implementation of the system (especially training); the impact on the work process skill acquisition; the impact on the role of the worker, the union, and the manager; the impact of the economic environment and the union structure on the implemen-

tation and outcome of cooperation; the impact of the program on the firm's costs, quality, and labor relations.

**Michael Burawoy (Sociology)** continued work on two projects. The first is a comparative study of work organization in capitalist and socialist countries. He studied the significance of supply side constraints (socialist economies) and demand side constraints (capitalist economies) for the organization of work. In particular, he questioned the possibilities of "flexible specialization" in U.S. corporations and suggested workplace autonomy is more important for the functioning of socialist economies. Research was completed on Hungarian steel enterprises and similar research was begun at Inland Steel.

Burawoy's second project is a comparative study of class structure in the U.S. and U.S.S.R. In collaboration with Martin Sanchez-Jankowski, Michael Hout, and Erik Wright, a survey was developed to be administered in one Russian city and the Bay Area. Burawoy was involved in designing questions about worker control both in its actual form and in attitudes toward it in the two countries.

**Glenn R. Carroll (Business Administration)** continued his comparative empirical study of job and class mobility in Ireland and the Federal Republic of Germany. This project (with Michael Hout and Karl Ulrich Mayer) used retrospective career history data from national samples in the two countries to compare systematically the relationship between job changes and class changes. They have found tentative evidence that the process differs dramatically in the two countries, with jobs and classes tightly coupled in Germany and loosely so in Ireland.

Carroll also examined the ways institutional constraints shaped and changed patterns of competition among the various organizational forms operating in the early American telephone industry using data from 1902 to 1947.

Further, Carroll collected and is coding data on the life histories of all breweries which have ever operated in the U.S. and West Germany for his comparative study of the development of the brewing industry in these two countries. This project (with Rolf Ziegler) has determined that both the American and German industries have experienced strong trends of concentration, dating back to the late nineteenth century. There have also been numerous political events which have affected these two industries, e.g., crusades, prohibitions, wars, and labor actions. Carroll and Ziegler are looking at how these events affect the economic and technological forces which underlie the patterns of concentration.

**David Collier (Political Science)** completed approximately 150 additional pages of text and finished further revisions for his book entitled *Shaping the Political Arena: Critical Junctures, Trade Unions, and the State in Latin America*. This comparative study explores the earlier period of the initial legalization and institutionalization of trade union movements in eight Latin American countries. The analysis focuses on the different ways this crucial transition occurred and the contrasting historical legacies of this transition. The book is now being reviewed for publication.

Collier also authored two papers. The first, "Latin American Corporatism," explored the evolution of the concept of corporatism in the Latin American field, a con-

cept that Latin Americanists (as well as Europeanists) have used widely in the analysis of union-business-state relations. The second paper, "Critical Junctures and Historical Legacies," explored an idea that has been prominent in the industrial relations field at least since Clark Kerr *et al.*, *Industrialism and Industrial Man*, which argued that the way in which systems of union-business-state relations are founded at a relatively early point in the evolution of industrial societies has a decisive, long-term impact on the subsequent development of industrial relations.

**William T. Dickens (Economics)** continued work on labor market segmentation with Kevin Lang. In one paper, the authors analyzed the significance of labor market segmentation for trade and industrial policy. In a second paper they reviewed recent evidence on the labor market segmentation hypothesis and concluded that a strong case exists for the policy relevance of that theory.

Dickens also began a study of international evidence on inter-industry wage differences in an attempt to shed light on the causes of such differences.

**Barry Eichengreen (Economics)** completed a lengthy survey of unemployment experience between the wars. The survey (undertaken with T. J. Hatton) took its inspiration from macroeconomic analyses of unemployment but approached the issues at a more disaggregated level. The focus was on three central questions concerning interwar unemployment: who was unemployed, why were they unemployed, and what were the effects of unemployment at the household level. Methodologically, this work differed from previous analyses of interwar unemployment by moving beyond the ag-

gregate statistics and the relatively well-known American and British cases and instead marshalling disaggregated unemployment data for a wide variety of other countries. Eichengreen and Hatton uncovered considerable diversity across countries in the nature of interwar unemployment, with both the extent and effects of formal unemployment depending on economic structure (industry-agriculture mix, for example) and social institutions (extent of unemployment insurance and public assistance, for example). This diversity led them to question studies which offer monocausal explanations for interwar unemployment.

Additionally, Eichengreen continued his microeconomic study of British unemployment between the wars. He finished preparing a sample from the New Survey of London Life and Labour (gathered during the years 1919-1931 and housed in the Archives of the London School of Economics) and analyzed it econometrically. He published two articles that made use of this sample. One analyzed the role of unemployment benefits in interwar Britain. Again his conclusion was that it is necessary to disaggregate to understand the unemployment-insurance nexus. He found no evidence of benefit-induced unemployment for adult male household heads, but some evidence for secondary males. A second paper used the New Survey and Reports of the London Advisory Council for Juvenile Unemployment to analyze youth unemployment between the wars and compare it with youth unemployment in Britain today. Again, he found that changes in labor market structure (rise of inverse seniority layoff rules and the like) played a significant role in the juvenile unemployment problem.

Edwin M. Epstein (Business Administration) continued his scholarly preoccupation with the exploration and development of the Corporate Social Policy Process Concept, which integrates key elements of the older concepts of business ethics, corporate social responsibility, and corporate social responsiveness into what he believes is a useful analytical framework for evaluating the overall social performance of business corporations. More specifically, Epstein believes the Corporate Social Policy Process is best viewed as the institutionalization within business organizations of processes facilitating value-based individual and collective reflection and choice regarding the moral significance of personal and corporate action for identifiable stakeholders in specific situations. This research will assume a decidedly comparative and international perspective as he continues work on a study of "Comparative Analysis of the Social Role of Business Corporations Within Selected Market-Oriented Societies."

Margaret S. Gordon (Associate Director, Emeritus) put the final touches on her book entitled *Social Security Policies in Industrial Countries: A Comparative Analysis*. The book is scheduled to appear in November 1988. It is an analytical and historical study, emphasizing the development of social security policies since World War II, but tracing briefly the origins of social insurance and other income maintenance programs in the late nineteenth century. There are 16 chapters in all, including chapters on each of the major types of social security programs as well as chapters on such important issues as comparative expenditures and the trend toward early retirement. The study draws on data for most of the

OECD and Soviet *bloc* countries, with particular emphasis on the countries that have led in innovative policies. The discussion is focused on such questions as the relative merits of earnings-related, income-tested, and universal benefits; who bears the financial burden; the impact of social security benefits on incentives to work; the relative role of labor market policies; the wide differences among countries in the effectiveness of rehabilitation policies; and the growing problem of single-parent families.

Gordon also worked on an article based on the book but focused more directly on the strengths and weaknesses of U.S. policies when compared with those of other industrial countries.

Jerome Karabel (Sociology) completed his book (with Steven Brint) on *The Triumph of Vocationalism: Community Colleges and the Politics of Organizational Change*, to be published by Oxford University Press. He also published an article (with Katherine McClelland) concerning the relationship between higher education and labor markets. It was based on an analysis of the 1973 Occupational Change in a Generation (CG) data set.

Jonathan Leonard (Business Administration) completed the following research projects: (1) An analysis of wage structures in the California electronics industry, examining the transience of wage differences across employers, and the response of wages to shifts in corporate profits and employment; (2) a comparison of wage and employment growth at domestic and foreign-owned companies in the U.S.; (3) an analysis demonstrating the declining impact of affirmative action since 1980; (4) a paper showing that con-

trary to the predictions of quota models, the enforcement of federal anti-discrimination regulations has not led to a narrowing of the dispersion in minority or female employment share; and (5) an analysis of the impact of corporate structure and occupational mix on employment stability.

**David Levine** (Business Administration) pursued several research projects. He studied the importance of changes in attitudes towards women's roles in explaining the increase in women's labor supply in the last 15 years. He used a panel of data on firms to study whether corporate executives have rational expectations, and the determinants of investment.

Levine also continued his theoretical investigations on the organization of work and the theory of the firm. One paper concerned the economic implications of the sociologists' observation that wage dispersion can affect worker cohesiveness and productivity. A second paper concerned the feedback between firms' layoff policies and the variability of aggregate demand. Two further papers considered externalities of just-cause employment. All of these papers stressed the externalities of work organization and showed how government intervention encouraging work organizations with long-term employment relations, narrow wage dispersion, and just-cause employment policies can be welfare enhancing.

**Raymond Miles** (Business Administration) continued his research on the emergence of the "dynamic network" form of organizations as a response to increasing global competition and technological change. His present work explores the impact of organizational change on managerial careers, the structure of business

education, and the shape of a new industrial relations system.

**Charles O'Reilly** (Business Administration) continued three lines of research relevant to human resource management practices in organizations: (1) A continuing study of the role of social control and corporate culture as mechanisms for the generation of commitment in organizations; (2) a continuation of his investigation into the role of organizational demography and its impacts on human resource practices; and (3) a longitudinal investigation of the early career experiences of 140 MBAs who participated in extensive managerial and personality assessments who are being followed as they enter their careers. This study, undertaken in conjunction with Professors Craik and Zedeck of the Psychology Department and Staw of the Business School, will examine the personal and managerial competencies associated with personal adjustment and career success.

O'Reilly also began two new research projects: (1) Several studies of the determinants of executive compensation were designed and data collected; and (2) a study investigating how CEOs and top management teams deal with periods of crisis and transition was initiated, including the collection of data from 35 high technology firms.

**Michael Reich** (Economics) continued his research on postwar trends in earnings inequalities. He found that inter-industry inequality increases since 1970 are not attributable to the growth of international competition or to declining employment in manufacturing industries. Growing wage differentials between primary and secondary labor markets do account for about half of the post-

1970 increase. He extended his earnings data set to the prewar period, added for the postwar period inter-industry data on output per worker, capital stock, and profits and began preliminary examinations of these data.

Reich also began a new research project on recent developments in labor-management cooperation, with particular emphasis on trends in California.

**Karlene Roberts** (Business Administration) has been examining the design and management characteristics of "high reliability" organizations for the last four years. High reliability organizations are technologically sophisticated organizations in which, while the probability of error is low, the consequences of error can be catastrophic. Roberts is a part of an interdisciplinary team comprised of University of California faculty who have been investigating the U.S. Navy's operation of its nuclear aircraft carriers, the Federal Aviation Administration's air traffic control operation, and Pacific Gas and Electric Company's participation in the western states electrical distribution grid. The major questions of the research are concerned with interdependence among organizational subunits, decision making, the "culture" of high reliability, and adaptation to new technologies. In addition to this work, Roberts continues to write in the field of organizational communication.

**Jamie Robinson** (School of Public Health) focused his research on worker, labor union, and governmental responses to occupational safety and health hazards. He completed a book length manuscript on this topic, consisting of statistical analyses of the influence of hazardous working conditions on the quality of industrial

relations and the level of productivity plus legal and policy analyses of developments in legislation related to the worker's "right to know" about workplace hazards. He is particularly interested in the influence of hazardous conditions, including risks of chronic diseases such as cancer, on the desires of nonunion workers for union representation and in trends in labor union health and safety programs. Other work in the occupational health field focused on reducing the abuse of cost-benefit analysis in the setting of OSHA standards, particularly with respect to the benzene standard promulgated in 1987.

Robinson's other area of research is the economics of medical care. He conducted a number of studies investigating the relative effects of competition and regulation-oriented policy strategies on levels and rates of change in costs and quality of hospital care. Within this general area of research, he examined the influence of recent changes in the financing of health care on the nursing labor market.

Barry M. Staw (Business Administration) conducted a series of studies on work initiative. The object of the research was to isolate conditions under which people will go above, beyond, and around their job descriptions in improving performance. It is hoped that by better understanding how individuals initiate change we may be able to know more about how to create innovative environments within organizations.

Staw also wrote essays on the role of personality in organizations and on creativity in group and organizational settings. His additional activities included the development of an empirical research project on escalation of competition among U.S. commercial

banks and on overoptimism in stock market forecasting.

David Stern (Education) conducted research which focused on the preparation of teenagers for employment. He continued to help conduct an evaluation of an important set of programs in California high schools called Partnership Academies. These organize the core academic curriculum around a vocational theme such as computers or health careers. Local employers are involved in various ways. The purpose is to motivate potential dropouts to finish high school, so that they can either enter the labor market with some useful set of skills and knowledge, or go on to postsecondary education, or both. Results after two years have been generally positive, with some sites showing unambiguous success in improving the school performance of Academy students relative to comparison groups at the same schools.

One issue of particular concern to Stern is the area of the preparation of young Hispanics for the work force. There is some evidence that paid employment while in high school is more likely to lead to dropping out for Hispanic males than for other students. There is also indirect evidence that the absence of a high school diploma is a less serious short-run disadvantage for Hispanic teenagers compared to other groups. He is analyzing data from two longitudinal surveys (High School and Beyond and National Longitudinal Survey of Youth) to test these two propositions more carefully.

In this same general area of research, Stern also began a longitudinal study of students engaged in school-based work experience programs. One aim is to test whether school supervision

enables students to learn more from their work than when they simply go out and get jobs on their own.

A second area of inquiry was professional in-service training for teachers. Stern was part of a team that completed a study of staff development programs for public school teachers in California. One product of the study was a procedure for comparing cost-effectiveness of alternative methods of conducting staff development activities.

George Strauss (Business Administration) continued his studies of various forms of worker participation in management throughout the world, but with particular emphasis on the relationship between participation and collective bargaining in the U.S. He is concerned especially with factors relating to whether participation remains viable. He also directed the development of an attitude survey for use by the Institute's Labor Center in polling union member attitudes.

A separate study examined the role of Industrial Relations as an academic field at a time when the unionized sector is contracting. Strauss argues that industrial relations academicians have defined their jurisdiction too narrowly and have paid too little attention to the considerable contributions of Labor Economics, Organizational Behavior, Sociology, and Political Science (though each of these approaches suffers from narrowness of its own). Instead Industrial Relations should focus more intensively on broad questions of Human Resources Policy. Finally, Strauss continues his interest in Australian industrial relations.

**Lloyd Ulman (Economics)** worked on two projects. The first consisted in what might be termed "A Unitary Explanation of International Differences in Union Organization and Bargaining Patterns." Work here consisted in attempting to extend the concepts alluded to in his Industrial Relations Research Association Presidential Address and also in examining the English-language literature on the postwar development of Japanese industrial relations for relevance to the hypothesis involved. He used preparatory work for a book review for the *Journal of Economic Literature* for this purpose.

The second project consisted in work on a American Economic Association-Industrial Relations Research Association paper. He has tentatively teased a uniform theme for an overview assignment, the theme being insufficient appreciation by modern economists of the historic propensity of labor markets to generate concerted behavior on the part of industrial workers. In addition, comments Ulman prepared for a recent AEA session concerning the so-called hysteresis hypothesis of unemployment were generated by this line of research.

**Kim Voss (Sociology)** is writing a book, *The American Working Class and the Knights of Labor*, which attempts to illuminate the circumstances that promoted unity and fragmentation in the American labor movement in the late nineteenth century. During the Spring Semester, she was on leave at the Center for Studies of Social Change at the New School for Social Research in New York, where she focused primarily on understanding the collapse of the Knights. In addition, she began work on the use of court injunctions

against strikers in late nineteenth century America.

**Harold Wilensky (Political Science)** continues his project on the political economy of taxing and spending in 19 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. Among the questions at the center of this research is, "How do national variations in the structure and interplay of labor, management and government affect social spending and public policy?"

During the year, Wilensky completed an analysis of the structural and ideological roots of family policy (e.g., family allowances, public assistance, childcare, parental leave, flexible retirement, and related policies) in 19 countries. The five major causes of variation are left party power, Catholic party power, corporatist bargaining structures, female labor-force participation, and the segment of population over 65. Both Catholic power and left power foster consensual, national bargaining arrangements which, in turn, promote an expansive and innovative family policy. Left power is also favorable to working women, which is a pressure for family policy. Finally, contrary to much talk about the "new class struggle" between the old and the young, old folks provide political pressure not only for policies in their self interest (pensions, flexible retirement, etc.) but also for policies in the interest of their adult children (family allowances, childcare, and parental leave).

**Sheldon Zedeck (Psychology)** began research on the relationship between affective responses to work by union members and the relationship of such responses to members' spouses who indicated the impact of the work on the quality of home life. Data collected from over 1,000 employee-spouses revealed significant relationships between an employees' job satisfaction and job burnout and the impact on relationships between the employee and spouse, children, and home life.

A book on data analyses (co-authored with Geoffrey Keppel) was completed and is expected to be published in February 1989 by W. H. Freeman and Company.

# FACULTY AND STAFF PUBLICATIONS AND PROFESSIONAL ACTIVITIES

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**Darryl Alexander (IIR)**

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## **Publications**

- “Dr. Mario Epelman: An Occupational Health Pioneer” (co-authored with Donna Mergler), *LOHP Monitor*, Vol. 15, No. 3, July-September 1987
- “Occupational Health and Safety for Minority Workers: Educational Models for Workers, Health Providers and Planners” (co-authored with Lela Morris), *American Association of Occupational Health Nurses Journal* (in press)
- “Worker Notification Guidelines,” draft document (co-author), State of California Department of Health Services, Occupational Health Surveillance and Evaluation Program (OHSEP), 1988
- “AIDS in the Workplace: A New Challenge for Labor and Management” (co-authored with Elaine Askari), *Journal of the American Industrial Hygiene Association* (in press)
- “AIDS and the Minority Healthcare Worker” (co-authored with Elaine Askari), *American Association of Occupational Health Nurses Journal* (in press)
- “Lead—A Chronic Exposure Program for Minority Workers,” (in press)

## **Professional Activities**

- Developed a course in occupational health and safety for the Sixth Annual Western Regional Summer Institute for Union Women, Berkeley, July 1987
- Served as an invited consultant and participant on a Worker Notification Committee of the National Institute for Occupational Health and Safety (NIOSH), 1987
- Developed comments for submission to Federal OSHA, in cooperation with the Service Employees International Union, on the proposed OSHA standard regulating exposure to blood-borne infectious diseases (HIV/HBV), 1987
- Co-convenor (with Anne Bracker) of a Bay Area task force of healthcare worker unions planning occupational health and safety activities
- Developed curriculum module for an AIDS course on occupational exposure to HIV (human immunodeficiency virus) and HBV (hepatitis B virus)

Coordinated a series of focus groups of health care workers on prevalence of needlestick injuries at San Francisco General Hospital (in conjunction with the Center for Municipal Occupational Safety and Health and the American Hospital Association) Co-directed a Joint LOHP/California Department of Health Services, Occupational Health Surveillance and Evaluation Program (OHSEP) Symposium on Worker Notification Guidelines for Researchers, Berkeley, February 1988

Co-investigator with Donna Mergler in health survey of members of Graphic Communications International Union

#### **Presentations**

"Health and Safety of Transit Workers—Collaboration Between Unions and Researchers," American Public Health Association Annual Meeting, New Orleans, LA, October 1987

"Reaching Minority Worker Populations at Risk—New Research and Education Initiatives," panelist and presented paper co-authored with Lela Morris, "Occupational Health and Safety for Minority Workers: Educational Models for Workers, Health Providers and Planners," American Public Health Association Annual Meeting, New Orleans, October 1987

"Minorities and Occupational Health and Safety," Energy and Resources Group graduate seminar, U.C. at Berkeley, February 1988

"Minority Communities at Risk—Occupational and Environmental Health Concerns," Rhode Island Toxics Conference, Providence, RI, April 1988

### **Elaine Askari (IIR)**

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#### **Publications**

"AIDS/ARC in the Workplace: Training Unions to Develop Effective Workplace Policy and Education Programs," *Illinois Public Employee Relations Report*, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign, Vol. 4, No. 4, Fall 1987

"AIDS in the Workplace: A New Challenge for Labor and Management" (co-authored with Darryl Alexander), *Journal of the American Industrial Hygiene Association* (in press)

"AIDS and the Minority Healthcare Worker" (co-authored with Darryl Alexander), *American Association of Occupational Health Nurses Journal* (in press)

#### **Professional Activities**

Implemented a two-day course, "VDT Health and Safety Training," for Los Angeles County and SEIU Local 660, training 110 union employees, Los Angeles, Fall 1987

Developed and implemented a two-day "Train the Trainer" course on AIDS/ARC and Hepatitis B for 80 indirect health care providers who are Service Employees International Union (SEIU) Local 250 stewards, San Francisco Bay Area, February 1988

Developed and implemented an AIDS in the Workplace training program for 600 employees, both members of Oil, Chemical and Atomic Workers (OCAW) Local 1-5 and management representatives at Tosco Oil Refinery, Concord, CA

Developed and implemented an

AIDS in the Workplace training program for 250 members of IBEW Local 1245 employed by the Pacific Gas and Electric Company

Developed and implemented a training session on AIDS, Hepatitis B, and proper infection control procedures for janitorial staff and crash fire and rescue staff at Oakland International Airport

Developed and implemented a one-day course for SEIU Local 250 field representatives on issues concerning AIDS/ARC and Hepatitis B for healthcare workers

Developed and implemented a one-day course for nurses, "The AIDS Epidemic—Issues for Health Care Providers," for the Continuing Education Department of Vista College (Berkeley), given at Merritt College, Oakland, January and April 1988

Developed and taught course, "Health and Safety in the Workplace," for the Labor Studies Program, San Francisco City College, Spring Semester 1988

Developed and implemented a two-day course for Cal-OSHA Compliance Officers concerning compliance inspections of workplaces with potential of worker exposure to blood borne infectious agents, San Francisco Bay Area, May 1988

#### **Presentations**

"AIDS in the Workplace," Sixth Annual Western Regional Summer Institute for Union Women, Berkeley, July 1987

"AIDS—Implications for Occupational Health," Occupational Health Nursing Program, Northern California Occupational

Health Center, U.C. San Francisco, October 1987

**AIDS/ARC in the Workplace—** Training Labor Unions to Develop Effective Workplace Policy and Education Programs,” American Public Health Association Annual Meeting, New Orleans, October 1987

“AIDS in the Workplace,” Santa Clara County Department of Education, teleconference broadcast to over 20 schools and 30 school district sites in the county, March 1988

“AIDS Education at the Workplace,” American Industrial Hygiene Association National Conference, San Francisco, May 1988

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### **Robin Baker (IIR)**

#### **Publications**

“Unusual ‘English as a Second Language’ Guide: An Asset for Labor Educators,” *LOHP Monitor*, Vol. 15, No. 4, October-December 1987

“Health and Safety Training for the Workforce of Tomorrow,” *LOHP Monitor*, Vol. 16, No. 1, April-June 1988

