



The
Institute of Industrial Relations (Berkeley)
University of California.
Berkeley

IIR

**A Report on:
Research
Training
Community Activities
1978-1979**

REPORT ON

RESEARCH ● TRAINING

and

COMMUNITY ACTIVITIES

1978–1979

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George Strauss, Associate Director

Raymond E. Miles, Associate Director

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1978-1979

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FACULTY RESEARCH

Collective Bargaining, Unions, and Public Policy

Lloyd Ulman (Economics) continues, with Robert 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 is being completed and a monograph is now being drafted.

George Strauss (Business Administration) has been experimenting with the use of simulations (games) to teach collective bargaining, and has been surveying the use of this technique in major industrial relations centers. He has been looking at the strengths and weaknesses of various forms of games as well as the forms of preparation and debriefing required to maximize their value for students.

David E. Feller (Law) continued 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.

Manpower, Employment, and Welfare Policies

Welfare and Income Maintenance

Clair Vickery (Economics) is continuing her research on the impact that women's entry into paid employment has had on the family's standard of living. She is measuring how the financial strain of the family has changed in response to its increasing economic dependence on the marketplace and the government. In addition, she finished her research on unemployment insurance, which integrated the institutional characteristics of the program into an economic analysis of UI during periods of less than full employment. She concluded that the UI program potentially affects the composition of unemployment more than the rate of unemployment, and that current levels of UI payments are not sufficient to cover the financial commitments of most workers.

Michael Wiseman (Economics) continued his work on welfare and welfare-related public policies. His welfare research served as basis for testimony before the Subcommittee on Public Assistance of the Senate Finance Committee in November and a paper on family fragmentation in welfare programs which was given at the June meetings of the Western Economic Association. The regional development work has been done with Professor Pravin Varaiya (Economics) and is still in progress.

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. He also completed (with Anne T. Lawrence) a study of shifting criteria for job assignment — the tension between meritocratic and egalitarian ideologies and practices. As part of the welfare-state project, Richard M. Coughlin completed a study of public opinion about taxing and spending in eight countries.

Labor Market Behavior

Michael Reich (Economics) is completing his research on racial inequality, focusing on trends in racial inequality in detailed industries and in metropolitan areas, on the distributional effects of racial inequality upon whites, and on theoretical explanations of his empirical findings. His results suggest very little decrease since 1950 in racial income inequality among men and that racial inequality had regressive effects on the white income distribution in both 1960 and 1970. In 1978-79 he completed several articles and the draft of a book on this subject.

Manpower Policy

In addition to his interest in welfare programs, **Wiseman** continues to study the design and implementation of counter-cyclical public employment programs. He concludes that the net increment to local government employment of programs under the Comprehensive Employment and Training Act — both in the short and long run — is only about 20 new jobs for every 100 jobs subsidized. Wiseman also believes that, despite elaborate rules to allocate public employment in labor market areas suffering the greatest cyclical joblessness, these jobs are in fact allocated in little better than random fashion.

Wiseman completed a report to the Department of Labor in connection with his grant on subsidized employment policy and the CETA jobs program.

Organizational Behavior

George Strauss (Business Administration) continues his interest in various forms of workers' participation in management. The range is immense. Even in the U.S., for example, it includes producers' cooperatives, joint union-management efforts to improve the quality of worklife, and the Scanlon Plan. Other countries have experimented with workers' councils, codetermination, worker self-management, kibbutzim, autonomous work groups, and the like. Strauss is concerned with (1) the varying political, social, and economic functions these schemes perform in various societies; (2) the impact of differing participation forms on productivity, job satisfaction, labor-management relations, and power distribution; and (3) the critical conditions necessary for schemes to succeed. He is looking at commonalties extending across a variety of schemes and countries, as well as at critical differences among approaches, regardless of how packaged.

Jeffrey Pfeffer (Business Administration), working with students William L. Moore and J. Richard Harrison, completed much of the analysis of data on university governance and resource allocations. A paper on the average tenure in office of department heads for a sample of 40 departments reported that the level of paradigm development characterizing the department's discipline was the most important predictor. Another paper indicated that the level of paradigm development of scientific fields, previously measured using questionnaire data, could be indexed using archival measures of the level of parsimony of communication in the field (length of dissertations and length of dissertation abstracts) and the level of knowledge integration in the field, indexed by the longest chain of prerequisite courses in the department. In yet another study, it was found that the basic results of the earlier studies of power and allocation at Illinois could be replicated. In addition, the level of paradigm development of departments had an effect on resource allocation outcomes, and differences in the determinants of power and allocation decisions were observed between the Berkeley and Santa Barbara campuses.

In a paper prepared for the National Research Council's Committee on Aging, Pfeffer proposed some theoretical arguments concerning the effects of organizational demography, specifically the age and tenure distribution of the workforce, on variables such as form and type of control structures, change and adaptation, leadership succession, training, and mid-career plateauing and motivation problems. In an empirical study using the university data, it was found that departmental demography, or the length of time faculty had been in the departments, significantly impacted the distribution of influence within the department.

Raymond E. Miles (Business Administration) has continued (with his co-researchers Charles Snow and Alan Meyer) his research on the relationship between an organization's market strategy and its internal structure and process characteristics. Miles' research has now been extended to samples of organizations in eight industries. Recently, the group returned to the textbook industry for a longitudinal analysis of changing organization strategies and structures, and incorporated instruments to measure individual executives' philosophies of management and personal preferences regarding problems and problem solving techniques. In the hospital industry a wide range of objective measures are now being compared with the procedural data gathered in the original study. A number of papers from the group are now in various stages of preparation.

In addition to research focused on strategy-structure linkages, Miles has maintained his 15-year study of managers' theories of management. With his colleague, J.B. Ritchie, he is preparing a 10-year update of their major 1968-69 surveys. A paper by Miles reviewing the past thirty years of managers' attitudes and roles was presented at the International Conference on the Finetuning of Complex Organizations, Berlin, December 1978, and will be incorporated in a book.

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. Roberts is just beginning a large-scale investigation of organizational decision-making. The initial focus of this investigation will be on corporate responses to antitrust legislation.

John Freeman (Business Administration) is continuing his work on organizational demography, with particular emphasis on the differential allocation of resources for administrative and productive personnel over the lifetime of organizations. His previous research in this area on California school districts has been extended to incorporate data from districts in New York, Florida, Kentucky, and North Dakota, and includes considerations of the effects of financial variables (in addition to those of enrollments), particularly as these affect growth and decline processes. Second, Freeman is continuing his research on the variation in failure rates among different kinds of organizations. This research uses mathematical models developed by bio-ecologists for the analysis of species populations to study the types of organizations and organizational structures which exist in particular organizational environments and specific product markets. A third project on which Freeman is working is a study of 50 restaurants in each of 18 California cities. He plans to trace their growth and structure over the next several years. Finally, Freeman is beginning research projects on colleges and universities, hospitals, and labor unions. His study of labor unions builds upon his previous work on union merger processes.

Sheldon Zedeck (Psychology) is continuing his research in the area of performance appraisal. Data have recently been collected from 41 managers in the food industry regarding their evaluations of subordinates. The purpose of the study is to determine the effects of training (versus no training) in evaluation, the hierarchical level being evaluated, and the nature of the position (entry level versus management) on the dependent measures of appraisal accuracy and response biases. Further research in this area concerns the appropriate strategies for assessing rater tendencies toward leniency and mid-range evaluations. In addition, Zedeck is interested in test validation strategies, equal employment opportunity, and the law and interviewer strategies for processing information obtained in the interview.

Reinhard Bendix (Political Science) has been working on a project which starts with the observation that modern Western states have typically developed a whole series of interest groups which are regulated internally and must be accommodated in some fashion to make democratic states viable. He is examining three different kinds of accommodation, dealing successively with the German legal profession, the problem of Jewish emancipation in Germany and America, and the position of the American university in relation to the federal government and industry. There is a biographical basis for this choice of topics, but the theme is the more general one of how group autonomy can be preserved when the group is at the same time dependent upon the governmental authorities from which it seeks to remain independent.

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

Publications

Occupational Hazards of Construction: A Manual for Building Trades Apprentices (with Sidney Weinstein), Labor Occupational Health Program, 1978.

Occupational Hazards of Construction, Instructors Guide, Labor Occupational Health Program, 1978.

Professional Activities

Delivered address on "The Scope of Potential Hazards: Recognizing Occupational Health Hazards in the Workplace," at conference on A New Direction in Occupational Health, UCLA, May 4, 1979.

Delivered address on "The Unseen Hazard: Stress on the Job" at California Food and Drug Council Convention, San Francisco, May 1, 1979.

Conducted workshop on "Women and Stress" at Stress and Shiftwork Conference at School for Workers, University of Wisconsin, Madison, April 24-26, 1979.

Presentation to the Health and Safety Committee, ILWU at ILWU convention, San Diego, April 23, 1979.

Conducted workshop on "Stress on the Job" at CLUW Executive Board Meeting, Denver, March 10, 1979.

Delivered address on "Stress in the Telecommunications Industry" to the First National Women Conference, Communications Workers of America, Minneapolis, September 27-30, 1978.

Member, American Industrial Hygiene Association; Coalition of Labor Union Women; AFT 1474; Western Regional Representative, University and College Labor Education Association Professional Council; California Department of Health Advisory Committee on MOCA.

Bonnie G. Bogue

Publications

“Proposition 13 Survives It’s First Test Before the Supreme Court,” *California Public Employee Relations*, No. 39 (Berkeley: Institute of Industrial Relations, U.C.), pp. 2-6.

“A 1977-78 Tabulation of Strikes in California’s Public Sector,” with Clara Stern, *California Public Employee Relations*, No. 40 (Berkeley: Institute of Industrial Relations, U.C.), pp. 20-24.

“A Post-13 Update on Public Employment Trends,” with B.V.H. Schneider, *California Public Employee Relations*, No. 41 (Berkeley: Institute of Industrial Relations, U.C.), pp. 10-15.

Professional Activities

Speaker on “The Disparate Impacts of Fiscal Retrenchment on Women: Economic and Legal Implications,” at conference on “The Impact of the Bakke Decision and Proposition 13 on Equity for Women in California Higher Education, U.C., Berkeley, May 1979.

Workshop participant in session on “Impact of Proposition 13 on Employment and Affirmative Action” at conference on “The Impact of Proposition 13 on the Minority Community,” U.C. Berkeley, March 1979.

Presentation on “Alternatives to the Affirmative Action Conflict with Seniority Systems,” Assembly Committee on Public Employment and Retirement Committee hearing, December 1978.

KPBF-TV, San Diego (public television) documentary on collective bargaining in the public sector, consultant and film participant (1978).

Moot Court Judge, University of San Francisco Law School (September 1978).

Hearing Officer, University of California, Berkeley.

Member: American Bar Association, Labor Law Section; American Arbitration Association; Industrial Relations Research Association; Int’l Society for Labor Law and Social Legislation; State Bar of California; California Women Lawyers.

Molly Coye

Professional Activities

Lecture on “Occupational Physicians and Criteria for Medical Evaluations,” Lawyers Guild, October 1978.

Lecture on "Occupational Medicine in the Primary Care Setting," Arizona Occupational Health Center, October 1978.

Lecture on "Biological Monitoring," California State Hayward Industrial Health class, November 1978.

Lecture on "Epidemiology and Medical Evaluation of Occupational Disease," NIOSH Occupational Medicine Nursing course, January 1979.

Lecture on "Occupational Medicine Training Programs," American Medical Students Association National Convention, March 1979.

Lecture on "Occupational Medicine Training and Careers," University of California, Davis, School of Medicine, May 1979.

Morris E. Davis

Publications

"Ethical Conduct and the Occupational Physician" (with D. Whorton), *Bulletin of the New York Academy of Medicine*, 54:9 (September 1978), 733-741.

A Worker's Guide to Documenting Health and Safety Problems (Berkeley: Institute of Industrial Relations, 1978).

