

PROFESSIONAL AND QUASI-UNION ORGANIZATION  
AND BARGAINING BEHAVIOR;  
A BIBLIOGRAPHY,

by

ARCHIE KLEINGARTNER //

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## INTRODUCTION

This bibliography has its origin in a graduate seminar I taught at the University of California, Los Angeles, in 1968 on the subject of "Professionalism and Quasi-Union Organization and Bargaining Behavior." Each member of the seminar undertook a case study of union and collective bargaining activity in a particular professional or semi-professional occupation. The exercise included developing a bibliography of pertinent reading material on the occupational group he was investigating.

The general idea of this bibliography is to bring to the attention of interested persons a reasonably comprehensive (but by no means exhaustive) inventory of available literature on those groups in the labor force that represent the frontiers of union and collective bargaining activities in the United States. Most of the groups covered here claim to be characterized by elements associated with the idea of professionalism.

The most prominent unifying thread in the bibliography is that all of the groups are (a) relative newcomers to the world of collective bargaining; (b) are not terribly involved with the mainstream of American labor; and (c) for a variety of complex reasons, exhibit a high degree of occupational and/or group consciousness. Their protective organizations tend to be variously described as "quasi-unions," "near unions," "staff associations," "professional associations," "guilds," "organizing committees," "community associations," and the like. However, there are exceptions to this.

In developing the bibliography, a decision was taken to concentrate on those protective organizations that have as their sole or primary function to serve as a mechanism for collective participation in establishing the terms and conditions of employment of the members of the occupation. However, not all of the organizations engage in formal collective bargaining. Some are prohibited by law from doing so; in other cases there may not be anyone to negotiate with in the labor-relations sense of the term.

The bibliography includes both the most successful (for example, doctors) and the least successful (for example, welfare recipients) economic groups in our society.

Each section of the bibliography is introduced by a brief statement concerning the frame of reference within which that section was developed.

A number of graduate research assistants have contributed to the preparation of the bibliography since the 1968 seminar; it now includes occupations that had not been considered in that seminar. The entries have been brought up-to-date, but minor errors may have remained even after careful checking. This is to be expected when several persons work on a project over a substantial period of time. The Table of Contents explains the arrangement of the topics. The entries are listed in alphabetical order within each major section.

The persons who have made special contributions to the preparation of this bibliography and deserve special recognition include Alan Mendelsohn, for his assistance in the initial literature search, Ted Guyton, for his help in the final stages; and my daughter, Elizabeth, to whom it is dedicated.

October, 1972

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## II

## PROFESSIONALISM AND UNIONISM

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#### F. LIBRARIANS

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## H. NURSES

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## I. PROFESSORS

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## J. TEACHERS

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#### K. MISCELLANEOUS GROUPS

This section contains selected entries dealing with professionalism and unionism in a variety of occupations. It includes such diverse groups as the clergy and the military, in which the incidence of collective action is low. It also includes professions such as actors and musicians, in which unionization is well-established.

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### NOTE ON BIBLIOGRAPHICAL SOURCES

Any researcher's first question after defining his subject area is: what kinds of aids - indexes, bibliographies, monographs, catalogues - are available to him. The expansion of the resources of inquiry has made the researcher's task more intricate, although undoubtedly more gratifying. The purpose of this bibliographical note is to aid the researcher in identifying the available sources in the area of professional and quasi-union organization and bargaining behavior so that he might optimize his chances of finding useful information. The note is divided into two parts. Part I covers sources of general bibliographic information. Part II indicates the most prominent sources for information on each of the occupational groups treated in this bibliography.

#### I. Source Materials - General

A. Periodical Indexes. Periodical indexes provide the most up-to-date sources of articles written in a subject area. Readers' Guide to Periodical Literature lists general publications, Business Periodicals Index lists commercial and economic periodicals, and Applied Science and Technology Indexes list technological and production information. Three newspapers which often cover labor relations news are thoroughly indexed: the New York Times Index, Official Index of the London Times, and Wall Street Journal Index.

Sociological studies of occupations and professions are contained in Sociological Abstracts and Social Science and Humanities Index.

