



The
Institute of Industrial Relations
University of California,
(Berkeley)U

IIR

A Report on:
Research
Training
Community Activities
1979-1980

REPORT ON

RESEARCH ● TRAINING

and

COMMUNITY ACTIVITIES

1979-1980

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FACULTY RESEARCH

Collective Bargaining, Unions, and Public Policy

Lloyd Ulman (Economics) continues, with Robert J. Flanagan of Stanford University and David Soskice of Oxford University, their nine-country comparative study of wage inflation, institutional change, and consensus policies in Western Europe. This project is sponsored by The Brookings Institution. The quantitative work has been completed and a monograph is now being drafted.

George Strauss (Business Administration) has been exploring various means of introducing behavioral science insights into industrial relations. These include bargaining theory, laboratory gaming, and organization development, each of which brings a useful but incomplete perspective to the study of industrial conflict. He has also been exploring how studies of impasse resolution and strike rate incidences may be viewed in international perspective with due weight being given to differing bargaining and conventions among countries. Finally, he has been experimenting with the use of collective bargaining games in the teaching of industrial relations.

David E. Feller (Law) continues his exploration of the relationship between the adjudicative processes under a collective bargaining agreement (e.g., arbitration) and those external to it (e.g., through judicial and administrative bodies). One purpose of the research is to study the effect on the institution of arbitration of the increasing amount of legislative regulation of the terms and conditions of employment. Another purpose is to assess the validity and effectiveness of the National Labor Relations Board's policy of deferring to arbitration. He concludes that the effect on arbitration's autonomous status and freedom from judicial review will probably be adverse even in those instances in which the public agency, such as the NLRB, adopts a policy of deferral, that the effect is inevitable whatever the parties or arbitrators do, but that efforts to preserve arbitration's autonomy by abjuring decisions on questions of the external law are probably undesirable.

Edwin M. Epstein (Business Administration) has been engaged in three major research projects. The first, "Business Corporations and Labor Unions in American Electoral Politics: An Analysis of the Impact of Federal Regulation," examines the goals and behavior of business and labor in the American electoral process (particularly in the area of campaign contributions and expenditures), together with the impact upon this involvement of the important legislative, judicial, and administrative developments pertaining to federal campaign financing which have occurred since 1971. This project will continue into the 1980-81 academic year.

"The Political Impacts of the Modern Large Corporation" examines the political behavior, power, and implications of the "mega-corporation" within the American context. It seeks to both describe and analyze corporate political activity and its consequences for the maintenance of social democracy in the U.S. This ongoing project pays particular attention to possible relationships between company size and organizational structure and political power.

Epstein's third area of research is a "Comparative Analysis of the Social Role of Economic Organizations in Western Industrial Societies, Particularly Great Britain, Israel, and the United States." This project constitutes an ongoing examination of the social role and impact of the large business enterprise in advanced industrial settings.

Charles O'Reilly (Business Administration) has been working on nurses and collective bar-

gaining, based on earlier research on how professional workers who are union members make the decision to strike. O'Reilly, with a colleague in the School of Public Health, have collected additional data from several groups of registered nurses who have engaged in strikes and have been studying the process by which professionals decide to join a bargaining unit and perhaps subsequently decide to strike. He has also been examining the growing trend in union decertification elections.

David Collier (Political Science) is engaged in a long-term project involving a comparative analysis of the relationship between the state and organized labor in eight Latin American countries over the past several decades. The analysis seeks to explain major differences among countries, and major changes over time within countries, in the policies toward labor unions and toward the economic and social position of workers. On the theoretical level, the project has two interrelated goals: (1) to further elaborate and apply in an extended empirical analysis a series of modifications which Collier has developed over the past several years of available approaches to conceptualizing state-society relations; and (2) to derive hypotheses from and contribute to the general literature on the interaction between industrial modernization and political change. The research involves a comparative/historical analysis of Argentina, Brazil, Chile, Colombia, Mexico, Peru, Uruguay, and Venezuela.

David Estenson (Business Administration) has been working on three research projects. The first, titled *Relative Price Variability and Indexed Labor Agreements*, addresses the question of why, after more than a decade of inflation, do less than half of all collectively bargained contracts link wages to a price index? Analysis focuses on the Consumer Price Index (CPI) as a measure of product prices received by an employer. The main empirical result indicates that the more an employer's product prices vary relative to the CPI – i.e., the riskier an employer finds indexing – the less probable an indexed labor agreement.

The second, titled *Strikes, Strike Threats, and Wages*, indirectly tests a hypothesis derived from a model of wage adjustment by relatively homogeneous bargaining units after one unit strikes. Cross-section estimates find no wage advantage for the striking bargaining unit relative to nonstriking units; time series estimates find a statistically significant effect by strikes on wages. The inference is made that, after a strike, similar bargaining units adjust their demands and offers based on the information that a strike occurred and that it was settled at a specific wage.

A third project, now in an early stage, examines the influence of various officials on NLRB decisions using game theory indices. Two aspects of Board decision-making are examined: (1) the participation of influence between the General Counsel (who prosecutes complaints) and the Board (which decides on the validity of complaints), and (2) the potential influence of management, labor, and neutral appointees to the Board.

Manpower, Employment, and Welfare Policies

Welfare and Income Maintenance

Clair Vickery (Economics) continues her research on issues dealing with women's work and how these decisions affect the labor market and the ways people live. Along these lines, she conducted research on the structural aspects of market work and housework and how the structural differences affect women's work decisions. She also demonstrates how the increase in wives' participation rate has resulted in a decline in the relative economic position of single mother families

as poverty has become more of a “female issue.” As part of an ongoing project, she developed an institutional framework for analyzing the work decisions of women historically. In another project for the U.S. Department of Labor, Vickery empirically looked at the work decisions of middle-aged women to see how they differed by economic versus personal circumstances.

Michael Wiseman (Economics) sent a final report to the Department of Labor on a project designed to investigate the determinants of case closure in the two-parent family segment of the aid to families with dependent children program. This study included research on the relation between job market experience and the stability of welfare families. A preliminary summary of the marital stability research was presented at a conference on economic issues in Middlebury, Vermont in April.

Harold L. Wilensky (Sociology) continues his comparative study of the welfare state, which emphasizes the sources, substance, and effects of public consumption expenditures in 19 rich democracies. He has been analyzing (1) the politics of taxing and spending with special attention to explanations of “tax-welfare backlash,” and (2) the impact of social spending on real welfare. An analysis of the role of political parties in welfare-state development since World War I is in press. The most recent publication of the welfare state project is a monograph by Richard M. Coughlin on public opinion about taxing and social spending in eight countries.

Labor Market Behavior

Michael Reich (Economics) has completed the current stage of his research on racial inequality, including the preparation of several articles for publication and the final revision of a forthcoming book. He has also revised the draft of another book on labor segmentation which is accepted for publication. Finally, in a new research effort, he has developed a theory of the political-economic determinants of the allocation of tasks among workers within firms.

Samuel Haber (History) is completing his research on the history of the American professions. The principal argument of his work is that the essential characteristic of a profession has been the authority (right to command, direct, and advise) rather than the monopoly position that it sometimes acquired. In America, public authority was usually derived from election or ownership, but the professions indicated a type of authority that was attached to occupation. How and why particular occupations were granted this type of authority over a hundred and fifty years of American history has been one of Haber's central concerns. He has studied the development of the three traditional professions (ministry, law, and medicine), some of the “new” professions that appeared in the mid-19th century (dentistry and pharmacy), and has also examined the workings of professions in bureaucratic settings (engineering, college teaching) in the late nineteenth century.

Manpower Policy

In addition to his interest in welfare programs, **Michael Wiseman** (Economics) continues his research on the Public Service Employment Program, funded through the Comprehensive Employment and Training Act of 1973. He and Janet Galchick of Princeton University presented a paper on the role of nonprofit organizations in CETA at the Industrial Relations Research Association meeting in Atlanta in December. In addition, Wiseman's research on employment trends in metropolitan areas in the United States has resulted in a paper co-authored by Pravin Varaiya of the U.C. Economics and Electrical Engineering Departments.

Organizational Behavior

George Strauss (Business Administration) has been seeking to evaluate the success of various forms of workers' participation in management throughout the world. Workers' participation – or industrial democracy, as it is often called – has taken a variety of forms: codetermination in Germany, workers' councils in France, workers' self-management in Yugoslavia, the kibbutz in Israel, producers' cooperatives in the U.S., Britain, and Spain, the Scanlon Plan in the U.S., and many different approaches in developing countries such as Peru. These experiments have been initiated for many different public and private reasons: to improve worker satisfaction, to raise motivation and productivity, to reduce union-management strife, to increase the power of the working class, to win union support for incomes policy, or just to appear to be doing something.

Given its variety of forms and purposes, the impact of workers' participation in practice differs considerably. Even at best, certain problems are endemic. What is the role of the union when workers manage the company? How can worker representatives retain their sensitivity for shop-level interests (easier work and higher pay) when also making organizationwide decisions (e.g., productivity and investment levels)? How can shop- and firm-level demands be reconciled with those of the larger society (e.g., price stability of income redistribution), especially in a socialist-planned society? What is the role of management? How can all parties be educated (propagandized?) to accept their proper roles?

Raymond Miles (Business Administration), together with Charles Snow of Pennsylvania State University, synthesized their six years of study of the relationship among organization strategic behaviors and internal organization structure and process, and have extended their theoretical framework to include industry characteristics. This work will be published in the coming year. In addition, Miles, under a grant from the Shaklee Corporation, has followed the progress of a revolutionary work process design in that corporation. This work is part of a broader research focus on productivity innovations at both managerial and shop floor levels.

Karlene Roberts (Business Administration) continues her work on a cross-national project concerned with utilization of part- and full-time employees. This research analyzes differences and similarities of part- and full-time employees in such areas as commitment to work, perceptions about communication, role conflict and ambiguity, and job satisfaction. In addition, Roberts is working on problems of aggregation in organizational research. Previous publication in this area is being extended through editing a sourcebook on aggregation issues in the social sciences. Finally, data collection has begun on a project concerned with anti-trust compliance activities engaged in by large firms. This is part of a large-scale investigation of organizational decision-making.

Sheldon Zedeck (Psychology) is expanding his research in the area of performance appraisal by examining the determinants of performance. Particularly, alternative hypotheses for explaining increased performance due to the setting of specific, difficult goals are currently being examined in laboratory research. In addition, Zedeck is exploring the relationship between managerial performance and managerial style for performance domains identified via specific procedures developed for managerial job analyses. Finally, Zedeck is interested in the objectivity of job analyses, particularly the role of perceptions in job analysis responses. This research is part of Zedeck's broader concern with test validation strategies, equal employment opportunity, and Federal guidelines on testing and selection.

Charles O'Reilly (Business Administration), together with John Anderson of Columbia, has collected data which describe the state-of-the-art and recent changes in the staffing, organization, and functioning of over 290 personnel departments, including over 130 responses from Fortune 500 firms. Their intent is to prepare a research monograph which documents the impact of legislative, financial, and other changes on the personnel function. A prospectus is in preparation and several articles are planned.

John Freeman (Business Administration) is completing a series of studies on organizational growth and decline. This research compares growing and declining levels of school enrollment and revenues as they affect the speeds with which various types of personnel adjust to changes to those variables and the degree of competition among them for scarce resources.

Freeman is also continuing his research on differential rates of failure among the restaurant populations of eighteen California cities. Data acquisition for this three-year study has been completed and, as of the close of the current academic year, results are being generated. The study of merger among national labor unions is also bearing fruit as coding has been completed and punching is under way for a data set which will include some 80,000 computer card-images. In addition, coding is nearing completion on the first wave of organizational histories in the semiconductor industry. The data of interest here are time of entry into high technology specialized markets as that relates to the form of organization and probability of failure.

A related study by Freeman of scientists and engineers, using data on approximately 50,000 technical people gathered by the National Science Foundation, is beginning. This study is intended to examine the mobility of individuals between firms, particularly as that relates to movement out of strictly technical jobs into management.

FACULTY PUBLICATIONS AND PROFESSIONAL ACTIVITIES

1978-1979

The following is a partial list of publications (some of which appear in the Institute's faculty reprint series) and professional activities of faculty members and community services personnel.

Janet Bertinuson (IIR)

Publications

"Occupational Cancer," *Monitor*, Vol. 8, No. 2 (March-April 1980).

Professional Activities

Presented paper on "Understanding Job Stress" at Food and Drug Council Conference, San Francisco, June 1979.

Speaker at "Your Job, Your Health, Your Safety – A conference for Working Women," UCLA, Los Angeles, March 1980.

Participated in Conference on Women and the Workplace, sponsored by Labor Education and Research Center, University of Oregon, Portland, June 1980.

Presented paper on "Special Concerns for Working Women" at Health and Safety Conference of Alberta Union of Provincial Employees, Edmonton, Alberta, Canada, June 1980.

Workshop leader, conference on Stress in the Workplace, Institute for Labor and Mental Health, May 1980.

Workshop leader, conference on Organizing for Health and Safety, Bay Area Committee on Occupational Safety and Health, Oakland, April 1980.