Contributing author to J. Bertinuson and S. Weinstein, "Self-Help Approaches to Workplace Health and Safety," Section 4, in *Occupational Hazards of Construction* (Berkeley: Institute of Industrial Relations, 1978).

Professional Activities

Delivered address on "Financing Treatment of Occupational Disease" to American Public Health Association Annual Meeting, Los Angeles, October 1978.

Speaker, seminar on "Environmental and Occupational Hazards," sponsored by Hastings College of Law, California Public Interest Law Conference, San Francisco, November 1978.

Presented paper on "Theories of Liability in Third-Party Litigation" to American Society of Mechanical Engineers Annual Meeting, San Francisco, December 1978.

Presented paper on "Workplace Health and Safety: Collective Bargaining Trends," at Second Annual Symposium on Labor Law, San Fernando Valley College of Law, Los Angeles, April 28, 1979.

Presented paper on "Occupational Health and Black Workers," at National Urban League, Conference on the Urban Environment, Detroit, April 8-11, 1979.

Member, Iowa Bar Association; American Arbitration Association; National Health Lawyers Association; National Lawyers Guild; American Federation of Teachers, 1474; American Public Health Association; Hearing Officer, U.C. Berkeley Campus.

Edwin M. Epstein

Publications

Rationality, Legitimacy, Responsibility: The Search for New Directions in Business and Society, editor with Dow Votaw (Goodyear Publishing Co., Inc., 1978).

"Societal, Managerial and Legal Perspectives on Corporate Social Responsibility," *Hastings Law Journal*, Vol. 30, No. 5 (May 1979), 1287-1320.

"The Business PAC Phenomenon – An Irony of Electoral Reform," *Regulation*, Vol. 3, No. 3 (May/June 1979), 35-41.

"The Emergency of Political Action Committees," in Herbert E. Alexander, ed., *Political Finance*, Sage Electoral Studies Yearbook, Vol. 5 (Sage Publications, Inc., 1979), pp. 159-197.

Professional Activities

Completed one year term as a Fellow, Woodrow Wilson International Center for Scholars, Washington, D.C., July 1978.

Presented paper on "The Rise of Political Action Committees" before the Social Issues in Management Division, Academy of Management, San Francisco, August 1978.

Elected Chairman of the Policy Council, Center for Ethics and Social Policy, Graduate Theological Union, Berkeley, Fall 1978.

Spoke before the Bay Area Labor Studies Seminar (IIR); the Executive Program (School of Business Administration); and the Northern California Public Affairs Council, all on the subject of Business and Labor Political Action Committees and the Impact of Federal Regulation.

Testified before the Subcommittee on Antitrust and Monopoly of the Senate Committee on the Judiciary on the Merger Act of 1979, April 1979.

Consultant to the Office of the General Counsel, Federal Election Commission, Washington, D.C., Spring 1979.

David E. Feller

Professional Activities

Participated as lecturer and/or faculty member in the following:

Labor Arbitration Development Program, sponsored by the American Bar Association, Federal Mediation & Conciliation Service, July 1978.

Workshop on Grievance Administration and Arbitration, sponsored by the Department of Labor, American Nurses Association, November 1978.

Arbitration Courses for Labor Relations Professionals, sponsored by the Federal Mediation & Conciliation Service, December 1978.

Workshop on Grievance Arbitration in Higher Education, sponsored by the National Center for the Study of Collective Bargaining in Higher Education, February 1979.

Conference for Department of Energy Arbitrators on Affirmative Action, sponsored by the Department of Energy, May 1979.

Elected to Board of Governors, National Academy of Arbitrators, April 1979.

John Freeman

Publications

"Going to the Well: School District Administrative Intensity and Environmental Constraint," *Administrative Science Quarterly*, Vol. 24 (Spring 1979), 119-133.

Book Review of Herman Turk, *Organizations in Modern Life: Cities and Other Large Networks*, *Administrative Science Quarterly*, Vol. 23 (Winter 1978).

Professional Activities

Participated in panel on Organizational Behavior and Policy Research at Academy of Management meetings, San Francisco, August 1978.

Presented paper on "Conceptualization of Competition in Economics and Bioecology" at American Sociological Association meetings, San Francisco, August 1978.

Completed term of office as Associate Editor of the *American Sociological Review*; continues as member of the board of *Administrative Science Quarterly*.

John K. Hislop

Professional Activities

Member, Northern California Industrial Relations Council; chairperson of its College Relations Committee and member of its Board of Directors.

Alternate Chairperson for Wage Board Order No. 6, State Industrial Welfare Commission.

Member of the Executive Board and University/College Coordinator, Region XIX, American Society for Personnel Administration.

Andrea M. Hricko

Publications

“Social Policy Considerations of New OSHA Standards – the Case of Lead,” *Preventive Medicine*, 7, 1978, 394-406.

Professional Activities

Participant, 2nd Annual Lead Conference, United Steelworkers of America, St. Louis, November 1978.

Testified at Federal OSHA hearing on Worker Access to Medical Records, December 1978.

Speaker, National Lawyers’ Guild Convention, San Francisco, February 1979.

Workshop leader, Executive Board meeting of the Coalition of Labor Union Women, Denver, March 1979.

Testified at meeting of Industrial Welfare Commission, Wage Board No. 4, April 1979.

Keynote speaker at conference on Reproductive Hazards, sponsored by the National Federation of Social Democratic Women of Sweden, Stockholm, May 1979.

Member, National Advisory Committee on Occupational Safety and Health.

Member, AFT 1474; Coalition of Labor Union Women; Advisory Panel, Advisory Board, Philadelphia Committee on Occupational Safety and Health.

Raymond E. Miles

Professional Activities

Presented paper on “Governance of Organizations: Leader-Led Roles” at International Conference on the Finetuning of Complex Organizations, Berlin, December 1978.

Jeffrey Pfeffer

Publications

“A Social Information Processing Approach to Job Attitudes and Task Design” (with G.R. Salancik), *Administrative Science Quarterly*, 23 (June 1978), 224-253.

“The Micropolitics of Organizations,” in Marshall W. Meyer and Associates, eds., *Environments and Organizations* (San Francisco: Jossey-Bass, 1978), pp. 29-50.

“Uncertainty, Secrecy, and the Choice of Similar Others” (with G.R. Salancik), *Social Psychology*, 41 (September 1978), 246-255.

Professional Activities

Program Chairperson, Organization and Management Theory Division, Academy of Management, August 1978.

Faculty member in the Doctoral Consortium, co-presenting session on Motivation in Organizations, Academy of Management, August 1978.

Presented colloquia at the University of Washington, Indiana University, and Washington University.

Member, Editorial Boards of *Academy of Management Journal* and *Industrial Relations*.

Michael Reich

Publications

“Who Benefits from Racism?” *Journal of Human Resources*, Vol. 13, No. 4 (Fall 1978), 524-544.

Professional Activities

Presented colloquia at University of Washington and U.C. Riverside.

Presented paper on “Racism and Themes from the Right” at conference on Economic Planning, New York University, May 1979.

Karlene Roberts

Publications

“Organizations as Communication Structures: An Empirical Approach” (with C.A. O'Reilly), *Human Communication Research*, 4, 1978, 283-293.

Developing an Interdisciplinary Science of Organizations (with C.L. Hulin and D.M. Rousseau) (San Francisco: Jossey-Bass, 1978).

"Some Correlates of Communication Roles in Organizations" (with C.A. O'Reilly), *Academy of Management Journal*, 22, 1979, 42-57.

"Cross-Situational Replicability of Instrumentation" (with W.H. Glick), *Proceedings, International Applied Congress of Psychology Meetings*, Munich, Germany, 1978.

Professional Activities

Member, Fellowship Committee to the Division of Industrial and Organizational Psychology, American Psychological Association.

Consultant, National Institute of Education, Research Advisory Panel, School Capacity for Problem Solving.

Chair, Organization and Management Evaluation Panel for the National Caries Program, National Institute of Dental Research.

Participant, Workshop on Government Performance, National Science Foundation.

Fellow, American Psychological Association.

Member, Academy of Management.

Member, Editorial Boards of *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Performance*.

B.V.H. Schneider

Publications

"Public-Sector Labor Legislation – An Evolutionary Analysis," in B. Aaron, J. Gordin, J. Stern, eds., *Public-Sector Bargaining* (Washington, D.C.: BNA, 1978), pp. 191-223.

"Layoffs and Attrition – A Summary of Recent Reports," *California Public Employee Relations*, No. 40 (Berkeley: Institute of Industrial Relations, U.C., March 1979), pp. 8-19.

"A Post-13 Update on Public Employment Trends," with Bonnie G. Bogue, *CPER*, No 41 (Berkeley: Institute of Industrial Relations, U.C., June 1979), pp. 10-15.

Professional Activities

Speaker, "Major Research Areas in Public Employment," Proposition 13 statewide conference sponsored by Institute of Governmental Studies and Institute of Urban and Regional Development, July 14, 1978.

Participant, Research on Proposition 13 conference sponsored by the U.C. Public Policy Research Organization and Institute of Governmental Studies, April 21, 1979.

Advisor, Committee for Economic Development on "Enhancing the Role of Employees in State and Local Government."

Hearing Officer, U.C. — Berkeley.

Nominations Committee, Society of Professionals in Dispute Resolution, 1978-79.

Member, Industrial Relations Research Association.

Member, International Society for Labor Law and Social Legislation.

Editorial Board, *Industrial Relations*.

Consultant on merit pay systems, National Staff Side of the U.K. Civil Service, 1978.

Clara Stern

Publications

"A 1977-78 Tabulation of Strikes in California's Public Sector" (with Bonnie Cebulski Bogue), *CPER* No. 40, March 1979.

Professional Activities

Attended Institute on Anglo-American Cataloging Rules: 2nd Edition, Berkeley, April 27-28, 1979.

George Strauss

Publications

"Directions in Industrial Relations Research," *Proceedings* of the Spring Meeting, Industrial Relations Research Association, 1978. Reprinted in *Labor Law Journal*, Vol. 29, No. 8 (August 1978), 531-536.

"Industrial Relations Research: A Critical Appraisal" (with Peter Feuille), *Industrial Relations*, Vol. 17, No. 3 (October 1978), 259-277.

"Can Social Psychology Contribute to Industrial Relations?" in Geoffry Stephenson and Christopher Brotherton, eds., *Industrial Relations: A Social Psychological Approach* (Chichester: Wiley, 1979), pp. 365-394.

Book Review of John Elliott, *Conflict or Cooperation? The Growth of Industrial Democracy*, *Annals of the American Academy of Political and Social Science*, Vol. 441 (January 1979), 225-226.

Book Review of Robert Schrank, *Ten Thousand Working Days, Industrial and Labor Relations Review*, Vol. 32, No. 3 (April 1979), 422-423.

Professional Activities

Presented paper on "Quality of Worklife: A Critical View," Academy of Management, San Francisco, August 10, 1978.

Panelist on "Organizational Development," Academy of Management, San Francisco, August 11, 1978.

Commentator on "Control Charts as a Research Tool," Academy of Management, San Francisco, August 11, 1978.

Participant and commentator, conference on Quality of Employment Studies, U.S. Department of Labor, Washington, D.C., October 13, 1978.

Presented paper on "Use of Simulations to Teach Collective Bargaining," Organizational Behavior Teaching Society, Cincinnati, June 22, 1979.

Member, Program Committee, Industrial Relations Research Association.

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

Marla Taylor

Publications

"Data Needed for Public Sector Negotiations," *Selected Papers From North American Conference on Labor Statistics* (Washington, D.C., U.S. Department of Labor, Bureau of Labor Statistics, 1979), pp. 108-110.

"Proposition 13 and the Employment Relationship – An Analysis of Early Effects," *California Public Employee Relations*, September 1978.

"Court Ruling, Funding, Pay Standards Muddle Bargaining Scene," *California Public Employee Relations*, March 1979.