“Worker Education and User Participation in the Development of Protective Policies for VDT Operators,” in B. Knave and P.-G. Wideback, eds., *Work with Display Units 86: Selected Papers from the International Scientific Conference, Stockholm, Sweden, May 12-15 1986*, Amsterdam, Elsevier Science Publishers B.V. (North-Holland), 1987

#### **Professional Activities**

Member, Professional Council, University College Labor Education Association; Coalition of Labor Union Women; Steering Committee, Bay Area

Committee on Occupational Safety and Health; Board of Directors, Child Care Employee Project; American Public Health Association, Occupational Health Section

Northern California Occupational Health Center representative to Cal-OSHA Advisory Board

Conducted a survey of occupational health researchers for State of California Department of Health Services, Occupational Health Surveillance and Evaluation Program (OHSEP), regarding worker notification practices and beliefs; served as co-editor of OHSEP final report on proposed worker notification practices

Served on Planning Committee for Oakland Technical High School Labor Education Week, held in February 1988

Instructor of a graduate course in U.S. Berkeley School of Public Health (Social and Administrative Health Sciences 274, “Occupational Health Education”), Spring Semester 1988

#### **Presentations**

“Occupational Health and Safety for Women Workers,” Sixth Annual Western Regional Summer Institute for Union Women, Berkeley, July 1987

“Technological Change and the Health of Working Women” and “Worker Training and Educational Panel,” American Public Health Association Annual Meeting, New Orleans, October 1987

“Careers in Occupational Health” and “Toxics in the Workplace and the Community,” Labor Education Week, Oakland Technical High School, February 1988

“Labor and Employee Education,” Intensive Residency in Occupa-

tional Medicine, U.C. San Francisco, February 1988

“Communications/ Employee Training Techniques,” School of Public Health course, “Industrial Hygiene: Professional Practices,” U.C. Berkeley, February 1988

“Developing a Worker Training Program under AHERA,” Pacific Asbestos Information Center, Richmond, California, March 1988

“Overview of Working Women in the 80s,” Northwest Center for Occupational Health and Safety Conference on Working Women: Occupational Health Issues of the 80s, Seattle, April 1988

“Toward a Public Policy on Worker Education,” Highlander Center Conference on Health and Safety Education: Reaching Every Worker,” New Market, Tennessee, April 1988

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### **Cristina Banks**

#### **(Business Administration)**

#### **Publications**

“Narrowing the Research-Practice Gap in Performance Appraisal” (with K. R. Murphy), reprinted in *Activities in Personnel and Human Resource Management: Readings, Cases and Exercises*, Houghton Mifflin Company, 1988 and in *Performance*, KEND Publishing, 1988

Article written by Alice Madar on Banks’ work for the *Business Digest*, “Up Your Authority Image,” January 1988, published by Pacific Bell Company

#### **Professional Activities**

Chair, Student Internship Committee, Northern California Human Resources Council

Faculty Sponsor, Berkeley Campus

Human Resources Council and Organizational Behavior and Industrial Relations Club

#### **Presentations**

"Leadership of the 1990s: Identification and Development of Tomorrow's Leaders" and "Women Leaders: What the Future Can Bring," North Central Convention Association of the Alberta Teachers' Association, Edmonton, Alberta, February 1988

"Critical Steps in Building Leadership Success" and "Practicing Leadership Skills," Western Canada Educational Administrators' Conference, Edmonton, Alberta, October 1987

"Building Leadership Skills in Women," Women Health Care Executives, February 1988

#### **Gail Bateson (IIR)**

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##### **Professional Activities**

Coordinated Northern California activities for the National Institute of Environmental Health Sciences grant to the California Consortium of Educational Institutions to train hazardous waste workers

Designed and conducted needs assessment of emergency response and hazardous waste personnel in Northern California

Developed curriculum for emergency response worker training; supervised development of other related curricula

Consultant to Oil, Chemical, and Atomic Workers International Union on curriculum development and training for hazardous waste workers

##### **Presentations**

"Overview of Toxic Issues in California," Conservation and

Resource Studies seminar, U.C. Berkeley, March 1988

"The Role of Toxics in California's Economy," School of Architecture and City Planning seminar, UCLA, May 1988

#### **Bonnie G. Bogue (IIR)**

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##### **Publications**

"Strikes and Other Concerted Activities" (with Kirsten Zerger) in *Public Sector Labor Law in California*, State Bar Association of California, Labor and Employment Law Section (in press)

Contributor, "Report of the State and Local Government Bargaining and Employment Law Section, 1988," Labor and Employment Law Section of the American Bar Association

*Pocket Guide to the Meyers-Milias-Brown Act* (with Marla Taylor), revised edition, California Public Employee Relations Program, IIR, January 1988

"Governor v. Legislature: Cal-OSHA Leads to Constitutional Power Struggle," *CPER* 75:19-22, December 1987

"U.S. High Court Bans Free Use of Internal Mail Systems," *CPER* 77:3-4, June 1988

##### **Professional Activities**

Member, Advisory Committee to the Public Employment Relations Board

Member, American Bar Association Committee on State and Local Government Bargaining and Employment Law

Member, Labor and Employment Law Sections of the State Bar of California and of the San Francisco Bar Association

Member, Northern California Chapter, Society for Professionals in Dispute Resolution

##### **Presentations**

"Public Policy Vulnerability of Labor Arbitration Awards: 'Misco' and 'Stead Motors'," Hastings College of the Law, Arbitration Advocacy Seminar, April 14, 1988

Panel Member, "How Arbitrators Decide Contract Interpretation Cases," International Personnel Management Association, "Employee and Labor Relations Workshop," June 27, 1988, Menlo Park, California

"The Legal Setting of Collective Bargaining," Center for Human Resources, Institute on "Dealing with the Union with Confidence," August 24, 1987, Monterey, California

Mock arbitration critique, 1987 Western Regional Institute for Union Women, Center for Labor Research and Education, July 17, 1987, Berkeley, California

#### **Anne Bracker (LOHP)**

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##### **Publications**

"A Union Guide to Inspecting the Hazards in a Hospital," LOHP (in press)

##### **Professional Activities**

Developed comments for LOHP on proposed OSHA standard on exposure to blood borne infectious diseases (HIV/HBV), 1987

Co-convenor (with Darryl Alexander) of a Bay Area task force of health care worker unions planning occupational health and safety activities

Developed a series of fact sheets on universal precautions against infectious diseases for indirect patient care workers in hospitals

Conducted walkaround inspections of Bay Area hospitals with

union health and safety committees

Co-director of LOHP/Northern California Occupational Health Center Continuing Education course, "Ergonomics: Human Factors in the Industrial Environment," Berkeley, March 1988; compiled the syllabus

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### Joan Braconi (IIR)

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#### Professional Activities

Member: AFT Local 1474; University and College Labor Education Association; Coalition of Labor Union Women; Labor Video Project, "California Working"

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### David Brody (History, U.C. Davis)

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#### Publications

"The Origins of Modern Steel Unionism: The SWOC Era," in Paul F. Clark *et al.*, eds., *Forging a Union of Steel*, ILR Press

Introduction to (and editor of) essays on the work of Herbert G. Gutman, *Labor History*, Summer, 1988

"Trade Unionism and the American People," *Dissent* (forthcoming, Fall 1988)

#### Professional Activities

Co-editor, Working Class in America Series, University of Illinois Press

Member, Committee on Committees, American Historical Association

Member, Editorial Board, *Labor History*

Consultant, "Made in America" T.V. series, also for Barbara Koppel's Cabin Creek Productions (documentary on plant closure in meatpacking industry)

Board of Academic Advisers, the

Hagley Museum and Library, Wilmington, Delaware

#### Presentations

"Workplace Contractualism in America: An Historical/Comparative Analysis," Conference on Industrial Democracy, The Wilson Center, Washington, DC, March 1988

"Labor History, Industrial Relations and the Crisis of American Labor," Keynote address at a Conference on Labor History and Industrial Relations, Cornell University, May 1988

"Labor in American Coal Mining: An Industry Perspective," Conference on Employer Policies in Coal Mining, Vissenschaftcolleg zu Berlin, West Berlin, July 1988

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### Clair Brown (Economics)

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#### Publications

"Consumption Norms, Work Roles, and Economic Growth, 1918-1980," in Clair Brown and Joseph Pechman (eds.), *Gender in the Workplace*, Brookings Institution, Washington, D.C., 1987

"Income Distribution in an Institutional World," in Magnum and Phillips (eds.), *The Three Worlds of Labor Economics*, M.E. Sharpe (forthcoming)

"Industrial Restructuring and Labor Relations," special volume of *Industrial Relations*, edited with Bennett Harrison

"The Economy and Labor's Future," *Labor Center Reporter* No. 199, December 1986

#### Professional Activities

Associate Director, Institute of Industrial Relations

Executive Board, Industrial Relations Research Association

Editorial Board, *Labor Center Reporter*

#### Presentations

"The Changing Economy and the Labor Movement," keynote address to the California Labor Federation (AFL-CIO) Summer Trade Union School

"Emerging Institutional Theory and Gender Research," invited Ford lecturer, University of Notre Dame

"A Creative Approach to Today's Economic Realities," Labor Center program on Business Economics and Corporate Finance for Labor, presented to the International Brotherhood of Teamsters, Joint Council No. 7

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### Michael Burawoy (Sociology)

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#### Publications

"Should We Give Up on Socialism?" *Socialist Review* (forthcoming)

"Marxism Without Micro-foundations," *Socialist Review* (forthcoming)

"Reflections on the Class Consciousness of Hungarian Steel Workers," *Politics and Society* (forthcoming)

#### Professional Activities

Editorial Board, *Theory of Society, Work, Employment & Society*

#### Presentations

"The Limits of Party Strategies" and "The Limits of Surveillance," papers given at the Conference on the Politics of Production, University of Chicago, November, 1987

"Mythological Individualism," Keynote Address to the Parsons' Conference, Harvard, April 1988

**Glenn R. Carroll**  
**(Business Administration)**

**Publications**

*Publish and Perish: The Organizational Ecology of Newspaper Industries*, Greenwich, CT: JAI Press, 1987

*Ecological Models of Organizations* (Editor and contributor), Cambridge, MA: Ballinger, 1988

*Organizational Approaches to Strategy* (co-editor with David Vogel), Cambridge, MA: Ballinger, 1988

"Organizations and the State" (with J. Goodstein and A. Gyenes), *Administrative Science Quarterly* (forthcoming in 1988)

"The Diffusion of the Automobile and the Telephone in the United States, 1902-1937" (with Claude S. Fischer), *American Journal of Sociology*, 93, March, 1988, pp. 1153-1178

"The Political Environment of Organizations: An Ecological View" (with Jacques Delacroix and Jerry Goodstein), in B. Staw and L. Cummings (eds.), *Research in Organizational Behavior*, Vol. 10. Greenwich, CT: JAI Press, 1988, pp. 359-392

"Organizational and Electoral Paradoxes of the Knights of Labor" (with Yangchung Paul Huo) in Glenn R. Carroll (ed.) *Ecological Models of Organizations* Cambridge, MA: Ballinger, 1988, pp. 175-193

"Organizational Ecology in Theoretical Perspective." In Glenn R. Carroll (ed.), *Ecological Models of Organizations*, Cambridge, MA: Ballinger, 1988, pp. 1-6

"Career Dynamics of Self-employment" (with Elaine Mosakow-

ski), *Administrative Science Quarterly*, 32 (December, 1987)

"Competition and Mutualism Among Early Telephone Companies" (with William P. Barnett), *Administrative Science Quarterly*, 32 (September, 1987), 400-421

"Jobs and Classes: Structural Constraints on Career Mobility" (with Karl Ulrich Mayer), *European Sociological Review*, 3 (May, 1987), 14-38. Reprinted in K. U. Mayer (ed.), *Event-History Analysis of the Life Course*. Madison, WI: University of Wisconsin Press, 1988

"On the Organizational Ecology of Chester I. Barnard," OBIR Working Paper No. OBIR-23, Berkeley Business School, 1988

"Density Dependence in the Evolution of Populations of Newspaper Organizations" (with Michael T. Hannan), OBIR Working Paper No. OBIR-22, Berkeley Business School, 1988

"Managing the Institutional Environment: Evidence from Hungarian Agricultural Cooperatives" (with Jerry Goodstein and Antal Gyenes), OBIR Working Paper No. OBIR-19, Berkeley Business School, 1987

**Professional Activities**

Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford

Guest Professor, Institute of Sociology, University of Munich, Federal Republic of Germany

Editorial Board, *Administrative Science Quarterly*

Editorial Board, *Industrial Relations*

Advisory Panel, Sociology

Program, National Science Foundation

Advisory Panel, Organizations Data Base Initiative, National Science Foundation

Invited Panelist, Session on Controversies in the Analysis of Organizations and Occupations, American Sociological Association Meetings, Atlanta, August 1988

Invited Participant, Conference on International Regimes and Organization, sponsored by SSRC, Palo Alto, January 1988

Instructor, Workshop on Event-History Analysis, Zentrum fuer Umfragen, Methoden und Analysen, Mannheim, Federal Republic of Germany, July 1988

**Presentations**

"Density Dependent Models of Organizational Mortality," Symposium on Organizational Decline and Death, Stanford University, October, 1987

"Organizations and the State: Effects of the Institutional Environment on Agricultural Cooperatives in Hungary" (with Jerry Goodstein and Antal Gyenes), American Sociological Association Meetings, Chicago, August 1987

"Organizational Evolution in Three Populations," Institute of Sociology, University of Munich, Federal Republic of Germany, July 1987

"Ecological Models of Organizational Density," Chester I. Barnard Lecture Series, Berkeley Business School, March 1988

"Density Dependent Models of Organizational Evolution," Graduate School of Business, Columbia University, April 1988; Department of Sociology, University of Chicago, April 1988; and Department of

Sociology, Northwestern University, April 1988

"Density Dependence in the Evolution of Populations of Newspaper Organizations," School of Business, University of Texas at Dallas, April 1988

"How and Why Organizational Populations Evolve Over Time," Center for Advanced Study in the Behavioral Sciences, Palo Alto, May 1988

### **Paul Chown (IIR)**

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#### **Publications**

*Comparative Shop Stewards Systems in Western Economies.* Continued work on this forthcoming book with research trips to Portugal and Holland to conduct interviews with trade unionists and to collect resource material

#### **Professional Activities**

Member, Advisory Committee, San Francisco General Hospital Workers Health Clinic; San Francisco Labor Foundation, Labor Archives Project; Bay Area Committee for Occupational Safety and Health; Advisory Committee, San Francisco Community College Labor Studies Program

### **David Collier (Political Science)**

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#### **Publications**

*Shaping the Political Arena: Critical Junctures, Trade Unions, and the State in Latin America* (forthcoming)

#### **Professional Activities**

Visiting Faculty Fellow, Kellogg Institute, University of Notre Dame, September-October 1987

Organized Workshop on

"Cleavages, Critical Junctures, and Historical legacies: Latin America and Western Europe," Kellogg Institute, September 1987

Attended Conference on "Latin America in the 1940s" (a crucial decade for labor politics), University of California, Santa Barbara, December 1987

Attended Conferences on Contemporary Peru and Contemporary Mexico, University of California, San Diego, March 1988

Attended Conference on "The Role of Organized Labor in Transitions to Democracy," University of Notre Dame, April 1988

Attended Conference on "Micro-Foundations of Democracy" (with special reference to labor-capital relations), University of Chicago, April 1988

#### **Presentations**

"Latin American Corporatism: Debates of the 1970s, Issues for the 1980s," American Political Science Association Annual Meeting, Chicago, September 1987

"Critical Junctures and Historical Legacies," Fourteenth International Congress of the Latin American Studies Association, March 1988

### **William T. Dickens (Economics)**

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#### **Publications**

"Correlates of Union Support in NLRB Elections" (with Douglas Wholey and James Robinson), *Industrial Relations*, XXVI, Fall 1987, pp. 240-252

*The Dynamics of Trade and Employment* (co-editor with Laura Tyson and John Zysman), Cambridge, MA: Ballenger, 1988

"The Effects of Trade on Employ-

ment: Techniques and Evidence," in Tyson, Dickens and Zysman

"Why It Matters What We Trade: A Case for Active Policy" (with Kevin Lang), in Tyson, Dickens, and Zysman

"The Re-emergence of Segmented Labor Market Theory," *American Economic Review*, 78, May 1988, pp. 129-134

"Labor Market Segmentation and the Union Wage Premium" (with Kevin Lang), *Review of Economics and Statistics* (forthcoming)

#### **Presentations**

"The Re-emergence of Segmented Labor Market Theory," American Economics Association, December 1987 (with Kevin Lang)

Seminars given at the University of Wisconsin, University of California at Santa Barbara, and Northwestern University

### **Barry Eichengreen (Economics)**

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#### **Publications**

"The Impact of Unions on Labor Earnings and Hours at the End of the 19th Century," *Industrial and Labor Relations Review*, 1987, pp. 501-515

"Juvenile Unemployment in 20th Century Britain: The Emergence of a Problem," *Social Research* (special issue on unemployment), 1987, pp. 271-301

"Unemployment in Interwar Britain: Dole or Doldrums?" *Oxford Economic Papers*, 1987, pp. 597-623

"Interwar Unemployment in International Perspective," in Barry Eichengreen and T. J. Hatton (eds.) *Unemployment in International Perspective*, Boston,

MA: Martinus-Nijhoff, 1988, pp. 1-60

#### Professional Activities

Conference participant: Institute of International Economics (Washington, DC), Cliometrics Conference (Oxford, OH), NBER Summer Institute, Macroeconomic History Conference (Cambridge, MA), NBER All-Universities Conference (Cambridge, MA), Lehman Institute meeting

Convener, Dissertation Session, Economic History Association

Board of Editors: *Journal of Economic History; Explorations in Economic History; Journal of International Economics; Encyclopedia of Business Cycles*

Reviewer: *Industrial and Labor Relations Review; American Economic Review; Journal of Political Economy; Quarterly Journal of Economics; Journal of Money, Credit and Banking*

#### Presentations

Spoke at UC Berkeley, National Bureau of Economic Research, Italian Macroeconomics Group, Center for Economic Policy Research, Economic History Association, The World Bank, Brown, Stanford, North Carolina, Princeton University, Federal Reserve Bank of San Francisco, USC, Claremont College, Institute of International Studies (Geneva), American Economic Association Annual Meetings

#### Edwin M. Epstein (Business Administration)

##### Publications

"The Corporate Social Policy Process and the Process of Corporate Governance," *American Business Law Journal*, 25:3, Fall 1987, pp. 361-383

"The Corporate Social Policy Process: Beyond Business Ethics, Corporate Social Responsibility, and Corporate Social Responsiveness," *Corporate Management Review*, XXIX:3, Spring 1987, pp. 99-114

##### Professional Activities

Editorial Board, *Journal of General Management* (UK)

Consulting Editor in Policy, Strategy, and Management, Ballinger Publishing Company, Cambridge, MA

Adjunct Professor of Religion and Society, Senior Fellow at the Center for Ethics and Social Policy, and Advisory Board Member for the Center for Judaic Studies, Graduate Theological Union, Berkeley

Member, Business Ethics Advisory Council, Arthur Andersen & Co.

Member, Board of Directors, California/Nevada Interfaith Committee on Corporate Responsibility

Fellow, The Academy for the Advancement of Corporate Governance, New York, NY

Member, Board of Trustees, Josephson Institute for the Advancement of Ethics, Los Angeles, CA

Chair, Berkeley Division of the Academic Senate and member of the Statewide Academic Council

Member, Advisory Committees of the Office of Relations with Schools, the Institute of International Studies, the Graduate Program in Jewish Studies, the Vice-Chancellor's Advisory Committee on Athletics, and the President's Human Services Resource Corps Taskforce

President, Board of Directors, *Northern California Jewish Bulletin*

Member, Executive Board, American Baptist Homes of the West

Member, Board of Directors, Coro Foundation, Northern California Center

Consultant, League of Women Voters of California, "Reapportionment in California in the 1990s" project

Member, National Commission, B'nai B'rith Hillel Foundation

Member, National Governing Council, The American Jewish Congress

Member, National Executive Council, American Professors for Peace in the Middle East

Election to honorary membership, Phi Beta Kappa, Alpha Chapter of California, April 1988

Election to the Order of the Golden Bear, University of California at Berkeley, Fall 1987

##### Presentations

"Business Ethics, Corporate Good Citizenship, and the Corporate Social Policy Process—A View from the United States," paper presented at the European Foundation for Management Development Conference on "Business Ethics: Crucial Issues in Successful European Business," Brussels, Belgium, November 18-20, 1987

"New Models of Cooperation: Redefining Business-University Relations—An American

Perspective," abstract/paper presented at the Annual Conference of the European Foundation for Management Development on "Euro-Optimism: Managing Successfully in a Multi-Cultural Environment," Barcelona, Spain, May 10-13, 1987

"White Collar/Institutional Crime: Its Measurement and Analysis," UCB/California Department of Justice, September 1987"

"Religious Violence," UCB Program in Religious Studies, March 1988

"Impact of Proposition 13 on the Localities," Institute of Governmental Studies, March 1988

Participated as "intellectual resource", CEO Seminar, Aspen Institute for Humanistic Studies, June 19-July 2, 1988, Aspen, Colorado

**Margaret S. Gordon**  
(IIR, Associate Director,  
Emeritus)

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#### Publications

*Social Security Policies in Industrial Countries: A Comparative Analysis*, Cambridge University Press (forthcoming November 1988)

"U.S. Social Security Policies in Perspective," forthcoming

**Peter Guidry (IIR)**

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#### Professional Activities

Panel Judge, annual scholarship awards, California Labor Federation

Judge, scholarship awards, Communications Workers of America

Hearing Officer (Dispute Resolution), University of California

Panel and University of California at Berkeley Panel

Technical Advisor, Coalition of Organized Labor, San Joaquin Valley

Advisor and Local Monitor, Trade Union Intern Program, A. Phillip Randolph Educational Fund

Chair, Classified Employees Reclassification Panel, San Ramon Unified School District

Member, A. Phillip Randolph Institute, AFL-CIO; University and College Labor Education Association, Labor Studies Advisory Committee; United Negro College Fund Advisory Committee; Planning Committee to Establish Statewide A. Phillip Randolph Institute and Chapters

Chair (Neutral), "Worker Appeals Committee," National Electrical Contractors Association and International Brotherhood of Electrical Workers

#### Presentations

"Labor/Management Cooperation—Bi-lateral Programs," visiting Italian labor leaders under the auspices of U.S. Department of Labor

"Contributions of Black Trade Unionists," Center for Black Concerns Annual Conference, Oakland, California

**Jerome Karabel (Sociology)**

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#### Publications

The Triumph of Vocationalism: Community Colleges and the Politics of Organizational Change (with Steven Brint), Oxford University Press (forthcoming April 1989)

"Occupational Advantage and the Impact of College Rank" (with Katherine McClelland), *Sociological Inquiry*, November 1987