Member, California Advisory Committee on Chemical Data Sheets, and National Academy of Science Committee on Vision.

Member, American Industrial Hygiene Association; Coalition of Labor Union Women.

Western Regional Representative, University and College Labor Education Association, 1976-1980.

Bonnie Cebulski Bogue (IIR)

Publications

"The Disparate Impact of Fiscal Retrenchment on Women: Economic and Legal Implications," Proceedings, The Impact of the Bakke Decision and Proposition 13 on Equity for Women in California Higher Education (Berkeley: U.C. Women's Center, 1979).

“The ‘Duty of Fair Representation’ in California’s Public Sector,” *California Public Employee Relations*, No. 44 (Berkeley: Institute of Industrial Relations, March 1980), 2-7.

“PERB: New Directives on Strikes, Post-Impasse Conduct” (with David J. Bowen), *California Public Employee Relations*, No. 45 (Berkeley: Institute of Industrial Relations, June 1980), 2-9.

“PERB Determines 20 State Bargaining Units,” *California Public Employee Relations*, No. 43 (Berkeley: Institute of Industrial Relations, December 1979), 7-15.

“A Special Report: The State Pay Battle,” *California Public Employee Relations*, No. 42 (Berkeley: Institute of Industrial Relations, September 1979), 33-38.

“Strike or Lockout? A Special Report on the BART Dispute,” *CPER Special Reporting Series*, January 18, 1980.

“Affirmative Action Hiring Plans Constitutional, Rules State Supreme Court,” *CPER Special Reporting Series*, February 12, 1980.

Professional Activities

Appointed to State and Local Government Bargaining Subcommittee, American Bar Association Section on Labor Law.

Presented lecture on “The Value of Precedent in Labor Arbitration” to Staff Seminar, California School Employees Association, August 1979.

Participant, Invitational Seminar on “Policy Issues on Equity for Women in Higher Education,” sponsored by the U.C. Women’s Center, September 1979.

Presented lecture on “Public Sector Collective Bargaining – The Legal Framework” to State and Local Government Law Course, Boalt Hall, October 1979.

Participant in preparation of *1980 Annual Report of the Committee on State and Local Government Bargaining* (ABA, Labor Law Section), February 1980.

Appointed to Governor’s Factfinding Commission, Southern California Rapid Transit District, June-August 1979.

Member, American Arbitration Association; American Bar Association, Labor Law Section; State Bar of California; Industrial Relations Research Association; International Society for Labor Law and Social Legislation; Society for Professionals in Dispute Resolution; California Women Lawyers; Commonwealth Club.

David J. Bowen (IIR)**Publications**

“The Supreme Court Strike Case and PERB Injunction Authority,” *California Public Employee Relations*, No. 41 (Berkeley: Institute of Industrial Relations, June 1979), 2-10.

“A Special Report on the San Francisco Teachers Strike,” *California Public Employee Relations*, No. 43 (Berkeley: Institute of Industrial Relations, December 1979), 16-21.

“PERB: New Directives on Strikes and Post-Impasse Conduct” (with B. Bogue), *California Public Employee Relations*, No. 45 (Berkeley: Institute of Industrial Relations, June 1980), 2-14.

Professional Activities

Gave commencement address to Graduate Commencement Assembly, Saint Mary’s College, on “The Future of the MBA Curriculum,” July 1979.

Addressed Seminar for Advancing Managers, U.S. Office of Personnel Management, on “Management Theory and Motivation,” Berkeley, August 1979.

Speaker at Conference on Management Communications, C.B.S. Group, Concord, California, January 1980.

Addressed Pacific Telephone Statewide Management Conference on “New Directions in Employee Reward Systems,” Concord, March 1980.

Consultant to Tri-Cities Development and Counseling Center, Contra Costa County, 1979.

Editor, *Industrial Relations*.

Member, Industrial Relations Research Association and American Society for Training and Development.

Paul Chown (IIR)**Publications**

“Workplace Health and Safety, A Guide to Collective Bargaining,” Berkeley, Institute of Industrial Relations, Labor Occupational Health Program, 1980.

Professional Activities

Presented paper on “The History of Occupational Health and Safety” at Southwest Labor History Conference, San Francisco State College, May 1980.

Presented paper on "New Directions in Collective Bargaining" at Collective Bargaining Conference sponsored by Cornell University, New York City, June 1980.

Labor Representative to Cal/OSHA Noise Advisory Committee.

David Collier (Political Science)

Publications

The New Authoritarianism in Latin America (editor and author of Chaps. 1 and 9) (Princeton: Princeton University Press, 1979).

"Inducements Versus Constraints: Disaggregating 'Corporatism,'" *The American Political Science Review* 73, No. 4 (December 1979), 967-86.

Professional Activities

Presented paper on "Labor, Party, and Regime in Latin America" to XI World Congress of the International Political Science Association.

Morris E. Davis (IIR)

Publications

"Workplace Health & Safety: Collective Bargaining Trends," *San Fernando Valley Law Review*, Vol. 8, Annual Edition, 1980, 59-68.

"The Impact of Workplace Health and Safety on Black Workers: Assessment and Prognosis," *Labor Studies Journal*, Vol. 5, No. 1, Fall 1980.

Professional Activities

Keynote speaker on "Relevant Factors in Governmental Regulation of Occupational Hazards" at 23rd Annual Western Occupational Health Conference, Monterey, October 1979.

Presented paper on "Job Hazards and Black Workers: Health Effects, Causes, and Strategies" at American Public Health Association Annual Meetings, New York City, November 1979.

Keynote speaker on "Legal Developments in Workplace Safety and Health" at Conference on Occupational Health and Safety, Wayne State University, Detroit, May 1980.

Presented paper on "Workplace Safety and Health: Recent Developments in Union Liability" at National Conference on OSHA and Collective Bargaining, Cornell University, New York City, June 1980.

Member, Iowa Bar Association; National Lawyers Guild; American Arbitration Associa-

tion; American Public Health Association (Occupational Health Section); California State Employees Association.

Hearing Officer, U.C. Berkeley.

Edwin M. Epstein (Business Administration)

Publications

“Prepared Statement on S. 600, The Small and Independent Business Protection Act of 1979,” in *Mergers and Economic Concentration*, Hearings Before the Subcommittee on Antitrust, Monopoly, and Business Rights of the Committee on the Judiciary, United States Senate, 96th Congress, Independent Protection Act of 1979, Serial No. 96-26, Part 2 (U.S. Government Printing Office, 1979), pp. 63-73.

“Business and Labor Under the Federal Election Campaign Act of 1971,” in Michael J. Malbin, ed., *Parties, Interest Groups and Campaign Finance Laws* (American Enterprise Institute for Public Policy Research, 1980), pp. 107-151.

“Business Political Activity: Research Approaches and Analytical Issues,” in Lee Preston, ed., *Research in Corporate Social Performance and Policy*, Vol. 2 (JAI Press, 1980), pp. 1-55.

Professional Activities

Presented paper on “Business and Labor Under the Federal Election Campaign Act of 1971” at American Enterprise Institute for Public Policy Research Institute Conference on Parties, Interest Groups, and Campaign Finance Laws, Washington, D.C., September 1979.

Presented paper on “Firm Size and Structure, Market Power, and Business Political Influences: A Review of the Literature” at Federal Trade Commission Conference on the Economics of Firm Size, Market Structure and Social Performance, Washington, D.C., January 1980.

Testified before the Committee on House of Administration (U.S.H.R.) Task Force on Information and Public Disclosure by the Federal Election Commission, April 1980.

Spoke on “The PAC Phenomenon at Duke University (October 1979), the U.S. Chamber of Commerce (February 1980), and the University of Washington (May 1980).

Consultant to and testified before the California Fair Political Practices Commission on the “California PAC Phenomenon,” May 1980.

Served as Chairman of the Policy Council, Center for Ethics and Social Policy, Graduate Theological Union, Berkeley.

Member, Political Law Committee, California Bar Association.

Developed and taught new seminar, Law 237.5, "Election Law and Policy" (Spring Semester 1980) at U.C. Boalt Hall.

David E. Feller (Law)

Professional Activities

Appointed by the government of New Zealand, and served as expert charged with the responsibility of resolving the continuing dispute as to the method of integrating the airline pilots' seniority following the 1978 merger of New Zealand's domestic and international airlines.

Participated as lecturer and/or faculty member in:

Conference on Managing Business Public Affairs in the 1980's, sponsored by the University of California, July 1979.

Conference on Labor Relations, Collective Bargaining, and Dispute Resolution, sponsored by the University of California, January 1980.

Conference on Business Public Affairs, sponsored by the University of California, June 1980.

Served as member of the Board of Governors, National Academy of Arbitrators.

John Freeman (Business Administration)

Publications

"Organizational Proliferation and Density Dependent Selection" (with Jack Brittain), in John Kimberly and Robert Miles, eds., *Organizational Life Cycles* (San Francisco: Jossey-Bass, 1980).

Professional Activities

Member, editorial board, *Administrative Science Quarterly*.

Elected to the Council of the American Sociological Association (Organizations and Occupations Section).

Richard Ginnold (IIR)

Publications

"Occupational Hearing Loss: Workers Compensation Under State and Federal Programs," U.S. Environmental Protection Agency, Office of Noise Abatement and Control, August 1979.

Professional Activities

Delivered address on “A View of the OSHA Law’s Impact: Some Consideration of Worker’s Compensation Reforms” at Industrial Relations Research Association Annual Meeting, December 1979.

Presented paper on “Worker’s Compensation: Science and Politics” at Hearing Conservation Society, Washington, D.C., February 1980.

Presented testimony on Proposed Hearing Loss Regulation, before the State of Illinois Industrial Commission, February 1980.

Member, Labor Arbitration Panel, American Arbitration Association.

Appointed member, OSHA Advisory Committee, National Advisory Committee on Occupational Safety and Health (NACOSH), Washington, D.C., January 1980.

Samuel Haber (History)

Professional Activities

Presented paper on “American Lawyers in the Late 19th Century” before the American Society for Legal History, Williamsburg, Virginia, October 27, 1979.

Presented paper on “American Ministers in the Late 19th Century” before the Organization of American Historians, San Francisco, April 10, 1980.

Raymond E. Miles (Business Administration)

Professional Activities

Presented strategy, structure, and process research at the Organization Theory Doctoral Consortium of the Academy of Management, August 1979.

Charles O’Reilly (Business Administration)

Publications

“Some Correlates of Communication Roles in Organizations” (with K.H. Roberts), *Academy of Management Journal*, 22, 1979, 42-57.

“Changing Images of Professionalism: The Case of Public Health Nurses” (with J.R. Bloom and G.N. Parlette), *American Journal of Public Health*, 19, 1979, 43-46.

“Organizational Communication” (with L. Pondy), in S. Kerr, ed., *Organizational Behavior* (Columbus, Ohio: Grid, 1979), pp. 119-150.

“Informational Influence as a Determinant of Task Characteristics and Job Satisfaction” (with D. Caldwell), *Journal of Applied Psychology*, 64, 1979, 157-165.

“Collective Bargaining by Nurses: A Comparative Analysis of Management and Employee Perceptions” (with J. Bloom and G.N. Parlette, *Health Care Management Journal*, 5, 1980, 25-40.

“What Factors Influence Union Decertification Elections?” (with J. Anderson and G. Busman), *Monthly Labor Review*, 102, 1979, 32-36.

“Perceptual Measures of Task Characteristics: The Biasing Effects of Differing Frames of Reference and Job Attitudes” (with G.N. Parlette and J. Bloom), *Academy of Management Journal*, 23, 1980, 118-131.

“Union Decertification in the U.S.: 1947-1977” (with J. Anderson and G. Busman), *Industrial Relations*, 19 (Winter 1980), 100-107.

Professional Activities

Presented paper on “Organizational Communication and Decision Making: Laboratory Results Versus Actual Organizational Settings” (with J. Anderson) at the 24th International Meeting of the Institute of Management Sciences, Honolulu, June 1979.

Presented paper on “Effects of an Organizational Control System on Managerial Attitudes and Performance” (with J. Anderson) at the 39th Annual Meeting of the Academy of Management, Atlanta, 1979.

Presented paper on “Credibility Factors and Union Decertification Elections” at AFL-CIO conference on Union Decertifications, Los Angeles, October 1979.

Michael Reich (Economics)

Publications

Racial Inequality: A Political-Economic Analysis (Princeton, N.J.: Princeton University Press, 1980).

Professional Activities

Presented paper on “The Persistence of Racial Inequality in Urban Areas and Industries, 1950-1970” to the American Economic Association meetings, Atlanta, December 1979.

Presented paper on “Changes in the Distribution of Benefits from Racism in the 1960’s at NIMH symposium on the The Impact of Racism on White Americans, Washington, D.C., April 1980.

Karlene Roberts (Business Administration)**Publications**

Editor (with L. Burstein), *New Directions for Methodology of Social and Behavioral Science: Issues in Aggregation* (San Francisco: Jossey-Bass, 1980).

“Proximal and Distal Environmental Influences on Individuals” (with W.H. Glick), *Proceedings of the American Psychological Association*, 14, 1979.