Professional Activities

Presented paper on "Escalator Clauses in the Public Sector" at conference on The Consumer Price Index – Impact of Revisions on Collective Bargaining, sponsored by UCLA, July 11, 1978.

Member, Industrial Relations Research Association.

Lloyd Ulman

Publications

"Discussion of Paper by Albert Rees," *Brookings Papers on Economic Activity* 2, 1978 (Special Issue), pp. 483-488.

Professional Activities

Final Rapporteur, conference on "Collective Bargaining and Government Policies," sponsored by the OECD, Washington, D. C., July 10-13, 1978.

Commented on "Trade Unions Between Stability and Disruption," by Colin Crouch, at conference on The Politics and Sociology of Global Inflation," sponsored by The Brookings Institution, Washington, D. C., December 6-8, 1978.

Chairman, conference on "The New Policy of Wage and Price Restraint," sponsored by the Institute of Industrial Relations, Oakland, February 5, 1979.

Clair Vickery

Publications

"Married Women's Economic Contribution to Their Families," in Ralph Smith, ed., *The Subtle Revolution: Women at Work* (Washington, D.C.: The Urban Institute, 1979).

"The Role of Housework in the Economy," in Barry Thorne, ed., *Rethinking the Family: Some Feminist Questions* (Stanford University, 1979).

Professional Activities

Expert witness, Title VII case against A.C. Transit, November 1978.

Discussant on "Employee and Employer Decisions Concerning Work Time" at conference on Work Time and Employment, National Commission for Manpower Policy, Washington, D.C., November 1978.

Moderated session on "The Standards and the Mechanics of Wage Restraint," at conference on The New Policy of Wage and Price Restraint, sponsored by IIR, Oakland, February 5, 1979.

Donald Whorton

Publications

"Ethical Conduct and the Occupational Physician" (with Morris Davis), *Bulletin of the New York Academy of Medicine*, 54, 1978, 733-741.

"The Testicular Function of DBCP Exposed Pesticide Workers," *Journal of Occupational Medicine*, 21, March 1979, 161-166.

Professional Activities

Participant, Palo Alto Medical Clinic, First Annual Meeting on Occupational Medicine.

Testified at Federal OSHA hearing on Worker Access to Medical Records, Washington, D.C., December 1978.

Testified at arbitration hearing on exposure to heat for BART employees, May 1979.

Harold L. Wilensky

Publications

"Taxing, Spending, and Backlash: An American Peculiarity?" in *Taxing and Spending* (San Francisco: Institute for Contemporary Studies, May-June 1979).

"The Politics of Taxation in World Perspective," in George Break, ed., *Courses by Newspaper* series on "Taxation," September 1978.

"Job Assignment in Modern Societies: A Re-examination of the Ascription-Achievement Hypothesis" (with Anne T. Lawrence), in Amos H. Hawley, ed., *Societal Growth: Processes and Implications* (New York: Free Press-Macmillan, 1979), pp. 202-248.

Professional Activities

Organized and was Rapporteur for two-session symposium, "Social Policies in comparative Perspective," 9th World Congress of Sociology, Uppsala, Sweden, August 14-19, 1978.

Presented paper on "Job Assignment in Modern Societies: A Re-examination of the Ascription-Achievement Hypothesis" to the thematic panel at American Sociological Association meetings, September 1978.

Host for lectures and discussions on comparative politics, visit of Jerzy Wiatr, Dean of Social Sciences, University of Warsaw, November 13-14, 1978, Berkeley.

Participated in symposium on "Work in America: The Decade Ahead," December 13-15, 1978, San Francisco.

Lectured at Oberlin College on "The Political Economy of Welfare or How Some Rich Countries Tax, Spend, and Yet Keep Cool," January 15, 1979.

Participated in conference on Universal vs. Income-Tested Transfer Programs, Institute for Research on Poverty, University of Wisconsin, March 15-16, 1979, and submitted paper on "Ideology, Education, and Social Security."

Member, Social Policy Group of Council of European Studies.

Michael Wiseman

Publications

"Studies in Public Service Employment: Project Report." Final Report for U.S. Department of Labor grant on Welfare and Employment Studies Project, Institute of Business and Economic Research, U.C., Berkeley, 1978.

"The Age of Cities and the Movement of Manufacturing Employment, 1947-72" (with Pravin Varaiya), *Papers of the Regional Science Association*, 41: 127-140.

Professional Activities

Member, National Advisory Committee for the Continuous Longitudinal Manpower Survey.

Field Associate for The Brookings Institution's national CETA evaluation study.

Sheldon Zedeck

Professional Activities

Presented paper on "Capturing and Assessing Interviewer Policies for Interview Decisions" to the University of California, Irvine, Graduate School of Administration, May 1978.

Presented two papers: (1) "Moderator Variables" and (2) "Current Trends in American Psychology" to the University of Sheffield (England), Medical Research Council's Social and Applied Psychology Unit, June-July 1978.

Presented paper on "Behaviorally Anchored Performance Appraisal Methodology at IIR conference on Performance Appraisal, April 11, 1979.

Member, Workshop Committee of the Division of Industrial/Organizational Psychology, American Psychological Association.

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 *Applied Psychological Measurement* and *Personnel Psychology*.

Participated in the development of, and was moderator for, three conferences sponsored by the IIR:

"Employee Selection and Promotion and the 'Uniform Guidelines on Employee Selection Procedures' (1978)," Nov. 14, 1978; "Four Approaches to Job Analysis," Feb. 20-21, 1979; "Performance Appraisal," April 11, 1979.

BAY AREA LABOR STUDIES SEMINAR

1978–1979

The Bay Area Labor Studies Seminar completed its fifth year and continued to attract widespread interest in the academic and professional industrial relations communities in the Bay Area. The following is a list of the seminar sessions held during the year.

Date	Topic	Discussion Leader(s)
Oct. 3, 1978	Codetermination at the Corporationwide and at the Plant Levels – and the German Employers' Constitutional Challenge to Codetermination	<i>Herbert Wiedemann</i> , Professor of Law, University of Cologne
Nov. 14, 1978	Norway's Curse in Disguise: Wage Policy in an Oil-Rich Economy	<i>Odd Aukrust</i> , Director of Research, Central Bureau of Statistics, Norway
Jan. 16, 1979	The PAC Phenomenon: Business and Labor Political Action Committees	<i>Edwin M. Epstein</i> , Professor of Business Administration, U.C. Berkeley
Feb. 27, 1979	Can We Fight Inflation and Unemployment with the Same Policy?	<i>Gösta Rehn</i> , Professor of Economics, University of Stockholm
Apr. 24, 1979	Union Impacts on American Business: Evidence for an Assessment	<i>David Lewin</i> , Associate Professor of Business, Columbia University
June 5, 1979	What Would Collective Bargaining Under the Berman Act Mean for the Berkeley Faculty?	Panel of U.C. faculty members: <i>Robert E. Connick</i> (Chemistry), <i>David E. Feller</i> (Law), <i>Jan Vetter</i> (Law), <i>David Brody</i> (History, Davis)

CENTER FOR LABOR RESEARCH AND EDUCATION

One of the most significant achievements of the Center for Labor Research and Education in 1978-79 was in the occupational health and safety field. Six years ago, the Center prepared a grant proposal for the Ford Foundation which created the Labor Occupational Health Program. After five years of funding by the Ford Foundation, the program is now funded by the Occupational Safety and Health Administration of the U.S. Department of Labor. The projection for funding by OSHA is also for a five-year period. The ultimate goal is to institutionalize the program as a community service of the University. A complete report of LOHP activities is included in a special section of the Labor Center report, (p. 28).

The regular labor education programs of the Center for Labor Research and Education were reduced somewhat by the loss of one coordinator from the staff of four, John Sloan, who left to become director of the Labor Education Center at the University of Iowa. Forty-one programs were offered, compared to fifty-five in 1977-78. In March, the University administration granted the Center for Labor Research and Education an exemption from the hiring freeze and a new coordinator, Joan Braconi, was hired, returning the Labor Center to its normal staffing. In 1978-79, the Center's various programs attracted 1,435 participants.

The diversity of the labor education programs is one of the Center's unusual features. Last year's program offerings included doctors, longshoremen, engineers, railroad workers, nurses, school counselors, postal workers, utility industry employees, clerical employees and government employees from local, state and federal agencies. A great amount of special preparation is necessarily involved with such a variety of programs. There are eight different basic labor laws with which a coordinator must be familiar in terms of the groups noted above. Two new legislative acts — the Berman Bill at the state level, and the Civil Service Reform Act at the federal level — were enacted in the past year which will result in a continuous need for the Labor Center to update its curriculum offerings and to prepare new materials.

There is also considerable variety in the educational formats which are utilized by the Labor Center in order to accommodate the needs of workers in the various unions. These included week-long residential institutes on a particular subject; one-day workshops, usually on a Saturday, primarily for union stewards; one- to three-day conferences and evening courses of eight to ten weeks duration.

In 1978-79, the Sacramento labor movement requested the Labor Center to conduct another series of evening classes, similar to a series presented in the late 1960's and early '70's. After an initial class on labor law, a grievance arbitration class was offered, both of which had a high enrollment and continued enthusiastic participation by the students. Long-range plans of the Labor Center are to develop continuing labor education programs in a community college in the Sacramento area. This follows the pattern of the Labor Studies Programs established by the Labor Center in community colleges in Oakland, San Francisco, San Jose, and San Mateo and it represents the most efficient use of educational resources.

Program Highlights in 1978-1979

Local Union Financial Administration. During the past few years some local unions have begun to use various types of computer technology in the operation of their offices. Other local

unions have begun to consider the possibilities. Most international unions have had computer operations at the national level for many years. The Labor Center sponsored a special workshop for local unions interested in the costs, advantages, and problems of utilizing computers in the operation of a local union. The program was enthusiastically received and plans are underway for future workshops next year for those unable to attend this year's program. In addition to the discussion of financial operations, the workshop covered the possible application of computers in contract administration, grievance handling, and collective bargaining.

Collective Bargaining for Doctors. In 1972, 1975, and again this year, the Labor Center sponsored conferences on collective bargaining for physicians and dentists. This year's program reflected the changes which are coming about in the employment relationships of doctors. Attending were private practitioners, doctors who are government employees, doctors working for HMO's (Health Maintenance Organizations), doctors in group practices, residents, and interns. The highlight of this year's conference was an address by Dr. J. D. J. Havard, M.A., M.D., LLB, Principal Deputy Secretary of the British Medical Association. He pointed out that the British Medical Association is now a registered labor organization under British labor law; reviewed the historical development of that situation; listed some of their current and past problems in the relationship with the British government under National Health Insurance; and discussed the strategies used by the BMA in their collective bargaining relationship.

Internship Program. In response to a suggestion from Dean Cofer, Business Manager of Local 1245 of the International Brotherhood of Electrical Workers and a member of the Executive Committee of the Institute of Industrial Relations, a program of part-time employment for University students studying industrial relations was begun on a trial basis with Local 1245. The success of the program has resulted in a decision to expand it and seek to place students in other unions. The students are compensated by the local union at a rate of pay equivalent to that of regular Institute research assistance for a period of one quarter and are working from 15 to 20 hours per week. Their work is primarily in the research field, utilizing the skills and knowledge acquired in their university education. This gives the students a unique opportunity to learn the internal workings of a union and adds a very practical component to their academic studies.

Conflict Resolution. Last year the Center for Labor Research and Education presented a special program in the organizational behavior field called Problem Solving Techniques. This year, coordinator Peter Guidry developed materials for a new program called Conflict: Nature, Management, and Resolution. The three-day program is based upon a scenario which depicts a typical communications workers' union local and the types of conflict which would pose problems for the local union leadership. After an academic discussion of the techniques for dealing with conflict situations, the participants are involved in a considerable amount of role playing where they can practice the techniques. The programs, which were presented in San Mateo, Portland, and Sacramento, were attended by local union leaders of the Communications Workers of America from the three Pacific Coast states. The education department of the CWA international union plans to utilize the materials developed in the seminars on conflict resolution and problem solving techniques on a national basis.