#### Professional Activities

Member, National Science Foundation's Panel on Graduate Minority Fellowships in Social Science

Member, Berkeley Academic Senate's Admissions and Enrollments Committee

Senior Editor, *Theory and Society*

#### Presentations

"The Vocationalization of the Community College," Institute of Industrial Relations, February 1988

**Clark Kerr (Business Administration, Emeritus)**

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#### Publications

"The Neoclassical Revisionists in Labor Economics (1940-1960)—R.I.P.," in Bruce E. Kaufman (ed.), *How Labor Markets Work: Reflections on Theory and Practice* by John Dunlop, Clark Kerr, Richard Lester, and Lloyd Reynolds, Lexington, MA: Lexington, Books, 1988

#### Presentation

"A General Perspective on Higher Education and Service to the Labor Market," Higher Education Research Program, sponsored by the Institute for Research on Higher Education (University of Pennsylvania) and The Pew Charitable Trusts, Philadelphia, Pennsylvania, February 1988

**Jonathan Leonard**  
(Business Administration)

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#### Publications

*Unemployment and the Structure of Labor Markets* (with K. Lang), Oxford: Basil Blackwell, Ltd., 1987

"Wage Structure and Profit Sharing

- in the Electronics Industry," *Industrial Relations* (forthcoming)
- "Affirmative Action and Women," *Journal of Economic Perspectives* (forthcoming)
- "On the Size Distribution of Employment and Establishments," *Quarterly Journal of Economics* (forthcoming)
- "Carrots and Sticks: Pay, Supervision, and Turnover," *Journal of Labor Economics*, 5:4, Part 2, October 1987
- "The Interaction of Residential Segregation and Employment Discrimination," *Journal of Urban Economics*, 21:3, May 1987, pp. 323-346
- "Technological Change and the Extent of Frictional and Structural Employment," in R. Cyert and D. Mowery (eds.), *Studies in Technological Change, Employment and Policy*, Cambridge, MA: Ballinger, 1988
- "In the Wrong Place at the Wrong Time: The Extent of Structural and Frictional Unemployment," in K. Lang and J. Leonard (eds.), *Unemployment and the Structure of Labor Markets*, Oxford: Basil Blackwell, Ltd., 1987, pp. 141-163
- "Labor Market Structure, Wages and Unemployment" (with K. Lang and D. Lilien), in K. Lang and J. Leonard (eds.), *Unemployment and the Structure of Labor Markets*, Oxford, Basil Blackwell, Ltd., 1987, pp. 1-16
- "The Effectiveness of Equal Employment Law and Affirmative Action," in R. G. Ehrenberg (ed.), *Research in Labor Economics*, Vol. 8, Part B, Greenwich CT: JAI Press, 1987, pp. 219-350
- "Union Maids: Unions and the Female Workforce" (with R. B. Freeman), in C. Brown and J. Pechman (eds.), *Gender in the Work Place*, Washington, DC: Brookings Institution, 1987, pp. 189-212
- Professional Activities**
- Consultant: Expert Panel on Technology and Employment, Organization for Economic Cooperation and Development, National Academy of Sciences, Panel on Technology and Employment
- Editor: *Industrial Relations*
- Associate Editor: *Journal of Human Resources*
- Journal Reviewer: *American Economic Review*; *Industrial and Labor Relations Review*; *National Science Foundation*; *Quarterly Journal of Economics*; *Review of Economics and Statistics*.
- Presentations**
- "Profit Sharing in the U.S. Economy," Institute of Industrial Relations, Faculty Seminar, February 27, 1987
- "Frictional and Structural Unemployment," Macro Workshop, UC Berkeley, March 6, 1987
- "Employment Variation and Wage Rigidity," Econometric Workshop, U.C. Berkeley, April 2, 1987
- "The Impact of Affirmative Action," American Association for Affirmative Action, Chicago, IL, April 10, 1987
- "Frictional and Structural Unemployment," UCLA Labor Workshop, Los Angeles, April 21, 1987
- "Wages and Employment in Foreign Direct Investment in the U.S.," Trade, Immigration and Employment Conference, National Bureau of Economic Research, Cambridge, MA, June 29, 1987
- "Wages and Employment in Foreign Direct Investment in the U.S.," Immigration, Trade and Labor Conference, National Bureau of Economic Research, Cambridge, MA, September 12, 1987
- "Technological Change and Job Turnover," OECD, Expert Panel on Technology and Employment, Paris, France, September 30, 1987
- "Establishment Dynamics and Employment Instability," Federal Reserve Bank of Cleveland, Ohio, October 9, 1987
- "The Political Economy of Affirmative Action," Association for Public Policy Analysis and Management, Annual Research Conference, Washington DC, October 30, 1987
- "Framing, Equity, and Sorting in Wage Determination," Institute of Industrial Relations, Faculty Seminar, February 20, 1988
- "Wage Structure and Profit Sharing in the Electronics Industry," Institute of Industrial Relations, Third Berkeley Conference on Industrial Relations, February 27, 1988
- "Wage Structure in the Electronics Industry," Cornell University, New York State School of Industrial and Labor Relations, Ithaca, NY, April 28, 1988
- "Wage Structure in the Electronics Industry," National Bureau of Economic Research, Labor Studies Meeting, Cambridge, MA, April 29, 1988

**David I. Levine**

**(Business Administration)**

**Publications**

"Efficiency Wages in Weitzman's Share Economy," *Economics Letters*, 1987

"Why Comparable Worth Won't Upset the Marketplace," *San Francisco Chronicle*, March 7, 1988

**Presentations**

"Just Cause Employment Policies, Worker Adverse Selection, and the Inefficiency of the Free Market," IIR Economics lunch group, October 1987

"Current Research on How Wages Are Set," Northern California Human Resource Council, January 12, 1988

"Changing Attitudes Towards Women's Work and the Changes in the Labor Supply of Married Women," IIR Economics lunch group, March 1988

Discussant, Third Berkeley Conference on Industrial Relations, IIR, February 1988

**Donna Mergler (LOHP)**

**Publications**

"Dr. Mario Epelman: An Occupational Health Pioneer" (co-authored with Darryl Alexander), *LOHP Monitor*, Vol. 15, No. 3, July-September, 1987

"Chromal Focus of Acquired Colour Discrimination Loss and Solvent Exposure Among Printshop Workers" (co-authored with S. Belanger, S. de Grosbois, and N. Vashon), *Toxicology*, 1988 (in press)

"Colour Vision Impairment and Alcohol Consumption" (co-authored with L. Blain, J. Lemaire, and F. Lalonde), *Jour-*

*nal of Neurotoxicology and Teratology*, 1988 (in press)

"Cardiac Strain Among Women Laundry Workers Doing 'Light' Work" (co-authored with C. Brabant and S. Bedard), *Proceedings*, International Symposium on Epidemiology in Occupational Health, Amsterdam: Elsevier (in press)

"Les effets de l'exposition aux solvants organiques dans le departement de l'imprimerie de l'UQAM" (co-authored with S. Belanger and S. de Grosbois), *Rapport soumis aux responsables patronaux et syndicaux de l'UQAM et au CLSC-Centreville*, Montreal: University of Quebec at Montreal, 1988

"Worker Notification Guidelines—draft document" (co-author), State of California Department of Health Services, Occupational Health Surveillance and Evaluation Program (OHSEP), 1988

**Professional Activities**

Participant in the following research projects, 1987-88:

Anosmia Among Painters and Plumbers (with Jim Crone, Occupational Health Clinic, San Francisco General Hospital)

Multi-dimensional Analysis of Mixed Solvent Exposure (with Bart Simmons and Robert C. Spear, Biomedical and Environmental Health Sciences, School of Public Health, U.S. Berkeley)

Guidelines for Worker Notification in Occupational Health Research (with staff of LOHP and OHSEP, California Department of Health Services)

Health Survey of Members of Graphic Communications International Union (with Darryl Alexander, LOHP)

Principal Investigator in the fol-

lowing research projects, 1987-88:

Colour Vision Loss and Neuropsychological Impairment Among Disabled Workers with Neurotoxin Exposure (with Rosemarie Bowler, Ph.D., neuropsychologist)

Neurophysiological and Neuropsychological Impairment of Workers with Multiple Chemical Exposure in a Semi-conductor Plant (with Rosemarie Bowler)

**Presentations**

"Women and Occupational Health," Women's Studies, U.C. Berkeley, Fall 1987

"Cardiac Strain Among Women Laundry Workers Doing 'Light' Work," California Department of Health Services, Occupational Health Surveillance and Evaluation Program, Berkeley, Fall 1987

"Scientific Advantages and Limits of Involving Workers in Occupational Health Studies," Joint LOHP/California Department of Health Services, Occupational Health Surveillance and Evaluation Program (OHSEP) Symposium on Worker Notification Guidelines for Researchers, Berkeley, February 1988

"Worker Notification Guidelines," Labor Occupational Safety and Health Program Worker Notification Symposium, UCLA, Los Angeles, Spring 1988

"Global Analysis of Work Activity," LOHP/Northern California Occupational Health Center Continuing Education Course, "Ergonomics: Human Factors in the Industrial Environment," Berkeley, March 1988

"Chemical Hazards in the Environ-

ment," School of Public Health, Biomedical and Environmental Health Sciences undergraduate course, U.C. at Berkeley, Spring 1988

"Colour Vision Loss Among Solvent Exposed Workers," Northern California Occupational Health Center Grand Rounds, U.C. San Francisco, Spring 1988

"Field Assessment of Neurotoxic Effects of Multiple Chemical Exposure in a Semi-conductor Assembly Plant" (with R. M. Bowler), Occupational Health Clinic, San Francisco General Hospital, 1988

"Correlates of Neuropsychological Deficits in Impaired Workers Exposed to Organic Solvents" (with R. M. Bowler, G. McCann, and J. Cone), National Academy of Neuropsychology, Orlando, Florida, 1988

"Effect of Multiple Organic Solvent Exposure on Personality Using the Minnesota Multiphasic Personality Inventory (MMPI)" (with R. M. Bowler and L. R. Grossman), National Academy of Neuropsychology, Orlando, Florida, 1988

"Women—The Weaker Sex?" Northwest Center for Occupational Health and Safety Conference, Working Women: Occupational Health Issues of the 80s, Seattle, April 1988

"Colour Vision Loss—An Early Indicator of Neurotoxic Effects of Organic Solvent Exposure," Department of Environmental Health Sciences, University of Washington, Seattle, April 1988

"Women's Work Ghettos—Conditions that Maim But Don't Kill" and "Doing Feminist Science," University of California Council of Women's Programs, Second Research

Conference, University of California, Davis, Spring 1988

"Early Indicators of Neurotoxic Effects of Solvent Exposure," Department of Community Medicine, University of New Mexico, Albuquerque, Spring 1988

"The Effects of Solvent Exposure on Barges," Inland Boatmen's Union, San Francisco, Spring 1988

"Occupational Health Issues in Quebec," School of Public Health, U.C. at Berkeley, Spring 1988

### **Raymond E. Miles** **(Business Administration)**

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#### **Presentations**

Papers on "The Impact of Organizational Change on Managerial Careers," "The Structure of Business Education," and "The Shape of a New Industrial Relations System" presented at Berkeley on September 10, 1987, at Boston for the Graduate Management Admission Council (GMAC) on May 26, 1988, and at Los Angeles at the UCLA IIR Conference on May 6, 1988

Presented his research in seminars with executives and members of the press in London, October 1987, and Tokyo, November 1987

### **Marty Morgenstern (IIR)**

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#### **Publications**

*Labor and the New Business Environment, A Guide for Union Representatives* (edited with B. Poyer). A report on discussions held during the "Seminar in Business Economics and Corporate Finance for Labor," sponsored by Joint Council 7, No. California Teamsters, in

cooperation with the Center for Labor Research and Education, Institute of Industrial Relations, U.C. at Berkeley, April-May 1987

#### **Professional Activities**

Member: San Francisco Community College Labor Studies Advisory Committee; Oakland Technical High School Labor Education Week Advisory Committee; University and College Labor Education Association

#### **Presentations**

"Pros and Cons of PERB Jurisdiction," California Independent Public Employees Legislative Council, March 1988, Sacramento

"New Approaches to Collective Bargaining," City of Oakland, April 1988

"Labor and the University," International Brotherhood of Teamsters, Regional meeting, June 1988.

### **Lela Morris (IIR)**

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#### **Publications**

Invited to serve as guest editor of special issue of *American Association of Occupational Health Nurses Journal* devoted to occupational health and safety problems affecting minority workers, 1988 (in press)

"Occupational Health and Safety for Minority Workers: Educational Models for Workers, Health Providers and Planners" (co-authored with Darryl Alexander), *American Association of Occupational Health Nurses Journal* (in press)

"Minorities, Jobs, and Health: An Unmet Promise" (Editorial), *American Association of Oc-*

*Occupational Health Nurses Journal*, 1988 (in press)

### **Professional Activities**

Organized and coordinated professional education courses, U.C. Berkeley: "Spirometry: Pulmonary Function Testing in Occupational Settings" (NIOSH-approved course #074), October 1987; "Introduction to Respiratory Protection Programs," November 1987; "Sampling and Evaluating Airborne Asbestos Dust," January 1988; "Ergonomics: Human Factors in the Industrial Environment," March, 1988; "Health Hazards and Risks to Hospital Nurses," April 1988

Staffed NIOSH Education and Resource Exhibit at the following national meetings: American Public Health Association, New Orleans; American Industrial Hygiene Association, San Francisco. Provided resources for the Exhibit's display at additional meetings: American Occupational Health Conference, New Orleans; American Society of Safety Engineers, Las Vegas

Co-hosted Annual National Meeting of National Institute for Occupational Safety and Health (NIOSH) Educational Resource Center Continuing Education Directors, Honolulu, Hawaii, March 1988

Chair, Occupational Health Education Advisory Committee, American Lung Association, San Francisco Unit

Member, American Public Health Association, Occupational Health Section; California Public Health Association; American Occupational Health Nurses Association, Northern California Division; Southern California Occupational Health Center Nursing Advisory Com-

mittee; American Federation of Teachers Local 1474; Professional Education Committees of American Cancer Society Units, Alameda and San Francisco Counties, and the Bay Area Black Nurses Association

Board Member of Public Health Alumni Association, University of California, Berkeley

Awards: Certificate of Merit, American Cancer Society, 1986, 1987; Volunteer of the Year, American Lung Association, 1986

### **Presentations**

"Reaching Minority Worker Populations at Risk—New Research and Education Initiatives" (panelist; presented paper co-authored with Darryl Alexander: "Occupational Health and Safety for Minority Workers: Educational Models for Workers, Health Providers and Planners"), American Public Health Association Annual Meeting, New Orleans, October 1987

### **Charles O'Reilly (Business Administration)**

#### **Publications**

"Positive Effects from Negative Sanctions: The Impact of Rewards and Punishments in a Social Context" (with S. Puffer), *Journal of Occupational Psychology*, 1988 (in press)

"Mapping the Intellectual Structure of Organizational Behavior, 1972 - 1984: A Co-citation Analysis" (with M. Cunnan and J. Chatman), *Journal of the American Society for Information Science*, 1988 (in press)

"Hospital Demography and Turnover Among Nurses" (with J. Pfeffer), *Industrial Relations*, Vol. 26 1987, 158-172

"Soft Skills, Hard Numbers" (with R. Mirabile and D. Caldwell), *Training*, Vol. 24 1987, 53-56

"Message Flow and Decision Making" (with J. Chatman and J. Anderson, in L. Porter *et al.* (eds.), *Handbook of Organizational Communication*, 1987, pp. 600-623

"The Impact of Experienced and Observed Rewards and Punishments on Attitudes and Behaviors: A Field Test" (with D. Caldwell), *Best Paper Proceedings of the Forty-seventh Annual Meetings of the Academy of Management*, 1987, pp. 181-185

"Beyond Simple Demographic Effects: The Importance of Relational Demography in Superior-Subordinate Dyads" (with A. Tsui), working paper, 1988

"Group Demography, Social Integration, and Turnover" (with D. Caldwell and W. Barnett), working paper, 1988

"It's What's Up Top That Counts: The Role of Executive Team Demography and Team Dynamics in Determining Firm Success and Failure" (with J. Goodstein), working paper, 1988

#### **Presentations**

"CEO Compensation as Tournaments and Social Comparisons: A Tale of Two Theories" (with B. Main and G. Crystal), paper presented at the Forty-seventh Annual Meetings of the Academy of Management, August 1987

## **Barbara Plog, IIR**

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### **Publications**

*Fundamentals of Industrial Hygiene*, 3rd ed. (Editor), Chicago, National Safety Council, 1988

*Accident Prevention Manual for Industrial Operations*, 9th ed., Engineering and Technology Volume (Contributor), Chicago, National Safety Council, 1988

*Accident Prevention Manual for Industrial Operations*, 9th ed., Administration and Programs Volume (Contributor), Chicago, National Safety Council, 1988

### **Professional Activities**

Certified Industrial Hygienist; Certified Safety Professional

Diplomate, American Board of Industrial Hygiene and Board of Certified Safety Professionals

Member, American Industrial Hygiene Association; American Industrial Hygiene Association Continuing Education Committee; American Public Health Association

Co-chair, American Public Health Association Industrial Hygiene Committee

Member, California Division of Occupational Safety and Health, Cal-OSHA Advisory Committee on Video Display Terminals

San Francisco Department of Health Right to Know Project

Bay Area Coalition of Asbestos Resource Agencies

Co-founder, Network of Women in Occupational Health

### **Presentations**

"The Hazard Communication Standard," International Association of Machinists Regional Health and Safety

Conference, Las Vegas, Nevada, September 1987

"Toxic Hazards: What's In This Stuff?" California State Building and Construction Trades Council Training Institute, Palm Springs, October 1987

"The Right to Know in Construction," San Francisco Building and Construction Trades Council, San Francisco, October 1987

"Complying with Right to Know Laws," Association of Bay Area Governments, Oakland, November 1987

"Introduction to Respiratory Protection Programs," LOHP/Northern California Occupational Health Center Continuing Education Course, Palo Alto, November 1987

"Evaluation and Control of Workplace Hazards," San Francisco State College Labor Education Program, San Francisco, February 1988

"The Role of the Industrial Hygienist in Controlling Toxics in the Workplace," Labor Education Week, Oakland Technical High School, February 1988

"Health and Safety in the Construction Trades," San Francisco State College, San Francisco, April 1988

"Toxics in the Workplace and the Right to Know," California State Building and Construction Trades Apprenticeship Programs Conference, San Francisco, April 1988

"Asbestos—Hazards and Regulations," California Sugar Workers Council of the Distillery, Wine and Allied Workers International Union, San Francisco, May 1988

## **Bruce Poyer (IIR)**

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### **Publications**

*Labor and the New Business Environment, A Guide for Union Representatives* (edited with M. Morgenstern). A report on discussions held during the "Seminar in Business Economics and Corporate Finance for Labor" sponsored by Joint Council 7, No. California Teamsters, in cooperation with the Center for Labor Research and Education, Institute of Industrial Relations, University of California at Berkeley, April-May 1987.

### **Professional Activities**

Editor, *Labor Center Reporter* and *Research Report* series.

Delegate to Central Labor Council, Alameda County (representing AFT Local 1474, U.C. at Berkeley).

Representative, Employee Benefit Programs, U.C. Berkeley on American Federation of Teachers' University Council

Member: Medical Advisory Committee of the Board of Director, California Public Employees Retirement System; Bay Area Committee on Occupational Safety and Health; Industrial Relations Research Association (National and San Francisco Chapters); Northern California Labor Health Coalition; University and College Labor Education Association

## **Michael Reich (Economics)**

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### **Publications**

"Black-White Income Differences," in R. Cherry *et al.*, *The Imperiled Economy*, Book 2, New York: Monthly Review Press, 1988

"Inter-Industry Earnings Inequality: Postwar Trends and Structural Explanations" (with

C. Davidson), *Industrial Relations* (forthcoming)

"When Does Labor-Management Cooperation Work? A Comparison of NUMMI and GM-Van Nuys" (with C. Brown) (forthcoming) in a volume from UCLA, Institute of Industrial Relations

#### Professional Activities

Discussant, Third Berkeley Conference on Industrial Relations, Institute of Industrial Relations, February 1988

Co-editor, *Industrial Relations*

Member of the Research Committee, IIR

Referee, National Science Foundation, *Journal of Economic Literature*

#### Presentations

Inter-Industry Earnings Inequality: Postwar Trends and Structural Explanations" (with C. Davidson), U.C. Berkeley Labor Economics Seminar, October 7, 1987; Allied Social Science Association Meetings, New York, December 29, 1987

"Labor-Management Cooperation: Research in Progress" (with C. Brown), IIR Faculty Seminar on Political Economy and Industrial Relations, January 1988

"Labor-Management Cooperation: Is It Working?" (with C. Brown), Faculty Seminar on Policy Issues in the Workplace, Stanford University, April 29, 1988

"When Does Labor-Management Cooperation Work? A Comparison of NUMMI and GM-Van Nuys" (with C. Brown), Institute of Industrial Relations, UCLA Conference, "Can California Be Competitive and Caring?" May 6, 1988

### Karlene H. Roberts (Business Administration)

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#### Publications

Jablin, F., L. Putnam, K. H. Roberts, and L. W. Porter (eds.), *Handbook of Organizational Communication*, Beverly Hills, CA: Sage, 1987

"Evolving Perspectives in Organizational Theory: Implications for Communication Research" (with N. Euske), in L. Putnam *et al.* (eds.), *Handbook of Organizational Communication*, Beverly Hills, CA: Sage, 1987, pp. 41-49

"The Self Designing High Reliability Organization: Aircraft Carrier Flight Operations at Sea" (with G. I. Rochlin and T. R. La Porte), *Naval War College Review*, Vol. 40, 1987, pp. 76-90

"An Aggregation Problem and Organizational Effectiveness" (with S. B. Sloane), in B. Schneider and D. Schoorman (eds.), *Facilitating Work Effectiveness*, Lexington, MA: Lexington Press, 1988, pp. 125-144

"Research in Nearly Failure Free, High Reliability Organizations: Having the Bubble" (with D. M. Rousseau), *IEEE Transactions* (in press)

"Bishop Rock Dead Ahead: The Grounding of the USS Enterprise," *Naval Institute Proceedings* (in press)

"Managing a High Reliability Organization: A Case for Interdependence" (with G. Gargano), in M. A. Von Glinow and S. Mohrman (eds.), *Managing Complexity in High Technology Industries: Systems and People*, New York: Oxford University Press (in press)

"Some Characteristics of High Reliability Organizations," *Organizational Science* (in press)

"An Evaluative Review of Perrow's *Normal Accidents*," *Academy of Management Review* (in press)

"Reflections on the Field of Organizational Behavior" (with W. Glick, P. Weissenberg, A. Bedian, R. J. Klimoski, H. Miller, J. L. Pearce, and D. Whetton), *Journal of Management Systems* (in press)