Reviewed “Negotiations: Varieties, Contexts, Processes, and Social Order,” by A. Strauss, in *Contemporary Psychology*, 24, 1979.

Professional Activities

Presented paper on “Communication as an Aspect of Job Effectiveness” at TIMS/ORSA International Meetings, Honolulu, 1979.

Presented paper on “Missing Persons in Cross-National Research: Part Time Workers” (with W.H. Glick) at National Meetings of the Academy of Management, Atlanta, August 1979.

Chairperson, Fellowship Committee, Division 14, American Psychological Association (1979-80).

Chairperson, Organization and Management Evaluation Panel of National Caries Program, National Institute of Dental Research (1979).

Member, Panel to Evaluate National Caries Program, National Institute of Dental Research (1979).

Invited Professor of Communication, Purdue University, September 1979.

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

“A Special Report: Update on Employment Trends,” *California Public Employee Relations*, No. 42 (Berkeley: Institute of Industrial Relations, September 1979), 39-42.

Professional Activities

Member, Nominations Committee, Society of Professionals in Dispute Resolution, 1979.

Member, Industrial Relations Research Association and International Society for Labor Law and Social Legislation.

Member, Editorial Board, *Industrial Relations*.

Hearing Officer, U. C. Berkeley.

George Strauss (Business Administration)

Publications

“Workers Participation: Symposium Introduction,” *Industrial Relations*, Vol. 18, No. 3 (Fall 1979), 247-261.

Personnel: The Human Problems of Management (with Leonard Sayles) (Englewood Cliffs, N.J.: Prentice-Hall, 1980).

Behavioral Strategies for Management (Englewood Cliffs, N.J.: Prentice-Hall, 1980).

“The Quality of Worklife and Participation as Bargaining Issues,” in Hervey Juris and Myron Roomkin, eds., *The Shrinking Perimeter: Unionism and Labor Relations in the Manufacturing Sector* (Lexington, Mass: Lexington Books, 1980), pp. 121-150.

Book Review, Ivar Berg, Marcia Freedmann, and Michael Freeman, *Managers and Work Reform*, in *American Journal of Sociology*, Vol. 85, No. 6 (May 1980), 1467-69.

Professional Activities

Lectured at Victoria University of Wellington, New Zealand, November 6-8, 1979.

Lectured at School of Business Administration, University of Washington, February 5, 1980.

Presented paper on “Industrial Relations and Conflict Management: Bridging the Gap” at International Conference on Conflict Management and Industrial Relations, sponsored by The Netherlands School of Business, Breuklen, The Netherlands, June 29, 1980.

Member, Program Planning Committee, Industrial Relations Research Association.

Member, editorial board, International Yearbook of Organization Democracy.

Book Review editor, *Exchange: The Journal of the Organizational Behavior Teaching Society*.

Marla Taylor (IIR)

Publications

“A Special Report: Disputes in Local Government,” *California Public Employee Relations*, No. 42 (Berkeley: Institute of Industrial Relations, September 1979), 23-32.

Professional Activities

Hearing Officer, University of California, Berkeley.

Member, Industrial Relations Research Association.

Lloyd Ulman (Economics)

Publications

“Report on the Conference,” in *Collective Bargaining and Government Policies* (Paris: Organization for Economic Co-Operation and Development, 1979), pp. 17-43.

“Comment,” in H.A. Jervis and M. Roomkin, eds., *The Shrinking Perimeter: Unionism and Labor Relations in the Manufacturing Sector* (Lexington, Mass.: Lexington Books, 1980), pp. 191-195.

Professional Activities

Appointed public member of the President’s Pay Advisory Committee, October 1979.

Awarded by the King of Sweden, the Royal Order of the Northern Star, rank of Knight, first class. Presented at the Swedish Consulate, San Francisco, November 23, 1979.

McDonald-Currie Lecturer, McGill University, March 16-22, 1980. Presented public lecture on “Union Behavior and Incomes Policy.”

Clair Vickery (Economics)

Publications

“Household Production for Use in a Market Economy,” in Barry Thorne, ed., *Feminist Rethinking of the Family*.

“Household Decision-making: A Critical Appraisal of the Economist’s Approach,” Working Paper in Economics (U. C. Department of Economics, 1980),

Professional Activities

Member, panel on Work, Family, and Community, National Research Council, National Academy of Sciences.

Member, Advisory Committee, Displaced Homemakers Center, Mills College, Oakland.

Consultant, Expert Committee on Family Budgets, U. S. Department of Labor.

Consultant, Shared Work U. I. Evaluation Project, California Economic Development Department.

Presented paper on “The Relationship Between Women’s Work Roles and the Standard of Living,” Research Institute on Women’s Public Lives sponsored by the Ford Foundation, University of Kansas.

Presented paper on “Women and Their Work: Intersections of the Marketplace and the Household” to Faculty Research Committee, sponsored by the Ford Foundation.

Harold L. Wilensky (Sociology)

Publications

Foreword to R. M. Coughlin, *Ideology, Public Opinion, & Welfare Policy: Attitudes Toward Taxes and Spending in Industrialized Societies* (Berkeley: Institute of International Studies, University of California, 1980), pp. xi-xiv.

Exchange with Wm. Craig Stubblebine, Ernest van den Haag, and George Gilder re Wilensky article, “Taxing, Spending, and Backlash: An American Peculiarity?” in *Taxing and Spending* (San Francisco: Institute for Contemporary Studies, Fall 1979), pp. 7-12.

Professional Activities

Completed 1978-79 year as German Marshall Fund Fellow.

Presented paper and did radio broadcast on “Taxing, Spending, and the Welfare State” at City Commons Club, Berkeley, November 30, 1979.

Lectured on “What Fiscal Crisis? Or How Some Capitalist Countries Do Better Than Others” to Department of Sociology, University of California, Santa Barbara, April 23, 1980.

Michael Wiseman (Economics)

Publications

“Toward Understanding the Equity Consequences of School Finance Reform” (with Lee S. Friedman), in National Institute for Education, *Research Perspectives for the Future* (Washington, D.C.: U.S. Government Printing Office, 1979).

“A Welfare Surprise: Is Carter in the Reagan Camp?” *Taxing & Spending* (Fall 1979), 65-77.

Professional Activities

Presented paper on “Public Service Employment: The Role of Nonprofit Organizations as Employers” (with Janet Galchick) at the annual meeting of the Industrial Relations Research Association, Atlanta, December 29, 1979.

Presented paper on “Welfare, Jobs, and Family Fragmentation: Some Evidence From AFDC” (with Jerry Silverman) at Second Annual Middlebury College Conference on Economic Issues, Middlebury College, Middlebury, Vermont, April 17-19, 1980.

Presented paper on “Investment and Employment in Manufacturing in U. S. Cities, 1960-

1976” (with Pravin Varaiya) at the 55th Annual Western Economic Association Conference, San Diego, June 18, 1980. and at the First World Regional Science Congress, Cambridge, Massachusetts, June 21, 1980.

Sheldon Zedeck (Psychology)

Publications

“Validity and Fairness of Physical Ability Tests for Predicting Performance in Craft Jobs” (with R. R. Reilly, and M. L. Tenopyr), *Journal of Applied Psychology*, 64, 1979, 262-274.

“Discriminability in Multidimensional Performance Evaluations” (with D. Kafry and R. Jacobs), *Applied Psychological Measurement*, 3, 1979, 187-192.

“Consistency in Multidimensional Performance Evaluations: An Analysis of Raters and Dimensions” (with R. Jacobs and D. Kafry), *Journal Supplement Abstract Service Catalog of Selected Documents*, 9, 1979, 25(MS. 1834).

Professional Activities

Presented paper on “Behaviorally Based Performance Appraisal Systems” at the 17th Annual Industrial Relations Counselors Symposium on Advanced Research in Industrial Relations, Princeton, New Jersey, July 26, 1979.

Presented paper on “Job Analysis: Generalizability vs. Specificity” at California Fair Employment Practice Commission’s Technical Advisory Committee on Testing, San Francisco, December 11, 1979.

Presented paper on “Problems and Approaches to Effective Performance Appraisals” at UCLA Institute of Industrial Relations Conference on Age Discrimination Amendments on Mandatory Retirement – Impact on Personnel Policies, Los Angeles, March 1980.

Member, Ad Hoc Committee of the Division of Industrial/Organizational Psychology, American Psychological Association, to revise the “Principles for the Validation and Use of Personnel Selection Procedures.”

Member of the editorial boards of *Journal of Applied Psychology* and *Industrial Relations*; occasional reviewer for *Organizational Behavior and Human Performance*.

Editor, *The Industrial-Organizational Psychologist*, Division of Industrial/Organizational Psychology Newsletter (support service provided by the Institute of Industrial Relations).

Participated in the development of, and was moderator for, a conference sponsored by IIR on “Alternatives to Tests as an Employee Selection Procedure,” January 22, 1980.

BAY AREA LABOR STUDIES SEMINAR

1979-80

Date	Speaker	Topic
October 25, 1979	Henri Krasucki	“The Gathering Crisis in French Industrial Relations and Economic Policy”
November 27, 1979	Sidney Roger	“American Sailors in European Jobs”
January 30, 1980	Paul Varacalli	“The BART Work Stoppage”
March 4, 1980	Keith Bernard Larry Williams	“The BART Work Stoppage”
April 15, 1980	Lloyd Ulman	“Wage Policy in the Current Mess”
May 27, 1980	David Collier	“Labor Unions, Political Change, and Economic Policy in Latin America”

CENTER FOR LABOR RESEARCH AND EDUCATION

Introduction

An educational program must have a basic core of information, concepts, skills, and history to impart to its students. Surrounding these basics is an ever changing body of information which reflects the changing nature of the subject. The educational program of the Center for Labor Research and Education reflected this situation in its 1979-1980 programming.

Classes, courses, and seminars in the traditional fields, such as arbitration, collective bargaining, and grievance handling, were well attended and enthusiastically received by trade union students. At the same time, new subjects were introduced and new ideas put forth. For example, a workshop on the uses of the computer in running a union office and in collective bargaining was offered.

Programs, research, and study groups on the investment of pension funds were also carried on by the Center. Thirty years ago, the Supreme Court held that pensions were a negotiable item. Today pension funds represent the largest sum of money available for capital investment in the American economy. Often these negotiated funds are being invested in activities which may directly affect the welfare of the worker in the union which negotiated them. Who is to control these funds, who is to make the investment decisions, what is the union's role, can socially useful investment policies be developed and implemented? This is the sort of question with which labor education must deal as we enter the 1980's.

The management counteroffensive is another hard reality for many unions. A new term, "take-away bargaining," entered the language of labor relations in recent years, and has become a feature of several crucial collective bargaining situations. Management comes to the table with a set of bargaining demands which would remove or reduce terms or conditions won by the union in previous years. Thus the union, which has traditionally been cast in the role of the "moving party," is forced into a defensive posture at the outset and may be hard pressed to achieve positive improvements in the agreement.

Union organizers also face the challenge of the labor consultant – usually an attorney – who is retained by employers seeking to avoid recognizing unions and/or to avoid negotiating seriously with them. In many situations today, a union may not be able to negotiate a collective bargaining agreement even though it has won a certification election.

If it is to fulfill its mandate, the Labor Center must include these new developments in its curriculum at the same time that it presents the basic courses. It does it by revising courses to include these new materials and by developing new seminars, courses, and conferences. The programs on uses of the computer and pension investments represent this year's new efforts. Plans are being made for continuing these activities next year and adding to them a conference on the duty of fair representation and a program on how to deal with the labor consultant. As new problems emerge, they represent a challenge to the Center to adapt its presentations and develop new programs which will be relevant to the 1980's.

Program Highlights in 1979-1980

Hotel, Restaurant Employees and Bartenders International Union, Local 2. Over the last three years, this local, which is San Francisco's largest with over 17,000 members, has gone through two changes of leadership and a period of trusteeship. This political turmoil, as the membership exercises its democratic prerogatives, may well continue for some time. All factions have made labor education a key part of their platforms and the current leadership, which has been in office just over a year, sought help from the Labor Center for varying levels of programs. The initial programs were for new full-time Business Representatives who came to their positions with little or no experience.

Since this local had never had a steward system, a stewards training program was launched which took about 150 persons through four days of training over a four-week period. Plans were also made for a new member orientation program and a rank-and-file educational effort. These endeavors were halted in the spring when the union began negotiations on its major contract with the San Francisco hotel industry. By fall, the program will be resumed as much remains to be done, including assisting the union in developing its own educational programs and structure.

Labor Center Reporter. Beginning two years ago, the Labor Center began issuing *Research Reports*, which are fairly lengthy reports on such subjects as pension investments, grievance procedures, and the duty of fair representation. These have proved to be very popular, and some of them were later reprinted by the education departments of national unions.

At the suggestion of Clair Vickery (Economics), a supplemental idea was developed by Bruce Poyer of the Center's staff which involved a series of shorter reports, most of which are written by Institute graduate students. This series, called the *Labor Center Reporter*, is distributed to approximately 900 unions in Northern California and contains one- or two-page articles suitable for reproduction in union publications or for use in union education programs.