Cooperative Programs with the George Meany Center for Labor Studies. Three well-attended, week-long residential institutes for full-time labor officials were presented jointly by the Labor Center and the George Meany Center for Labor Studies located in Washington, D.C. The George Meany Center chose Berkeley for its West Coast activities several years ago and a good working relationship has developed. Presenting the programs on the West Coast results in a considerable

savings for western participants over the costs for travel and lodging for a week in Washington, D.C. This year's institutes covered pension bargaining, labor law, and grievance arbitration.

Worker Exchange Program. Another successful Ford Foundation-sponsored worker exchange was completed by the Labor Center in 1978-79. Previously the Labor Center had arranged for six American nurses to go to London for four weeks to work in a foreign situation. This was followed by a delegation of six longshoremen from San Francisco who were employed on the Rotterdam docks doing the same work they would perform in San Francisco. The experiences were recorded in articles for the Ford Foundation and are to be included in a book being published by the MIT Press.

In this year's project, three American seamen were placed on a Norwegian ship for a 49-day voyage from the West Coast of the United States to Europe. The work facilities and environment of this Høegh Line ship were designed in part by the Work Research Institute in Oslo and introduced new ideas in concepts of quality of work life studies, such as industrial democracy, restructuring of work roles, and participation in decision-making by the crew members. The three seamen worked side by side with their Norwegian counterparts. Included were an American captain who sailed as a mate, an able bodied seaman, and an unlicensed engineer. Sid Roger accompanied the group as the reporter and prepared a detailed report on the experience for the Ford Foundation.

Labor Education in Public Schools. In cooperation with the Alameda County Central Labor Council, the education department of the AFL-CIO, and the Oakland School District, the Labor Center has been participating in the development of a program to introduce new elements of labor education into various parts of the Oakland School District curriculum for grades 8 through 12. Most of the labor education will be developed in two-week units which will be adapted to existing courses in the curriculum; however, a full semester course on labor relations will also be developed as a 12th grade option. Funding is being sought for (a) the curriculum development work; (b) the cost of all materials to be used by students; (c) a program of teacher training in use of the new material; (d) a two-year trial run to iron out any problems in actual delivery of the new labor education units; and (e) a thorough evaluation of the program and its possibilities for full and permanent incorporation in the Oakland School District curriculum.

Firefighters Health and Safety Standards. Since firefighters have special occupational hazards — and very high rates of occupational disability, injury, and death — a course on safety standards for their jurisdiction was organized and taught through the Labor Center several years ago. As a project undertaken during the course, a committee representing all the state's professional firefighting organizations developed a set of recommended OSHA standards. These recommendations were then further refined by a statewide advisory committee established by the Division of Industrial Safety (State Department of Industrial Relations). More hearings on the recommended standards were then held by the California OSHA Standards Board before they were finally approved in the fall of 1978. Thus the firefighters, with Labor Center coordination and support, became the first labor group in California to develop their recommendations for a safer work environment into a "vertical" standard, applicable specifically to their jurisdiction, and now subject to all enforcement powers of CAL/OSHA.

Research on Teacher Bargaining in 1976. As a result of a new law passed by the state legislature granting collective bargaining rights to school employees in California, collective bargaining became an established fact for California Schools. In an effort to find out what the bargaining

concerns of teachers were, the Labor Center made a detailed study of the collective bargaining agreements negotiated in six school districts and published the results in a monograph entitled *Initial Agreements for Teachers Under a Collective Bargaining Statute*. The districts selected were San Francisco, Oakland, Berkeley, Richmond, San Diego, and Hayward. Twenty bargaining subjects were reviewed and the results laid out in parallel columns for easy reference by practitioners. It has proven to be a popular publication because of the considerable amount of data which it provides for those involved in collective bargaining for educators.

A previous publication of the Center, *Grievance Arbitration in Public Employment*, continued to sell well and was reprinted in 1978-79. A workbook for use in teaching grievance writing to stewards and union officers gained national attention and is being widely utilized in labor education classes.

Foreign Visitors. The Labor Center continues to be a high priority place to visit by foreign trade unionists and scholars who are sponsored by the International Relations Section of the Department of Labor or by the State Department. One such visitor from Portugal, Rui Amaral, subsequently received a grant from the Ford Foundation and returned to the Labor Center for nine months of study in 1978-79. He has now returned to the University of Porto where he will be the director of a new Institute of Industrial Relations, designed to assist in the development of a free trade union movement in Portugal.

Another visitor representing a new group of union workers was Jose Antonio Mendizabel from San Sebastian, Spain. He is director of research and education for the Solidarity of Basque Workers Trade Union. The union has enrolled over 100,000 workers in the past two years, since being freed from the restrictive practices of the Franco regime. The union's rapid growth has resulted in the need for a major educational effort for these new trade unionists. Mr. Mendizabel anticipates using materials and ideas from the Labor Center almost immediately in his programs.

Visitors to the Center included trade unionists from New Zealand, Britain, France, Luxembourg, the Scandinavian countries, Mauritius, Italy, Germany, Zaire, and several South American countries (see section on Visitors, p. 49).

Consulting and Counseling. The Labor Center professional staff 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 agreements 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 students, both graduates and undergraduates, who are studying or doing research in industrial relations. Contacts with labor unions are often not easy to establish for students, and the assistance which the Labor Center can give in clearing projects or providing introductions to labor officials has been very helpful. In addition, labor studies students from the four community colleges with labor studies programs utilize Labor Center staff services for advice on research efforts and career planning.

Other Activities. Again this year the Labor Center carried primary responsibility for judging several thousand examinations for some 35 scholarships offered to California high school seniors by the California Labor Federation.

An Alumni Association, open to all persons who had been students, instructors, or sponsors of programs at the Center for Labor Research and Education was formed, primarily for social purposes and class reunions.

A Labor Education Day was cosponsored on Saturday, March 31, with a group called Environmentalists for Full Employment, which is based in Santa Cruz.

The Labor Center continued to hold program responsibility for the monthly luncheons of the Industrial Relations Research Association which feature leading figures on the local and national scene in the area of industrial relations.

Staff. The professional staff of the Labor Center includes Norman E. Amundson, Chairman, and three Coordinators of Labor Programs, Joan Braconi, Peter Guidry, and Bruce Poyer. On the support staff side, Carolyn Williams, who has been the Center's administrative assistant for 10 years (and a staff member of the Institute for 15 years), left during the year and was replaced by Mona Purifoy. Janet Nexon is program representative, and Cathy Proctor, secretary.

Labor Occupational Health Program

The Labor Occupational Health Program (LOHP), now ending its fifth year of operations, grew out of the union education programs of the Institute's Center for Labor Research and Education after passage in the early 1970's of the federal and California Occupational Safety and Health Acts. New interest in job health and safety by Northern California local unions and their members prompted the establishment of LOHP within the Labor Center as an educational and technical resource.

Initial funding for the program came from a Ford Foundation grant. In 1978, LOHP applied for and received a "New Directions" grant from the U.S. Department of Labor, Occupational Safety and Health Administration. During this grant period LOHP has continued to expand and develop its education and training programs for workers in the field of occupational safety and health. These activities have taken the form of conferences, introductory sessions, workshops, and long-term training sessions on health and safety. Training programs have been provided for worker groups in such industries as foundries, construction, chemicals and allied product manufacturing, longshore, and agriculture food processing, as well as for workers exposed to selected serious health hazards such as lead or asbestos.

LOHP has also provided ongoing technical assistance to workers in the form of health hazard recognition and abatement, medical screening evaluation, assessment of legal rights, collective bargaining proposals, and to union safety and health committees. LOHP activities have also included consultation with other university labor centers, developing health and safety programs, expanded research in occupational health policy, and continued cooperative efforts to work with government agencies in the 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 the health of the worker and the environmental quality of the workplace.

Publications and Educational Materials

As a part of LOHP's Apprenticeship Program, funded by the U.S. Department of Labor, two manuals were published in 1977 — *Occupational Health and Safety: A Manual for Foundry Workers*. A third, *Occupational Hazards of Construction: A Manual for Building Trades Apprentices*, was completed in 1979. This manual describes the numerous chemical, physical, and safety hazards to which building trades workers may be exposed. It also contains information on recognizing and controlling hazards, health standards, the OSHA law, and documentation of health and safety problems. Possible chemical exposures, their effects on the body, and trades at risk are listed for quick pinpointing of hazards on a particular worksite.

As companion volumes to the manuals, instructors' guides have been developed which contain expanded notes and lesson plans as well as suggestions for teaching methods and cross-references. Both the manuals and the instructors' guides are in official use in the California Apprenticeship Council's formal training program in the respective trades. Large quantities of the *Floorcovering* and *Foundry* manuals have also been distributed by the federal Bureau of Apprenticeship Training. Primary work on all these publications was performed by LOHP staff members Janet Bertinuson and Sidney Weinstein.

Two other publications were completed in 1978-79. *Toxic Substances Regulated by OSHA: A Guide to Their Properties and Hazards*, compiled by Donald Whorton, M.D., is an 80-page, alphabetical reference guide to over 400 OSHA-regulated toxic substances and contains information on their properties, uses, bodily effects, and physical hazards. Appended is a glossary of related terms and definitions.

A Workers' Guide to Documenting Health and Safety Problems, by Morris Davis, is based on the experiences of union representatives and safety committees with which LOHP has worked. This 68-page guidebook provides examples of documenting procedures and outlines methods of identifying and evaluating job-related health hazards, illnesses and injuries. It also discusses the function of health and safety committee activities and outlines the process for effectively involving federal and state authorities in job-related health and safety actions.

Since the fall of 1974 LOHP has published a regular health and safety newsletter, *Monitor*, which reaches over 1,200 local unions in California and is distributed to individual subscribers throughout the U.S. and abroad. Many local unions subscribe in bulk for their key leadership and members. In the summer of 1978, *Monitor* became a bi-monthly publication and changed its format to allow for expanded news coverage, including more in-depth feature articles and improving its photographic coverage.

Other LOHP publications include a 200-page handbook, *Working for Your Life: A Woman's Guide to Job Health Hazards*, by Andrea Hricko; the pamphlets *Seven Steps to Hazard Identification*, *California Negotiated Clauses for Occupational Health and Safety*, and "Electronics Hazards," a special *Monitor* insert on the electronics industry which is distributed separately.

Audiovisual Materials

Under the Apprenticeship Program, LOHP has completed a series of four slide modules with accompanying synchronized tapes and scripts which were developed concurrently with the building trades materials.

Health and Safety Hazards of Construction is an introduction to the potential hazards of construction work and how these might affect exposed workers' health. The module highlights potential hazards of construction site operations and presents possible control measures. 29 minutes.

Hazards of Noise in Construction describes general hazards of noise exposure, how noise affects the body, significant sources of noise in construction, and noise control measures for use in construction sites. 13 minutes.

Chemical Hazards for Building Trades Workers explores in detail specific chemical hazards that may be generated in the course of construction, demolition, or remodeling work. It describes how chemicals may enter and affect the body and makes suggestions for protective and preventive measures. 24 minutes.

Walking/Working Surfaces describes potential hazards of ladders, scaffolds, and stages in construction work and discusses ways to insure they are safe. 9 minutes.

LOHP has recently completed production of *Working for Your Life*, a 55-minute documentary film co-produced by Andrea Hricko and Ken Light with Charles West. This film focuses on the hazards faced by women on their jobs, and the action that women workers have taken to correct these hazards. Begun in 1978 with an initial grant from The Film Fund and contributions from other sources, including numerous unions, the film will be ready for distribution in the summer of 1979. It is intended for use in educational sessions by union, community, and women's groups.