#### Professional Activities

Editorial Boards: *Journal of Applied Psychology*; *Organizational Behavior and Human Decision Processes*; *California Management Review*; *Academy of Management Executive*

Fellow, Academy of Management

Fellow, American Psychological Association

Chair, Organizational Behavior Division, Academy of Management

Campus Oversight Committee, Military Officers Education Program (ROTC), University of California

### James C. Robinson (Public Health)

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#### Publications

"Market and Regulatory Influences on the Availability of Coronary Angioplasty and Bypass Surgery in U.S. Hospitals" (with D. Garnick and S. McPhee), *New England Journal of Medicine*, 317(2), July 9, 1987, pp. 85-90

"Competition and the Cost of Hospital Care 1972-1982" (with H. Luft), *Journal of the American Medical Association*, 257(23), June 19, 1987, pp. 3241-3245

"Correlates of Union Success in NLRB Elections" (with William Dickens and Douglas Wholey), *Industrial Relations*, 26(3), Fall 1987, pp. 240-252

"Trends in Racial Inequality and Exposure to Work-Related Hazards," *The Milbank Quarterly*, 1988 (in press)

"The Rising Long-term Trend in Occupational Injury Rates," *American Journal of Public Health*, 78(3), March 1988, pp. 276-281

"Hospital Competition and Hospital Nursing," *Nursing Economics*, 1988 (in press)

"Workplace Hazards and Workers' Desire for Union Representation," *Journal of Labor Research*, 1988 (in press)

"Worker Responses to Workplace Hazards," *Journal of Health Politics, Policy, and Law*, 12(4), 1987, pp. 665-682

"Hospital Competition and Surgical Length of Stay" (with H. Luft, S. McPhee, and S. Hunt), *Journal of the American Medical Association*, 259(5), 1988, pp. 696-700

"Hazardous Occupations Within the Job Hierarchy," *Industrial Relations*, 27(2), Spring 1988, pp. 241-250

"Labor Union Involvement in Occupational Safety and Health, 1957-1987," *Journal of Health Politics, Policy, and Law*, 1988 (in press)

"Market Structure, Employment and Skill Mix in the Hospital Industry," *Southern Economic Journal*, 1988 (in press)

#### **Presentations**

Papers presented at meetings of the American Public Health Association, the Association for Health Services Research, the Conference on Work and Productivity sponsored by California State Senator William Green, Occupational Medicine Grand Rounds at UCSF, and the UCB Economics

Department Industrial Organization Seminar

#### **Nanette Sand (IIR)**

##### **Professional Activities**

Member and conference participant: Committee of Industrial Relations Librarians (CIRL), Washington, DC, April 20-23, 1988

Member: Special Libraries Association; American Library Association; California Library Association; Librarians Association of the University of California, Berkeley Division—Committee on Appointment, Promotion and Advancement (CAPA)

#### **B. V. H. Schneider (IIR)**

##### **Publications**

"Public Sector Labor Legislation—An Evolutionary Analysis," in *Public Sector Bargaining*, Washington, DC: Bureau of National Affairs, 1988

"Conferring Strike Rights by Statute: Experience Outside California," *California Public Employee Relations*, No. 74, September 1987

Editor: *Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act*, August 1986; *Pocket Guide to the Meyers-Milias-Brown Act*, January 1988, 4th edition; *Pocket Guide to the Educational Employment Relations Act*, March 1987, publications of the Easy Reference Series of the California Public Employee Relations Program

Editor: *California Public Employee Relations, CPER Extra Edition*

##### **Professional Activities**

Member, Society of Professionals

in Dispute Resolution, Industrial Relations Research Association, Labor and Employment Law Section of State Bar Association of California, International Society for Labor Law and Social Security, Committee on the Status of Women in Economics—American Economics Association, London School of Economics Association

#### **Paul D. Staudohar (IIR)**

##### **Publications**

"Drug Abuse Programs in Professional Sports: Lessons for Industry," *Personnel*, Vol. 64, No. 10, October 1987, pp. 44-50

"Playing Hardball: Unions in Professional Sports," *Acacia*, California State University, Hayward, Vol. 5, No. 2, Winter 1988, pp. 4-5

"The Football Strike of 1987: The Question of Free Agency," *Monthly Labor Review*, Vol. 111, No. 8, August 1988 (forthcoming)

Book review of "Saving Plants and Jobs: Union-Management Negotiations in the Context of Threatened Plant Closing," by Paul F. Gerhart, in *Industrial and Labor Relations Review* (forthcoming)

##### **Professional Activities**

Labor arbitrator in private industry and public employment

Member, Editorial Board, *Journal of Collective Negotiations in the Public Sector*

Member, Editorial Advisory Committee, *Personnel Journal*

Member, Library Committee, IIR, U.C. Berkeley

##### **Presentations**

Guest on Dave Newhouse's program on KNBR radio in San

Francisco on October 1, 1987, commenting on the strike in professional football

**Barry M. Staw**  
**(Business Administration)**

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**Publications**

"Doing What You're Told But Little Else: The Role of Initiative in Work Performance" (with R. D. Boettger), working paper, 1988

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

*Research in Organizational Behavior*, (edited with L. L. Cummings), Vol. 10, Greenwich, CN: JAI Press, 1988

"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, England: Cambridge University Press (in press)

"Knowing When to Pull the Plug" (with J. Ross), *Harvard Business Review*, Vol. 65, 1987, pp. 68-74

**Professional Activities:**

Editorial Boards: *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Administrative Science Quarterly*, *Quarterly Review of Economics and Business*

Outside reviewing for several other journals, NSF, Canada Council, etc.

Article in *Psychology Today* magazine on escalation behavior

Co-organizer of weekly colloquium series in *Organizational Behavior & Industrial Relations* (co-sponsored by IIR and the Business School)

Scholarly Contribution Award from the *Organizational Behavior Division of the Academy of Management*, August 1987

**Presentations**

Lecture on escalation to the top executives of BATUS, Inc. and Brown & Williamson Corp.

Lecture on motivating productivity before and after business transitions to Bay Area personnel staffers

**David S. Stern (Education)**

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**Publications**

"Combining Academic and Vocational Courses in an Integrated Program to Reduce High School Dropout Rates: Second-Year Results from Replications of the California Peninsula Academics" (with Charles Dayton, Il-Woo Paik, Alan Weisberg, and John Evans), *Educational Evaluation and Policy Analysis* (forthcoming)

"Labor Market Experience of Teenagers With and Without High School Diplomas" (with Il-Woo Paik, James S. Catterall, and Yoski-fumi Nakata), *Economics of Education Review* (forthcoming)

*Staff Development in California* (with Judith W. Little, William G. Gerritz, James W. Guthrie, Michael W. Kirst, and David D. Marsh), Berkeley, CA: PACE, School of Education, University of California, Policy Paper PC87-12-15-CPEC, 1987

**Professional Activities**

Advisor to St. Louis County School District on desegregating vocational education programs

Advised the California Employment Training Panel on a study of organizational consequences of its training grants

Member, Oakland Public Schools strategic planning task force on vocational education

Member, technical advisory group, Beryl Buck Institute for Education

Co-instructor and instructor of record, "Teaching Labor Studies in the Schools," third annual institute for teachers sponsored by the International Brotherhood of Teamsters, July 4-15, 1988, at U.C. Berkeley

**Presentations**

"Appropriate Educational Preparation for Work," presented to the annual meeting of the Council of Chief State School Officers Study Commission, Columbus, Ohio, September 29, 1987

"Educational Policy," discussant for papers presented to the Association for Public Policy Analysis and Management annual research conference, Bethesda, Maryland, October 30, 1987

"How Can Schools Address Society's Economic Needs?" presented to the Urban Affairs Association Midwest Regional Conference, Detroit, Michigan, December 11, 1987

"Making the Most of a School District's Two (or Five) Cents: Accounting for Investment in Teachers' Professional Development," presented to the American Educational Research Association annual meeting, New Orleans, April 8, 1988

"What Do We Know that Works? Research on the Value of Work Experience and its Effect on At-Risk Youth," presented to California Compact community

training seminar, Burlingame,  
May 12, 1988

## **Laura Stock (IIR)**

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### **Publications**

- "VDTs May Be Hazardous to Your Health," LOHP information packet, revised Summer 1987
- "Worker Education and User Participation in the Development of Protective Policies for VDT Operators," in B. Knave and P.-G. Wideback, eds., *Work with Display Units 86: Selected Papers from the International Scientific Conference*, Stockholm, Sweden, May 12-15, 1986, Amsterdam: Elsevier Science Publishers B.V. (North-Holland), 1987

### **Presentations**

- "Video Display Terminal Health and Safety," Fremont Police Department and Service Employees International Union Local 790, February 1988
- "Stress in the Workplace," Labor Education Week, Oakland Technical High School, February 1988
- "Office Ergonomics: How to Evaluate Your Worksite," LOHP/Northern California Occupational Health Center Continuing Education Course, "Ergonomics: Human Factors in the Industrial Environment," Berkeley, March 1988
- "Office Hazards," Service Employees International Union Local 250 (Northern California), Regional Health and Safety Conference, May 1988
- "University Based Ergonomics Programs," National Safety Council/Labor Division Annual Meeting, San Francisco, May 1988

## **George Strauss** **(Business Administration)**

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### **Publications**

- "The Future of Human Resources Management," in Daniel J. B. Mitchell (ed.), *The Future of Industrial Relations*, Los Angeles, CA: Institute of Industrial Relations, University of California, 1987, pp. 91-118
- "Industrial Relations: What Should Our Basic Course Cover?" *The Organizational Behavior Teaching Review*, XI, 4, 1987, pp. 115-119
- "Behavioral Research in Industrial Relations: Introduction" (with David Lewin), *Industrial Relations*, XXVII, 1, Winter 1988, pp. 1-6
- "Review Symposium: *The Transformation of American Industrial Relations*," by Thomas A. Kochan, Harry C. Katz, and Robert McKersie, *Industrial and Labor Relations Review*, XLI, 3, April 1988, pp. 449-451
- "Australian Industrial Relations Through U.S. Eyes," *Industrial Relations*, XXVII, 1, Spring 1988, pp. 131-148
- "Union Member Attitude Surveys: Content and Methodological Issues" (with Gina Gargano), *Proceedings*, Industrial Relations Research Association, 1988
- "Workers Participation and Collective Bargaining in the United States," Institute Working Paper Series
- "Industrial Relations as an Academic Field: What's Wrong With It?" Institute Working Paper Series
- "The Transformation of Industrial Relations: Toward the Study of Human Resource Policy," Institute Working Paper Series

### **Professional Activities**

Member, Comprehensive Review Committee, Industrial Relations Research Association

Editorial Boards: *Industrial Relations*, *Handbook of Organizational Participation*, *New Zealand Journal of Industrial Relations*

Helped organize and chaired Third Berkeley Conference on Industrial Relations, February 1988

Chaired a session on Attitude Studies in Industrial Relations, Industrial Relations Research Association Annual Meeting, Chicago, Illinois, December 28, 1987

### **Presentations**

- "Union Member Attitude Surveys: Content and Methodological Issues," Industrial Relations Research Association Annual Meeting, Chicago, Illinois, December 28, 1987
- "The Transformation of Industrial Relations: Toward the Study of Human Resources Policy," Conference on the Transformation of Industrial Relations, Purdue University, May 8, 1988
- Closing talk, Third Berkeley Conference on Industrial Relations, February 27, 1988

## **Betty Szudy, IIR**

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### **Professional Activities**

Member, American Public Health Association, Occupational Health Section; Coalition of Labor Union Women; Bay Area Committee on Occupational Safety and Health

Served as instructor of four one-day courses on "Health and Safety Issues Facing Video Display Terminal Operators" for members of Service Employees

International Union Local 660,  
Los Angeles County, Fall 1987

Co-facilitated a series of training  
sessions on AIDS and infectious  
diseases in the workplace for  
members of Service Employees  
International Union Local 250,  
Northern California, March  
1988

Conducted a workshop on "AIDS  
and the Workplace" for clerical  
workers at the Port of Oakland  
and for International Brotherhood  
of Electrical Workers  
Local 1245 Northern California  
Shop Stewards Council, both  
March 1988

Co-facilitated a workshop on as-  
bestos regulations and health  
concerns for the California  
Sugar Workers Council of the  
Distillery, Wine and Allied  
Workers International Union,  
May 1988

**Presentations**

"Union Approaches to Occupa-  
tional Health," School of Public  
Health graduate course (Social  
and Administrative Health  
Sciences 274, "Occupational  
Health Education," UC  
Berkeley, February 1988

"AIDS in the Workplace," Labor  
Education Week, Oakland  
Technical High School,  
February 1988

"Organizing Around Stress as an  
Occupational Health Issue," Of-  
fice and Professional Em-  
ployees International Union  
Western Region Educational  
Conference, San Francisco,  
May 1988

"Organizing Within Your Union  
for Health and Safety," Inland  
Boatmen's Union, San Francis-  
co, June 1988

### **Lloyd Ulman (Economics)**

#### **Publications**

"Industrial Relations," in *The New  
Palgrave: A Dictionary of  
Economic Theory and Doctrine*,  
London: Macmillan, 1987

#### **Professional Activities**

Member, editorial board, *Indus-  
trial Relations*

Contributed to report of Com-  
prehensive Review Committee  
of the Industrial Relations  
Research Association, Decem-  
ber 29, 1987

Past President and Member, Execu-  
tive Board, Industrial Relations  
Research Association, 1987

Member, Honorary Committee,  
Department of Labor

Executive Committee, Institute of  
Industrial Relations

Co-Chair, Bay Area Labor Studies  
Seminar

#### **Presentations**

Chair, session on "Employee  
Benefits," Industrial Relations  
Research Association Annual  
Meeting, December 29, 1987

Discussant, session on "Why is Un-  
employment So High in  
Europe?" American Economic  
Association, December 30, 1987

"Centralized Bargaining Structures  
and Economic Change,"  
delivered at NLRB-IRRA Con-  
ference, "Issues in Labor  
Management Relations," 1988

"Swedish Unionism and Economic  
Policy," delivered at AFL-CIO  
retreat, Williamsburg, VA, 1988

### **Kim Voss (Sociology)**

#### **Publications**

"Labor Organization and Class Al-  
liance: Industries, Communities,  
and the Knights of Labor,"  
*Theory and Society* (forthcom-  
ing)

#### **Professional Activities**

Co-Chair, Bay Area Labor Studies  
Seminar

Reviewer, *American Journal of  
Sociology*

#### **Presentations**

"The Decline of the Knights of  
Labor: A Failure of Solidarity?"  
Center for Study of Social  
Change, New School for Social  
Research, New York, March 18,  
1988

"The American Working Class and  
the Knights of Labor: Lessons  
from the Rise and Demise of  
America's First Mass-Based  
Working Class Organization,"  
Department of Sociology, City  
University of New York,  
Graduate Center, April 15, 1988

"Disposition Is Not Action: The  
Rise and Demise of the Knights  
of Labor," Annual meeting of  
the American Sociological As-  
sociation, Atlanta, August, 1988

"Working Class Solidarity and the  
Knights of Labor," work-in-  
progress talks presented to the  
Political Economy Faculty  
Seminar and the Bay Area Labor  
History Workshop, November  
1987

### **Harold L. Wilensky (Political Science)**

#### **Publications**

*Democratic Corporatism and  
Policy Linkages: The Inter-  
dependence of Industrial,  
Labor-Market, Incomes, and So-  
cial Policies in Eight Countries*  
(with L. Turner), Berkeley, In-

stitute of International Studies,  
*Research Monograph No. 69*,  
1987

#### **Professional Activities**

Elected Fellow of American  
Academy of Arts and Sciences,  
May 1987

Associate Editor, *Industrial Relations*

Chair, Executive Committee, Survey  
Research Center, U.C.  
Berkeley

#### **Presentations**

"Democratic Corporatism, Party  
Ideology, and Family Policy,"  
Sidney Ball lecture at Oxford  
University, March 8, 1988

"The End of Social Class? Reflec-  
tions on the Limits of a  
Stratification Model of Modern  
Society," Nuffield College,  
March 9, 1988

"Types of Political Economy and  
Family Policy," London School  
of Economics, Suntory-Toyota  
International Centre for  
Economics and Related Dis-  
ciplines, March 7, 1988

"The Welfare State and Real Wel-  
fare," Bath University, School  
of Humanities and Social Sci-  
ences, March 10, 1988

#### **Sheldon Zedeck (Psychology)**

##### **Publications**

"Relationships Between Measures  
of Typical and Maximum Job  
Performance" (with P. R. Sack-  
ett and L. Fogli), *Journal of Ap-  
plied Psychology* (in press)

*Work, Family, and Organizations:  
An Untapped Research Triangle*  
(Division 14 Presidential Ad-  
dress), IIR Working Paper

##### **Professional Activities**

Member, Editorial Board: In-  
dustrial Relations, *Journal of  
Applied Psychology*, and Con-  
temporary Psychology

Associate Editor and Co-founder  
of *Human Performance*, a new  
journal published by Lawrence  
Erlbaum Associates, first issue  
published in 1988

Reviewed articles for: *Psychologi-  
cal Bulletin*, *Organizational Be-  
havior and Human Perform-  
ance*, *Applied Psychological  
Measurement*, *Personnel  
Psychology*, *California Ma-  
nagement Review*, *Journal of  
Occupational Psychology*,  
*American Psychologist*, and  
*Journal of Management Studies*

Editorial Review Board, *Job  
Analysis Handbook*, S. Gael  
(ed.), New York: Wiley, April  
1988

Series Editor, *People and Or-  
ganizations*, a book series  
devoted to advanced research in  
industrial and organizational  
psychology and organizational  
behavior, published by Allen &  
Unwin, first book in series to be  
published in 1989

American Psychological Associa-  
tion, Division 14, Society for In-  
dustrial and Organizational  
Psychology, Executive Com-  
mittee, Past-President (1987-  
88)

Academy of Management, Exec-  
utive Committee, Personel/  
Human Resources Division  
(1985-88)

Society of Organizational Be-  
havior, Executive Board (1984-  
1989)

##### **Presentations**

"Relationships Between Measures  
of Typical and Maximum Job  
Performance" (with P. R. Sack-  
ett and L. Fogli), American  
Psychological Association,  
New York, August 1987

"Work, Family, and Relationship  
to Employee Satisfaction,"  
Division 14 Presidential Ad-  
dress, American Psychological

Association, New York, August  
1987

"Spousal View of and Relationship  
to Employee Satisfaction," in-  
vited talk, Bowling Green State  
University Conference on "Job  
Satisfaction: Advances in  
Research and Applications,  
Bowling Green, Ohio, October  
1987

"Job Analysis and Content Related  
Validation of a Selection Sys-  
tem," invited talk, Metropolitan  
New York Association for Ap-  
plied Psychology, New York,  
January 1988

"Innovations to Satisfy Legal and  
Professional Requirements"  
(with K. Hurley), invited talk,  
Second Annual Conference of  
the Personnel Testing Council  
of Northern California,  
Sacramento, March 1988

"Job Analysis and Content-  
Oriented Test Development,"  
*Validation of Non-Test Predic-  
tors*, Symposium presented at  
the meeting of the Society for  
Industrial and Organizational  
Psychology, Dallas, Texas,  
April 1988

Discussant, *Validation of Non-Test  
Predictors*, Symposium pre-  
sented at the meeting of the  
Society for Industrial and Or-  
ganizational Psychology, Dal-  
las, Texas, April 1988

"Job Satisfaction: The Other  
Perspective" (with K. L.  
Mosier), Western Psychological  
Association, Santa Clara, April  
1988

# BAY AREA LABOR STUDIES SEMINAR

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Completing its thirteenth year, the Bay Area Labor Studies Seminar continued to draw an impressive range of participants. During 1987-88, speakers included both academicians and representatives from labor, management, and the general public. Lloyd Ulman, William Dickens and Kim Voss co-chaired the Seminar this year, and the following sessions were arranged:

“Automation and Global Production: Automobile Production in the U.S., Mexico, and Canada.” Professor Harley Shaiken, Department of Communications, University of California at San Diego. Co-sponsored with the Berkeley Roundtable on the International Economy and the Program in Mexican Studies. September 14, 1987.

“Class Structure and Class Formation in Sweden and the United States.” Professor Erik Olin Wright, Department of Sociology, University of California at Berkeley. October 19, 1987.

“A Labor Delegation Visits Chinese Unionists.” Harry Polland, labor economist, and Victor Van Bourg, labor attorney, San Francisco, California. November 16, 1987.

“An Analysis of the Strike at the Watsonville Canneries, and the Teamsters’ Subsequent Attempts to Confront the Growing Problems of Foreign Competition; and The Impact of the Teamsters’ Reaffiliation with the AFL-CIO on Political, Organizational, and Bargaining Activities at the Regional and Local Levels of the IBT.” Chuck Mack, Secretary-Treasurer, International Brotherhood of Teamsters, Local 70. January 25, 1988.

“Labor Aspects of Gorbachev’s Economic Reforms.” Gregory Grossman, Professor of Economics, University of California at Berkeley. March 7, 1988.

“Multi-Employer Bargaining in the Bay Area: Any Future?” Maggie Jacobsen, Federal Mediation and Conciliation Service, San Francisco and Hans Roenau, Vice President, Human Resources, George Litho Company, San Francisco. May 2, 1988.

## **Brown Bag Lunch Speaker Series**

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The Labor/Macro Economics Brown Bag Lunch Series reconvened in 1987-88. Participants met on Fridays to discuss current issues and members’ work in progress.

"Organizational Meeting and Welfare Effects of Changes in the Composition of Employment Due to Trade." Bill Dickens, September 18, 1987.

"Employment Impacts of Direct Foreign Investments." Jonathan Leonard, October 2, 1987.

"Dissertation Research." Tim Cogley, October 16, 1987.

"The AFL-CIO's Labor Law Reform Project." Kirsten Wever, October 30, 1987.

"Dissertation Research." Tim Cogley, November 13, 1987.

"Efficiency Wage Today and the Brazilian Labor Market." Don Robbins, November 20, 1987.

Organizational Meeting, January 22, 1987.

"Wages, Sorting and Screening." Jonathan Leonard, February 19, 1988.

"Determinants of the Duration of Unemployment: Do High Wage Workers Have Longer Spells?" Lori Kletzer, February 25, 1988.

"Brookings Presentation.."  
George Akerlof and Janet Yellen, March 4, 1988.

"Job Attachment in Japan."  
Carl Mosk and Yoski Nakata, March 11, 1988.

"Quit Rates and the Business Cycle." George Akerlof, Janet Yellen and Andy Rose, March 18, 1988.

"Was the Economy in a Liquidity Trap During the Great Depression?" Richard Sutch, March 25, 1988.