During 1979-80, 21 issues of the *Labor Center Reporter* have been produced and mailed. The subjects dealt with are in the areas of industrial relations, economics, and sociology. The Center is especially pleased to be involved in this project because it provides valuable training for graduate students in writing for an audience which is responsive and interested in the subject matter.

Trade Union Office Managers' Seminar. In response to a suggestion from an office manager for a large Teamsters local in the East Bay, the Labor Center organized a series of monthly meetings for trade union office managers. These are informal lunch or dinner programs during which presentations are made on subjects of importance to office managers who carry out the day-to-day business of a union. Subjects covered during the year included reproduction of materials, office structure, data processing, and job dispatching procedures. The sessions were attended by 25 to 30 managers who carried on a lively exchange of ideas. Participants expressed a need, in view of their relative isolation in their jobs, for this interchange of office procedure and methods. The program will continue during the next year.

Public Employees Project Organizing Committee. At the request of a coalition representing five major San Francisco public employee unions, the Labor Center assisted them with a successful application to the California Council for the Humanities for a grant to improve public services in San Francisco. The objective of the program is to provide a forum for discussion and commu-

nication between the various unions as well as with city and community groups regarding ways to improve the quality, effectiveness, appropriateness, and efficiency of public services in San Francisco.

Initial conferences under the program were sponsored by the unions for their membership only, to discuss such subjects as work satisfaction, questions of democratic participation in decision-making in employment, and quality of work life issues. A final conference in this series was a major event attended by union people with an equal representation from San Francisco community organizations.

The California Council for the Humanities as well as the unions involved believe that the program has been successful, and continued efforts in this area will focus on an exploration of the quality of public services in San Francisco and on ways to make them more efficient and effective.

Film Consultation. In recent years an increasing number of documentary films have been produced nationally concerning labor history and working people. The Labor Center was asked to serve in an advisory capacity to two films dealing with California subjects. One deals with the political and sociological problems involved in the World War II Liberty ship construction in the Bay Area. For example, the phenomenon of the employment of women in large numbers, and the mass recruitment of black workers from the South who were then left jobless when the war ended.

The second film on which the Labor Center is consulting concerns the logging industry in Humboldt County with its current conflicts between conservationists and industrialists, and the impact of this on workers who live with recurrent periods of unemployment.

Working with the organization, California Newsreel, the Labor Center will begin publication of a quarterly newsletter this fall on the use of films in labor education. In addition, it will feature information on new and planned films in labor education, as well as film reviews.

English Language Programs for Union Members. As a result of the arrival of a growing number of political refugees, primarily from Asia, in the Bay Area, it has become evident that many trade union members (particularly in the service trades) have only a limited or nonexistent English speaking ability. This affects not only their jobs but their communication with other union members.

The Labor Center has prepared a unique proposal to alleviate this problem. It would provide English as a second language classes to be taught in union halls and at work sites. The curriculum would be based upon understanding the role of the union, worker protective laws, the worker's job, working vocabularies, and the rights of workers in the United States. To our knowledge, there are no teaching materials in existence at present which use this approach to teaching English. Once the materials are prepared and tested, they could be used in any of the several urban centers in the United States where similar conditions exist. Funding sources for this project are currently being sought.

Consulting and Counselling. The professional staff of the Labor Center are all engaged in continuing consultation work with the labor community and the general public. This consultation ranges from simple requests for where to go for information to explanations of the intricacies of

pension schemes or cost-of-living plans in collective bargaining agreements. The Center's consulting work is not for remuneration and also complies with the original guidelines which require that the Center's activities be "non-adversary."

In addition, the staff counsels and gives direction to many U.C. students, both graduate and undergraduate, who are studying or doing research in the field of industrial relations. Contact with labor unions is often not easy to establish for students, and the assistance which the Labor Center can provide in clearing projects or arranging introductions to labor officials has been very helpful. In addition, students from the four community colleges with labor studies programs utilize Labor Center staff services for advice on research efforts and career planning.

Organizational Behavior. Under Peter Guidry's leadership, the Labor Center continued to develop and present seminars in the field of organizational behavior for union officials. Programs in this area have been standard for management training for many years, but the subject is only now being developed for trade union leaders. Seminars have been presented on such subjects as "Problem Solving Techniques," "Conflict: Nature, Management, and Resolution," and "Psychology of Leadership." The seminar sessions are three to four days in length and combine academic presentations, group discussions, and role playing exercises. The teaching uses a scenario which depicts a typical union local with its problems in leadership, membership conflicts, union administration, and communications.

Labor Film Series. In July, the Labor Center sponsored a series of labor films. Shown at weekly intervals, these included new releases such as "Harlan County" and "With Babies and Banners," as well as classics such as "The Inheritance" and "The Organizer." The series was well attended by U.C. students, trade unionists, and the general public. The Center received numerous inquiries about the films from teachers interested in using them in their classrooms.

Other Activities. During 1979-80, the Labor Center published a *Handbook for Grievance Writing*, which features practical exercises in writing grievances and is based upon actual grievances from the workplace. The response was enthusiastic and a second printing has already begun.

The Center was involved in developing and administering two attitude surveys this year, one for a 20,000-member local of the IBEW, and the other for the Printing Specialties Union Retirement Center. U.C. graduate students received wages as well as valuable research experience for performing the work.

The Center also continued to function in an advisory capacity to the Labor Studies Programs which have been established under Center auspices at Merritt, San Jose, San Francisco, and San Mateo Community Colleges. Close consultation is also expected with Contra Costa Community College in their current efforts to develop a Labor Studies Program.

Again this year, the Labor Center carried primary responsibility for preparing and judging about 1,800 written examinations for the California Labor Federation scholarship competition. The Federation awards 35 scholarships to California high school seniors each year and the work of the Labor Center is integral to the program's success.

Bruce Poyer continued to serve as Program Chairman and be responsible for the monthly luncheon meetings of the San Francisco Chapter of the Industrial Relations Research Associa-

tion. These programs are attended by representatives of management, labor, and government who are professionals in the industrial relations field, and feature presentations by leading figures from the local and national scene.

The cooperative relationship with the George Meany Center for Labor Studies in Washington, D.C., now in its tenth year, continued with three well attended, week-long residential seminars on pension bargaining, labor law, and grievance arbitration.

Visitors to the Center included trade unionists and government officials from Malaysia, several European countries, Mexico, Latin America, Australia, New Zealand, and Indonesia.

Labor Occupational Health Program

The Labor Occupational Health Program (LOHP), which grew out of the union education programs of the Institute's Center for Labor Research and Education after the passage in the early 1970's of the federal and California Occupational Safety and Health Acts, is now ending its sixth year of operation. Continued interest in job health and safety by Northern California local unions and their members has sustained the efforts of LOHP within the Labor Center as an education and technical resource.

Initial funding for the program came from a Ford Foundation grant. In 1978, LOHP was awarded a "New Directions" grant from the U.S. Department of Labor, Occupational Safety and Health Administration, which was extended into 1979. During the 1979-80 grant period, LOHP has continued to expand and develop its program of training, providing technical assistance and materials development for workers and professionals in the field of occupational safety and health.

These activities have taken several forms. LOHP has identified needs and pursued research activities related to six target industries, occupational hazards, and to a variety of worker groups. LOHP has conducted conferences and workshops, as well as introductory and long-term training sessions on health and safety. LOHP has also provided technical assistance to unions and other organizations. As an adjunct to its research and technical assistance efforts, LOHP has developed and expanded its library and audio-visual center, and has produced educational materials, including fact sheets, training packets, pamphlets, research reports, and bibliographies.

LOHP has also provided consultation and assistance to other university labor centers which are developing health and safety programs, and has continued cooperative efforts with government agencies and occupational health groups in expanded research in occupational health policy and other areas of occupational health and safety.

In addition to federal funding, LOHP is partially funded by the Northern California Occupational Health Center. This Center is a joint activity of the Berkeley, Davis, and San Francisco campuses of the University with the purpose of providing within the University a coordinated interdisciplinary focus on health of the worker and the environmental quality of the workplace.

Publications and Educational Materials

LOHP completed several informational fact sheets dealing with specific occupational

hazards and worker populations. These included a silica and wood preservative hazards fact sheet, a fact sheet on hazards to clerical workers and three major articles on synthetic fuel hazards, cancer and the workplace, and cancer and the black worker. From major conferences LOHP has developed materials packets for distribution covering hazards of noise, hazards recognition and controls in the building and construction trades, and hazards for working women. LOHP has also developed pesticide-related materials for agricultural workers which have been translated into Spanish.

LOHP completed two pamphlets, one on the hazards of beauticians and hairdressers, *Not Even Your Hairdresser Knows For Sure*, and one on the hazards for drycleaners, *Cleaning Up: Health and Safety For Drycleaners*. Additionally several health and safety bibliographies for specific occupational groups and/or diseases were developed including black workers, clerical workers, and cancer. And a bibliography for health and safety libraries was developed. LOHP also produced a handbook, *Workplace Health and Safety: A Guide to Collective Bargaining*, which is designed to assist unions in drafting contract proposals for workplace health and safety and contains a checklist, discussions, and actual sample and model clauses for health and safety issues.

Since the fall of 1974 LOHP has published a regular health and safety newsletter, *Monitor*. Approximately 3,500 copies are distributed on a bi-monthly basis to individuals, union organizations, institutions, labor editors, and health and safety professionals and organizations.

Audio-Visual Materials

This year LOHP organized a photograph and slide resource center which covers a wide range of occupational safety and health categories including toxic substances, hazardous work processes, work environments, and worker groups. These slides and five slide modules are available to the public and have been widely circulated. The film *Working For Your Life*, which was completed in the fall of 1979, has had broad distribution throughout the United States, Canada, England, and Sweden. *Working Steel*, a half hour LOHP film production, which presents the hazards and health effects associated with foundry work, has also continued to circulate among union groups and labor studies programs. A third film, *Another Day's Living*, a half-hour color documentary film depicting the hazards in logging and wood products manufacture, is being produced jointly with the International Woodworkers, and will be available for distribution later this year.

Library

LOHP has expanded its library acquisitions and subscriptions. It has participated in an information exchange with numerous libraries, universities, and labor groups to enlarge its network of resources and information services in occupational health and safety. The library has also organized an extensive newspaper and pamphlet file on occupational health and safety-related subjects and has developed several bibliographies. It continues to serve as a major campus resource for students and faculty engaged in occupational health-related research.

Conferences, Workshops, Technical Assistance

LOHP has continued in-depth and intensive presentations of conferences, educational workshops, and technical assistance to workers and unions. Target groups, identified through needs assessments with union representatives and other worker groups, included agricultural workers, can-

nery and food processors, building and construction trades, logging and wood products, chemical workers, and foundry workers. Selected examples of such educational sessions include:

Conferences

A two-day conference, sponsored jointly with LOHP and the San Francisco Building Trades Council, Alameda County Building and Construction Trades Council, San Mateo County Building and Construction Trades Council, and other Bay Area construction organizations, was held in February 1980. Some topics covered were serious hazards – heavy equipment and excavation and trenching, framing and electrical work, and plumbing and finishing work; national focus on construction health hazards; accident prevention programs in construction – Cal/OSHA requirements.

A three-day West Coast Trade Union Noise Conference was held in cooperation with the International Woodworkers of America, United Steelworkers of America, District 38, Western Conference of Teamsters, United Autoworkers, Region 6, International Brotherhood of Boilermakers, Shipbuilders, Blacksmiths, and other labor organizations. Some topics covered were: OSHA noise code and enforcement, medical and social effects of noise, noise hazards and control measures, handling an OSHA noise citation, industry workshops, and evaluation of employer's hearing conservation program.

A two-day conference focusing on issues particularly related to women workers was organized by LOHP and co-sponsored by the Labor Studies Program, Merritt College, East Bay and San Francisco CLUW, CWA District 9, Department Store Employees, Office and Public Employees International, and the San Francisco-Oakland Newspaper Guild. The conference was held in July 1980, and covered topics such as automation, stress, sexual harassment, discrimination, and reproductive rights. Workshops were organized according to occupation – for example, clerical workers, hospital and health care workers, retail trades and culinary workers, and non-traditional jobs for women.

Education and Training Sessions

LOHP conducted two training sessions in Spanish for the United Farm Workers ranch committee members covering hazards of pesticides, identification of pesticide-induced illnesses, protective regulations and procedures, and how to increase physician's awareness of pesticide-related disease.

Two training sessions with cannery/food processing workers covered hazard evaluation and workplace surveying, assessing hazards, rights and responsibilities, setting up a health and safety committee, and collective bargaining for health and safety.

Weekly safety and health training sessions were conducted with the Oil Chemical and Atomic Workers, Local 1-5. LOHP also provided training programs for logging and wood products workers, and for IBEW 1245, IAM District 141, UAW 76, and OCAW Women's Committee.

Technical Assistance

Examples of major technical assistance provided by LOHP for 1979-80 include:

Walk-through surveys of Alta Bates Hospital OB unit for SEIU 250; assistance to Web Pressmen in preparing materials for Cal/OSHA noise appeals hearing; assistance to office worker representatives concerned with Video Display Terminals and to Web Pressmen for National Institute of Occupational Safety and Health health hazard investigations; assistance to culinary workers requesting a Cal/OSHA special order relating to security; and assistance to lab workers in development of a legislative proposal for toxic substance information.