Another LOHP documentary film, *Working Steel*, presents the hazards and health effects associated with foundry work. This film has been widely used by union groups and labor studies programs, and has been shown on public television in a number of U.S. cities.

Conferences, Educational Workshops, and Technical Assistance

LOHP is continuously involved in presenting intensive conferences, educational workshops, and assistance of various types for workers requiring in-depth analysis of specific health and safety problems. Participants have included construction, oil refinery, chemical processing, long-shore, agricultural, pressmen, hospital workers, food processing, flight attendants, and electronics workers. Selected examples of such sessions include:

Conferences. A two-day general health and safety conference was held in October 1978, sponsored in cooperation with the Division of Occupational Safety and Health, California State Department of Industrial Relations. This conference covered a broad spectrum of topics such as health and safety laws, identifying hazards, workplace surveys, collective bargaining, and documentation. Speakers included state health and safety officials, occupational health professionals, and representatives from union health and safety committees.

A two-day West Coast Lead Conference was held in February 1979 in cooperation with several local unions and labor centers as well as federal OSHA Region IX. Attended by over 150 union representatives from around the country, the conference included discussions of the health effects of lead, implications of new medical surveillance requirements, explanations of the new lead exposure limits, monitoring and engineering controls, medical removal and re-entry

provisions, and employer training requirements. Speakers included LOHP staff, Labor Center representatives, union health and safety representatives, and state and federal health and safety professionals.

Education and Training Sessions. Four one-day sessions at Occidental Chemical Company, Lathrop, California, explored general health and safety concepts and their application, sponsored by OCAW Local 1-5, January 1979.

One-day sessions with IAM Local 1781 (United Airlines) covered workplace surveys, hazards recognition, Cal/OSHA, and the role of union health and safety committees, November 1978.

A two-day workshop on pesticide hazards and farmworkers included hazards of working with pesticides, identification of hazardous materials, medical problems related to pesticide exposure, sponsored by the United Farmworkers, September 1978.

Three-hour sessions with Tool and Die, Plumbing, Carpenter, and Electrical Apprentices, in which Cal/OSHA law, rights and responsibilities, workplace survey, and hazards recognition were discussed, held in cooperation with the Joint Apprenticeship Training Council, March 1979.

Ten one-evening-per-week shop steward training sessions for foundry workers covered health hazards of foundry work, noise hazards, toxic substances characteristic of foundry work such as silica and resins, sponsored by the Molders and Allied Trades International, Local 164, November 1978.

Technical Assistance. Major technical assistance was provided by LOHP to the recently established Video Display Terminal Coalition. The staff provided technical information and research to the San Francisco-Oakland Newspaper Guild and Office and Professional Employees union regarding stress and fatigue as it relates to the use of video display terminals (VDT's).

Other technical assistance included (1) walk-through, Pacific Telephone, to assess stress hazards for Communications Workers of America; (2) assistance to acoustical engineers for Web pressmen regarding noise hazards and corrections; (3) workplace survey for Cannery Workers Teamsters, assessing injury rates of frozen food processors; (4) assistance to Office and Professional Employees local in developing findings of hazards due to stress, lifting, and shift work; (5) assistance to Salinas farmworkers in assessing pesticide hazards and development of fact sheets on these hazards; (6) assistance to ILWU regarding rock dust hazards.

In addition, technical assistance was provided by LOHP to PHASE (Project on Health and Safety in Electronics) and to a panel of Northern California trade unionists who presented testimony at a federal OSHA hearing supporting worker medical records access rights in December 1978. The panel's testimony at the hearing was moderated by LOHP staff.

Policy Research

LOHP staff members have conducted policy research in areas involving ethics in occupational medicine, occupational health problems of women and minority workers, workers' compensation, reproduction hazards of work, and state pesticides and carcinogen regulations. Staff members have been requested by government agencies to present their views on scientific and

public policy matters before state administrative agencies and at OSHA hearings on promulgating occupational health and safety standards.

Other Activities

LOHP is engaged in a study to evaluate the medical and legal aspects of work-related cardiovascular and pulmonary diseases; the results will be released to the California Workers' Compensation Board. A grant from the California Department of Industrial Relations has been received for this project, and LOHP biostatistician Miguel Lucero is primarily responsible for the conduct of the study.

In addition, LOHP assists University students with their research in the fields of law, public health, nursing, medical sociology, conservation and natural resources, and health sciences. LOHP staff has lectured to various University departments, at state and national scientific meetings, at other universities and colleges throughout the state and nation, and at numerous local labor group meetings. The staff also has worked closely with a wide variety of labor centers in other universities.

An Audio-Visual Resource Center has been developed which contains current and historical photographs, films, and slide shows related to health and safety, as well as a reference library containing a wide variety of journals and publications specifically related to the field. These resources are available to the public on a limited basis for research and reference purposes.

Staff

Morris Davis, J.D., MPH, is Executive Director; Janet Bertinuson, M.S., Associate Director; Paul Chown, M.S., Labor Coordinator; Molly Coye, M.D., Medical Staff; Andrea Hricko, MPH, Health Coordinator; Ken Light, Staff Photographer; Sidney Weinstein, Program Coordinator; Donald Whorton, M.D., Medical Director.

Support staff includes Kate Caldwell, Program Assistant; Eugene Darling, Editorial Assistant; Miguel Lucero, Biostatistician; and Susan Salisbury, Librarian. Research associates and interns during the year were Nancy Garcia, Mitchell Genser, Jeannie Lum, and Andy Rowland.

LABOR CENTER PROGRAMS

1978–1979

Date	Subject Matter	Organization or Target Group	Attendance
7/9-14/78	American Federation of Government Employees Summer School	Local Union Officers – AFGE	110
7/15	Leadership Seminar	Stewards – Office and Professional Employees Union, Local 29	24
7/24-28	Psychology of Leadership	Business Representatives – Local 1245 Int'l Brotherhood of Electrical Workers	22
7/29	Grievance Handling	Local 6, Int'l Longshoremen and Warehousemen Union	28
8/26	Railway Labor Act Leadership Principles	Brotherhood of Railway and Airline Clerks	22
9/8-10	Collective Bargaining for State Employees	State Employees Skilled Trades Council Laborers Int'l Union	50
9/19-20	Leadership Seminar	Communications Workers of America, Local 9423	20
9/20	Grievance Handling	United Stanford Employees, Local 680, Service Employees Int'l Union	42
9/30	Stewards Leadership Training	Office and Professional Employees Union, Local 29	22
10/6	Leadership Training	Executive Board and Officers – Local 250A, Transport Workers Union	16
10/11-1/13	Labor Law in the Private Sector (10 weeks)	Various Unions, Sacramento Area, Sponsored by Central Labor Council	32
10/28	Stewards Leadership Training	East Bay Regional Parks District, Local 2428, American Federation of State, County and Municipal Employees	12
10/28	Arbitration Seminar	Stewards – Local 1245, Int'l Brotherhood of Electrical Workers	28
11/2-3	Grievance Handling	Berkeley Federation of Teachers, Local 1092	16
11/13-15	Conflict: Nature, Management and Resolution	Local Union Officers – Communications Workers of America, District 9	22
11/18-19	Educational Methodology – Motivation Training	San Jose Carpenters Union Apprenticeship Instructors	97

Date	Subject Matter	Organization or Target Group	Attendance
12/6-7	Medical Collective Bargaining	California Nurses Association	20
1/13/79	Stewards Leadership Training	Social Service Employees Local 535, Service Employees Int'l Union	27
1/14-19	Pension Bargaining Institute, in Cooperation with George Meany Labor Studies Center	Various Unions	30
1/20	Stewards Leadership Training	Int'l Brotherhood of Teamsters, Local 853	51
1/23-24	Leadership Seminar	Union Officers – Local 9415, Communications Workers of America	26
1/27	Stewards Leadership Training	Office and Professional Employees Union, Local 29	23
2/14-15	Industrial Relations Training for Nurses	California Nurses Association	18
2/24	Leadership Training for Stewards	Brotherhood of Railway and Steam- ship Clerks	18
2/28 - 4/25 (8 weeks)	12th Annual Union Leader- ship School	United Public Employees Local 390, Service Employees Int'l Union	26
3/3	Collective Bargaining	United Clerical Employees Local 2700, American Federation of State, County and Municipal Employees	16
3/11-16	Grievance Arbitration, in cooperation with George Meany Labor Studies Center	Officers of Various Unions	29
3/10	Stewards Leadership Training	Communications Workers of America, Local 9426	4
3/31	Labor Education Day	Co-sponsored by Environmentalists for Full Employment	80
3/31	Stewards Leadership Training	Office and Professional Employees Union, Local 29	31
4/7-8	Labor History/OSHA	Stewards – Local 1245, Int'l Brotherhood of Electrical Workers	48
4/21	Labor History/OSHA	Stewards – Local 1245, Int'l Brotherhood of Electrical Workers	38
4/21	Grievance Handling	American Postal Workers Union	23
4/24-26	Conflict: Nature, Manage- ment and Resolution	Local Union Officers, District 9, Communications Workers of America	22

Date	Subject Matter	Organization or Target Group	Attendance
4/27-28, 5/5	Collective Bargaining Training	Counsellors, Mt. Diablo Unified School District	14
4/28-29	Collective Bargaining for Doctors	Union of American Physicians and Dentists	100
5/4	Leadership Training	Stewards and Officers, Local 9414, Communications Workers of America	22
5/11	Local Union Financial Administration Workshop	Officers from Various Unions	39
5/16-18	Conflict Resolution	Local Union Officers, Communications Workers of America, District 9	22
5/18	Grievance Handling	Stewards Printing Specialties Union District Council	100
5/19	Labor History	Stewards, Local 1245, Int'l Brotherhood of Electrical Workers	40
6/3-8	Labor Law Institute in cooperation with George Meany Labor Studies Center	Various Union Officers	35
6/22-24	Collective Bargaining	Int'l Federation of Professional and Technical Engineers	70
6/25 & 27	State Workers Grievance and Appeal Processing	California Nurses Association	40

Labor Occupational Health Programs

1978-1979

Date	Subject Matter	Organization or Target Group	Staff	Attendance
<i>1978</i>				
8/3-6	Health and Safety	UCLA State Labor Federation Women's Summer Conference	Hricko	150
8/12	Health and Safety	Women's Conference, Hawaii	Hricko Weinstein Bertinuson	150

Date	Subject Matter	Organization or Target Group	Staff	Attendance
9/19-10/24	Occupational Medicine	U.C. Medical Center	Coye	15
9/27-10/1	Stress	Communications Workers of America National Women's Conference	Bertinuson	360
10/3	Health and Safety, and Law	Public Health Industrial Hygiene	Davis	35
10/10	Health Hazards	Training Session for IAM Local 284	Davis Hricko	30
11/7	Health and Safety, and Law	OSHA Regions 9 and 10, Operations Review	Davis	10
11/10	Health and Safety, and Nursing	U.C. Medical Center Nursing School	Weinstein	200
11/16	Health and Safety	Shop Steward Training Session, Molders Local 124	Hricko Chown Weinstein	20
11/16	Health and Safety	Foundry Shop Stewards Training	Hricko Chown Weinstein	25
11/17	Health and Safety	Shop Stewards IAM Local 1781, Training Session	Bertinuson Chown Davis	175
12/7-8	Health and Safety	OCAW Program on Health and Safety	Coye	55
12/14	Liability	Annual Convention of American Society of Mechanical Engineers	Whorton Davis	15
<i>1979</i>				
1/9,16	Health and Safety	Oxy Chemical Company OCAW Local 1-5, Joint Training Program	Whorton Bertinuson	20
1/10	Hazards and Women Workers	UCSF Nursing School and NIOSH	Hricko Whorton	40
1/12	Hazard Recognition	Wisconsin School for Workers, Int'l. Brotherhood of Boilermakers	Bertinuson	45