"Efficiency Wages and Employment at Will." David Levine, April 8, 1988.

## **Faculty Group On Political Economy And Industrial Relations**

"The Decomposition of Class Alliances: The Knights of Labor, 1880-1895." Kim Voss, November 18, 1988.

"NUMMI and Recent Trends in Labor-Management Cooperation." Clair Brown and Michael Reich, January 22, 1988.

"The Triumph of Vocationalism: Community Colleges and the Politics of Institutional Change." Jerome Karabel, February 3, 1988.

"A Progressive Vision of Vocational Education and Training." Norton Grubb, March 4, 1988.

## **OBIR Bag Lunch Seminar**

"Unions and Attitude Surveys." George Strauss, November 9, 1987.

"Unions and Attitude Surveys (cont.)." General discussion, January 26, 1988.

## **OBIR Colloquium Series**

The Organizational Behavior and Industrial Relations Colloquium is jointly sponsored by School of Business Administration and the Institute. During 1987-88, the following topics and speakers were presented:

"Ecology of Organizational Growth in the Early Telephone Industry." Bill Barnett, University of California at Berkeley, September 3, 1987.

"They Think We Think They Think... The Role of Expectations in the Escalation of Conflict." Rod Kramer, Stanford University, September 10, 1987.

"Espionage: The Dark Side of Commitment." Nancy Euske, University of California at Berkeley, September 17, 1987.

"New Technology and Communication in Organizations." Sara Kiesler, Carnegie-Mellon University, October 1, 1987.

"Social Bonds in Japanese and U.S. Work Organizations." Jim Lincoln, University of Arizona and University of California at Berkeley, October 8, 1987.

"A Dynamic Model of Organizational Change." Yitzhak Samual, Visiting Scholar, University of Haifa, October 15, 1987.

"Organizational Regimes of High Technology Firms." Homa Bahrami, Stanford University and University of California at Berkeley, October 22, 1987.

"Organization Theory: Implications of Recent Feminist Scholarship." Susan Krieger, October 29, 1987.

"Manufacturing Innovation: A Question of Organizations and People, Not Machines." John Zysman, University of California at Berkeley, November 5, 1987.

"Unemployment Rates and Demand Shifts in Local Labor Markets." Harry Holzer, Michigan State University, November 12, 1987.

"The Economics of Just Cause Employment Policies." David Levine, University of California at Berkeley, November 19, 1987.

"Stories and Public Managers in Child Care Licensing: California, 1850-1913." Timothy Sullivan, University of California at Berkeley, December 3, 1987.

"Fixed Effects and Narcotic Effects of Arbitration: The Case of British Columbian Teachers."

Janet Neelin, Princeton University, January 15, 1988.

"Profit-Sharing, Productivity, and Employment Variability." Douglas Kruse, Harvard University, January 20, 1988.

"Research on the Design of Work and Work Environments." Greg Oldham, University of Illinois, January 22, 1988.

"Managers as Third Party Dispute Resolvers." Donald Conlon, University of Illinois, January 25, 1988.

"Social Judgment and Experience in Negotiation." Leigh Thompson, February 4, 1988.

"Studying Decision-Making in U.S. and Soviet Joint Ventures: Methodological Approaches." Rick Boettger, University of California at Berkeley, February 10, 1988.

"Studies on the Process of Organizational Death." Robert Sutton, Stanford University, February 22, 1988.

"Product Market Competition and Union Organizing Activity: Preliminary Results." John Abowd, Cornell University, February 24, 1988.

"Assessing Worker Attitudes Under a Two-Tiered Wage Plan." Peter Cappelli, University of Pennsylvania, February 25, 1988.

"Studies of Organizational Innovation." Jonny Holbek, Agder College, Kristiansand, Norway, March 2, 1988.

"The Evolution of Management Practice in Swedish Multinationals." Gunnar Hedlund, Stockholm School of Economics and Stanford Business School, March 9, 1988.

"The Organization of Japanese Business Networks." Michael

Gerlach, University of California at Berkeley, March 14, 1988.

"Talking Over Computers: Recent Research on Computer Mediated Organizational Communication." Lee Sproull, Carnegie-Mellon University, March 23, 1988.

"The Implications of Socialization Into Cults on Organizational Behavior." Richard Ofshe, University of California at Berkeley, April 13, 1988.

"Managerial and Environmental Influences on Organizational Variation: A Dynamic Model." Heather Haveman, University of California at Berkeley, April 20, 1988.

"The Functions of Dissent." Charlan Nemeth, University of California at Berkeley, April 27, 1988.

"Cross Cultural Issues in Organizational Behavior." Giorgio Inzerilli, Dartmouth College, May 4, 1988.

### **Other Seminars**

During 1987-88, the Institute also sponsored or co-sponsored the following programs:

"Advances in Occupational Health and Safety, A Labor Occupational Health Program Seminar." Speakers were: Donna Mergler, Ph.D., Department of Biology, University of Quebec; Nicole Vezina, Ph.D., Ergonomist, University of Quebec; and Susan Stock, M.D., Canadian Center for Occupational Health and Safety, Hamilton, Ontario. September 18, 1987.

"Women, Culture and Society: A Cross-Cultural Comparative Study of U.S. and Indian Women Managers." Co-sponsored by The Center for South and Southeast

Asia Studies, The Women's Resource Center, and the Institute. Speaker: Dr. Leela Ramamurthy, Research Associate, Center for South and Southeast Asia Studies. October 26, 1987.

"Mental Health and Psychological Consequences of Human Rights Violations." Sponsored by the Institute's Labor Occupational Health Program. Speaker: Dr. Mario Epelman, M.D., Professor of Human Physiology, School of Medicine, Universidad Nacional de Cordoba, Argentina and founder and former director of the Occupational Health and Safety Division of Nicaragua's Ministry of Labour (1979-84). October 30, 1987.

### **A Conference**

Third Berkeley Conference on Industrial Relations. In early 1987, the Institute issued a call for papers to be considered for its conference, "Third Berkeley Conference on Industrial Relations." Over 50 submissions were received and evaluated by a committee composed of Professors William Dickens, Clair Brown, Harold Wilensky, Joseph Garbarino, Jonathan Leonard, Lloyd Ulman, Michael Reich, and George Strauss (Chair). A final group of eleven papers were selected and presented to the two-day conference held on the Berkeley Campus February 26-27, 1988. The papers and their authors were:

"Political Parties and the Evolution of Labor Law in the United States and Canada, 1930-1985." Peter Bruce, MIT.

"Inter-State vs. Inter-Provincial Differences in Union Density." Noah M. Meltz, University of Toronto.

"A Comparative Study of Employer Politics and Union For-

tunes." Jeffrey Haydu, Syracuse University.

"Do Blue-Collar Workers Program Computer-Controlled Machines?" Maryellen R. Kelley, Harvard University.

"Whatever Happened to the Wichita Lineman?" Lisa M. Lynch and Paul Osterman, MIT.

"Bridging the White-Collar/Blue-Collar Gap." Peter Cappelli, University of Pennsylvania, and Peter Sherer, University of Illinois.

"Bargaining Structures, Strike Activity, and Union Wage Settlements." John Abowd, Cornell University, and Joseph Tracy, Yale University.

"A Theory of Jobs with Application to Male/Female Wage Differentials." Edward P. Lazear, University of Chicago-Hoover Institution, and Sherwin Rosen, University of Chicago.

"Wage Structures in the Electronics Industry." Jonathan Leonard, University of California at Berkeley.

"The Effect of Alternative Sharing Arrangements on Employment and Wages." Derek C. Jones, Hamilton College.

"Joint Labor-Management Programs: Factors of Success or Failure." William Cooke, University of Michigan.

# CENTER FOR HUMAN RESOURCES PROGRAMS

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The Center for Human Resources, originally the Center for Management Programs which which established in 1964, provides educational programs in the areas of industrial relations and human resources. Programs range from introductory small intensive skill-training seminars on such topics as collective bargaining to advanced technical "state-of-the-art" conferences for experienced practitioners and academicians.

During this year, the Center ran a total of six programs (see listing next page). One very important state-of-the-art conference was the "Recruitment in the Late Eighties" organized by Jan Abbott and Dr. Sheldon Zedeck. The emphasis of this conference was on recent research and applications.

The Center's staff included Maria Teresa Bertero, Katherine Mello, Wai-Ping Lee, and Pamela Rewis.

## **CENTER FOR HUMAN RESOURCES PROGRAMS 1987-1988**

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<b>Subject</b>	<b>Organization/Location</b>	<b>Date</b>	<b>Attendance</b>
Fundamentals of Human Resources Management	Monterey Beach Hotel, Monterey	8/3-7/87	14
Dealing with the Union with Confidence	Monterey Beach Hotel, Monterey	8/24-28/87	16
Recruitment Strategies for the Late 80's	Oakland Airport, Hilton, Oakland	11/4/87	40
Complaints, Grievances, Work Rules & Discipline	Cathedral Hill Hotel, San Francisco	11/16-27/87	9
Going to Arbitration	Hilton & Tower, San Francisco	5/4-5/88	10
Collective Bargaining: Tactics, Techniques & Table Manners	Hilton & Tower, San Francisco	5/23-25/88	28

# CENTER FOR LABOR RESEARCH AND EDUCATION

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Since its founding in 1964, the Center has provided education programs, research assistance, publications and materials on issues relevant to organized labor and the work force in California. The Center offers training in basic skills for emerging union leaders and programs on current issues for more experienced labor representatives, union leaders, academics, and other interested parties. Labor Center coordinators not only cooperate with individual unions in the development and delivery of education and research programs to meet their special needs but also plan and deliver multi-union programs, which are usually open to all workers and representatives concerned with the subject matter. Both the format and the content of labor education programs are typically quite varied; the programs may be delivered in a one- or two-day conference, in a one-week intensive workshop, in a series of weekly meetings that may extend for an entire semester, or in any other time sequence that fits the needs of the working audience.

In addition to organizing and delivering education programs, Labor Center coordinators both initiate and contribute to a number of applied research projects. The subjects involved in this reporting year included public sector pensions, drug testing, controlling (and now, pre-funding) health care cost, full employment policies, labor education in secondary schools, labor and the merger/acquisition process, work rules and productivity, disability in the workforce, and the California Workers' Compensation program. The Center issued a formal publication on only one of these subjects (the impact of mergers and acquisitions on labor), but developed extensive materials on all of them for further enhancement of the educational process.

## **Education Programs**

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Labor Center coordinators participated in 25 basic training programs arranged with single unions or labor organizations, 9 programs organized on a multi-union basis, and two special projects. More than 2,500 union officials, activists, and rank-and-file workers from a wide variety of work jurisdictions attended these classes, workshops, conferences and special sessions.

Leadership training programs, focusing on collective bargaining, health and safety, grievance handling and union administration, were generally held in field locations to reach [members of the] electrical workers; the service employees; the

letter carriers; the communication workers; the state, county and municipal employees; the bakery workers; the laborers; the utility workers; and the firefighters union, among others. Skill training programs focused on negotiating and arbitration procedures, organizing, contract costing, and parliamentary procedure.

The multi-union programs in this report period included for the first time in IIR's history comprehensive workshops organized in cooperation with both the California Labor Federation (held in Los Angeles November 8-13, 1987) and the California Building and Construction Trades Council (held in Palm Springs October 1-2, 1987).

Two innovative education projects were undertaken in this period; both sought to advance the teaching of labor studies in secondary schools. First, the Center cooperated with the teachers and administrators at Oakland Technical High School, the Central Labor Council of Alameda County, the International Brotherhood of Teamsters, the International Longshore and Warehouse Workers Union, and the Oakland public school system in organizing a novel teaching and field work approach called "Labor Education Week," which was successfully carried out at Oakland Tech February 22-26, 1988.

This full week of programs taught these high schoolers relevant matters about labor in history, economics, music, health, science, and other subjects. A major highlight of the program, provided by the Labor Center staff, was a "Know Your Rights" session. Working students jammed the school library to hear, ask and speak out about their job rights as Californians, students and workers.

Secondly, the Labor Council cooperated with the International Brotherhood of Teamsters in Washington to bring 125 primary and secondary school teachers from various cities in the U.S. and Canada to the Berkeley campus, in July 1988, for two weeks of Labor Studies and intensive training in the development of a curriculum for the teaching of labor studies in all grades, from Kindergarten to 12th.

Living on the Dwight-Derby Campus, the teachers spent long days and most evenings in lectures and group workshops, at meetings and film showings, and in the Labor Center's library. For their efforts, they learned about labor history, economics and law, union structure, women and minorities in unions, and what unions do. The program was coordinated with the School of Education and summer sessions and successful participants received 3 graduate credits. While Labor Center staff and several union people were included in the program, the teaching faculty was dominated by tenured academics from three universities—Stanford, U.C. Davis and U.C. Berkeley. In all, nine Institute academics plus a harassed library and support staff crew were drafted to work on this effort.

Labor Center coordinators will continue to participate in leadership training and skill development programs, which are continuously requested by, and arranged in cooperation with, various Northern California labor organizations. To the extent possible, the Center will continue to emphasize the training of those who seek to train others, and to encourage and assist in the development of community college labor studies programs which make available this most basic and essential labor education service.

## New Directions

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First, the Labor Center will seek to expand its efforts to encourage the teaching of labor studies in secondary schools. The Center has worked with the George Meany Institute in Washington, D.C. as the local sponsor in their program of national teleconferences. One of these teleconferences dealt with the organizing concerns raised by the AFL-CIO's important publication, *The Changing Condition of Workers and Their Unions*. In the future, the Labor Center will seek to support research efforts on some of the many subjects of crucial concern to labor, as originally outlined in the 1985 Annual Report.

In June, the Labor Center issued a publication reporting on the discussion held during the "Seminar in Business Economics and Corporate Finance for Labor" (sponsored by Teamsters Joint Council 7, in cooperation with the Labor Center). The seminar discussions were held in April and May of 1987. Attended by over 100 labor representatives, they were led by U.C. Berkeley faculty from the Graduate School of Business and the Institute of Industrial Relations.

The Center has developed a new research approach utilizing articles published in the *Labor Center Reporter* to bring attention to some academic work that is directly related to the needs of working people. The first series in this approach is "The Rise and Fall of Full Employment" by Professor Bert Gross, U.C. Berkeley. Professor Gross's forthcoming book on this subject is currently being condensed to 10-12 issues of *LCR*, which will be distributed in the months of August through December. The approach of Professor Gross in this series is directly related not only to organized labor's continuing economic policy inter-

ests, but also to the political issues of greatest concern to labor in the current presidential election debate and campaign.

The Center has developed an extensive shelf of up-to-date applied research on the economic and administrative problems that have led to a difficult legislative stalemate in the California Workers' Compensation program. We have utilized the *Labor Center Reporter* as our educational vehicle for conveying to labor representatives the policy implications of this research. An educational program format is now required, and can hopefully be developed and utilized when labor organizations in California complete their concentrated efforts in the current initiative campaign to restore Cal-OSHA.

The Labor Center plans to devote more effort in the future to working with labor officials to identify primary research needs within the following areas: innovative labor-management relations; the "new workforce," and particularly the growing "contingent" workforce which is without job security or health-welfare-income maintenance protection; AIDS, drug and alcohol problems in the workplace; union structures, jurisdiction and administration; privatization and sub-contracting; full employment and industrial policies and legislation; negotiated health care and pension systems; legislated health-welfare-income maintenance programs; training and re-training programs; disability protection; labor law reform; the impact of takeovers, merger and acquisitions; and international labor organizations and issues.

This effort will be a part of an emphasis by various arms of the Institute to increase and coordinate research activity. In this regard the

Labor Center intends to address several responsibilities. Through its advisory committee and other labor contacts, the Center will work to identify and prioritize labor's research agenda. We will work with research faculty to match areas of interest and specialty, with the labor agenda, and search out and make available existing research relevant to this agenda.

### **Community Service Activities**

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During this reporting period, Labor Center coordinators served on Boards of Directors, or Advisory Committees, or were otherwise actively involved in the following organizations which serve "community" interests (whether organized on a national, state, or local basis):

- San Francisco Community Labor Studies Program
- Merritt College Labor Studies Program
- S.F. General Hospital Workers Health Clinics
- Bay Area Committee on Occupational Health and Safety
- S.F. Labor Foundation: Labor Archives Project
- Industrial Relations Research Association (National and San Francisco Chapters)
- Oakland Technical High School (Labor Education Week Committee)
- California Public Employee Relations Board
- University and College Labor Education Association
- Coalition of Labor Union Women Pay Equity Resource Center
- AFT University Council
- Medical Advisory Committee, PERS Health Plans

Northern California Health Coalition

A. Phillip Randolph Institute

### **Staff**

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Marty Morgensten, Chair; Joan Braconi, Peter Guidry, and Bruce Poyer, Program Coordinators; Catherine Davis, Program Representative; Ma. Teresa Ojeda, Editorial Assistant; and Mona Purifoy, Administrative Assistant.

## LABOR CENTER PROGRAMS 1987-1988

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### Single-Union Programs

Subject	Organization/Location	Date
Stewards Training	Bakery Workers, Sacramento	July 11, 1987
Leadership Training	Service Employees Inter- national Union with San Francisco City College	Sept-Oct 1987, Six sessions
Leadership Training	International Brother- hood of Electrical Workers Local 1245, Chico	Sept 19, 1987
Leadership Training	American Federation of Government Employees, Oakland	Sept 26, 1987
Women's Conference Workshop	Communications Workers of America, Dis- trict 9, Burlingame	Sept 24-26, 1988
Training Institute	Building and Construc- tion Trades, Palm Springs	Oct 1-2, 1987
Leadership Training	AFSCME Local 444, Marin	Oct 26-30, 1987
Stewards Training/Grievance Handling	International Brother- hood of Electrical Workers, Sacramento	Oct 24, 1987
Leadership Training	California School Employees Association, San Jose	Nov 1987, Three sessions
Parliamentary Procedure	Communications Workers of America, Oakland	Dec 5, 1987
Grievance Handling/Stewards Training	International Brother- hood of Electrical Workers, Berkeley Cam- pus	Dec 12, 1987
Grievance Handling	Bakery Workers Local 85, Sacramento	Jan 20, 1988
Leadership Training/Grievance Handling	Transport Workers Local 250, San Francisco	Jan 28, 1988
Minority Leadership Conference	Communications Workers of America, Los Angeles	Feb 4-6, 1988
Parliamentary Procedure	Communications Workers of America Local 9402, Concord, with SFCC Labor Studies Program	March 5, 1988

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International Convention Workshop	American Federation of State, County, and Municipal Employees, Los Angeles	Mar 12-13, 1988
Leadership Training Series	Service Employees International Union, Local 790, Oakland	Apr-May, 1988
Stewards Training	Communications Workers of America Local 9421, Sacramento	Apr 7-9, 1988
Leadership Training	Communications Workers of America Dist. 9, Fresno	Apr 20, 1988
Workshop on Stress	Office and Professional Employees International Union, San Francisco	May 15, 1988
Leadership Training	Service Employees International Union Local 535, Oakland	May 21, 1988
Collective Bargaining	Fire Fighters, San Jose	May 31, 1988
Stewards Training	Bakery Workers Local 85, Sacramento	June 4, 1988
Contract Interpretation	Bakery Workers Local 85, Sacramento	June 14, 1988
Stewards Training	International Brotherhood of Electrical Workers Local 1245, Petaluma	June 25, 1988
<b>Multi-Union Programs</b>		
<b>Program</b>	<b>Location</b>	<b>Date</b>
Western Regional Summer Institute for Union Women with UCLEA	Berkeley Campus	July 12-17, 1988
Parliamentary Procedure, with SFCC Labor Studies Program	San Francisco	Sept 26, 1987
Conference on Public Sector Pensions	Culver City	Oct 2-3, 1987
Grievance Arbitration Institute	Berkeley Campus	Oct 26-30, 1987
Organizing Workshop California State Federation of Labor Trade Union School	Los Angeles	Nov 8-13, 1987
Advanced Parliamentary Procedure with SFCC Labor Studies Program	San Francisco	Nov 21, 1987

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**Multi-Union Programs (cont.)**

<b>Program</b>	<b>Location</b>	<b>Date(s)</b>
Parliamentary Procedure with SFCC Labor Studies Program with SFCC Labor Studies Program	San Francisco	Feb 20, 1988
National Teleconference on Organizing, with the George Meany Labor Center	Berkeley Campus	Feb 29/Mar 1, 1987
Advanced Parliamentary Procedure with SFCC Labor Studies Program	San Francisco	May 14, 1988

# LABOR OCCUPATIONAL HEALTH PROGRAM

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## History and Purpose

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The Labor Occupational Health Program (LOHP) was established by the Institute in 1974, shortly after the passage of the federal and California Occupational Safety and Health Acts, to meet the growing need for a regional job safety and health information resource. Affiliated both with the Institute's Center for Labor Research and Education and the University's Northern California Occupational Health Center, the program has become known and respected throughout the U.S. and around the world.

LOHP offers workplace safety and health assistance to labor, labor/management groups, unorganized workers, health and legal professionals, government, students, public interest groups, and the general public. Services include: (1) development and distribution of publications and audiovisual materials; (2) training programs and conferences; (3) technical assistance; (4) policy research; (5) a health and safety resource library open to the public; (6) referrals to medical, legal, hazard evaluation, and laboratory services, and (7) Continuing Education courses for physicians, nurses, and industrial hygienists.

Today, the media and government are devoting increasing 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 innovative educational programs and publications which combine traditional safety and health questions with new, related areas of concern as they emerge. Among the issues which LOHP emphasized during 1987-88 were:

- the need for education and protection of workers involved in emergency cleanup, storage, treatment, and disposal of hazardous waste;
- the worldwide epidemic of acquired immune deficiency syndrome (AIDS) and its implications for workers and unions, particularly in health care occupations;
- other hazards faced by workers in health care jobs, including communicable diseases such as hepatitis B, chemical exposures, and radiation;

- the health and safety problems of minority and non-English speaking workers, and new means of delivering information to these largely unorganized groups;
- the health consequences of new technology in both offices and industry (including video display terminals, computers, copiers, industrial robots, and lasers); and
- the effects of toxic chemicals such as asbestos, benzene, and PCBs in a variety of occupations.

An LOHP Advisory Committee, composed of sixteen Northern California labor members representing a cross-section of industries and unions, meets periodically to review the program's progress.

## **Funding**

In earlier years, LOHP's activities were funded by the Ford Foundation, and later by the "New Directions" program of the U.S. Department of Labor, Occupational Safety and Health Administration. Since 1982, LOHP has been institutionalized within the University, with its major permanent funding received from the University's Northern California Occupational Health Center. The Center is a joint activity of the U.C. Berkeley, Davis, and San Francisco campuses. It combines the resources of programs in medicine, nursing, and public health with the worker education experience of LOHP to provide within the University a coordinated interdisciplinary focus on the health of the worker and the environmental quality of the workplace. As the Center's primary community outreach component, LOHP acts as a clearinghouse and a liaison, making the HCOHC's resources and expertise accessible to those in the community who need information and assistance. By facilitating the exchange of in-

formation and experience among labor, industry, and the Center's researchers, faculty, and students, LOHP both increases the public visibility of the Center and offers valuable internship opportunities to students in the Center's academic programs.