In addition, LOHP provided technical assistance to several occupational health organizations including California Raza Health Alliance, Clinica de la Raza, Harvard University Medical School, Urban Environment Conference, and the Food and Beverage Trades Department, National AFL-CIO. LOHP has also provided assistance to several unions in researching and developing contract proposals and assisted in the preparation of background materials and testimony for several unions developing arbitration and/or grievance strategies for health and safety problems.

Policy Research

LOHP staff members have conducted policy research in areas involving occupational hearing loss compensation; evaluation of cardiovascular and respiratory disease cases from California Workers' Compensation Appeals Board; analysis of development in health and safety collective bargaining; occupational health problems of minority workers; and union responsibility in the area of workplace safety and health.

Other Activities

LOHP has continued to offer assistance to various labor centers and new directions programs in conference and program planning. LOHP has also provided assistance in staff training and consultation to such groups as Cornell University, University of Arizona Construction Project, and United Electrical Workers West Coast representatives. The LOHP staff also reviews materials and monitoring data for various labor groups and organizations.

Professional Staff

Morris Davis, Executive Director; Janet Bertinuson, Associate Director; Andrea Hricko, Health Coordinator (to October 31, 1979); Paul Chown, Labor Coordinator; Richard Ginnold, Labor Coordinator (October 1979 - April 1980); Ken Light, Senior Photographer; Sidney Weinstein, Labor Program Specialist; Donald Whorton, M.D., Senior Medical Consultant.

Support Staff

Patricia Ayers, Senior Typist Clerk; Kate Caldwell, Publications Coordinator; Eugene Darling, Editorial Assistant; Elizabeth Mason, Senior Typist Clerk; Susan Salisbury, Librarian; Sharon Samek, Typist Clerk.

Research Associates and Interns

Larry Drapkin, Laura Fenster, Gail Grynbaum, Jo Molloy, Jamie Robinson, Andy Rowland, Nina Wallerstein.

LABOR CENTER PROGRAMS

1979 - 1980

Date	Subject Matter	Organization/Target	Attendance
7/15 - 20/79	Grievance Arbitration Institute	American Postal Workers Union	26
7/16 - 17/79	Stewards Training	Service Employees Int'l Union, Local 535	10
7/20 - 21/79	Stewards Training	Hotel & Restaurant Employees Int'l. Union, Local 2	50
7/23 - 26/79	Business Representatives Education Program	Hotel & Restaurant Employees Int'l. Union, Local 2	30
7/27 - 28/79	Stewards Training	Hotel & Restaurant Employees Int'l. Union, Local 2	50
7/28/79	Stewards Training	Office and Professional Employees Union, Local 29	25
7/30/79	Parliamentary Procedure Training	Office and Professional Employees Union, Local 29	37
8/3 - 4/79	Stewards Training	Hotel & Restaurant Employees Int'l Union, Local 2	50
8/3 - 5/79	OSHA, Motivation, Organizing, Leadership Seminar	Public Employee District Council, Laborer's Int'l Union	62
8/20 - 23/79	Business Representatives Education Program	Hotel & Restaurant Employees Int'l Union, Local 2	30
9/12, 19, 25/79	Stewards Training	Hotel & Restaurant Employees Int'l. Union, Local 2	50
9/12 - 13/79	Grievance Handling	California School Employees Association	43
9/13/79	Organizing	Office and Professional Employees Union, Local 29	11
9/18/79	Advanced Grievance Handling	State Employees Trades Council, No. 1268	47
9/22/79	Advanced Stewards Training	International Brotherhood of Teamsters, Local 853	55
9/24 - 28/79	Stewards Leadership Training	Communications Workers of America, Locals 9416 and 9406	60

10/6/79	Stewards Training	International Brotherhood of Electrical Workers, Local 1245	25
10/6 - 7/79	Stewards Leadership Training	International Federation of Professional and Technical Employees, Local 17	47
10/10 - 12/79	Conflict: Interest, Resolution Seminar	Communications Workers of America, District No. 9	22
10/16/79	Grievance Handling/ Leadership Training	Redwood City Teachers Association	16
10/17 - 18/79	The Legislative Process	Communications Workers of America, Northern California/ Nevada Council	32
10/20/79	Stewards Training	Service Employees Int'l. Union, Local 535	?
10/26 - 27/79	Stewards Training	Communications Workers of America, Local 9414	22
November, 1979 through January, 1980	Organizing Course	Office and Professional Employees Union, Local 29	24
11/2 - 3, 9 - 10, 16 - 17/79	Stewards Training	Service Employees Int'l. Union, Local 250	60
11/3/79	Stewards Leadership Training	State Employees Trades Council, Laborer's Int'l. Union, Local 1268	55
11/5, 7/79	Leadership Seminar	Laundry & Dry Cleaners Int'l. Union, Government Employees Division, Local 3	12
11/5 - 9/79	Advanced Stewards Training	Communications Workers of America, Local 9421	40
11/10/79	Stewards Training	Sonoma County Organization of Public Employees	45
11/13 - 14/79	Stewards Training	Communications Workers of America, Local 9402	11
11/14 - 16/79	Stewards Training	Communications Workers of America, Local 9495	20
11/15/79	The Use of a Computer in Local Union Operations	Trade Union Office Managers	17
11/17/79	Stewards Training	International Brotherhood of Electrical Workers, Local 1245	27

12/8/79	Stewards Training	Printing Specialities Union	100
12/15/79	Stewards Training	California Correctional Officers Association	47
1/12/80	Stewards Training	Printing Specialities Union	81
1/13 - 18/80	Human Relations Training	Communications Workers of America, District 11	70
1/19/80	Stewards Training	Service Employees Int'l. Union Local 535	12
1/20 - 24/80	Pension Bargaining Institute, in cooperation with The George Meany Center for Labor Studies	Officers of various unions	24
1/26/80	Stewards Training	Service Employees Int'l. Union, Local 535	60
2/2/80	Stewards Training	Printing Specialities Union	82
2/2/80	Office Representatives Training	Solano County Employees Association	15
2/7/80	Stewards Training	Hotel and Restaurant Employees Int'l. Union, Local 2	?
2/8 - 15/80	Collective Bargaining Workshop	Oakland Adult Teachers, American Federation of Teachers	12
2/16/80	Stewards Training	California Correctional Officers Association	43
2/23/80	Stewards Training	Service Employees Int'l. Union, Local 535	10
2/23/80	Regional Educational Conference – Leadership Training	Utility Workers Union of America	51
2/27 - 29/80	Leadership Seminar	Communications Workers of America, District 9	30
3/7 - 8/80	Stewards Training	Communications Workers of America, Local 9412	30
3/15, 22, 29/80	Stewards Training	Office and Professional Employees International Union, Local 3	?
3/17/80	Stewards Leadership Training	Redwood City Teacher's Association	12
3/22/80	Stewards Training	International Brotherhood of Electrical Workers, Local 1969	25

			31
3/24/80	Labor Relations - Contract Administration Workshop	Brotherhood of Railway and Airline Clerks, Local 748	25
3/23 - 28/80	Grievance Arbitration, in cooperation with The George Meany Center for Labor Studies	Officers of various unions	27
March through May, 1980	Leadership Training	United Public Employees, Service Employees Int'l. Union No. 390	35
4/7/80	Contract Administration Training	Redwood City Teacher's Association	17
4/12, 19/80	Stewards Training: Contract Administration, Collective Bargaining	International Brotherhood of Electrical Workers, Local 1245	62, 43
4/15/80	Stewards Training	Service Employees Int'l. Union Local 535	30
4/21/80	Stewards Training	American Postal Workers Union	?
4/22 - 24/80	Leadership Seminar	Communications Workers of America, District 9	25
4/26/80	Stewards Training	California School Employees Association	75
5/9/80	Stewards Training	Service Employees Int'l. Union	30
5/9 - 10/80	Stewards Leadership Training	Communications Workers of America, Local 9414	18
5/17/80	Stewards Training	International Brotherhood of Electrical Workers, Local 1245	30
5/20 - 22/80	Organizing Leadership Seminar	Communications Workers of America, District 9	26
6/3 - 8/80	Labor Law Institute with The George Meany Center for Labor Studies	Officers of various unions	27
6/11/80	Stewards Training	Office and Professional Employees Union, Local 29	21
6/21/80	Opportunity Training	Utility Workers Union of America, Local 160-B	27
6/28/80	Challenges to Women Workers	American Federation of Government Employees	18

Labor Occupational Health Programs

1979 – 1980

Date	Subject Matter	Target or Organization	Staff	Attendance
1/21/80	Health & Safety/ Leadership Training	IBEW Local 1245	Staff	12
2/2/80	Health & Safety/ Basic Rights	Molders, Local 164	Paul Chown	55
2/7/80	Building Trades/Hazards Recognition, Workers Compensation	Building Trades	Staff	14
2/11/80	Health & Safety/Hazards Recognition, Workers Compensation	California Coalition of Flight Attendants	Sidney Weinstein	14
2/22/80	Health & Safety/Hazards Identification, Workers Compensation	Clinica de la Raza	Morris Davis, Donald Whorton	12
2/26/80	Environmental & Occupa- tional Health	Health Arts & Sciences, Berkeley Campus	Janet Bertinuson	15
2/26/80	Health & Safety/ Basic Rights	Health Arts & Sciences, Berkeley Campus	Janet Bertinuson	35
3/5/80	Health & Safety/ Rights & Responsibilities	U.C. Medical Center, San Francisco	Paul Chown	12
3/6, 26/80	Health & Safety/ Pesticides	Politics of Pesticides Conference, U.C. Berkeley	Paul Chown, Sidney Weinstein	500
3/10/80	Rights & Responsibilities Under Cal/OSHA	Merritt College Labor Studies	Sidney Weinstein	12
3/11/80	Rights & Responsibilities Under Cal/OSHA	Women & Occupational Law, Sonoma State College	Janet Bertinuson	15
3/12 - 14/80	Health & Safety/Basic Rights	Noise Conference	Staff	60
3/5 & 4/3, 19/80	Health & Safety/ Materials Development	States Trades Employees Council	Paul Chown	20
4/10/80	Cal/OSHA Noise Standard	Cal/OSHA Noise Advisory Committee	Paul Chown	30
4/11/80	Health & Safety/ Pesticides	United Farmworkers, Keene	Paul Chown	10
5/1, 2/80	Health & Safety/ History	Southwest Labor History Conference, San Francisco State	Paul Chown	200

Date	Subject Matter	Target or Organization	Staff	Attendance
5/3/80	OSHA, Rights & Responsibilities, Health & Safety, Legal	Wayne State University Week-end College of Life-Long Learning	Morris Davis	175
5/12, 13/80	Health & Safety/ Basic Rights	Cannery Workers Local 839, Yuba City	Janet Bertinuson Richard Grinnold Sidney Weinstein	25
5/17/80	Minority Workers and Health & Safety	Alameda County Consumers Council, Oakland	Morris Davis	175
5/30/80	Health & Safety/ Hispanic Workers	Raza Health Conference, Sacramento	Paul Chown Morris Davis	300
6/6/80	Health & Safety/ Basic Rights	Modesto Trade Union Training Program	Paul Chown Sidney Weinstein Morris Davis	25
6/6/80	Clerical Hazards/ Reproductive Hazards	Womens Conference, Labor Education Research Center, Portland	Janet Bertinuson Jo Molloy	25
6/10/80	Health & Safety/Union Responsibility	International Machinists District 141, Portland	Janet Bertinuson Morris Davis	25
6/13/80	Health & Safety/ Foundry and Melt Shop	Steelworkers, Alberta, Canada	Janet Bertinuson	25
6/25-27/80	Collective Bargaining/ Union Committees	National Conference on OSHA and Collective Bargaining, Cornell University, New York	Paul Chown Morris Davis	150
10/16/79	Health & Safety/ Education	Alameda County Building & Construction Trades Council	Morris David Richard Ginnold	22
10/25/79	Health & Safety/ Education	OCAW Local 1-5	Janet Bertinuson Richard Ginnold	10
11/4 & 11/79	Policy/Black workers and Health & Safety	American Public Health Association Annual Meeting	Morris Davis	175
11/7/79	Health & Safety/ Education	Newspaper Guild, San Francisco	Janet Bertinuson	6
11/8/79	Health & Safety/ Legal	Universities and Colleges Labor Education Association Western Regional Meeting	Janet Bertinuson	12
11/9, 10/79	Hazards Identification	Lumber & Sawmill Workers Local 2121 OSHA Program	Paul Chown Richard Ginnold	10
11/13-15	Toxic Substances/Hazards Identification/Health & Safety/Education	OCAW Local 1-5	Janet Bertinuson Richard Ginnold	50

Date	Subject Matter	Target or Organization	Staff	Attendance
11/16/79	Health & Safety Impact on Minority Workers	Philadelphia Committee on Occupational Safety & Health, Philadelphia	Morris Davis	200
11/18/79	Health & Safety/OSHA Rights	Cannery Workers, Local 839, Yuba City	Richard Ginnold	30
11/25 - 30/79	Health & Safety/Training	IBEW Local 1245	Staff	20
12/2, 3/79	Health & Safety/ Organizing and Rights	Grain Workers, New Orleans	Richard Ginnold	50
12/10/79	Health & Safety/ Basic Rights	San Jose State College	Paul Chown	22
12/10/79	Health & Safety/ Discrimination Provisions	Sonoma State, Cotati	Janet Bertinuson	15
12/12/79	Health & Safety/Governmental Public Policy	Western Occupational Health Conference, Monterey	Morris Davis	300

MANAGEMENT PROGRAMS

Equal Employment Opportunity Issues

Various aspects of equal employment opportunity, including affirmative action programs, were the principal subjects covered in an all-day workshop held in Oakland on December 4. "Positive Affirmative Action: Designing and Implementing an Affirmative Action Program That Works" specified employer obligations and rights under various statutes and regulations, particularly as modified by the new OFCC Compliance Manual requirements. The workshop was led by Morris Bryson, a management consultant on equal employment opportunity and personnel matters, and Harry L. Scott, Manager, EEO Programs, The Clorox Company. James Southard, Oakland Area Director, Office of Federal Contract Compliance Programs, was the luncheon speaker.