Date	Subject Matter	Organization or Target Group	Staff	Attendance
1/24	Health and Safety	Clinica de la Raza	Davis Whorton	25
1/29	Women's Rights Under OSHA	University of San Francisco, Law School	Hricko	20
2/3	Health and Safety Negotiation	Molders Training Session, Local 124	Chown Hricko Weinstein	50
2/13	Health and Safety	Labor Education and Research Center, University of Oregon	Davis Bertinuson	30
2/16	Collective Bargaining in Health and Safety	National Lawyers Guild Convention	Hricko Davis	100
3/6	Health and Safety	Apprentice class: Tool and Die Apprentices	Bertinuson Weinstein	20
3/9-11	Stress: Reproductive Hazards	Executive Board Meetings: Coalition of Labor Union Women (CLUW)	Bertinuson Hricko	100
3/14	Health and Safety, Law	Safety Committee Training Session, Amalgamated Transit Union Local 265	Chown Bertinuson	17
3/20	Reproductive Effects of Pesticide Exposure	UCSF	Coye	200
3/21	Ethics and Occupational Medicine	San Francisco State University	Coye	30
3/24	Health and Safety, Law	Shop Steward Training Session, IBEW Local 1245	Chown	40
4/8-10	OSHA and Minorities	Urban Environmental Foundation, Inc.	Davis	150
4/11	Cancer	Northern California Cancer Conference, American Cancer Society/WIEOS	Davis Chown Coye	175
5/4	Health and Safety; Women and Reproduction	Conference on Reproductive Risks in the Labour Environment, National Federation of Social Democratic Women, Stockholm	Hricko	250
5/9	Medical Hazards of Flight Attendants	Flight Attendants Health and Safety Conference	Coye	50

Date	Subject Matter	Organization or Target Group	Staff	Atten- dance
5/18	Medical Clinics and Occupational Medicine	S. F. County Medical Association	Coye	10
5/22	Cancer	Cal State Hayward Health Sciences Department	Coye	
6/1	Reproductive Effects of Chemicals and Drugs	State Legislature Hearings	Coye	
6/6	Reproductive Rights and Women	Committee for Medical Rights of Women	Coye	30
6/18	Health and Safety	OCAW	Coye	55

MANAGEMENT PROGRAMS

Conferences

"The Uniform Guidelines on Employee Selection Procedures" was the subject of a large special statewide conference held in Oakland on November 14, 1978. Mary Tenopyr, American Telephone and Telegraph Company, New Jersey, discussed the significant changes incorporated in the new guidelines. The probable areas of particular attention by the EEOC and pending and prospective legal issues under the new guidelines were described by Jules H. Gordon, EEOC Regional Litigation Center, San Francisco, and Bruce A. Nelson, attorney-at-law, Morrison and Foerster, San Francisco, respectively. Lewis E. Albright, Kaiser Aluminum and Chemical Corporation, Oakland, reviewed important considerations for employers in making decisions regarding the use of tests.

The national administration's anti-inflation program, launched late in 1978, was the basis for a statewide one-day conference, "The New Policy of Wage and Price Restraint," held in Oakland on February 5. Lloyd Ulman served as conference chairman. The national administration's anti-inflation program was set forth by Robert Russell, Deputy Director of the Council on Wage and Price Stability, and Robert J. Flanagan, Senior Staff Economist, Council of Economic Advisers, Washington, D.C. Clark Kerr, former Director of the Institute, addressed the conference luncheon session on "Wage and Price Restraint: A Perspective on the New Program." Commentators during the morning session included Richard A. Liebes, Bay District Council of Service Employees; Elmer H. Luthman, Hewlett-Packard; and Ned A. Find, Morrison and Foerster. In the afternoon session, the panel on wage restraint was moderated by Assistant Professor Clair Vickery (Economics); the price restraint panel moderator was Professor George Strauss (Business Administration). Wage panel participants included William H. Smith, Federated Employers of the Bay Area; Dean Cofer, IBEW Local 1245, and Glen Slaughter, an employee benefit plans administrator. George J. Wyllie, Chevron U.S.A.; Pat Mason, California Labor Federation; Richard Hartmann, California Farm Bureau Federation, and Elmer Luthman, Hewlett-Packard, were the members of the panel on price restraint. The conference concluded with a discussion of the European experience with wage and price restraint policies by David Soskice, Fellow, University College, Oxford University.

A series of two interrelated conferences focusing on the linkages between job analysis and performance appraisal were arranged in cooperation with Professor Sheldon Zedeck (Psychology), who served as conference chairman for both. The first, "Four Approaches to Job Analysis," was held in San Francisco on February 20 and 21 and included a half-day workshop on each of four job analysis techniques. Conference addresses were given by Edwin A. Fleishman, President, Advance Research Resources Organization, Washington, D.C.; Richard Biddle, President, Biddle & Associates, Inc., Sacramento; Lawrence Fogli, Personnel Research Manager, Safeway Stores, Inc., Oakland; and Walter W. Tornow, Executive Consultant and Director, Corporate Personnel Research, Control Data Corporation, Minneapolis, Minnesota. The conference summary and critique was provided by Lewis E. Albright, Director, Training and Development, Kaiser Aluminum and Chemical Corporation, Oakland.

Second, an all-day conference on "Performance Appraisal" featured major addresses by Professor Zedeck; James F. Carey and John H. Zenger, management consultants; and Professors Kenneth Waxley and Nicholas Imparato, University of Akron and University of San Francisco, respectively.

Social Science-Management Seminars

At the first seminar, held in November 1978, Roland Jones, Western Region Human Relations Director for the Dillingham Corporation, described an innovative program his organization had designed and was carrying out to assist employees and their spouses in personal financial planning. He noted the close interrelationships such planning has with employment-related employee benefits. In March a visitor to the Berkeley campus, Roger Bennett, Research Coordinator and Head of Research Group, The Thames Valley Regional Management Centre, addressed the seminar group on the changing nature of management training in Great Britain and the current and projected roles for regional training centers in that country. A discussion by Professor Charles A. O'Reilly III (Business Administration), in which he reported on some of his research into the effects of differing frames of reference upon job attitudes, was the topic for the May seminar. Based upon his research findings to date, Professor O'Reilly suggested employers could usefully re-examine projected cost/benefit ratios before embarking on complex, long-term job enrichment programs.

Berkeley Campus Industrial Relations Council

Sponsored by the Northern California Industrial Relations Council and chartered by the American Society for Personnel Administration, the BCIRC is made up of students planning for a career in some aspect of OBIR. Now in its fourth year, current membership totals 22 students, three of whom are at the graduate level. Hislop coordinates the activities of the student group. Professor F.T. Malm (Business Administration) serves as faculty advisor.

Six meetings of the BCIRC have been held during the current school year. Representatives from the business community and the public sector who have met and talked with the student group include Darlene Goulding, U.S. Steel; David Manning, Pacific Gas and Electric Company; Kathleen Heller, Contra Costa County; Ernest J. Griffes, Levi Strauss & Company; and Patricia Madigan, McKesson Chemical Company.

Two student internships were offered by NCIRC member companies in the Spring of 1979. Levi Strauss provided a twelve-week (2 full days per week) internship, giving working experience in various sections of that organization's corporate personnel office. Lori L. Lash, a senior, was the internee. The second internship was offered by Administration/Finance, a San Francisco executive recruiting firm. The internship, which involved a significant amount of independent research, was suitable for a mature student at the graduate level, but went unfilled. A ten-week, full-time summer internship, jointly financed by Levi Strauss and the NCIRC, will begin the latter part of June. Substantial efforts are under way by the Northern California Industrial Relations Council to expand the student internship program, thus providing interested student members with "on site" work experience in the personnel/industrial relations field.

During the year several students took advantage of the opportunity to attend the NCIRC monthly dinner meetings and the pre-meeting discussion sessions. The NCIRC subsidizes all the costs for each student member in excess of \$5.00 per student.

Public Service and Other Outside Activities

Hislop is a member of the Northern California Industrial Relations Council. He currently is serving his second term as a member of that organization's Board of Directors and also is chairperson of its College Relations committee. He was a member of the steering committee responsible for organizing and holding a large two-day conference in October 1978, "Personnel and the Law."

In connection with the activities of the State Industrial Welfare Commission, Hislop agreed to serve as the Alternate Chairperson for Wage Board Order No. 6. At the request of Professor Margaret B. Vaughan, California State College, Sonoma, he is serving as a member of her doctoral committee. Upon satisfactory completion of her dissertation, Professor Vaughan will receive her doctorate from the University of Iowa.

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.

Assistance to Graduate Students and Faculty

Each year a number of students at both the graduate and undergraduate levels seek assistance in making contact with organizations in connection with their research projects. This assistance ranges from providing the names and addresses of companies and individuals who will likely cooperate, to actually making or arranging personal contacts for the students. In connection with faculty research, Hislop is currently contacting a variety of companies and organizations in an effort to enlist the participation of approximately 150 managers in a study of managerial styles and their relationships to performance on each of several dimensions. The study is being made by Professor Zedeck and Hossein Shokrkon, Visiting Research Associate, Psychology.

Visitors

In addition to Roger Bennett and Hossein Shokrkon (see above), Management Programs made arrangements for two visitors from Portugal. The visitors were Manuel Marques Barriero, Director, Personnel Department, Telephone Company of Lisbon; and G. Santos Monteiro, Director, Personnel Department, Telecommunications Companies of Portugal. Arrangements were made for these two visitors to interview Charles Harper, Sectional Director, Employee and Labor Relations, U.S. Postal Service, San Francisco; and Frank Herbert, Staff Director of Labor Relations, Pacific Telephone Company, San Francisco. The visitors also met with Professor F.T. Malm (Business Administration) and Rui B. Amaral, Visiting Research Associate at the Institute.

MANAGEMENT PROGRAMS

1978-1979

1978

October 10	Berkeley Campus Industrial Relations Council (organizational meeting)
October 18	Berkeley Campus Industrial Relations Council (guest speakers)
November 2	Social Science-Management Seminar, San Francisco
November 8	Berkeley Campus Industrial Relations Council (guest speaker)
November 14	Conference on Uniform Guidelines on Employee Selection Procedures, Oakland
November 15	Berkeley Campus Industrial Relations Council (guest speaker)
December 6-7	Workshop on Applied Creativity in the Business Organization, San Francisco

1979

January 31	Berkeley Campus Industrial Relations Council (mini-cases on unemployment compensation principles)
February 5	Conference on The New Policy of Wage and Price Restraint, Oakland
February 20-21	Conference on Four Approaches to Job Analysis, San Francisco
March 14	Social Science-Management Seminar, San Francisco
April 11	Conference on Performance Appraisal, San Francisco
April 18	Berkeley Campus Industrial Relations Council (guest speaker)
May 10	Social Science-Management Seminar, San Francisco
May 16	Conference on The Expanding Roles for Work Pattern and Career Flexibility: The New Statutory Limitations on Age as a Basis for Forced Retirement, San Francisco

PUBLIC EMPLOYEE RELATIONS

The California Public Employee Relations Program experienced a dramatic shift in emphasis in 1978-79 owing to the passage of Proposition 13 in June 1978 and the subsequent impact of revenue reduction on public sector employment relations. Grants were received from both the Ford Foundation and the U.S. Civil Service Commission to pursue research in this new problem area. Meanwhile, the staff (1) moved toward completion of a major contract analysis project with the State Department of Industrial Relations, and (2) continued to meet its basic research and publication obligations regarding public sector collective bargaining generally, and implementation of the state and higher education employment relations acts in particular.

The California Public Employee Relations Program

The CPER Program provides the only service of its kind in the nation. An integrated program of data collection, research, publication, and training, the service was introduced in 1969 in response to a rapidly increasing demand for information and assistance by public sector management and labor representatives throughout the state. The program has been continually revised over the years in response to changing needs in the field. In recent years CPER publications have become an important resource for academic researchers and public sector administrative agencies, as well as practitioners, throughout the United States.