Additional 1987-88 funding was received from the following sources:

- NIOSH (the National Institute for Occupational Safety and Health), a federal agency, has designated the Northern California Occupational Health Center as one of its fourteen national Educational Resource Centers. Ongoing NIOSH funding supports LOHP's Continuing Education programs for health professionals, many LOHP outreach activities directed toward the professional community, and occasional special projects. (See the later "Continuing Education" section of this report.)
- Contracts and grants from private foundations and government agencies have enabled LOHP to expand its activities in several new directions:
- *National Institute of Environmental Health Sciences*. In October, 1987, LOHP, participating in a statewide consortium with several other groups, received a major five-year award from the National Institute of Environmental Health Sciences to initiate a health and safety training project in the hazardous waste industry. The consortium comprises LOHP along with several other University programs, including U.C. Extension units from Davis and Irvine, the UCLA Labor Center, and the University of Southern California. The program includes needs assessment, curriculum development, and direct education for

workers and supervisors, emergency response personnel, and government employees. Gail Bateson, M.S., who has had extensive toxics and worker education experience with the California Department of Health Services, labor unions, and other employers, joined the staff in January, 1988 to head LOHP's component of the Hazardous Waste Worker Training Project. To date, project staff have begun to identify training needs, to collect and develop training materials, and to establish a Northern California Hazardous Waste Resource Center within the LOHP library.

- *State of California Department of Health Services, Office of AIDS*. 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 a variety of groups, particularly leaders and members in Northern California unions, about the AIDS epidemic and its impact on the workplace. During 1987-88, the AIDS Project, directed by Elaine Askari, M.P.H., focused on non-professional patient care and indirect patient care personnel in Bay Area hospitals, including nurses' aides, orderlies, housekeeping and maintenance workers, food service and laundry staff, laboratory technicians, and clericals. Most of these workers, many of whom are ethnic minorities, had previously received little or no training on the proper procedures for human immunodeficiency virus (HIV) and hepatitis B virus (HBV) transmission control in a hospital setting. In cooperation with a local union in the health care field (SEIU Local 250) and

joint labor-management committees in participating hospitals, LOHP designed and implemented a "train the trainer" approach in which hospital workers became trainers of their co-workers. A project newsletter was established to maintain communication with the trainers. State funding of the AIDS Project will continue in 1988-9.

- Other groups trained by the AIDS Project during 1987-88 on a fee-for-service basis included 600 workers (members of OCAW Local 1-5) and managers at Tosco Oil Refinery, 250 members of IBEW Local 1245 at Pacific Gas and Electric, and janitors, and crash, fire and rescue workers at Oakland International Airport.
- *State of California Department of Industrial Relations, Cal-OSHA.* In early 1988, LOHP's AIDS Labor Education Project was awarded a contract by the Department of Industrial Relations to train Cal-OSHA Compliance Officers (state safety and health inspectors) on the potential for employee exposure to AIDS and other blood borne infectious diseases in the workplace. A one-day training session was held in the spring of 1988 and another is planned during 1988-89. Development of a new slide/tape presentation on AIDS is also anticipated under this contract.
- *The Skaggs Foundation.* During 1987-88, the Foundation funded a one-year LOHP study of the health and safety implications of new technology in the workplace. LOHP conducted a survey of international and local unions regarding changes their members are seeing in the workplace.
- *State of California Department*

*of Health, Occupational Health Surveillance and Evaluation Programs (OHSEP).* OHSEP funded three projects at LOHP during 1987-88. One involved development of guidelines (a model protocol) for notification of workers found to be exposed to hazardous substances about their potential health risk. This project culminated in a conference in February 1988 at which LOHP presented its final report on proposed worker notification practices to an audience of Northern California professionals. The second OHSEP project required selection and indexing of an 800-page set of materials on indoor air quality, which were duplicated and distributed to county health officers through California. The third OHSEP project, conducted in conjunction with the Bay Area Committee on Occupational Safety and Health and Northern California Occupational Health Center staff at U.C. San Francisco, involved the analysis of data from California Workers' Compensation records to determine the feasibility of using such material for occupational disease surveillance purposes.

- *Los Angeles County.* In its 1987 contract with the Service Employees International Union, the County agreed to fund health and safety training for over 400 of its video display terminal operators. It contracted jointly with LOHP and the UCLA Labor Center to design the curriculum and conduct the classes, which were held during the summer and fall of 1987.
- *Santa Clara Valley Medical Center.* Under a contract with the Medical Center, LOHP is completing a slide/tape presentation on chemicals used in the construction industry.

- Another important source of support is income generated from training programs and from sales of publications and films.

## **Publications and Audiovisual Materials**

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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 nationally and internationally. 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.

- *Monitor,* LOHP's quarterly newsletter, has been published since 1974 and has approximately 1,500 subscribers worldwide. The audience consists primarily of unions and their staff, officers, stewards, and individual members; labor editors; attorneys; libraries; health and environmental organizations; and health professionals. Some unions obtain multiple copies of each issue to distribute to key safety and health personnel. *Monitor* excerpts significant health and safety news; offers detailed original articles on hazards and issues; reports on LOHP activities; reviews new educational materials; and advertises LOHP events, publications, and films. This year *Monitor* featured major reports on California Workers' Compensation policy, the health consequences of shiftwork, hazards from chemical fumes on oil tankers and barges, and AIDS. *Monitor* also profiled and interviewed Dr. Mario Epelman, a prominent Latin American health and

safety researcher. Beginning in 1988-90, *Monitor* will incorporate LOHP's former publication *Video Views*, gaining increased coverage of the worker health consequences of video display terminals, computers, and other new technologies.

During 1987-88, LOHP completed or neared completion of several new educational materials:

- *A Union Guide to Inspecting the Hazards in a Hospital*, by Anne Bracker, is a manual for health care workers which details typical hospital hazards and suggests procedures for a thorough "walkaround" inspection of the hospital by a union or joint labor-management health and safety committee. The manual has been completed and is soon to be published by LOHP in conjunction with the Bay Area Health Care Workers' Task Force.
- *Health and Work in the Latino Community* is a slide/tape program on job health hazards in occupations in which large numbers of Latinos work. The program, an outgrowth of a 1985-87 LOHP worker training project at La Clinica de la Raza in Oakland which was funded by the San Francisco Foundation, will be narrated in Spanish. It will be available in the fall of 1988.
- *Chemical Hazards in the Building Trades* is a completely revised and updated version of an earlier LOHP slide/tape training module on chemicals typically found in the construction industry and their health hazards. Developed under a contract with the Santa Clara Valley Medical Center, it will be released in the fall of 1988.
- Also in development is a slide/tape program on workplace

AIDS precautions for health care workers.

## Training Programs and Conferences

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Highlights among the many training programs and conferences offered by LOHP during 1987-88 were the following:

- In February, 1988, LOHP's AIDS Labor Education Project presented a two-day course, *AIDS, ARC, and Hepatitis B—Train the Trainer*, for 80 indirect health care providers in Northern California who are SEIU Local 250 stewards. The course, conducted under LOHP's contract with the California Department of Health Services, Office of AIDS, introduced the stewards to the basics of AIDS, ARC (AIDS-Related Complex), and Hepatitis B. Related topics included the potential for occupational transmission of the human immunodeficiency virus (HIV) and hepatitis B virus (HBV) in health care institutions, recommended blood and body fluid precautions, and techniques for training co-workers about AIDS. Many of the stewards went on to develop and teach similar classes in their own institutions.
- In February, 1988, LOHP and the California Department of Health Services, Occupational Health Surveillance and Evaluation Program (OHSEP) co-sponsored a major symposium, *Worker Notification Guidelines*, at U.C. Berkeley's Clark Kerr Campus Conference Center. More than 50 occupational health researchers and practitioners from Northern California and elsewhere in the U.S. attended. Discussion centered around a draft protocol which

LOHP developed under contract from OHSEP, outlining ethical and practical aspects of worker involvement in occupational health research and worker notification of research results. LOHP's guidelines, as refined on the basis of audience comment, will make a substantial contribution to the debate which has arisen on these issues both in California and nationally. Legislation recently introduced in the U.S. Congress would mandate that workers be notified when occupational health research studies find that they have an increased risk of illness.

- Five short courses for health professionals were presented by LOHP's Continuing Education component. (See the later "Continuing Education" section of this report.) Many Continuing Education courses are devoted to particularly topical issues and draw a broad audience from labor, management, the academic work, and the community in addition to health professionals. Major 1987-88 courses included:
  - *Introduction to Respiratory Protection Programs*, Palo Alto, November, 1987. This two-day course covered the identification and control of airborne contaminants (such as gases, vapors, dusts, mists, and fumes) in the workplace. The 22 participants were introduced to laws and regulations on respiratory protection, the anatomy and physiology of the respiratory system, hazard evaluation procedures, employee training, and selection and maintenance of cartridge respirators. The course format featured equipment demonstrations, audiovisual presentations, and hands-on workshops in addition to lectures.

- *Ergonomics: Human Factors in the Industrial Environment*, Berkeley, March, 1988. This two-day course offered an introductory overview of ergonomics, the study of people's physiological, psychological, and social interactions with their work. Drawing upon principles of engineering, design, work physiology, occupational medicine, psychology, work organization, and industrial hygiene, the course demonstrated how ergonomics combines all these disciplines in this attempt to make the worker/machine/work environment interface as safe, efficient, and comfortable as possible. The course, which drew 67 participants, both covered the theoretical basis of the field and presented practical field situations for participants to analyze.
- *Health and Safety Risks to Hospital Nurses*, Emeryville, April, 1988. Co-sponsored with the Alameda County Unit of the American Cancer Society, this one-day course focused on work environment hazards in health care institutions. The 31 participants, primarily nurses, were introduced to health and safety laws and regulations, chemical hazards including carcinogens and reproductive toxins, and infectious disease hazards such as AIDS and hepatitis.

LOHP staff served as facilitators, speakers, and/or resource persons at numerous labor, community, and professional conferences sponsored by other organizations. These included:

- *Sixth Annual Western Regional Summer Institute for Union Women* (Berkeley, July, 1987). LOHP staff developed and presented a health and safety

course as part of the curriculum and gave presentations on women workers' occupational health hazards and AIDS in the workplace.

- *American Public Health Association Annual Meeting* (New Orleans, October, 1987). LOHP staff participated in panels on Health and Safety of Transit Workers, Reaching Minority Worker Populations at Risk, AIDS/ARC in the Workplace, Technological Change and the Health of Working Women, and Worker Training and Education.
- *Working Women: Occupational Health Issues of the 80s* (Seattle, April, 1988), a conference sponsored by the Northwest Center for Occupational Health and Safety. LOHP staff gave several presentations on working women.
- *Health and Safety Education: Reaching Every Worker* (New Market, Tennessee, April, 1988), a conference sponsored by Highlander Center. LOHP's Director spoke on worker education policy issues.
- *American Industrial Hygiene Association National Conference* (San Francisco, May, 1988). LOHP staff gave a presentation on workplace AIDS education.
- *National Safety Council (Labor Division) Annual Meeting* (San Francisco, May, 1988). LOHP staff gave a presentation on ergonomics programs at universities.

LOHP staff also gave presentations at regional conferences and conventions of several labor unions, including the International Association of Machinists Regional Health and Safety Conference (Las Vegas, Nevada, September, 1987); California State Building and Construction Trades

Council Training Institute (Palm Springs, October, 1987); California State Building and Construction Trades Apprenticeship Programs Conference (San Francisco, April, 1988); Service Employees International Union Local 250 Regional Health and Safety Conference (San Francisco, May, 1988); and Office and Professional Employees International Union Western Region Educational Conference (San Francisco, May, 1988).

More than 75 other training programs were offered during 1987-88, 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 the year's educational programs directly reached several 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 federal, state, county, and city employees; clerical workers; nurses; other professional and non-professional health care workers; public school teachers; oil refinery workers; chemical plant workers; inland boatmen; airport fire and rescue employees; janitors and custodians; building and construction trades workers; park district workers; port workers; sugar workers; police department employees; electrical utility workers; service employees; airline machinists; paperworkers; broadcasting technicians; union field representatives; and Cal-OSHA inspectors. Training focused on AIDS, hepatitis B, and other infectious diseases; video display terminals; asbestos; toxic chemicals and the "right to know"; hazard

recognition in both blue-collar and white-collar jobs; hazards faced by minority and women workers; health and safety training techniques; and forming health and safety committees.

These structured training sessions were complemented by numerous talks given before local union meetings, management and professional groups, and academic audiences including labor studies, public health, and medical school classes.

During the spring semester of 1988, Robin Baker, M.P.H., Director of LOHP, was the instructor of a graduate course offered by the U.C. Berkeley School of Public Health (Social and Administrative Sciences 274, "Occupational Health Education"). Also in the spring semester of 1988, Elaine Askari, M.P.H., served as instructor of a course, "Health and Safety in the Workplace," in the Labor Studies Program at San Francisco City College.

### **Technical Assistance**

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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. Technical assistance requests grew substantially in 1987-88, particularly those involving AIDS, VDTs, asbestos, other toxic substances, and hazardous waste.

### **Library and Resource Center**

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LOHP's library and audiovisual collection together comprise the LOHP Resource Center, which is open to the public. It now contains over 4,000 books, pamphlets, and periodical titles; thousands of articles, papers, and clippings; and over 100 motion picture films, videotapes, and slide presentations. During 1987-88, these materials were used by more than 400 students, workers, union representatives, management personnel, professionals, and others. The library incorporates an extensive special collection on video display terminal hazards, which is shared with the VDT Coalition. In addition, there is a new and growing collection on AIDS. This year, the library also began to develop a Northern California Hazardous Waste Resource Center in conjunction with LOHP's federally funded Hazardous Waste Worker Training Project.

### **Special Projects**

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LOHP participates with a wide variety of other organizations in numerous ongoing special training, research, and public service projects. Many of these are separately funded by contracts and grants, and are described in the earlier section of this report on "Funding." Other special projects during 1987-88 included:

**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 has also explored potential legislative and contractual projections for VDT operators. It formerly published a popular quarterly, *Video Views*, which has now been incorporated into LOHP's newsletter, *Monitor*. LOHP provides the coalition with an office, technical expertise, and a shared resource library on current scientific and policy developments regarding VDTs.

**Health Care Workers' Task Force.** LOHP assisted in the 1987 creation of this new Bay Area labor group, composed of stewards, activists, officials, and staff from Northern California unions representing both professional and nonprofessional workers in the health care field. Originally formed to share information about worker health and safety in health care occupations, the group initiated a number of innovative projects during 1987-88. With help from LOHP staff, the Task Force developed a position paper on implementing federal Centers for Disease Control recommendations for universal blood and body fluid precautions in hospitals; distributed a survey to Bay Area hospital workers on needlestick injuries; conducted "walkaround" inspections of several health care facilities; wrote fact sheets on reproductive hazards, infection control, and model occupational safety and health contract language; and gave advice on the formation of health and safety committees. A new Task Force booklet, which presents a detailed union approach to health and safety inspections of hospitals, was completed and will be published soon. A number of unions now participate, including locals of SEIU,

AFSCME, ILWU, AFGE, OPEIU, California Nurses Association, United Public Employees, and Engineers and Scientists of California.

**Oakland Technical High School Labor Education Week.** Several LOHP staff members participated in the planning and implementation of this novel effort to introduce labor studies into the public school classroom. In cooperation with local labor unions and labor education programs (including LOHP), Oakland Technical High School sponsored its first Labor Education Week in February, 1988. The week-long project was designed to acquaint students with labor's contributions to the workplace and society as well as to convey specific practical information about work, unions, legal rights, and occupational health and safety. LOHP staff gave presentations on hazard recognition, stress, toxics, AIDS, and career options in the health and safety field. There is a possibility of repeating the project in 1989 as well as expanding the model to other schools.

**Graphic Communications International Union Survey.** At the request of the Education and Research Department of the Graphic Communications International Union, AFL-CIO, LOHP developed a questionnaire/survey to ascertain the possible health effects associated with the solvent exposure of web press workers. Dr. Donna Mergler, a professor from the University of Quebec in Montreal (UQAM) visiting at LOHP during 1987-88, directed the project with assistance from LOHP staff, local union members, and the International Union's Director of Education, Walter Lipka. The survey will be distributed nationwide and will be further analyzed at

UQAM when Dr. Mergler returns there.

**State Government Consultation.** Several LOHP professional staff members have served on special Cal-OSHA advisory committees formed to research and develop specific new health and safety standards, and have acted as technical consultants to the state Assembly and Senate on proposed health and safety legislation. This year, LOHP's Industrial Hygienist, Barbara Plog, M.P.H., served on the Cal-OSHA Advisory Committee on Video Display Terminals.

**Continuing Education.** Since late 1982, LOHP has housed the Continuing Education component of the Northern California Occupational Health Center, a comprehensive program designed to serve the ongoing educational needs of the professional occupational health community in Northern California. Funded by the federal government's National Institute for Occupational Safety and Health (NIOSH), Continuing Education activities include workshops, classes, conferences, and special projects. Since its inception, the program has been directed by Lela Morris, R.N., M.P.H.

Courses offer Continuing Education credits for nurses, physicians, and industrial hygienists. Most courses are also open to other individuals with a serious interest in occupational health, including labor and management health and safety personnel.

From ten to twelve courses are offered each year in cooperation with the Northern California Occupational Health Center units at U.C. San Francisco (Departments of Medicine and Nursing) and U.C. Davis (Department of Medicine). 1987-88 course offerings on particularly topical issues are high-

lighted in an earlier section of this report, "Training Programs and Conferences."

In addition to courses, the Continuing Education component conducts outreach activities such as presentations to professional societies, promotional mailings, and needs assessment surveys. An Advisory/Planning Committee has been established consisting of occupational health professionals who aid in specific course development. The CE Director also serves on Professional Education Committees of local affiliates of several voluntary associations (e.g., American Cancer Society, American Lung Association, Golden State Medical Association Advisory Committee on Cancer Education, and Bay Area Black 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 Northern California Occupational Health Center to reach new audiences, to maintain high visibility, and to encourage the organizations to devote additional resources to occupational health issues.

During 1987-88, the CE component was also involved in a number of ongoing special projects:

**First Annual Northern California Occupational Health Center Summer Institute.** The CE program devoted considerable effort during 1987-88 to planning and organizing the NCOHC's First Annual Occupational Safety and Health Institute. This week-long event, to be held August 21-26, 1988 at Lake Tahoe, will feature twelve Continuing Education credit courses on a range of topics, especially designed for health and safety professionals, union representatives, managers, supervisors,

and others with a serious interest in the field.

**Industrial Hygiene Seminar Series.** The CE program is assisting the Northern California Occupational Health Center's Industrial Hygiene Program at the U.C. Berkeley School of Public Health in organizing a new Industrial Hygiene Seminar Series. This series of bimonthly, three-hour lecture and discussion sessions, to begin in October, 1988, is intended to update practicing Industrial Hygienists on innovations in professional practice and research findings with practical implications for the field. The seminars, offering credit, will be co-sponsored by the Northern California Chapter of the American Industrial Hygiene Association and the U.C. San Francisco Office of Public Service Programs.

**American Association of Occupational Health Nurses Journal Minority Workers Issue.** After the CE program presented a major NIOSH-sponsored multidisciplinary conference, *Minority Workers: The Impact of Work on Health*, in June, 1987, CE Director Lela Morris, R.N., M.P.H., was invited to serve as Guest Editor of a special upcoming issue of the *American Association of Occupational Health Nurses Journal* which will be devoted to job safety and health problems affecting U.S. ethnic minorities. This issue of the *Journal*, a major national professional publication, is now in press and includes contributions by several LOHP staff members and by prominent academic researchers throughout the country whose assistance was solicited by LOHP.

**American Cancer Society (Alameda County Unit) Occupational Carcinogens Project.** In cooperation with the Alameda County Unit of the American Cancer Society, special educational efforts are in progress with hospital nurses, emphasizing potential exposure of patients and hospital employees to occupational carcinogens. The Alameda County Unit has also agreed to sponsor presentations on occupational carcinogens by LOHP CE staff as in-service training for its Professional Education Committee.

**American Lung Association (San Francisco Unit) Asbestos Project.** The CE program has begun a new project with the San Francisco Unit of the American Lung Association to establish and support the Coalition of Asbestos Resources Agencies, which will function as a community clearinghouse for information and referral services on asbestos.

## Staff

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During 1987-88, LOHP worked closely with the Labor Center and its Chair, Martin Morgenstern, to coordinate the work of the two units both administratively and programmatically.

LOHP's professional staff this year included: Robin Baker, M.P.H., Director; Darryl Alexander, Associate Director for Development; Elaine Askari, M.P.H., AIDS Labor Education Coordinator; Gail Bateson, M.S., Hazardous Waste Coordinator; Lela Morris, R.N., M.P.H., Continuing Education Coordinator; Barbara Plog, M.P.H., C.I.H., C.S.P., Industrial Hygiene Coordinator; Laura Stock, M.P.H., Associate Director for Labor Services; and Betty Szudy, Labor Coordinator. Ken Light continued as LOHP's Photographic Consultant.

Temporary professional staff who worked on special projects at LOHP during the year included Anne Bracker, Abby Ginzberg, Glenn Shor, and Rachel Sierra. Volunteers who assisted with special projects included Kim Hagadone and Nancy Mogck.

Administrative and clerical staff this year were: Eugene Darling, Editorial and Financial Assistant; Susan Salisbury, Library Coordinator; Anne Maramba-Ferrell, Office Coordinator; Stephanie Cannizzo, Program Assistant, and Lucy Martinez, Administrative Assistant. Truc Dang, Jessica Leung, Anh Nguyen, Lorenza Sandoval, Elina So, Duc Tran, and Nancy Vogel were work-study clerical assistants during portions of the year. Labor Center administrative employees Mona Purifoy, Cathy Davis, and Teresa Ojeda assisted on a regular basis with LOHP office work.

# CALIFORNIA PUBLIC EMPLOYEE RELATIONS PROGRAM

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The CPER Research and Publications Program was initiated in 1969 in 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 the years following its formation, three more bargaining laws were adopted and a state agency was established to administer the latter statutes. The Program has adapted as public sector bargaining has evolved, not only serving the changing needs of those party to the bargaining process and those engaged in public policymaking but also building a substantial specialized archive for research by students, faculty, and practitioners.