B. Industrial Relations Sections. Located in a number of universities are excellent sources for references on unionization and professionalism. Many prepare periodically revised bibliographies and publish reprint series covering publications in the subject area. The most notable are the Institutes of Industrial Relations, University of California, Berkeley and Los Angeles; the Industrial Relations Section of the Department of Economics and Social Institutes, Princeton University; Institute of Labor and Industrial Relations, University of Illinois; School of Labor and Industrial Relations, Michigan State University; and Industrial Relations Research Institute, University of Wisconsin.

C. Government Publications are an excellent source for statistics and other information. A wealth of material can be located through U.S. Public Documents Division, Government Printing Office; the United States Government Publications Monthly Catalogue and its semi-monthly Selected United States Government Publications. State publications are partially covered by the U.S. Library of Congress, The Monthly Checklist of State Publications.

D. There are several loose-leaf bibliographical sources in the area of labor and industrial relations. Examples are the Prentice-Hall Labor Service, Commerce Clearinghouse Labor Law Guide, and Labor Relations Reporter published by the Bureau of National Affairs.

E. Ph D Dissertations can be valuable sources of studies, although they are sometimes difficult and expensive to obtain. Dissertation Abstracts International provides a monthly compilation of abstracts of doctoral dissertations submitted to University Microfilm. American Doctoral Abstracts is a complete listing of all doctoral dissertations accepted by American and Canadian universities. It includes a number of dissertations not found in Dissertation Abstracts International.

The above represent the most basic sources which yield ample and useful information, but there are other sources which the researcher learns to use through experience. For a more thorough discussion of bibliographical and research sources, the reader is referred to Robert B. Downs and Frances B. Jenkins (eds.), Bibliography, Current State and Future Trends (Urbana: University of Illinois Press, 1967), and to Edwin T. Coman, Jr., Sources of Business Information (Berkeley: University of California Press, 1964).

## II. Source Materials - Occupational

This part lists major associations and agencies where the reader may inquire for further information on professional and quasi-union organization and bargaining behavior for each occupational group. The listings are by no means complete, but provide a basic reference to which the reader may correspond.

Information on specific occupations or professions should also be obtained from periodical indexes relating to those professions. Although they are too numerous to cite, examples are Education Index and Education Abstracts for the educational field and Cumulative Index to Nursing and Nursing Studies Index for the nursing field.

AIRLINE PILOTS:	Airline Pilots Association, International 1329 E Street N.W. Washington, D.C. 20004
ATHLETES:	National Football League Players' Association 1300 Connecticut Ave., N.W. Washington, D.C. 20036  National Football League Player-Relations Association 10 Columbus Circle, Room 1855 New York, New York 10019
DOCTORS:	American Medical Association 535 N. Dearborn Street Chicago, Illinois 60610
ENGINEERS AND SCIENTISTS:	American Society of Civil Engineers 345 E. 47th Street New York, New York 10017  American Society of Mechanical Engineers 345 E. 47th Street New York, New York 10017  American Academy of Arts and Sciences 280 Newton Brookline Station Boston, Massachusetts 02146

National Society of Professional Engineers  
2029 K Street, N.W.  
Washington, D.C. 20006

FARM LABOR: United Farm Workers Organizing Committee  
P.O. 130  
Delano, California 93215

U.S. Department of Agriculture  
14th and Independence Avenue, S.W.  
Washington, D.C. 20250

LIBRARIANS: American Library Association  
50 E. Huron Street  
Chicago, Illinois 60611

MINORITY GROUPS: Department of Housing and Urban Development  
4517 7th Street, S.W.  
Washington, D.C. 20410

NURSES: American Nurses' Association  
10 Columbus Circle  
New York, New York 10019

PROFESSORS: American Association of University Professors  
1785 Massachusetts Avenue, N.W.  
Washington, D.C. 20036

TEACHERS: National Education Association  
1201 16th Street, N.W.  
Washington, D.C. 20036

American Federation of Teachers  
1012 14th Street, N.W.  
Washington, D.C. 20005

MISCELLANEOUS: AFL-CIO  
Scientific, Professional, Artistic, Cultural Employees  
2600 Virginia Avenue, N.W.  
Washington, D.C. 20037