The Ford Foundation Project

Early in 1979, the CPER Program received a grant from the Ford Foundation to monitor and analyze the early impact of Proposition 13 on public sector jobs, compensation, and collective bargaining.

A specific goal of the project 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, unemployment, intersectoral labor shifts, and the character of collective bargaining are as yet unknown. Whatever the effects may be, 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 — cities, counties, and school districts — and (2) collection and analysis of general statewide data on such trends as employment changes by level of government, sex, and minority status. Results will be published over the 1979-80 year.

The U.S. Civil Service Commission Project

Immediately following the passage of Proposition 13, a small grant was awarded CPER by the State Intergovernmental Programs unit (U.S. Civil Service Commission). Its purpose was to fund the publication of two extra issues of the *CPER Special Reporting Series* to provide immediate information to the public sector community on the revenue shift legislation and litigation on the constitutionality of those portions of the law which forestalled pay increases in 1978-79.

The Department of Industrial Relations Project

Part of the year was spent completing the contract data collection and analysis project with the State Department of Industrial Relations. Funded by a grant from the U.S. Civil Service Commission under the Intergovernmental Personnel Act, this joint project involved collection of local government contracts, development of a master coding structure, and creation of a computer-based information delivery system at DIR. The objective is to make available to practitioners and academicians the kinds of information which have been accessible to the private sector for some years.

CPER's separate role included training DIR staff in public sector contract analysis, a survey of data systems in other states, and consultation on coding and indexing. In addition, in June, final work was done on a special publication — a *CPER Review* — which contains the first analyses of the data collected. Three subjects were selected for their particular interest to bargaining practitioners: comprehensiveness of agreements, duration of agreements (including data on re-openers and COL provisions), and grievance procedures.

CPER's Ongoing Research and Publication Program

CPER's ongoing program of services included the following:

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

Research and Publication

The *California Public Employee Relations* quarterly, published since 1969, continued to offer comprehensive, nonadversary coverage and analysis of developments in California public sector labor relations. Included in each issue are analytical articles, case studies, legal analyses, news reports, a log of arbitration and factfinders' awards indexed by subject matter, an open forum section for the expression of readers' views, and reprints of documents. *CPER* has earned a national reputation among practitioners and scholars alike over the years. The magazine is regularly used as authority in litigation, research, negotiations, and as source material for university and adult education programs as well as numerous specialized training programs.

Major articles in the quarterly by CPER staff and other experts in 1978-79 focused on problems arising in employee relations following the passage of Proposition 13. All four issues carried detailed information on relevant legislation and litigation and the varied effects on collective bargaining relationships at all levels of government. In addition, with the cooperation of the State Department of Finance and the Employment Development Department, CPER was able to collate employment, layoff, and attrition data for each level of government; the results were published in March and June. Other major articles of particular interest dealt with the State Supreme Court's decision on strike injunctions and a preliminary assessment of bargaining process costs in public schools.

A decision was made to issue special *Reviews* in 1978-79 in order to treat two subjects in greater depth. The first — *A Symposium on California's Higher Education Employer-Employee Relations Act of 1978* — was published in December and included articles by David J. Bowen, CPER Education Editor; Donald H. Wollett, Professor of Law, McGeorge School of Law, University of the Pacific, and former Director of Employee Relations for the State of New York; and Joseph W. Garbarino, Professor of Business Administration and Director of the Faculty Unionism Project, Institute of Business and Economic Research, University of California, Berkeley. These analyses of the new act stimulated considerable interest both in the state and nationally where there is currently a movement to re-evaluate the status of collective bargaining in higher education.

The second *Review* — *A Statistical Analysis of Contracts in California Local Government* — represents the final phase of the DIR-CPER joint IPA project (mentioned above). It is scheduled to be published in June.

The *Special Reporting Series* continued to provide a popular supplement to the quarterly. Six issues were published, allowing immediate dissemination of information on such matters as the *Bakke* decision, PERB actions on state units, and legislative and court response to Proposition 13. IPA funds made it possible to distribute copies of the State Supreme Court's ruling on the unconstitutionality of the post-13 restriction on local government and public school pay increases to all subscribers.

Because of popular demand it was decided to continue the comprehensive indexing of the quarterly and to publish what has become an annual supplement to the *CPER Index*. The 39 issues which had been indexed by December 1978 represent a unique source of organized data on the development of public sector employment relations. No other state has such a record.

Reference and Consultation Services

CPER staff are frequently called on for assistance in specific research projects. Approximately 275 telephone and personal reference questions were handled last year from practitioners involved in bargaining or litigation, and students and academicians engaged in research. CPER also regularly assists government agencies and legislators who are involved in developing or administering legislation covering public employment relations. For example, the staff gave extensive assistance to Senator Jerry Smith and the several parties negotiating S.B. 858, the proposed local government collective bargaining bill. The Public Employment Relations Board was also a regular user of CPER services as it has been since its establishment in 1976. But by far the heaviest demands in 1978-79 were by practitioners requesting assistance in interpretation of Proposition 13-related legislative and court actions.

The media have consistently consulted CPER and use increased in 1978-79 because of the complications of Proposition 13; for example, Bonnie Bogue acted as a consultant and film participant for KPBF-TV, San Diego (public television), for a documentary on collective bargaining in the public sector; other staff members were frequently consulted by newspapers, particularly the *Los Angeles Times*, *Sacramento Bee*, and *Sacramento Union*.

Similar post-13 research assistance was requested from and delivered to the Public Employment Relations Service (a national publication funded by the Carnegie Corporation), the Labor Relations Press (Pa.), and the Rand Corporation.

Two special requests from abroad were met: the Secretary General of the National Staff Side of the British Civil Service asked for materials on merit pay systems in the U.S. civil service; most of the professional staff was involved in consultations on public sector impasse resolution techniques with a joint delegation of officials from Northern Ireland and the Irish Republic.

CPER staff also regularly contribute to the educational programs and conferences of other institutions. During the past year, B.V.H. Schneider participated in two conferences on post-13-related research sponsored by the University. Marla Taylor presented a paper on "Escalator Clauses in the Public Sector" at a UCLA conference. Bonnie Bogue testified before the Assembly Committee on Public Employment and Retirement on affirmative action conflicts with seniority systems; spoke on "The Disparate Impacts of Fiscal Retrenchment on Women: Economic and Legal Implications" at a conference at U.C.-Berkeley; was a workshop participant on "The Impact of Proposition 13 on Employment and Affirmative Action" at a conference at U.C.-Berkeley; acted as a moot court judge at Boalt School of Law and University of San Francisco Law School; and assisted in the planning of an arbitration workshop at Hastings College of the Law.

Acquisition and Storage of Information

Under the direction of Librarian Clara Stern, CPER maintains a specialized reference library which provides a unique service to students, academicians, practitioners, attorneys, media representatives, and citizen groups. Its 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.

Education Programs and Conferences

As the field of public employee relations becomes more complex, the need for information and training grows. The Institute's Center for Labor Research and Education and the Management Program respond to the needs of practitioners, academicians, and students with a wide variety of training programs and conferences. CPER data, analyses, and news reports support practical instruction, and CPER staff frequently participate in the programs. CPER staff have also directly assisted several graduate students specializing in public sector problems.

Staff

Betty V. H. Schneider is Editor of *CPER* and Director of the CPER Program, assisted by Bonnie Bogue, Associate Editor; Marla Taylor and Dave Bowen, Assistant Editors; Clara Stern, Librarian; Sharon Melnyk, Circulation Manager; Shizuko Okino, Staff Assistant; and Nancie D. McGann, Associate.

STUDENT ACTIVITY

Twenty-three graduate students were employed as Research Assistants in the Institute during 1978-79. In all but three cases, they worked directly for Institute faculty members, an arrangement which has proven to be mutually satisfactory. The Research Assistants were enrolled in the following departments: Business Administration, 6; Economics, 5; History, 3; Law, 1; Political Science, 2; Psychology, 2; Sociology, 4. An additional 10 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.

No doctoral dissertations were completed by students connected with the Institute during 1978-79; however, several are in the final stages of completion.

The following is a list of graduate students who were affiliated with the Institute during 1978-79.

Name	Department	Name	Department
Jack Brittain	Business Admin.	Thomas Karier	Economics
Susan Carter	Psychology	Anne Lawrence	Sociology
Steve Cecchetti	Economics	Jeanne Logsdon	Business Admin.
Theodore Crone	Economics	Barbara Loomis	History
Todd Easton	Economics	Jean Lum	Business Admin.
Michael Fischer	Business Admin.	Natalie Lun	Business Admin.
Sean Flaherty	Economics	Timothy McDaniel	Sociology
Teresa Ghilarducci	Economics	Katherine Mooney	Sociology
Richard Glass	Business Admin.	Peter Rappoport	Economics
William Glick	Business Admin.	Anthony Rodriguez	Economics
Jane Grant	Sociology	Howard Rosenberg	Business Admin.
Sharon Green	Psychology	Christine Schoffer	Political Science
Richard Harrison	Business Admin.	Randolph Summers	Economics
Liza Hirsch	Law	Theodore Tunnell	History
Eileen Hogan	Business Admin.	Philip Wilson	Political Science
Sanford Jacoby	Economics	John Zammito	History
Charles Jeszeck	Economics		

INSTITUTE PUBLICATIONS

1978-1979

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 Marilyn Hanson and Steve Diamond, circulation assistants 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.

Subscription 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 1978-79 consisted of: *CPER 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). In the 1978-79 fiscal year two special *CPER Reviews* were published, *A Symposium on California's Higher Education Employer-Employee Relations Act of 1978* and *A Statistical Analysis of Contracts in California Local Government*.

Subscription rate: \$60 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 1978-79

- 419 "The Impact of Turnover on Group Unemployment Rates," by Clair Vickery. Reprinted from *Review of Economics and Statistics* (1978).
- 420 "The Changing Household: Implications for Devising an Income Support Program," by Clair Vickery. Reprinted from *Public Policy* (1978).
- 421 "A Social Information Processing Approach to Job Attitudes and Task Design," by Jeffrey Pfeffer and Gerald R. Salancik. Reprinted from *Administrative Science Quarterly* (1978).
- 422 "Life Cycle Squeeze and the Morale Curve," by Richard J. Estes and Harold L. Wilensky. Reprinted from *Social Problems* (1978).
- 423 "Organization Strategy, Structure, and Process," by Raymond E. Miles, Charles C. Snow, Alan D. Meyer, and Henry J. Coleman, Jr. Reprinted from *Academy of Management Review* (1978)
- 424 "A Skeptical Look at the 'Natural Rate,' " by Robert A. Gordon. Reprinted from *Economic Theory for Economic Development: Essays in Honor of Abba P. Lerner* (1978).
- 425 "The Political Economy of Income Distribution: Issues in the Analysis of Government Approaches to the Reduction of Inequality," by Harold L. Wilensky. Reprinted from *Major Social Issues: A Multidisciplinary View* (1979).

- 426 "Industrial Relations Research: A Critical Analysis," by George Strauss and Peter Feuille. Reprinted from *Industrial Relations* (1978).
- 427 "Unemployment Insurance: A Positive Reappraisal," by Clair Vickery. Reprinted from *Industrial Relations* (1979).

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

Industrial Relations, the Institute's academic journal, is completing its eighteenth year of publication. The journal continues to attract articles from a variety of disciplines and from institutions all over the world. The editorial board, originally composed of tenured faculty members associated with the Berkeley and Los Angeles Institutes, now includes individuals from other UC campuses and from institutions in other parts of the country. A new addition to the board this year was John C. Anderson, an Associate Professor at Queen's University in Ontario, Canada.

Articles of particular interest last year included a rebuttal to neoclassical criticism of the Unemployment Insurance Program (Clair Vickery); a case study of municipal pay determination in San Francisco (Harry Katz); an assessment of the growth of European managerial unionism (Howard Gospel); a regression analysis of the impact of unions on wage inflation (Larry Kahn); and an exploratory study of the causes of union decertification (I. Chafetz and C.P.R. Fraser).