The CPER Program includes (1) public sector employment relations research, both at the statewide and national levels, (2) publications, (3) reference and consultation services: cooperation with labor relations, academic, research, and community organizations, visiting scholars, faculty, students, public policymakers, and the news media, (4) cooperation in education programs and conferences presented by the Institute's Labor Center and Center for Human Resources Programs and by other institutions, (5) acquisition, organization, and storage of information in CPER's 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 was commended for its work by the State Bar's Labor and Employment Law Section at a meeting in Spring 1988. The staff is frequently consulted by the Public Employment Relations Board, legislators, legislative committees, state officials and agencies, practitioners, and academicians. CPER publications are repeatedly cited in briefs to the courts and in decisions of the State Courts of Appeal and Supreme Court. Continuing information exchange relationships are maintained with statewide federations of public employers and public employee organizations, as well as with such state agencies as the Department of Industrial Relations, Employment Development Department, Department of Finance, State Personnel Board, and Department of Personnel Administration. The project has developed an unparalleled collection of primary and secondary source data. Because it is the only project of its kind in the U.S. and because of its unique resources, CPER has long

been an important link in the national network of universities and government and private agencies concerned with public sector research.

## Ongoing Research and Publications

Regular publications of the Program include the *CPER Quarterly Magazine*, *Extra Edition*, *Special Reporting Series*, and *Annual Index*. Subscribers receive all four serials, which constitute a nonduplicative, continuing record (\$135 a year).

*The CPER Quarterly Magazine*. Now in its 20th year, the *CPER Quarterly Magazine* includes full coverage of developments in California public sector labor relations. Each issue of approximately 80 pages contains analytical articles, case studies, legal analyses, news reports, abstracts of PERB decisions, and a log of arbitrators' awards identified by subject matter. Readers are encouraged to contribute to an Open Forum section.

Over the 1987-88 year, the magazine ran a series of major 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 are encouraged. As a result, several lead articles were written by practitioners, in addition to those by staff members:

• **September 1987:**

"Should 'Wrongful Discharge' Be Applied in the Public Sector?" (Charles H. Goldstein and Gregory G. Kennedy, Goldstein and Kennedy, Los Angeles)

"A Note on the 'Employment at Will' Doctrine" (Marla Taylor, CPER staff)

"Conferring Strike Rights by Statute: Experience Outside California" (B.V.H. Schneider, CPER staff)

• **December 1987:**

"Reinstatement Rights of Striking Public Employees" (Tim Schooley, Research Attorney, California Court of Appeal for the Third District)

"Governor v. Legislature: Cal-OSHA Leads to Constitutional Power Struggle" (Bonnie G. Bogue, CPER staff)

"Forum: 'Wrongful Discharge' in the Public Sector" (Robert J. Bezemek, Attorney, Oakland; Lynn K. Thompson, Attorney, Musick, Peeler & Garrett, Los Angeles; Douglas Barnes, Attorney, Barbosa & Vera, Monterey Park; Edward J. Cooper, City Attorney, City of Santa Ana)

• **March 1988:**

"California's PERB: When More Is Less" (Jeffrey Sloan, Liebert, Cassidy & Frierson, San Francisco)

"Vacating Arbitration Awards on Public Policy Grounds—An Update" (Alexander Cohn, Arbitrator, Napa)

"The Case of the Missing Party: USCA Approves 'Ex Parte' Arbitration" (Luella E. Nelson, Arbitrator, Oakland)

• **April 1988 (carried in the *Extra Edition*):**

"California PERB: 'Facts Not Fiction'" (Dennis Batchelder, PERB Executive Director)

"Proposition 71: A Proposal to Modify Spending Limits" (Marla Taylor, CPER staff)

• **June 1988**

"Delivery of Mail in the Workplace: Implications of

Regents v. PERB" (James N. Odle and Susan M. Thomas, Attorneys, University of California)

"U.S. High Court Bans Free Use of Internal Mail Systems" (Bonnie G. Bogue, CPER staff)

"Controversy Continues Over PERB Workload Issues" (Reginald Alleyne, Professor of Law, UCLA; James N. Odle, Attorney, University of California; John W. Jaeger, Mediator; Jeffrey Sloan, Liebert, Cassidy & Frierson, San Francisco)

A substantial part of each issue of the quarterly magazine is composed of shorter descriptive and analytical articles written by the staff. These cover (1) recent significant developments at each level of government, e.g., bargaining results, litigation, strikes, legislative actions, and (2) events of general interest regarding such matters as due process, duty of fair representation, employment, pension systems, discrimination, and affirmative action. In 1987-88, 226 pages were devoted to such articles.

Synopses of all final decisions issued by PERB during the year were also prepared by the staff and printed in the quarterly, as were summaries of key decisions by California public sector arbitrators (a total of 36 pages).

*Extra Edition*. For several years, subscribers urged CPER to publish more frequently. The groundbreaking nature of public sector labor relations and the speed with which changes occur in settlement trends, litigation, and PERB decisions call for fast reactions by practitioners. Although the Special Reporting Series (SRS) is viewed as essential for fast-breaking, urgent information, readers pressed the idea of moving to a scheduled periodical which would come out

more than four times a year. (See below.)

In response, the staff added three annual issues of an *Extra Edition*. A modest version of the quarterly magazine, the *Extra Edition* averaged 20 pages in 1987-88. The *Extra* includes news reports and the traditional CPER abstract services (PERB and neutrals' decisions). New features, carried only in the *Extra*, are updates on pending litigation and abstracts of recent publications in the field.

When the *Extra* was started, it was decided that continuation of this increase in service would depend on subscriber support. Therefore, a readership questionnaire was sent to subscribers in 1986. The response was strongly in favor of continuing. Approximately 98 per cent of respondents said the *Extra* added value to CPER's offerings. Specific questions were asked regarding the usefulness of the *Extra's* special services. Positive responses were: litigation section, 98 per cent; publications, abstracts, 80 per cent.

**Special Reporting Series.** The practitioners' need for immediate information on events which occur between issues of *CPER* and the *Extra Edition* is met by publication of the *SRS*. As expected, use of the service has been reduced substantially by the move to seven scheduled publications.

**Annual Index.** This publication is the only comprehensive source available for research in California public sector labor relations. Annotated and cross-referenced, the *Index* is arranged in four parts: (1) by topic, (2) index of arbitration awards, (3) table of cases, and (4) table of PERB orders. The tables of cases and PERB orders are annual supplements to the *CPER Cumulative Table of Cases, 1969-1980*.

The *Annual Index*, which runs approximately 100 pages, is compiled on computer.

### **Occasional Publications**

The fourth edition of the *Pocket Guide to the Meyers-Milias-Brown Act* (the local government employee relations act) was published in January. This first in CPER's new Easy Reference Series (originally published in April 1985) had sold almost 11,000 by the end of the fiscal year.

Work commenced on a revision of the *Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act* (expected to be published in August 1988). Originally issued in August 1986, this *Guide* has also been well received. By the end of the fiscal year, 10,434 copies had been sold.

The third in this series—the *Pocket Guide to the Educational Employment Relations Act*—was issued last year; 4,037 copies have been sold.

Each of the *Pocket Guides* is designed primarily for first-line supervisors, shop stewards, and union representatives. The same general format is followed, except for an emphasis on the state PERB's role in regulating employment in public schools: (1) a description of the law—its history and how it works, (2) a copy of the Act, (3) a subject guide to all major PERB and court cases, with summaries of each decision, citations, and references to *CPER* analyses, and (4) a specialized glossary.

### **Other Research**

B. Schneider's chapter on "Public Sector Labor Legislation—An Evolutionary Analysis" was published in the Bureau of National Affairs volume, *Public-Sector Bargaining*.

Bonnie Bogue completed a chapter (with Kirsten Zerger) on "Strikes and Other Concerted Activities," for the State Bar volume, *Public Sector Labor Law in California*.

Paul Johnston, a Ph.D. candidate in the Department of Sociology, has completed his thesis, which is based in large part on CPER's strike data collection. Johnston and Bogue plan to use this data base for a series of further analyses of public sector strikes. As a result of CPER's efforts since 1969, California is the only state which has a complete public sector strike record.

Bruce Kieler, a Dr.P.H. candidate in the School of Public Health and a CPER assistant, is studying the impact of AIDS on public sector employment policies and collective bargaining agreements, with special reference to occupational risk, testing, discrimination, and workplace education. He presented a paper to the American Public Health Association in New Orleans in October 1987 on "The Cost of AIDS as Symbol: A Social Constructionist Analysis."

Charles Munnell, Visiting Scholar at Boalt, Ph.D. candidate, and former attorney for the Ohio Office of Collective Bargaining (public sector), is using CPER archives to write a legal history of public employment labor relations; his particular interest is the effect of law on institutions.

Preliminary talks were held with

PERB regarding CPER's cooperation in the publication of a series of papers on labor-management cooperation techniques and alternative dispute resolution procedures. Also, CPER was approached regarding cooperating in a research effort sponsored by the University of Hawaii's Industrial Relations Center to mark the 20th anniversary of Hawaii's public sector labor law in 1990.

## Reference and Consultation

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Direct access to the CPER staff is considered to be one of the Program's more important offerings. For example, approximately 122 telephone reference questions were received and answered this year. The bulk 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 the groups helped were: government agencies: Attorney General's Office, Department of Industrial Relations, Department of Education, Department of Finance, Department of Personnel Administration, Public Employment Relations Board; academicians: Hastings, Iowa State, N.Y. State School of Industrial and Labor Relations, Otago University (New Zealand), Rutgers University, U.C.-Berkeley, UCLA, University of Michigan, University of Oregon; employer and union groups: American Federation of State, County, and Municipal Employees, American Federation of Teachers, Association of California School Administrators,

California Public Employee Relations Association, California School Employees Association, California State Employees Association, International Association of Fire Fighters, League of California Cities, L.A. Community College District, Operating Engineers, Teamsters; Legislature: Senate Office of Research, Senate Education Committee; media: *Oakland Tribune*, *Sacramento Bee*, *San Diego Union*, *S.F. Examiner*; other: State Bar Committee on Labor and Employment Law, Commission on the Status of Women.

## Cooperation in Education Programs and Conferences

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In addition to supporting Institute programs by providing consultation, data, and other resource materials, as well as speakers on public sector issues, CPER continues to provide similar assistance to a variety of other organizations.

## Acquisition and Storage of Information

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Under the direction of Librarian Clara Stern, CPER maintains a specialized reference library which backs up the activities and services described above. The 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 factfinding awards, tabulations of strikes, negotiated grievance arbitration procedures, and union security provisions; negotiated agreements; and periodicals and bulletins of public agencies and employee organizations. Major state newspapers are clipped daily. By special arrangement, this collection is open for reference and research by subscribers, academicians, students, and other interested parties.

## Staff

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B.V.H. Schneider, CPER Editor and Program Director; Bonnie G. Bogue, J.D., Associate Editor and Associate Director; Marla Taylor, Carol Vendrillo, and David J. Bowen, Assistant Editors; Margaret Cunningham, J.D., Associate; Bruce Kieler, Research Assistant; Clara Stern, Librarian (on leave); Sharon Melnyk, Circulation Manager; Shizuko Okino, Staff Assistant.

# Student Activity

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Forty-eight graduate students were associated with the Institute during 1987-88. The Research Assistants were assigned to individual faculty members affiliated with the Institute, with the exception of five who assisted in individual units with various aspects of their research and community service programs.

Doctoral dissertations completed during 1987-88 by students now affiliated (or formerly affiliated) with the Institute are:

Rick Boettger (Business Administration), Decision Making Under Second-Order Uncertainty

David Brauer (Economics), Histadrut in the Israeli Economy: Centralized Collective Bargaining and Wage Restraint

Jennifer Chatman (Business Administration), Matching People and Organizations: Selection and Socialization in Public Accounting Firms

Steven Leiken (History), Cooperative Activities of American Workers, 1850-1880

William Segal (Economics), Economic Dualism and Collective Bargaining Structure in Food Manufacturing Industries

Jerry Goodstein (Business Administration), Institutional Change and the Organizational Structure of the Health Care Sector

The following is a list of graduate students affiliated with the Institute during 1987-88:

<b>Name</b>	<b>Department</b>	<b>RA for</b>
Heidi Albers	Economics	Professor Wiseman
Ronald Archer	Political Science	Professor Collier
Lee Badgett	Economics	Professors Ulman and Dickens
Elizabeth Bishop	Economics	Professor Dickens
Phillip Bokovoy	Economics	Professor Dickens
Marla Cook	Political Science	Professor Collier
Carlos Davidson	Economics	Professor Reich
Catherine Finger	Business Administration	Professor Levine
Sylvia Flatt	Sociology	Professor O'Reilly
Robert Freeland	Sociology	Professor Burawoy
Nell Gandai	Economics	Professor Elchengreen

<b>Name (Continued)</b>	<b>Department</b>	<b>RA for</b>
Gina Gargano	Business Administration	Professors Strauss and Roberts
Robin Gillespie	LOHP	Health Education
Jean Hamilton	Economics	Professor Levine
Heather Haveman	Business Administration	Professors Carroll and Levine
Bruce Kleier	Public Health Administration	Labor, LOHP
Mary King	Economics	Labor Center
Oliver Linton	Economics	Professor Dickens
Oscar Loureiro	Economics	Professor Dickens
James McQuire	Political Science	Professor Collier
Brenda McLaughlin	Political Science	Professor Wilensky
James Mahon	Political Science	Professor Collier
Jeff Manza	Sociology	Professor Burawoy
Christopher Martin	Economics	Professor Levine
Kathy Mosler	Psychology	Professor Zedeck
Matt Nagler	Economics	Professor Dickens
Il-Woo Paik	Education	Professor Stern
Amelia Preece	Economics	Professor Brown
Susan Sassalos	Business Administration	Professor Leonard
Joel Schrag	Economics	Professor Dickens
Howard Shelanski	Economics	Professor Dickens
Glenn Shor	Public Policy	LOHP
Anand Swaminathan	Business Administration	Professor Carroll
John Talbot	Sociology	Professor Wilensky
Pam Tellew	Economics	Labor Center
Kurt Thompson	Sociology	Professor Voss
John Torpey	Sociology	Professor Karabel
Jim Wade	Business Administration	Professor O'Reilly
Cathy Weinberger	Economics	Professor Robinson
David Wirt	Economics	Professor Wiseman
Deborah Yashar	Political Science	Professor Collier

## **Berkeley Campus Human Resources Council**

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The Berkeley Campus Human Resources Council was very active this year under the leadership of its co-presidents, Christy Whitney and Donna Marcinkowski. The theme for this year's group was "bridging the gap between theory and practice." Several events were planned to extend the knowledge and experience of students pursuing a career in human resources and general management. Close to 50 students participated in events including the annual conference for human resource professionals, Northern California Human Resources Council (NCHRC) dinner meetings and professional workshops, office visits, a management consulting seminar, and a job placement/career counseling workshop. Students also arranged and participated in a mock interview workshop and a public speaking workshop.

Two events were particular highlights for the year. First, BCHRC co-sponsored with NCHRC a new joint seminar at UC Berkeley for MBA students and human resource professionals interested in discussing the human resource implications of the changing nature and operation of U.S. businesses. This seminar addressed cutting-edge issues related to effective utilization of human resources in such a changing business climate. Topics included "Scaling Down But Keeping Talent," "Compensation and Benefit Structures After Transition," and "Motivating Productivity Before and After Transition." A total of 40 MBAs and 50 human resource professionals attended the seven seminar series. Eight faculty members and eight practitioners led the seminars. Students and profes-

sionals expressed great interest in continuing this effort in the future.

The third annual BCHRC Breakfast was another resounding success. This year, 40 students, 60 professionals, and five faculty attended to hear about student and faculty projects which attempt to bridge the gap between theory and practice, and to learn more about future collaboration between students in human resources and the business community. The Breakfasts give BCHRC the opportunity to communicate to the public UC Berkeley's efforts to provide a solid education in the field while augmenting students' knowledge and experience through club events and activities. It also gives students and professionals the opportunity to match their interests for future employment and collaboration. Numerous student internships and mentorships are developed each year through contacts made at the Breakfasts. In addition, the business community and public-at-large becomes more informed of the ways in which education at Berkeley is relevant for helping to serve tomorrow's business needs.

## **LOHP Student Field Placements and Internships**

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The Labor Occupational Health Program offers field placements and internships for students from a wide variety of disciplines. Most of these students are from the Schools of Public Health, Berkeley, or Medicine and Nursing at San Francisco, although students from other departments and institutions are accepted as well. Student internships range in length from a few hours per week for a semester to full time for an academic year. Interns are encouraged to develop practical skills through projects which may include program planning and evaluation, conferences and training sessions, policy research, or developing educational materials. LOHP interns have gone on to work as industrial hygienists, physicians, nurses, and health educators in private industry, government, universities, and voluntary health agencies across the country and around the world. This year's interns included the following:

Anne Bracker, MPH student, Industrial Hygiene, U.C. Berkeley  
Topic: Health Care Workers' Task Force; general technical assistance

Diane Bush, MPH student, Health Education, U.C. Berkeley  
Topic: Hazardous Waste

Nicole Friedland, Undergraduate, Community Studies, U.C. Santa Cruz  
Topic: Video Display Terminals

Gina Gargano, Doctoral student, Business Administration, U.C. Berkeley  
Topic: AIDS Labor Education Project curriculum development

Robin Gillespie, MPH student,

Health Education, U.C.  
Berkeley

Topic: AIDS Labor Education  
Project curriculum development

David Harrington, MPH student,  
Health Education, U.C.  
Berkeley

Topics: Health Education in  
Community Clinics; New Tech-  
nology Project

Bruce Kieler, MPH student, Be-  
havioral Sciences, U.C.  
Berkeley

Topic: AIDS Labor Education  
Project

Glenn Shor, Doctoral student,  
School of Public Policy, U.C.  
Berkeley

Topic: Workers' Compensation

Shawna Whitney, Undergraduate,  
Social Welfare, U.C. Berkeley

Topic: Health Care Workers'  
Task Force

## **Center for Labor Research and Education**

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As mentioned earlier, the *Labor Center Reporter* is primarily a graduate student enterprise. Each issue of this newsletter consists of three short articles discussing subjects of relevance to labor. The editorial board for 1987-88 was comprised of 14 graduate students, along with two faculty members and two labor coordinators.

The William E. Ratcliffe scholarship (for \$500) was awarded to Mary King, a PhD candidate in Economics. This scholarship, which honors a long-time Business Agent, is awarded annually through the generosity of Local 775 of the United Food and Commercial Workers.

# INSTITUTE PUBLICATIONS

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Through its comprehensive publications program, the Institute seeks to disseminate research by its faculty and staff members to the academic community and to the general public. Publications include two journals, a newsletter, faculty reprint series and working paper series, proceedings of Institute conferences, and less frequently, books and pamphlets. A complete listing of all Institute publications is issued regularly and may be obtained on request.

Inquiries regarding the Institute's publications program come from students, faculty, libraries, unions, business firms, government, and interested individuals throughout the world. In addition, the publications are used as required reading in a number of courses taught in colleges around the country and in various courses and seminars sponsored by the Institute.

## Periodicals

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### *Industrial Relations: A Journal of Economy & Society*

Articles and symposia on all aspects of the employment relationship, with special attention given to developments in the fields of labor economics, sociology, psychology, political science, law, human resource management, and organizational behavior. Published three times yearly, Winter, Spring, and Fall.

Annual subscription rates:	Individuals	Institutions
U.S.A.	\$ 15.00	\$ 27.50
Non-U.S.A.	£ 15	£ 22

### *California Public Employee Relations*

A research and publication program concerned with labor force, compensation, and collective bargaining developments in the California public sector. The subscription service for 1987-88 consisted of: (1) *CPER Magazine* (four quarterly issues containing analytical and descriptive articles, news coverage, abstracts of decisions of the Public Employment Relations Board and public sector arbitrators, and reprints of major court decisions); (2) *CPER Extra Edition* (three issues containing news, litigation updates, publications summaries, and abstracts of PERB and arbitrators' decisions); (3) *CPER Special Reporting Series* (interim bulletins); (4) *CPER Index* (general index, table of cases, table of final PERB rulings, topical index of arbitration awards); and (5) *CPER Information Exchange*, a cooperative

arrangement whereby staff respond to individual research questions and subscribers are encouraged to contribute information from the field.

**Subscription rate:** \$135.00 per year.

### **Monitor**

A quarterly newsletter covering the world of occupational safety and health from a union perspective. Focuses on job hazards; medical, scientific, regulatory, and bargaining issues; workers' compensation; minority and women's health. Reviews books and films, 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:** \$10.00 per year. Special reduced multiple copy rates are available for unions and other groups.

### **Labor Center Reporter**

The Labor Center Reporter is distributed monthly to all California labor organizations. The following issues were distributed in this annual report year:

- 215 "United Farmworkers After 25 Years," William Segal (July 1987)
- 216 "Rank and File View of the Kaiser Strike," Lupe Friaiz (July 1987)
- 217 "Union Member Wins Crucial Court Decision," Mary King (July 1987)
- 218 "Killing Cal-OSHA, Killing Workers?" Amelia Preece (October 1987)
- 219 "Rusted Dreams: Hard Times in a Steel Community," Lee Badgett (October 1987)
- 220 "Teamsters on Strike Against United Foods," William Segal (November 1987)

221 "Labor and the Merger/Acquisition Process," Bruce Poyer (December 1987)

222 "Labor and the Merger/Acquisition Process, II," Bruce Poyer (December 1987)

223 "The Worker Versus the Consumer," Clair Brown (December 1987)

224 "The Injured Worker's Bill of Rights," Bruce Poyer (January 1988)

225 "Labor Fights for Health and Safety," Mary King (January 1988)

226 "Workers' Compensation Initiative Measures," LCR Staff (January 1988)

227 "Help Wanted: Educated Workers and Enlightened Managers," Elizabeth Bishop, Amelia Preece (February 1988)

228 "Effects of Comparable Worth in San Jose," Marlene Kim (February 1988)

229 "Ground-Breaking Pay Equity Lawsuit," Mary King (February 1988)

230 "Guestworkers: The Next Wave of Immigrants?" Susan Gabbard (March 1988)

231 "IRCA: Immigration Reform of Worker Control?" Susan Gabbard (March 1988)

232 "Exploitation of Workers' Compensation in California," Bruce Poyer (March 1988)

233 "Is the NLRA Still Working for Workers?" William Dickens (April 1988)

234 "The Decline of Worker and Family Security in the U.S.," Bruce Poyer (April 1988)

235 "An Economic Program for Justice and Global Solidarity," Sam Bowles (April 1988)

236 "Negotiating Issues in Sweden," Jean Hamilton (June 1988)

237 "Reagan's Legacy: Increased Income Inequality," Mary King (June 1988)

238 "Common Decency in Health and Welfare Programs," Alvin Schorr (July 1988)

239 "The Rise and Fall of Full Employment, Part I," Bert Gross (July 1988)

240 "The Politics of Monetary Policy, Part I," Bruce Poyer (July 1988)

Of the 26 issues of LCR in this reporting period, 17 were written by graduate students who were also members of the Editorial Board; 9 were written by faculty and staff. This year the Board included Lee Badgett, David Brauer, Allen Cheadle, Carlos Davidson, Lupe Friaiz, Susan Gabbard, Jean Hamilton, Marlene Kim, Mary King, Tom Larson, Amelia Preece, Lisa Saunders, Bill Segal, Cathy Weinberger, and John Williams. Faculty members on the Board were Clair Brown and David Stern. Labor Center members of the Board were Marty Morgenstern and Bruce Poyer (Editor).