On June 22, an all-day conference was held in San Francisco on "Alternatives to Tests as an Employee Selection Procedure." This conference, under the chairmanship of Sheldon Zedeck (Psychology), brought together a group of nationally recognized authorities from both the academic and business communities. Speakers from business and industry included Richard R. Reilly, American Telephone and Telegraph Company, New Jersey; Jarold R. Niven, The Boeing Company, Seattle; and Steven H. Brown, Life Insurance Marketing and Research Association, Inc., Hartford, Connecticut. Academicians delivering addresses at the conference were Lyle F. Schoenfeldt, Renssler Polytechnic Institute, and Frank Schmidt, George Washington University. Representatives from business, industry, and government from the seven western states attended this conference.

Employee Assistance Programs

"Dealing with the Problem Employee Who Drinks: The Effective Company Alcoholism Program" was the title of an all-day workshop in San Francisco for employers interested in providing remedial assistance programs for their employees whose personal problems adversely affect their job performance. The workshop was led by Dr. David J. Bentel, Occupational Resources Management, Oakland, and stressed the mechanics and procedures an organization should follow in establishing an Employee Assistance Program. The essential components of a program, how such a program should be introduced to the employees, costs of treatment and care, and how to create a non-adversary environment were explored by workshop participants.

Workshops on 'Costing Out' Techniques

In March of this year, three all-day workshops were held on the "Techniques of 'Costing Out' Changes in Wages, Employee Fringe Benefits, and Other Conditions of Employment." Attendees at the March 6 and March 19 workshops came from both the private and the public sectors. The third workshop, held on March 27, was designed specifically for school district personnel. Coordinator of Management Programs, John K. Hislop, was the instructor for all three workshops.

Berkeley Campus Industrial Relations Council

Six meetings of the Berkeley Campus Industrial Relations Council were held during the 1979-80 academic year. The BCIRC is a student group chartered by the American Society for Personnel Administration and directly sponsored by the Northern California Industrial Relations

Council. The activities of the BCIRC are designed to give students actively interested in the personnel/industrial relations field direct exposure to current practices and policies of business organizations in the Bay Area.

During the school year the students had as guest speakers at their meetings: Mansour Salah-Din, Affirmative Action Representative, Pacific Gas and Electric Company, San Francisco, and Janice Magee, Director of Personnel, The Emporium, Stonestown (both of whom were active members of this organization when they were students at Berkeley). Other sessions of the group were addressed by Claire Buckelew Springer, Director of Personnel, Sportswear Division, Levi Strauss & Company; George McConnell, Plant Coordinator, Quality of Worklife, General Motors Corporation, Fremont; and Michelle Jarrot, General Motors Institute. The featured speaker at the final meeting was R. J. Skilton, Employee Relations Manager, General Electric Company, San Francisco, and President of the Northern California Industrial Relations Council.

In addition to the student sessions, student members of the BCIRC participated on a subsidized basis in the monthly meetings of the NCIRC. All costs in connection with these sessions in excess of \$5.00 per student are paid for by the NCIRC. The Board of Directors of the NCIRC funded the total cost, including round-trip air fare, for two student members to attend the National Conference of the American Society for Personnel Administration in Salt Lake City in June 1980. The two attending students were Elizabeth Wilcox, a senior, and Jane Powell, a junior.

Last year, several members of the NCIRC indicated that their companies would be interested in cooperating with the University in a proposed summer internship program, involving full-time, paid graduate students in the field of personnel/industrial relations. Accordingly, interested BCIRC students applied for, were interviewed for, and selections were made for the program. The students and the companies with whom they are interning during the summer of 1980 are: Jane Powell, Sohio Petroleum Company; Alma Campbell, Standard Oil Company of California; Jane Kolmodin, Chevron, U.S.A.; and Nancy Webber, Levi Strauss and Company. The program is an outgrowth of earlier pilot internship projects, with the long-term objective being to establish such a program on an ongoing basis and to refine and modify it on the basis of continuing experience.

Graduate Students and Faculty Research Assistance

A continuing activity of the Coordinator of Management Programs is to lend assistance as requested to faculty members and to graduate students in connection with their research activities. These studies always involve data-gathering from particular stratas and classes of managers and/or workers in organizations and frequently require samples of more than 100.

Four research requests were accommodated during the academic year. Two are doctoral dissertations, one by Natalie Lun (Business Administration) who was researching employees' attitudes toward participative management styles, particularly the attitudes of employees of Chinese background. A substantial number of contacts were made which resulted in the Asian State Employees Association agreeing to ask all its members to complete the questionnaire used as the research instrument. The second doctoral dissertation is a study by Susan Jackson (Psychology) designed to examine the effects of various levels and types of interventions upon stress levels in employee work groups.

The cooperation of four Bay Area organizations has been obtained in connection with the

research program of graduate student Anne Roth (Psychology). The title of her study is: "Beliefs about Work and Their Relationship to Job Satisfaction and Self-Esteem."

Several companies, including a foreign subsidiary of one, agreed to participate in the Zedeck-Shokrkon study (see 1978-79 Annual Report, p. 36). The data gathering phase of this project is now complete; it is anticipated the study findings will be available later this calendar year.

Foreign Visitors

In June 1980, a special Social Science-Management session was arranged to which interested representatives from the construction industry also were invited. This program was prompted by the visit of Professor Gerard Hébert, School of Industrial Relations, University of Montreal. During the afternoon and evening session of the seminar, Professor Hébert discussed the legal frameworks governing collective bargaining in the Canadian construction industry, and some major trends and developments in public sector labor relations at both the provincial and the national level in that industry.

A second foreign visitor, Professor J. C. Kable, Director, Department of Management, Queensland Institute of Technology, Australia, visited the Institute under arrangements made with Utah International, Inc. Professor Kable exchanged views and information regarding research activities of common interest with Sheldon Zedeck (Psychology) and Charles A. O'Reilly (Business Administration).

Outside Activities

During the current academic year, Hislop has expanded his activities with the Northern California Industrial Relations Council, particularly with regard to the development and implementation of the student summer internship program. He is currently serving the final year of his second term as a member of the NCIRC Board of Directors, and continues as chairperson of that organization's College Relations Committee.

As a member of the American Society for Personnel Administration, Hislop is active in the Region XIX (California, Nevada and Hawaii) affairs of that organization. He is a member of the Executive Board and University/College Coordinator, Region XIX of ASPA.

MANAGEMENT PROGRAMS**1979-1980****1979**

- October 3 Berkeley Campus Industrial Relations Council (organizational meeting)
- October 10, 11, Conference on The Techniques of Collective Bargaining
and 12
- October 17 Berkeley Campus Industrial Relations Council (guest speakers)
- November 20 Berkeley Campus Industrial Relations Council – Cases in Supervision
- December 4 One-day program on Positive Planning for Affirmative Action, Oakland

1980

- January 15 Berkeley Campus Industrial Relations Council (guest speaker)
- January 22 Conference on Alternatives to Tests as an Employee Selection Procedure,
San Francisco
- March 6 One-day Workshop on A Method to 'Cost Out' Changes in Wages, Employee
Fringe Benefits, and Other Conditions of Employment, Berkeley
- March 19 One-day Workshop on A method to 'Cost Out' Changes in Wages, Employee
Fringe Benefits, and Other Conditions of Employment (public and pri-
vate), Berkeley
- March 27 Same Program (School Districts only)
- April 3 Workshop on Dealing with the Problem Employee: The Effective Employee
Assistance Program, San Francisco
- April 24 Berkeley Campus Industrial Relations Council (guest speaker)
- May 27 Berkeley Campus Industrial Relations Council (guest speakers)
- May 28 Social Science-Management Seminar (guest speaker), San Francisco
- June 19 Conference on Job Evaluation: Perspectives for the '80's, San Francisco

PUBLIC EMPLOYMENT RELATIONS

Fiscal containment and revenue reduction were major public sector concerns in California in 1979-80. Jobs, compensation, and employment relationships were affected to some extent at all levels of government. In response, the Institute's California Public Employee Relations Program, with the assistance of a grant from the Ford Foundation, allocated a substantial portion of time to research in these areas. Meanwhile, the staff (1) completed and published a major contract analysis monograph, and (2) continued to meet its general research and publication obligations, with particular emphasis on such developments as the implementation of the state and higher education bargaining laws and the accelerated attempts of the parties, courts, and PERB to come to grips with the question of the legality of the strike in California's public sector.

The California Public Employee Relations Program

The Institute's CPER Program was initiated in 1969 in response to requests for University assistance in dealing with the problems of adapting collective bargaining to the public sector. CPER's purposes are (1) research and policy analysis of contemporary issues, and (2) rapid publication of the results for management and labor representatives, elected officials, academic researchers, and students.

As a neutral public service project, CPER has achieved high visibility among practitioners and legislators at all levels of government. Its authoritativeness is widely recognized both in California and throughout the U.S. 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 court 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 Employment Development Department, Department of Finance, and State Personnel Board. 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.

Probably the most important characteristics of the CPER program, and the major reasons for its success, have been the flexibility and competence with which it responds to changing needs in the field.

The Ford Foundation Project

Early in 1979, the CPER program received a grant from the Ford Foundation to monitor and analyze the impact of Proposition 13 on public sector jobs, compensation, and collective bargaining. This project was subsequently extended into 1980 in order to allow for the collection and comparison of data on spring 1980 negotiations. A specific goal is to produce information which will be useful in both California and other states. The effect of across-the-board, long-term revenue reductions on public services, public administration, and the character of collective bargaining are as yet unknown. Whatever the effects, their measurement and documentation will be valuable tools for policymakers and labor-management practitioners.

The project concentrates on (1) a series of case studies of agencies directly impacted by

Proposition 13, and (2) collection and analysis of general statewide data on such trends as employment changes by level of government, sex, and minority status.

Preliminary data and related articles on the impact of fiscal containment measures have been published in the *CPER* quarterly over the past year. Cooperation by management and labor officials and academic researchers in sharing data has been excellent. In addition, three California practitioners contributed for publication their own research on Proposition 13 related issues (included in the list of lead articles below). It is expected that a final analysis of the Ford-subsidized field study will be published later in 1980.

The Department of Industrial Relations Project

A Statistical Analysis of Agreements in California Local Government was published in August 1979. This monograph was part of an extensive contract data collection and analysis project pursued in cooperation with the State Department of Industrial Relations with a grant from the U.S. Civil Service Commission under the Intergovernmental Personnel Act. Sixteen staff members from CPER and DIR were involved in the development and establishment of a computer-based public sector information delivery system at DIR for the use of practitioners and academicians.

The subjects selected for initial analysis and publication in the monograph – comprehensiveness of agreements, duration of agreements (including data on reopeners and COL provisions), and grievance procedures – were expected to be of special interest and, in fact, the results have been extensively quoted in the news media. Procedures used have subsequently been studied by the Iowa Public Employment Relations Board and the national Public Employment Relations Service, which is exploring the possibility of a national or regional approach to data collection and publication.

CPER's Ongoing Research and Publication Program

CPER's ongoing program includes the following:

(1) Publication of *CPER*, a quarterly magazine; the *CPER Special Reporting Series*, an expedited news service; and the *CPER Index*. (2) A telephone research question service. (3) Cooperation with labor relations, academic, research, and community organizations, visiting scholars, faculty, students, public policymakers, and the news media. (4) Assistance in the training programs presented through the Institute's Management Programs and Labor Center. (5) Continued acquisition, organization, and storage of information in CPER's library of public sector data and publications. This collection is open for reference and research by subscribers, academicians, students, and other interested parties.

Research and Publication

The *California Public Employee Relations* quarterly, now in its 12th year, continues to offer coverage and analysis of developments in California public sector labor relations. Included in each issue are analytical articles, case studies, legal analyses, news reports, abstracts of PERB orders and decisions, a log of arbitrators' and factfinders' awards indexed by subject matter, an open forum section, and reprints of documents. The magazine is regularly used as an authority in litigation, research, negotiations, and as source material for university and adult education programs as well as numerous specialized training programs.