No symposia were published in 1978-79, but much progress was made on an international symposium to be published next fall. Its focus will be on empirical work which compares various worker participation schemes both here and abroad. The topic is particularly timely, as evidenced by the high rate of submissions received for consideration.

The journal's circulation remains fairly stable; latest tallies show approximately 2,400 subscribers, down about 50 from last year. Two small promotions were carried out in the winter and spring, which resulted in 30 new subscriptions. A large international mailing is scheduled for next fall.

The international appeal of the journal shows no signs of flagging; about 20 per cent of our submissions and 25 per cent of our published articles this year came from individuals at institutions outside the United States. Total submissions this year numbered about 190, a slight increase over last year. A total of 34 articles and research notes were published, compared to 37 in 1977-78. This equates to a rejection rate of about 85 per cent.

The journal's costs increased substantially this year, owing principally to a jump in printing costs of nearly 20 per cent. Efforts to discourage the use of symbolic formulations, equations, and the like, which are more costly to print, have helped somewhat, as has the journal's decision to move to the conventional system of printing references at the end of an article rather than as footnotes on each page.

Over the years, the journal has had the practice of using students as part-time 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 second year in this capacity and continues to provide excellent editorial assistance. Barbara Porter served as Managing Editor during the year. She was assisted by Marilyn Hanson and Katherine Mello, who shared circulation duties until January, at which time Steve Diamond was appointed to the post of Circulation Manager. The journal is edited by David Bowen. George Strauss and Raymond Miles jointly chair the editorial board.

THE LIBRARY

If any one theme dominated the year in the Library, it was the theme of "adjustment." State legislative interest in greater cooperation among libraries within the state has resulted in a need for closer alignment between our Library's procedures and those of other campus libraries. Purchasing procedures have been changed and an inventory is currently under way with a view to adjusting statistical compilation. Major changes in cataloging and serials recording procedures are in the planning stage.

New and developing focuses of interest have, as usual, been reflected in the Library's acquisitions. Federal efforts to change or abolish mandatory retirement have renewed interest in subjects such as retirement counseling and planning, retirement procedures, and economic effects of retirement policy changes on the labor market and on retirement income plans. Another new focus of interest is the effect of various unemployment compensation and job creation schemes on the demand for jobs and the demand for labor. Again, these new interests supplement rather than supplant the Library's on-going concerns with labor-management relations, human resource management and labor market policy, labor unions, wages, etc.

The Institute's faculty and staff and a burgeoning number of visiting scholars continue to form the Library's primary clientele, but Law, Economics, and Business Administration faculty and students are also frequent users, as are members of the labor, management, and general communities. Among more than 1,900 reference questions answered this year have been a number from students with majors as seemingly far afield as architecture, energy and resources, and civil engineering.

Again the Institute's faculty, alumni, and friends were generous, donating over 120 volumes to the Library. In addition, donations in honor of D. Gwendolyn Lloyd, Institute Librarian for 29 years until her retirement in 1977, enabled the Library to add another 16 volumes to its collection. This brings the total purchases on the Lloyd Fund to 43 volumes. The Library currently has about 40,000 cataloged items and 4,250 uncataloged pamphlets, plus approximately 900 serial titles received on a continuing basis.

Staff

David Zaehring serves as the Institute's Librarian, ably assisted part time by Associate Librarian Clara Stern. Opal Pannell, Library Assistant, retired June 30, 1979, after 18 years of cheerful and devoted service on the Library staff. Successive part-time student Library Assistants during the year were Andrew Joron and Charles Buderl.

VISITORS

The following is a partial list of visitors to the Institute during 1978-1979:

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

Rui Barrados do Amaral
Professor of Economics
University of Porto
Porto, Portugal

David Brody
Professor of History
University of California
Davis, California

Neil Fraser
Department of Economics
University of Edinburgh
Edinburgh, Scotland

Giorgio Gagliani
Lecturer in Economics
Universities of Rome and Calabria
Italy

David Lewin
Associate Professor of Business
Columbia University
New York, New York

Yasuhiro Mihara
Associate Professor of Economics
Nagasaki University
Nagasaki, Japan

Gösta Rehn
Professor of Economics, and
Director, Institute for Social Research
University of Stockholm
Stockholm, Sweden

Joseph Rose
Associate Professor of Business
University of New Brunswick
Fredericton, N.B., Canada

Samuel Rosenberg
Assistant Professor of Economics
Williams College
Williamstown, Massachusetts

David W. Soskice
Fellow, University College
Oxford University
Oxford, England

Other Visitors

Pierre Ameline
Secrétaire General
Union des Industriels du Jura
Dole, France

Odd Aukrust
Director of Research
Central Bureau of Statistics
Oslo, Norway

Brendan Barber
Assistant Secretary
Trade Union Congress
United Kingdom

Einar Birkeland
Secretary (Education)
Norwegian Iron and Metal Workers Union
Oslo, Norway

Jacques Bodet
Regional Delegate
Fédération des Entreprises
à Commerces Multiples
Lyon, France

Michel Briard
Secretary General
Fédération des Syndicats Patronaux de l'Eure
Evreux, France

C. Chijiwa
Tokyo Local Labor Relations Commission
Tokyo, Japan

Yves Cohen-Hadria
Centre de Recherche en Gestion
Paris, France

Jean Collombet
President
Union Patronale de la Drôme
Valence, France

Nieves Roldan Confesor
Division Chief
Institute of Labor and Manpower Studies
Government of the Philippines
Quezon City, Philippines

Maurice P. Cosgrave
Chairman, Labour Court
Dublin, Ireland

Åke Dahlberg
National Labor Market Board
Division of Research and Planning
Stockholm, Sweden

Han Emanuel
Social Security Council
The Hague, The Netherlands

Rainer Erd
Institute für Sozialforschung
Frankfurt, Germany

Franz Euler
Executive Council Member
German Metalworkers Union (I.G. Metall)

Antonio Nunes Fuitado Fernandes
Member of Parliament
Domaia, Portugal

G. W. Ford
Associate Professor of Organisational Behaviour
University of New South Wales
Kensington N.S.W., Australia

John Froines
Deputy Director
National Institute of Occupational
Safety and Health
Washington, D.C.

Seamus Gaffney
Secretary
Department of Public Service
Dublin, Ireland

Ferruccio L. Gambino
Faculty of Political Science
University of Padua
Padua, Italy

Brendan G. Harkin
Chairman and Chief Executive
Labour Relations Agency
Belfast, Northern Ireland

Ruchan Isik
Professor of Labor and Social Security Law
Ankara University
Ankara, Turkey

Vernon Jones
Head, International Department
National Union of Mine Workers
United Kingdom

John A. Kiammer
Field Officer
New Zealand Workers Union
Motenka, New Zealand

Philippe Latil
Secretary General
Central Committee of Social Institutions
Paris, France

George Lawson
Director of Studies
Governmental and Municipal Workers
Union Training College
United Kingdom

Ing-Marie Lindquist
Science and Technology Attaché
Swedish Embassy
Washington, D.C.

Claude Martin
Director General
Union des Industries Chimiques
Paris, France

Anthony Mazzocchi
Vice President
Oil, Chemical and Atomic Workers
International Union
Denver, Colorado

Jose Antonio Mendizabal
 Director, Research Department
 Solidarity of Basque Workers Trade Union
 San Sebastian, Spain

Dennis Mendoza
 Trade Union Congress of the Philippines
 Bangkal, Makati
 Philippines

Jacques Monier
 Secretary General
 Fédération française des Sociétés d'Assurances
 Paris, France

Gillian Morris
 Department of Law
 University of Nottingham
 Nottingham, England

Thomas Moseson
 Swedish LO (Landsorganisation)
 Stockholm, Sweden

J. A. Newall
 School of Management and Business Studies
 Plymouth Polytechnic
 Plymouth, Devon, England

Ulrich Pagelsdorff
 Executive Council Member
 Union of Salaried Employees in Trade
 and Commerce, Banking and Insurance
 Germany

Martin Scott
 Director, Staff Council
 National Health and Services Agency
 Belfast, Northern Ireland

Raymond Shuttleworth
 Officer of the Civil and Public
 Service Association
 United Kingdom

Keith Sonnet
 Senior Assistant Organizer Officer
 National and Local Government Offices
 Association
 United Kingdom

Aremanda Venkata Subbarao
 Associate Professor of Human Resource
 Management and Industrial Relations
 University of Ottawa
 Ottawa, Canada

Kaarina Suonio
 Finnish Parliament Member
 Helsinki, Finland

Roland Svensson
 Head, Swedish Working Life Center
 Stockholm, Sweden

William Tynan
 Officer of the Amalgamated Union of
 Engineering Workers
 United Kingdom

Dieter Wagner
 International Section
 German Trade Union Federation (DGB)

Basil Whiting
 Deputy Assistant Secretary (OSHA)
 U.S. Department of Labor
 Washington, D.C.

THE FACULTY

1978-1979

Name	Department	Principal Fields of Research
Reinhard Bendix	Political Science	Organizational and political sociology
Earl F. Cheit	Business Admin.	Economics of higher education
Edwin M. Epstein	Business Admin.	Business and labor political activity
David E. Feller	Law	The law of collective bargaining; collective bargaining in higher education
John Freeman	Business Admin.	Organizational behavior; personnel allocation; organization-environment 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
Jeffrey Pfeffer	Business Admin.	Organizational sociology, organization-environment interactions, with particular interest in inter-organizational relations
Michael Reich	Economics	Labor Market segmentation; racial discrimination, and income differentials
Karlene H. Roberts	Business Admin.	Organization psychology, with particular attention to communications issues, leadership, and motivation
George Strauss	Business Admin.	Organizational behavior and industrial relations, with particular attention to job satisfaction, employee and management training and development, job design and organizational development
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 employee and management selection, appraisal, and development

THE PROFESSIONAL STAFF

1978–1979

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
Molly Coye	Medical Staff Associate, Labor Occupational Health Program
Paul Chown	Labor Coordinator, Labor Occupational Health Program
Morris E. Davis	Executive Director, Labor Occupational Health Program
Peter Guidry	Coordinator of Labor Programs
John K. Hislop	Coordinator of Management Programs
Andrea M. Hricko	Health Coordinator, Labor Occupational Health Program
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

1978—1979

Charles Buderl	Library assistant in IIR Library (second part of year)
Catherine Caldwell	Secretary and publications manager for the Labor Occupational Health Program
Eugene S. Darling	Editorial assistant for the Labor Occupational Health Program
Ethel L. Davis	Technical assistant for <i>California Public Employee Relations</i> and assistant bookkeeper for the Institute
Stephen F. Diamond	Circulation manager for <i>Industrial Relations</i> and main office secretary (second part of year)
Judith Elkins	Secretary in main office
Hazel M. Grove	Circulation manager for <i>California Public Employee Relations</i> (first part of year)
Marilyn Hanson	Circulation manager for <i>Industrial Relations</i> and main office secretary (first part of year)
Leslie S. Jaeger	Secretary for Management Programs
Andrew Joron	Library assistant in IIR Library (first part of year)
Joan J. Lewis	Senior administrative assistant for the Institute
Kenneth Light	Photographer for the Labor Occupational Health Program
Katherine Mello	Circulation manager for publications
Sharon A. Melnyk	Circulation manager for <i>California Public Employee Relations</i> (second part of year)
Janet Nexon	Program representative in the Labor Center
Shizuko Okino	Circulation assistant for <i>California Public Employee Relations</i>
Opal K. Pannell	Library assistant in IIR Library
Barbara E. Porter	Managing editor of <i>Industrial Relations</i>
Mary Catherine Proctor	Secretary in the Labor Center
Mona Purifoy	Administrative assistant for Community Services (second part of year)
Susan Salisbury	Secretary for the Labor Occupational Health Program
Carolyn J. Williams	Administrative assistant for Community Services (first part of year)

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.