## Faculty Reprint and Working Paper Series

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### Reprints

- 468 Staw, Bell and Clausen, "The Dispositional Approach to Job Attitudes: A Lifetime Longitudinal Test."
- 469 Carroll and Huo, "Organizational Task and Institutional Environments in Ecological Perspective: Findings From the Local Newspaper Industry."
- 470 David Stern, "Compensation for Teachers."

### Working Papers

- 1 Lloyd Ulman, "Who Wanted Collective Bargaining in the First Place?"
- 2 Strauss and Hammer, "Worker's Participation in the United States."
- 3 George Strauss, "The Future of Human Resources Management."
- 4 Jonathan Leonard, "Technological Change and the Extent of Frictional and Structural Unemployment."
- 5 Jonathan Leonard, "On the Size Distribution of Employment and Establishments."
- 6 Jonathan Leonard, "Employment Variation and Wage Rigidity: A Comparison of Union and Non-Union Plants."
- 7 Glenn R. Carroll and Elaine M. Mosakowski, "The Career Dynamics of Self-Employment"
- 8 Barry Eichengreen, "Unemployment in Interwar Britain: Dole or Doldrums?"
- 9 Barry Eichengreen, "Juvenile Unemployment in 20th Century Britain: The Emergence of a Problem"
- 10 Sheldon Zedeck, "Work, Family and Organizations: An Untapped Research Triangle"

- 12 Barry Eichengreen and Tim Hatton, "Interwar Unemployment in International Perspective"

## Recent Miscellaneous Publications

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### Center for Labor Research and Education

New in this annual report period:

- *Labor and the New Business Environment, A Report on Discussions Held During the Seminar in Business Economics and Corporate Finance for Labor*, edited by Bruce Poyer and Marty Morgenstern, June 1988, 28 pages, \$5.00

Current and still useful:

- *How to Cost a Union Contract: A Guide for Union Negotiators*, ed. Paul Chown, 1986, 132 pages, \$10.00 (\$7.00 for orders of five or more).
- *California Workers' Rights A Manual of Job Rights, Protections and Remedies*, by Joan Braconi and Alan Kopke, 1986, 286 pages (\$12.95 for individuals, nonprofit and government organizations; \$18.95 for profit organizations; discounts for bulk orders; contact the Labor Center).
- *California Workers' Compensation*, by Joan Braconi and Alan Kopke, 1986, 26 pages, \$1.00
- "Can They Just Fire Me?" *Public Employees' Right to Due Process*, by Steve Diamond, 1986; 52 pages; \$1.00 (National Edition).
- "Hey, the Boss Just Called Me Into the Office . . ." *The Weingarten Decision and the Right to Representation on the Job*, by Steve Diamond, new edition, 1986, 22 pages, \$1.00

### Labor Occupational Health Program

- "VDTs Can Be Hazardous to Your Health." (Information packet, revised 1987) (\$8.00)
- *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)
- "Indoor Pollution." (Information packet; 1983), (\$5.00)
- *Fruits of Your Labor: A Guide to Pesticide Hazards for California Field Workers*, by Sidney Weinstein. 1984. 186 pp., (\$10.00)
- *Health and Safety Issues Commonly Faced by Farmworkers: Answers to 67 Most Frequently Asked Questions*, by Paul Chown. 1983. 68 pp., (\$5.00)
- *Occupational Hazards of Construction: A Manual for Building Trades Apprentices* by Janet Bertinuson and Sidney Weinstein. 1978. 212 pp., (\$12.00)
- *Occupational Hazards of Construction: Instructor's Guide*, by Janet Bertinuson and Sidney Weinstein. 1978. 212 pp., (\$18.00)
- *Working for Your Life: A Woman's Guide to Job Health Hazards*, by Andrea Hricko with Melanie Brunt. 1976. 200 pp., (\$12.00)

- *Health and Safety Handbook for Local Unions*, by LOHP staff. 1982. 98 pp., (\$7.00)
- *Occupational Diseases 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 Pille and Robin Baker. 1981. 150 pp., (\$15.00)

#### **California Public Employee Relations Program**

New in this Annual Report period:

- *Pocket Guide to the Meyers-Millias-Brown Act*, January 1988, 41pp. \$3.00; \$2.50 apiece for 5-49 copies.

Current and still useful:

- *Pocket Guide to the Educational Employment Relations Act*, March 1987, 72 pp. \$3.50; \$3 apiece for 5-49 copies.
- *Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act*, August 1986, 39 pp. \$2.75; \$2.25 apiece for 5-49 copies.

## **Audiovisual Materials**

### **Labor Occupational Health Program**

"How Workplace Hazards Affect the Body." A 15-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 scripts. 1986. (\$100.00)

"Chemical Hazards in the Building Trades." A 20-minute slide/tape module, updated this year, which details the various hazardous chemicals found in the construction industry, health effects, regulations, and preventive measures. 103 slides with tape and printed script. 1988. (\$100.00)

"Occupational Hazards of Construction." Four 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. "Chemical Hazards," 125 slides, \$120.00; 4. "Walking/Working Surfaces," 56 slides, \$90.00. Set of four, \$400.00)

"Working for Your Life." A 57-minute motion picture documentary examining the health problems of working women. 1978. (\$600.00 in 16mm film format; \$100.00 as a videotape.)

"Another Day's Living." A 30-minute motion picture documentary about hazards in logging and sawmills. 1980. (\$400.00 in 16mm film format; \$100.00 as a videotape.)

# THE JOURNAL

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*Industrial Relations*, the Institute's scholarly journal, completed its twenty-seventh year of publication. 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.

The Editors are pleased to report that academic interest in the journal continues to increase. We received over 200 submissions, many more than we can publish, and an increase of 10 per cent over the previous year. The manuscripts covered broader range of fields; increased submissions from sociologists and political scientists were particularly notable. Although the quality of the manuscripts also continued to increase, we were able to accept no more than 10 per cent of nonsymposium submissions.

We published 20 articles, a small increase over the previous year, reflecting an editorial decision to ask authors to shorten articles whenever possible. We published two symposia: a full issue symposium on Behavioral Research in Industrial Relations, guest-edited by David Lewin, and a mini-symposium on Industrial Relations in Australia. Additional papers were published on a broad array of topics; these included unemployment duration among displaced workers, comparable worth and female earnings, union efforts in National Labor Relations Board elections, Hispanic immigration and labor market segmentation, determinants of vacation time, and alternative measures of union and nonunion compensation levels.

The new publishing arrangement with Basil Blackwell of Oxford, England entered into full operation. The journal has an attractive new format and a new promotional brochure. Blackwell has begun a systematic promotional campaign, which has already met initial expectations in expanding circulation. They plan to continue their efforts to widen the journal's audience.

Michael Reich and Jonathan Leonard served as co-editors. Barbara Porter and Katherine Mooney continued to provide us with excellent staff, as Managing Editor and Assistant Editor, respectively. Aleta Martinez and Pamela Rewis served as circulation assistants. The staff successfully and cheerfully handled the transition to the new printing, mailing, and subscription maintenance arrangements with Blackwell, and assisted with the editors' increased level of requests of further revisions from authors.

Finally, the journal was assisted by an excellent Editorial Board and by a large number of referees. We continued our policy of seeking additional reviews from scholars outside the Institute as well as those inside. Over 100 scholars from outside IIR and 18 from within helped the Editors in evaluating manuscripts.

# THE LIBRARY

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The Institute Library is now the largest industrial relations library on the West Coast. It contains more than 60,000 items—books, journals, newspapers and newsletters, reports, working papers, reprints, as well as ephemeral and other non-trade materials focusing on issues of relevance to industrial relations researchers and educators. Most materials in the collection are fully cataloged by author, title, and subject; several monographic series and conference proceedings are also analyzed. More than 300 serials are received regularly. A number of oral histories of special significance to the Bay Area labor-management community are available for study in the Library. The collection grows by some 1,000 items each year; many of these are given to the Library by friends and faculty; other major contributions are made through university exchange of publications and arrangements with publishers, government agencies, and numerous organizations with related interests. Costs are held to a minimum, thanks to these long-standing arrangements. All new acquisitions are announced by means of the Library's *New Acquisitions* list, published five times yearly.

The Library welcomes a diverse clientele. Institute faculty, students, and staff are its primary users, followed by a host of others: faculty, students, and staff from elsewhere on the Berkeley campus and nearby colleges, arbitrators, public officials, personnel managers, labor leaders, company executives, and others from all walks of life. Their research needs are wide-ranging and include: collective bargaining, human resource management, organizational behavior, labor union concerns, labor history, work redesign, productivity, wages, technological change—and many more. Those with research/reference needs beyond the resources of the Institute Library are referred to a number of kindred collections located elsewhere on campus. Considerable time and attention are given to answering reference inquiries both in person and by phone.

Administratively, the Institute Library is independent of the campus library system; its collection is not a part of the main campus library. As has been noted in a recent faculty review committee report: "While this isolation probably limits the number of users and leads to some duplication of holdings, the benefits of having a centralized and focused collection relevant to the Institute's primary activities is enormous." Nonetheless, IIR Library users are able to locate materials available elsewhere in the UC system through dialup access to MELVYL, the all-UC libraries' online catalog, and also through GLADIS, its counterpart for the Berkeley campus collection. One of this year's major achievements has been dialup linkage to GLADIS; it has provided much-appreciated access to the Berkeley collection by Institute Library users.

This past year has been given to consolidating library gains, training employees

(after total turnover of nonprofessional staff), and preparing for expanded Library space in the basement. Budget continues to be a limiting factor in undertaking new projects. Of high priority is provision for serials held by the IIR Library to be added to GLADIS. However, additional staff is needed before the Library can commit itself to this particularly promising project. The personal computer acquired during 1985/86 is now an essential part of the Library's operations—a daily reminder that its potential needs to be explored further. Staff size has been constant through the years. Now the impact of increased holdings, critical space limitations, the availability of more sophisticated equipment, and the demands of greater usage and responsible reciprocity with other libraries all make imperative the need for an increase in library staffing in the near future.

Nanette Sand continues in her position as head Librarian. During this year, she attended the annual meeting of the Committee of Industrial Relations Librarians (CIRL) in Washington D.C. The meeting was hosted by the Washington Area Labor Information Specialists (WALIS), and was, as always, a helpful opportunity to exchange ideas and information with professionals in the field. Nancy Clement has completed her first year as Library Assistant III, anchor person for the Library's technical and circulation services. Janet Strothman has served ably as part-time professional cataloger in the absence of Clara Stern, on leave in China. Ivy Smith, Brian Dusseault, and Carmen Ramirez succeeded one another as part-time student library assistants. Thanks are due all for work well done!

# VISITORS

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The Institute hosts many visitors each year from around the world. Some come for meetings with staff members and are here only briefly, while others arrange to come as visiting scholars and stay up to a year. These visits benefit both the scholar and the Institute. Long-term visits are usually initiated by the scholar who has a sabbatical leave which he or she wishes to spend at Berkeley. The scholar is appointed Research Associate by the Graduate Division which confers official visitor status at the Berkeley campus. Research Associates during 1987-88 were:

Bor-Shluan Cheng  
Department of Psychology  
Fushingkong University  
Peltou, Taipei

Margaret Gardner  
School of Administration  
Griffith University  
Queensland, Australia

Eduardo Gonzales Bledma  
School of Law  
Seville, Spain

David Guest  
Department of Economics  
London School of Economics  
London, England

Frank Heller  
Center of Decision Making  
Studies  
Tavistock Institute  
London, England

Yoshi-Fumi Nakata  
University of Alabama  
Huntsville, Alabama

Gregory Patmore  
University of Sydney  
Sydney, Australia

Ann Schofield  
American Studies/  
Women's Studies  
University of Kansas  
Lawrence, Kansas

Malcolm Waters  
Department of Sociology  
University of Tasmania  
Tasmania, Australia

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## The Institute was also pleased to host visits from:

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John Bikangaga, Chair  
Public Service Commission  
Uganda

Ladislao Ramon Blady  
Labor Secretary  
National Federation of  
Public Workers  
Argentina

Robert Boyer  
CEPREMAP,  
Paris, France

Martin Brown  
Department of Economics  
Howard University  
Washington, DC

Adrienne Buffardi  
Tobacco Workers Union  
Rome, Italy

Lars Christensen, Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters, Denmark

Alain Deleu  
Secretary General  
Confederation of French  
Christian Workers  
France

Mario Epelman, M.D.  
School of Medicine  
Universidad Nacional  
de Cordoba, Argentina

Knud Eriksen Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters, Denmark

Jose Torres Flores  
Vice President of UTC  
National Federation of  
Democratic Unions  
Colombia

Lennart Forseback  
Research Department  
Swedish Organization of  
Specialized Teachers  
Sweden

Laurie J. Fraser, M.S.  
Ergonomics Program  
Coordinator  
Alberta Community and  
Occupational Health  
Canada

*(continued)*

Louise Getty  
Faculty of Medicine  
University of Montreal  
Canada

Mogens Hansen  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters  
Denmark

Walther Rasmus Hjuler  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters  
Denmark

Jurgette Honculada  
National Federation of Labor  
Quezon City, Philippines

Veronika Jager  
Education and Science Union  
Hamburg, Germany

Bent Kristensen  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and Carpenters  
Denmark

Poul Karlo Kristensen  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters, Denmark

Lee Lai-si  
Social Affairs Department  
Taiwan Provincial  
Government  
Republic of China

Alberto Pedro Cha Larrieu  
Administrative Secretary  
Savings and Credit  
Cooperative, Uruguay

Gyorgy Lengyel  
Karl Marx University of  
Economic Science,  
Department of Sociology  
Budepest, Hungary

Hector Lucena  
University of Carabobo  
Editor, Magazine of  
Labor Relations  
Venezuela

Franz Maget  
German Trade Union Federation  
Bavaria

Jose Willmen Marchand-Corbo  
Secretary General  
Autonomous  
Bus Drivers Union  
Uruguay

Giles Martin  
Occupational Health and  
Safety Coordinator  
Canadian Union  
of Public Employees  
Quebec, Canada

Donna Mergler, Ph.D.  
Department of  
Biological Sciences  
University of Quebec  
Canada

Masaru Miyao, M.D.  
Department of Public Health  
Nagoya University  
School of Medicine  
Japan

Andres Pedreno Munoz  
Head, Department of  
Applied Economics  
University of Alcantre  
Spain

Ervin Netting  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters  
Denmark

Jose Alfonso Gaitan Ospina  
President, Adocol  
The Union of  
Performing Artists

Jan Niels Juil Petersen  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters  
Denmark

Peter Phillips  
Department of Economics  
University of Utah  
Salt Lake City

Knud Poulsen  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters,  
Denmark

Jose Rafael Hurtado Puerta  
Labor Issues Reporter  
*El Universal*  
Venezuela

Aniano Pinzon Real  
Secretary for Defense  
and Legal Matters  
Confederation of Workers  
of the Republic of Panama  
Panama

Charles, E. Reasons  
Department of Sociology  
University of Calgary

## Canada

Helmut Schywalsky  
Akademie der Arbeit  
Frankfurt, Germany

Johnny Bent Skovengaard  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters  
Denmark

Arne Mose Sorensen  
Executive Board  
National Union of Joiners,  
Cabinetmakers, and  
Carpenters  
Denmark

Masako Tanahasi  
Medical Science  
College of Aichi Shukutoku  
Nagoya, Japan

Valentine Hugo Alaroon Tellez  
Secretary of Public Relations  
Light, Electrical and  
Telephone Workers  
Bolivia

Dan Tierney  
Department of  
Biological Sciences  
University of Quebec  
Canada

Silvia Urena-Mendoze  
Secretary of Finance  
National Confederation of  
Dominican Workers  
Dominican Republic

Luis Vega  
Secretary  
Trujillo Workers Union  
Union Delegate to Peruvian  
Institute of Social Security  
Peru

Nicole Vezina, Ergonomist  
University of Quebec  
Canada

Amalia Beatriz Villardel  
Press Secretary  
National Federation of  
Public Workers, Argentina

John Walusimbi  
Secretary  
Public Service Commission  
Uganda

Margot Warneke  
German Trade  
Union Federation  
Hamburg, Germany

# THE FACULTY

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Name	Department	Principal Fields of Research
Cristina Banks	Business Administration	Performance appraisal; role of women in business
David Brody	History (U.C. Davis)	Work and leisure in America; labor and American politics
Clair Brown	Economics	Living standards and income distribution; unemployment; income support programs; women in the labor force
Michael Burawoy	Sociology	Factory organization and production in socialist and capitalist societies
Glenn R. Carroll	Business Administration	Organizational sociology; industrial and sociology (affiliated) development; quantitative methods
David Collier	Political Science	Relationship between state and organized labor in Latin America
William Dickens	Economics	Determinants of union growth and decline; occupational safety and health regulation; labor productivity
Barry Eichengreen	Economics	International unemployment experience between the wars; juvenile unemployment between the wars compared to youth unemployment in Britain today
Edwin M. Epstein	Business Administration	Business and labor political activity
David E. Feller	Law	The law of collective bargaining; collective bargaining in higher education
Joseph W. Garbarino	Business Administration	Faculty unionism; public employee labor relations
Margaret Gordon	Social Welfare (Emeritus)	International comparisons of social welfare policies
Jerome B. Karabel	Sociology	Community colleges and the politics of organizational change; relationship between higher education and labor markets
Clark Kerr	Business Administration (Emeritus)	Economics of higher education

Jonathan Leonard	Business Administration	The Impact of equal employment opportunity and affirmative action policy; compensation; unemployment and labor turnover
David Levine	Business Administration	Changes in attitudes towards women's roles; organization of work and the theory of the firm
Raymond E. Miles	Business Administration	Organizational design; relationships between organizational environments and strategy
Charles O'Reilly	Business Administration	Personnel management; organizational demography
Michael Reich	Economics	Labor market segmentation; racial discrimination; income differentials
Karlene Roberts	Business Administration	Avoidance of errors in complex systems; communications
James Robinson	Public Health	Workplace hazards on productivity and unionism
Barry M. Staw	Business Administration	Commitment; determination of job attitudes; attribution theory; relationship between disposition and job satisfaction
David S. Stern	Education	Analyses of high school and vocational education programs; teachers' compensation
George Strauss	Business Administration	Studies on the boundary between organizational behavior and industrial relations, especially workers' participation in management
Lloyd Ulman	Economics	Collective bargaining, especially its impact on wages and prices; income policies from an international perspective; manpower policies
Jan Vetter	Law	Equal employment in higher education; law of union-management relations
Kim Voss	Sociology	Alliances between skilled and less skilled workers in U.S. in late 19th century
Harold L. Wilensky	Political Science	Comparative political economy; public policy; politics of taxing and spending; welfare policies
Michael Wiseman	Economics	Welfare programs; office automation
Sheldon Zedeck	Psychology	Assessment center processes; personnel psychology

# THE PROFESSIONAL STAFF

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Darryl Alexander	Program Coordinator, Labor Occupational Health Program
Elaine Askari	Project Director, Labor Occupational Health Program
Robin Baker	Director, Labor Occupational Health Program
Gail Bateson	Program Coordinator, Labor Occupational Health Program
Anne Bracker	Program Coordinator, Labor Occupational Health Program
Bonnie G. Bogue	Associate Director, California Public Employee Relations Program
David J. Bowen	Associate, California Public Employee Relations Program
Anne Bracker	Program Coordinator, Labor Occupational Health Program
Joan M. Braconi	Program Coordinator, Center for Labor Research and Education
Clair Brown	Associate Director of the Institute
Paul Chown	Chair Emeritus, Center for Labor Research and Education
Margaret Cunningham	Associate, California Public Employee Relations Program
Marian Gade	Research Associate for Clark Kerr
Peter Guldry	Program Coordinator, Center for Labor Research and Education
M. Katherine Mooney	Assistant Editor, <i>Industrial Relations</i>
Marty Morgenstern	Chair, Center for Labor Research and Education
Lela Morris	Continuing Education Coordinator, Labor Occupational Health Program
Barbara Plog	Associate Director, Labor Occupational Health Program
J. Bruce Poyer	Program Coordinator, Center for Labor Research and Education
Nanette O. Sand	Librarian, Institute Library
Betty V. H. Schneider	Director, California Public Employee Relations Program
Clara S. Stern	Associate Librarian, California Public Employee Relations Program Library and IIR Library
Laura Stock	Program Coordinator, Labor Occupational Health Program
Janet Strothman	Assistant Librarian for the Institute
Betty Szudy	Program Coordinator, Labor Occupational Health Program
Maria Taylor	Associate, California Public Employee Relations Program
Carol Vendrillo	Associate, California Public Employee Relations Program
Earl J. Wyman	Chair, Center for Human Resources Programs
Sheldon Zedeck	Acting Director of the Institute

# THE ADMINISTRATIVE AND CLERICAL STAFF

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Marla Teresa Bertero	Management Services Officer
Stephanie Cannizzo	Program Assistant for the Labor Occupational Health Program
Nancy Clement	Library Assistant for the Institute Library
Eugene S. Darling	Editor and Financial Assistant for the Labor Occupational Health Program
Catherine Davis	Program Representative for the Center for Labor Research and Education
Maureen Kawaoka	Secretary for Clark Kerr
Wal-ping Lee	Senior Clerk, Center for Human Resources Program
Anne Maramba-Ferrell	Administrative Assistant for the Labor Occupational Health Program
Aleta Martinez	Administrative Assistant for the Institute
Lucy Martinez	Administrative Assistant for the Labor Occupational Health Program
Katherine Mello	Program Representative for the Center for Human Resources Program
Sharon Melnyk	Circulation Manager for <i>California Public Employee Relations</i>
Susan P. Moreland	Circulation Manager for <i>Industrial Relations</i>
M <sup>rs</sup> Teresa Ojeda	Editorial Assistant for the Center for Labor Research and Education
Shizuko Okino	Circulation Assistant for <i>California Public Employee Relations</i>
Barbara E. Porter	Managing Editor for <i>Industrial Relations</i>
Mona Purfoy	Administrative Assistant for the Center for Labor Research and Education
Pam Rewis	Administrative Assistant for the Institute
Susan Salisbury	Library Assistant for the Labor Occupational Health Program
Allison Shock	Library Assistant for the Institute Library