Responding to developments in the field, the quarterly, over the 1979-80 year, included seven major articles on subjects related to the problem of revenue reduction and the various impacts on employment relations. Four main articles treated strikes and/or the question of strike injunctions. Other lead articles dealt with state unit determination, the duty of fair representation, and procedural due process.

September 1979:

- “Enjoining School Strikes—A New Direction for PERB” (contributed by Terry Filliman, PERB Associate General Counsel).
- “Public Sector Productivity: A Union Perspective” (contributed by William B. McLeod, Unit Services Manager, California State Employees Association).
- “Disputes in Local Government”
- “The State Pay Battle”
- “Update on Employment Trends”

December 1979:

- “Proposition 13 and the Schools: Analysis of the First Year” (contributed by Heidi Hilb Williamson, Employment Relations Consultant, California School Boards Association).
- “PERB Determines 20 State Bargaining Units”
- “Special Reports on Two Strikes—S.F. Teachers and L.A. Transit”
- “The Duty to Bargain and Subcontracting in the Public Sector” (contributed by George Fleischli, General Counsel, Wisconsin Employment Relations Commission).

March 1980:

- “The ‘Duty of Fair Representation’ in California’s Public Sector”

June 1980:

- “PERB: New Directives on Strikes, Post-Impasse Conduct”
- “Prop 13 and Voluntary Attrition: The Palo Alto Experience” (contributed by Beth Gerrits, Administrator of Personnel Services, City of Palo Alto).
- “‘Procedural Due Process’—The Skelly Doctrine” (contributed by Richard J. Silber, Attorney).

A major part of each issue of the quarterly is composed of shorter descriptive and analytical articles focused on key recent developments in particular agencies or areas of interest. For example, in 1979-80, 185 pages were devoted to such articles.

The *Special Reporting Series* was a useful supplement to the quarterly this year. Five issues were published, allowing immediate dissemination of information on such matters as the court of appeal’s ruling that the state bargaining act is unconstitutional, the state Supreme Court’s ruling that public sector affirmative action plans are constitutional, and the court of appeal’s invalidation of the retroactive pay increase for state employees.

In spite of the amount of staff time required to produce an annual index, it was decided to continue the project. Readership response has indicated that the compilation is an invaluable tool in reasearch, litigation, and negotiations.

Periodically, the CPER staff reviews its subscription list and promotion system. Efforts are being made (1) to ensure that everyone who could benefit from the service is contacted in 1980, and (2) to determine from current subscribers whether they are interested in alterations in current content and format and to what extent they would be willing to continue subscribing at a price which more accurately represents the cost increases experienced by the program over the past few years. The last comprehensive readership survey, conducted in 1977, verified the popularity and usefulness of the project. It is now time to test the views of subscribers again, particularly in light of the economic pressures on both subscribers and the CPER program.

Reference and Consultation Services

Over 200 telephone and personal reference questions were handled last year from practitioners involved in bargaining or litigation, and students and academicians engaged in research. By far the most frequent requests were from subscribers who are management and labor practitioners, but CPER staff also spent considerable time assisting other persons and groups. For example, over the past year, short research projects were undertaken for the Attorney General's office, Assembly Republican Caucus, Assembly Ways and Means Committee, Assembly Office of Research, Sen. Bob Wilson, Congressman Lagomarsino, L.A. City Employment Relations Board, Practicing Law Institute, Merritt College Labor and Urban Studies Program, Florida Center for Employment Relations and Law, U.S. Employment and Training Administration (Guam), and State of Washington Public Employment Relations Commission.

Academic scholars sought information for particular projects: Bernard Bellush, CCNY; Laurie Birke-Weiss, NYSSILR; David Estenson, U.C.B.; Tony Green, University of London; Gerard Hébert, University of Montreal; L. Henderson, Howard University; Frank Levy, Urban Institute; Felix Nigro, University of Georgia. The media also made heavy demands for information, particularly data related to employee organization response to curtailment of government expenditures. For example, data were supplied to the *L.A. Times*, *S.F. Examiner*, *Oakland Tribune*, *Sacramento Bee*, and *Contra Costa Times*. In addition, Bonnie Bogue, CPER Associate Director, was interviewed on KFVB radio (L.A.) and KQED-TV (S.F.).

Education Programs and Conferences

Classroom and conference training programs in the field of public sector employment relations are conducted by the Institute's Center for Labor Research and Education and the Management Programs (see summaries elsewhere in this report). CPER data support such instruction and CPER staff often participate in the programs.

CPER staff also regularly participate in the educational programs and conferences of other institutions. For example, during the past year, Marla Taylor was invited to participate in conferences of the League of California Cities and the California Public Employment Labor Relations Association. Bonnie Bogue spoke at a staff seminar of the California School Employees Association on "The Value of Precedent in Labor Arbitration," at a Boalt School of Law seminar on "Public Sector Bargaining – Legal Frameworks," and at a seminar of the U.C. Women's Center on "Policy Issues on Equity for Women in Higher Education."

Acquisition and Storage of Information

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 employee relations litigation in California since 1969; 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 for daily use by the professional staff and for future research purposes.

Staff

B.V.H. Schneider, CPER Editor and Program Director; Bonnie Bogue, J.D., Associate Editor and Director; Marla Taylor and David J. Bowen, Assistant Editors; Clara Stern, Librarian; Sharon Melnyk, Circulation Manager; Shizuko Okino, Staff Assistant; and Nancie D. McGann, J.D., Associate.

STUDENT ACTIVITY

Twenty-nine graduate students were employed as Research Assistants in the Institute during 1979-80. In all but two cases, they worked directly for Institute faculty members, an arrangement which has proven to be mutually satisfactory. Of the two who did not assist faculty members, one was student editor for *Industrial Relations* and the other was assigned generally to the Labor Center. The Research Assistants were enrolled in the following departments: Business Administration, 8; Economics, 7; History, 2; Law, 1; Political Science, 3; Psychology, 3; Public Health, 2; Sociology, 3. An additional 9 graduate students were members of the Institute staff, occupying office space but having no formal connection other than a mutual interest in employment problems. The interdisciplinary exposure which these students receive has been beneficial in their studies and doctoral dissertation work.

Doctoral dissertations completed during 1979-80 are:

John Lawler (Business Administration), "Interdependent Wage Adjustments in Contract Construction: The Impact of Intra-Union Power and Market Uncertainty," June 1980.

William Moore (Business Administration). "Determinants and Outcomes of Departmental Power: A Two-Campus Study," December 1979.

Howard Rosenberg (Business Administration), "The Part-Time MBA: Impacts on the Mid-Career Development of Managers," June 1980.

The following is a list of graduate students who were affiliated with the Institute during 1979-80.

Name	Department	Name	Department
Deborah Armida	Economics	Todd Easton	Economics
Nakiye Boyacigiller	Business Admin.	Michael Fischer	Business Admin.
Jack Brittain	Business Admin.	Sean Flaherty	Economics
Stephen Cecchetti*	Economics	Lupe Friez	Economics
Deborah Cichon	Political Science	Teresa Ghilarducci	Economics
Theodore Crone	Economics	William Glick	Business Admin.
Barbara Dohrn	Business Admin.	Jane Grant	Sociology
Marcia Donesky	Economics	Sharon Green	Psychology
Larry Drapkin	Public Health	Gail Grynbaum	Public Health

*On leave to Council of Economic Advisers

Name	Department	Name	Department
Robert Havens	History	Robert Pease	Business Admin.
Joel Horowitz	Political Science	Peter Rappoport	Economics
Sanford Jacoby	Economics	Jamie Robinson	Economics
Charles Jeszeck	Economics	Anthony Rodrigues	Economics
Valerie King	Business Admin.	Howard Rosenberg	Business Admin.
Anne Lawrence	Sociology	Elizabeth Savoca	Economics
Sheila Lichtman	History	Elaine Sorenson	Economics
Yolanda Lopez	Law	Gary Wagner	Business Admin.
Sharon MacLane	Psychology	Douglas Wholey	Business Admin.
Bruce McCain	Psychology	Philip Wilson	Political Science
Katherine Mooney	Sociology		

INSTITUTE PUBLICATIONS

1979-1980

Through its comprehensive publications program, the Institute seeks to disseminate research by its faculty and staff members to the academic community and the general public. Publications include two journals, a newsletter, a faculty reprint 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.

Because the Institute views its publications program as an important public service, no charge is made for single copies of most articles in the faculty reprint series. Charges for periodicals and conference proceedings vary with the size of the publication.

During the year, the publications program was staffed by Katherine Mello, circulation manager for the faculty reprint series; with Adelheid Zofel, circulation manager for *Industrial Relations*.

I. Periodicals

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, and law.

Published three times yearly, in Winter, Spring, and Fall.

Subscriptions Rates:

	Annual Subscription	Three-Year Subscription	Single Issue
Domestic			
Individual	\$10.00	\$25.00	\$4.00
Institution	\$12.00	\$30.00	\$4.50
Foreign			
Individual	\$11.00	\$28.00	\$4.50
Institution	\$13.00	\$33.00	\$5.00

California Public Employee Relations

A research and publication program concerned with labor force, compensation, and collective bargaining developments in the California public sector. The service for 1979-80 consisted of: *CPEP Magazine* (4 quarterly issues containing analytical and descriptive articles,

news coverage of recent events in the field, abstracts of decisions of the Public Employment Relations Board and arbitration decisions of third-party neutrals, reprints of major court decisions); *CPER Special Reporting Series* (interim bulletins); *CPER Index* (general index, statutory index, table of cases, index of neutrals' decisions); and the CPER Information Exchange, a cooperative arrangement whereby staff respond to individual research questions and subscribers are encouraged to contribute information from the field. In the 1979-80 fiscal year, a special monograph was also published: *A Statistical Analysis of Agreements in California Local Government*.

Subscription rate: \$65 a year.

Monitor

A health and safety newsletter covering medical, union, and workers compensation questions, women's issues, film and book reviews, and current labor-related issues. Published 6 times a year.

Subscription rates: \$5.00 (individuals), \$10.00 (institutions).

II. Faculty Reprint Series 1979-80

- 427 "Unemployment Insurance: A Positive Reappraisal," by Clair Vickery. Reprinted from *Industrial Relations* (1979).
- 428 "The Origins of Internal Labor Markets in Japan," by Sanford Jacoby. Reprinted from *Industrial Relations* (1979).
- 429 "Job Assignment in Modern Societies: A Re-Examination of the Ascription-Achievement Hypothesis," by Harold L. Wilensky and Anne T. Lawrence. Reprinted from *Societal Growth Process and Implications* (1980).
- 430 "Societal, Managerial, and Legal Perspectives on Corporate Social Responsibility — Product and Process," by Edwin M. Epstein. Reprinted from *The Hastings Law Journal* (1979).
- 431 "Can Social Psychology Contribute to Industrial Relations?" by George Strauss. Reprinted from *Industrial Relations: A Social Psychological Approach* (1979).
- 432 "Inducements versus constraints: Disaggregating 'Corporatism'," by Ruth Berins Collier and David Collier. Reprinted from *The American Political Science Review* (1980).
- 433 "Male Occupational Standing and the Dual Labor Market," by Sam Rosenberg. Reprinted from *Industrial Relations* (1980).
- 434 "Quality of Worklife and Participation as Bargaining Issues," by George Strauss. Reprinted from *The Shrinking Perimeter: Unionism and Labor Relations in the Manufacturing Sector* (1980).

III. Miscellaneous Publications

Grievance Arbitration in Public Employment, by Paul D. Staudohar. A practical guide for grievance handling and arbitration in the public sector. Includes a review of practices in various jurisdictions, analyses of key legal issues, and summaries of arbitration decisions. (1977) \$10.00.

Accounting and Office Manual for Labor Unions, by Harry C. Fischer, C.P.A. Revision of Fischer's 1961 manual incorporating significant changes and new developments in the Labor-Management Reporting and Disclosure Act, and providing a comprehensive review of the functions of the financial office of the local labor union. (1975) \$7.50.

The Meyers-Milias-Brown and Winton Acts: Major Legal Issues in Public Employee Relations, proceedings of a conference sponsored by the Institute of Industrial Relations in San Francisco, January 21, 1971 (proceedings reissued). \$5.00.

Governor's Conference on Employment, proceedings of a conference sponsored by the Institute of Industrial Relations in Monterey, September 30 to October 3, 1965 (proceedings reissued). No charge.

THE JOURNAL

The Institute's academic journal, *Industrial Relations*, is completing its nineteenth year of publication. The journal continues to receive high quality submissions from scholars in a wide variety of disciplines at institutions all over the world. The board of editors has gradually expanded over the years and is now composed of 26 faculty members at institutions within the U.C. system as well as in other parts of the country.

Perhaps the most notable achievement of the journal during the past year was the publication of an international symposium of Workers' Participation in Management. In planning for well over a year, the symposium included 13 articles by scholars from institutions in seven different countries. Each was concerned with some aspect of the symposium's principal theme: the extent to which proscribed (or legally mandated) systems of formal participation actually result in increased influence by lower level workers. The scope of the contributions ranged from sophisticated empirical studies across several different countries to detailed studies focusing on a single company or industry.

In addition to 23 unsolicited articles published during the year, the journal featured an Exchange on Labor and Communism, in which Nelson Lichtenstein, Robert Zieger, and Roger Keeran offered differing views of the Communist experience in American trade unions, using as a backdrop the perspective offered by Bert Cochran in *Labor and Communism: The Conflict that Shaped American Unions*.

Manuscript submissions continue to increase slightly each year (over 200 in 1979-80), which has prompted the editor to expand the use of outside referees to ease the burden on the board. The journal has been fortunate in attracting a number of outstanding scholars who have agreed to act in this capacity.

The journal's circulation continues to remain fairly stable at about 2,400, with the proportion of international subscribers holding at about 20 per cent. A large promotional mailing to an international audience is planned for next fall, with a smaller U.S. mailing to follow in the spring.

The efforts of the editors to reduce printing costs which were implemented last year (i.e., to discourage the use of symbolic formulations, equations, etc., and to adopt a convention system of printing references at the end of each article rather than as footnotes at the bottom of each page) have led to a slight cost advantage in recent months. These efforts will be continued next year.

Almost since its inception, the journal has had the practice of using students as assistant editors. This practice not only greatly benefits the journal, but also allows these students to develop skills in evaluating and editing scholarly works while at the same time exposing them to recent work in the field. Katherine Mooney, a Ph.D. student in Sociology, has completed her third year in this capacity. Barbara Porter continued to serve as managing editor, assisted by circulation manager Adelheid Zofel. The journal is edited by David Bowen. George Strauss and Raymond Miles jointly chair the editorial board.

THE LIBRARY

The Library continues to answer an increasing number of questions and lend an increasing number of materials to an increasing number of readers. So it is only natural that constraints of space – space for readers and space for books – become a prime concern.

Inflation and the cost of labor have made labor economics a topic of interest to students in all the professions, while the national economic scene has brought about a resurgence of interest in problems of unemployment and job creation and in employee relations procedures. These factors have interested such a broad spectrum of students and other researchers that the Library's circulation has more than doubled in the past two years. Spatial constraints have limited in-house usage to a great extent, but the increasing percentage of our collection being used outside the Institute increases the problem of the collection's availability to our own faculty and students.

Along with most other academic libraries, budget constraints and rampant inflation in the book market are factors we cope with daily, but the continuing generosity of our faculty and alumni helps compensate. This year more than 120 recently published volumes were donated to the Library. The rapidity with which these materials find their way on and off our "new book shelf" attests to the extent to which these gifts meet the needs and interests of our readers.

One of the major tasks we faced at the beginning of the year is behind us: an inventory of the book collection has been completed, the first since 1968. The space problem is one whose only long-term solution is the constant pruning of our collection. So, when we add, we weed; and the total size of the collection remains fairly constant: about 40,000 catalogued volumes, with 900 serials received on a continuing basis. Other problems looming on the horizon are the need for microprint reading equipment to make available to our readers the increasing number of university and governmental records available to us only in microprint, and the need for computer equipment so that we can access the many relevant data bases now available both at the University and through commercial sources. We will attempt to obtain grant support for these projects.

The Librarian attended conferences of the Committee of Industrial Relations Librarians and of the Special Libraries Association this June in Washington, D.C., followed by a trip to New York city to visit the Tamiment Institute Library at New York University.

Staff

David Zaehring serves as the Institute's Librarian, Clara Stern as Associate Librarian. Kathleen Burnett joined the Library's staff this year as Library Assistant; Rupali Bose is the part-time student Library Assistant.

VISITORS

The following is a partial list of visitors to the Institute during 1979-1980:

Visiting Scholars (in residence for all or part of the year)

John C. Bish
Office of Employee Relations
National Education Association
Washington, D.C.

Andrea L. Brero
University of Torino
Torino, Italy

David Brody
Department of History
University of California
Davis

William N. Cooke
College of Business Administration
University of Maine
Orono, Maine

Giorgio Gagliani
Universities of Rome and Calabria
Italy

Evan Jones
Economics Department
University of Sydney
Sydney, N.S.W., Australia

Andre Ladouceur
School of Industrial Relations
University of Montreal
Montreal, P.Q., Canada

Marie-Therese Letablier
Chargee de Recherches Titulaire
Ministere du Travail
Paris, France

Dail K. Phillips
Employment and Standards Administration
Office of Workers' Compensation Programs
U. S. Department of Labor
Washington, D.C.

Gösta Rehn
Director, Institute for Social Research
University of Stockholm

Sam Rosenberg
Department of Economics
University of California
Davis

David Soskice
University College
Oxford University
Oxford, England

Beverly Tangri
University of Manitoba
Winnipeg, Manitoba, Canada

Other Visitors

Sune Ahlen
Swedish Labor Attaché
Washington, D.C.

Jeff Apter
Confédération Générale du Travail
Paris, France

Bernard Bellush
City College of New York
and
Historian, District Council 37,
American Federation of State,
County and Municipal Employees

Jesus G. De Leon
Philippine Transport & General
Workers Organization
Manila, Philippines

Lars Ettarp
Swedish Department of Labor
Division of Occupational Safety and Health

John Farnell
Administrator
Directorate-General for Fisheries
Commission of the European Community
Brussels, Belgium

Giorgio Galli
Professor of History and Political
Doctrines
University of Milan
Milan, Italy

Tony Green
Professor, Institute of Education
University of London
London, England

Albrecht Hatzius
Vice-Chancellor and Head,
Juridicial and Examination Affairs
Division of Academic and Student Affairs
Fachhochschule of Hamburg
Hamburg, West Germany

Gerard Hébert
School of Industrial Relations
University of Montreal
Montreal, P.Q., Canada

Frank Heller
Tavistock Institute for Human
Relations
London

Tore Hjert
SKF, Metal Workers Union
Sweden

Instituto di Psicologia del Consiglio
Nazionale delle Ricerche
Rome, Italy
(group of three trade unionists)

Louie Q. Isip
Pepsi-Cola Bottling Co., Inc.
Manila, Philippines

J. C. Kable
Director
Department of Management
Queensland Institute of Technology
Australia

Henri Krasucki
Confédération Générale du Travail
Paris, France

Juan Rivero Lamas
Catedratico de Derecho del Trabajo
Universidad de Zaragoza
Abogado, Spain

Frank Levy
The Urban Institute
Washington, D. C.

Per-Erik Lundh
Secretary
Confederation of Finnish Trade
Unions (SAK)
Finland

Nicolas S. Mana-ay Sr.
National Congress of Unions in the
Sugar Industry of the Philippines
Bacolod City, Philippines

Richard A. Matrenza
Industrial Consultant
Maltese Government and Private
Industry
Swieqi, Malta

B. Nithiananthan
Deputy Registrar of Trade Unions
Malaysia Ministry of Labor and Manpower
Malaysia

Maximo C. Nunez
Associated Labor Unions
Davao City, Philippines

Pentti Ohman
Education Secretary
Confederation of Finnish Trade
Unions (SAK)
Finland

Arne Olsson
SKF, Metal Workers Union
Sweden

Miguel Angel Quintanilla
Secretary General
La Paz Bank Workers Federation
La Paz, Bolivia

Henrique Alberto Freitas do
Nascimento Rodrigues
Legal Counsel of Minister of Labor
Government of Portugal
Lisbon, Portugal

Roskilde University
Institute of Environment, Technology,
and Society
Roskilde, Denmark
(Professor Uffe Saebye and five
graduate students)

Hong Keon Ryo
General Secretary
Federation of Korean Trade Unions

Choi Bong Sang
Vice President
Korean Post Workers' Union

Peter Shergold
New South Wales
Australia

S. Venkatram
President
Hind Mazdoor Sabha, and
President, Karnataka State Sugar
Workers Federation and the
All India Petro-Chemical Labor Union

Bernard Wilbert
International Institute for Management
Berlin

THE FACULTY

1979-1980

Name	Department	Principal Fields of Research
Reinhard Bendix	Political Science	Organizational and political sociology
Earl F. Cheit	Business Admin.	Economics of higher education
David Collier	Political Science	Relationship between state and organized labor in Latin America
Edwin M. Epstein	Business Admin.	Business and labor political activity
David Estenson	Business Admin.	Economic and legal impacts on collective bargaining
David E. Feller	Law	The law of collective bargaining; collective bargaining in higher education
John Freeman	Business Admin.	Organizational behavior; personnel allocation; organization-ecology interaction
J. W. Garbarino	Business Admin.	Faculty unionism, public employee labor relations; labor economics, with particular attention to fringe benefits and incomes policy
Samuel Haber	History	History of the professions
Clark Kerr	Business Admin. (Emeritus)	Economics of higher education
Raymond E. Miles	Business Admin.	Organization behavior and development, with particular attention to management theory, leadership, and organization-environment interaction
Charles O'Reilly	Business Admin.	Personnel management; collective bargaining among professional workers
Michael Reich	Economics	Labor market segmentation; racial discrimination; income differentials
Karlene Roberts	Business Admin.	Organization psychology, with particular attention to communications issues, leadership and motivation
George Strauss	Business Admin.	Studies on the boundary between organizational behavior and industrial relations, especially work on participation in management.
Lloyd Ulman	Economics	Collective bargaining, especially its impact on wages and prices; multinational unionism; incomes policies from an international perspective; manpower policies
Jan Vetter	Law	Equal employment in higher education; law of union-management relations
Clair Vickery	Economics	Unemployment insurance; economics of discrimination
Harold L. Wilensky	Sociology	Welfare systems in an international perspective
Michael Wiseman	Economics	Public employment programs
Sheldon Zedeck	Psychology	Industrial and organizational psychology, with particular attention to selection, appraisal, and development

THE PROFESSIONAL STAFF

1979-1980

Norman E. Amundson	Chairman, Center for Labor Research and Education
Janet R. Bertinuson	Associate Director, Labor Occupational Health Program
Bonnie G. Bogue	Associate Director, California Public Employee Relations Project
David J. Bowen	Editor, <i>Industrial Relations</i> , and Associate, California Public Employee Relations Project
Joan M. Braconi	Coordinator of Labor Programs
Paul Chown	Labor Coordinator, Labor Occupational Health Program
Morris E. Davis	Executive Director, Labor Occupational Health Program
Richard E. Ginnold	Labor Coordinator, Labor Occupational Health Program
Peter Guidry	Coordinator of Labor Programs
John K. Hislop	Coordinator of Management Programs
Nancie D. McGann	Associate, California Public Employee Relations Project
Raymond E. Miles	Associate Director of the Institute
J. Bruce Poyer	Coordinator of Labor Programs
Betty V. H. Schneider	Director, California Public Employee Relations Project
Clara S. Stern	Associate Librarian, California Public Employee Relations Project and IIR Library
George Strauss	Associate Director of the Institute
Marla Taylor	Associate, California Public Employee Relations Project
Lloyd Ulman	Director of the Institute
Sidney Weinstein	Program Coordinator, Labor Occupational Health Program
Donald Whorton	Medical Director, Labor Occupational Health Program
David Zaehring	Librarian, IIR Library

THE ADMINISTRATIVE AND CLERICAL STAFF

1979-1980

Rupali Bose	Student assistant in IIR Library (second part of year)
Charles Buderl	Student assistant in IIR Library (first part of year)
Kathleen Burnett	Library assistant in IIR Library
Catherine Caldwell	Publications coordinator for the Labor Occupational Health Program
Eugene S. Darling	Editorial assistant in the Labor Occupational Health Program
Catherine Davis	Secretary in the Labor Center
Stephen F. Diamond	Program assistant in the Labor Center
Judith Elkins	Secretary for Management Programs
Joan J. Lewis	Senior administrative assistant for the Institute
Kenneth Light	Photographer/Producer for the Labor Occupational Health Program
Elizabeth Mason	Typist for the Labor Occupational Health Program
Katherine Mello	Circulation manager for reprint series and assistant bookkeeper for the Institute
Sharon A. Melnyk	Circulation manager for <i>California Public Employee Relations</i>
Joanne T. Molloy	Bibliographer for the Labor Occupational Health Program
Susan P. Moreland	Secretary in main office
Shizu Okino	Circulation assistant for <i>California Public Employee Relations</i>
Barbara E. Porter	Managing editor of <i>Industrial Relations</i>
Mona Purifoy	Administrative assistant for Community Services
Susan Salisbury	Secretary for the Labor Occupational Health Program
Claudia White	Secretary for Clark Kerr
Adelheid Zofel	Circulation manager for <i>Industrial Relations</i> and secretary in main office

SPACE

The Institute of Industrial Relations occupies the building at 2521 Channing Way. We have found that this building, which is a small, self-contained unit close to the campus but still in the outer community, has helped very greatly in intangible ways to provide a physical focus for the Institute's activities. There is classroom space which is utilized for both graduate and undergraduate classes, as well as for community programs. With respect to the latter, community members have become accustomed to taking courses in the Institute's building and afterward to dropping in on us to discuss problems of interest to themselves and our staff.

Since the Labor Occupational Health Program outgrew the Institute's available resources several years ago, space has been rented by the Program at 2515 Channing Way. The proximity to the Institute of this location has enabled the LOHP staff to keep in close touch with overall Institute activities.