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STRONG IN THE STRUGGLE

RESEARCH; CENTER FOR LABOR RESEARCH c. 1993
AND EDUCATION. INSTITUTE OF INDUSTRIAL RELATIONS,
UNIVERSITY OF CALIFORNIA, BERKELEY

2017/193



Alert

About the Institute

History and Current Mission

The INSTITUTE OF INDUSTRIAL RELATIONS (also referred to as IIR), was established by legislative mandate in 1945. It consists of two autonomous sections, one at the University of California at Berkeley, and the other at Los Angeles.

Operating under this legislative mandate, both sections engage in research, graduate training, and community service. The avowed purpose of then Governor Earl Warren in asking for the Institute to be formed was to help deal with the labor tension and strife that prevailed in the United States after World War II.

The Institute at Berkeley is composed of several specialized Centers:

- ◆ the California Public Employee Relations Program (CPER),
- ◆ the Center for Labor Research and Education (the Labor Center),
- ◆ the Industrial Relations Journal, and
- ◆ the Library.

Each of these and their respective activities will be discussed separately on the inside of this leaflet.

Sheldon Zedeck, Director
Clair Brown, Associate Director

Institute of Industrial Relations
University of California at Berkeley
2521 Channing Way
Berkeley, CA 94720
(415) 642-5452

5/9

California Public Employee Relations (CPER)

The CPER was initiated in 1969 in response to requests from management and labor representatives for Institute assistance in dealing with the special problems involved in public sector employment relations. It is a community service research and publication program, designed for practitioners engaged in public sector bargaining relationships in California--management, unions, elected officials, attorneys, and arbitrators. It is also used by academic researchers and graduate students. Because CPER is the only program of its kind in the United States, it has long been an important link in a national network of universities and government agencies concerned with public sector research. Over the past 20 years, CPER has created a specialized reference library, which is available by arrangement to anyone interested in the subject area.

B.V.H. Schneider, Editor and Program Director
(415) 643-7096

Center for Labor Research and Education (CLRE)

Since its inception in 1964, CLRE (the Labor Center) has been conducting labor research and providing education programs as well as publications and materials on issues relevant to organized labor and the workforce in California; it offers training in basic skills for emerging union leaders as well as for more experienced labor representatives. It develops programs to meet the special needs of individual unions in addition to its multiunion programs on such topics as Social Security, health care programs, new approaches in collective bargaining, Workers' Compensation, labor education in public schools, drug-testing,

workers' and human rights, women and minorities in the workplace and labor organizations.

Marty Morgenstern, Chair
(415) 643-6815

The Industrial Relations Journal (the Journal)

Industrial Relations, the Institute's scholarly journal (the *Journal*) is in its thirtieth year of publication. With three issues a year--winter, spring, and fall--*Industrial Relations* offers a valuable international perspective on current topics in labor and employment. Issues include research articles, notes, and symposia on all aspects of the employment relations and the labor market. Special attention is given to the role of institutions that constitute and surround the workplace.

Industrial Relations covers pertinent developments in the fields of economics, sociology, history, psychology, political science, and law. The multidisciplinary focus is on research and on the implications for business, labor and public policy, as well as collective, organizational, and individual behavior.

In the past two years, *Industrial Relations* has increased the number of published articles and research notes by 25 percent. In addition, with its new policy of charging a submission fee to non-subscribers, there has been not only an increase in the subscriber base, but also an increase in highquality submissions and accepted articles. Therefore, the *Journal* is considering increasing even more the number of pages and papers it publishes.

Co-editors Michael Reich (Economics) and Jonathan Leonard (Business Administration) are supported by an outstanding Board of Reviewers,

as well as over 200 referees from academic institutions in the United States and abroad. *Industrial Relations* continues to expand its outside referees, whose expertise and diligence are very much appreciated.

Jonathan Leonard and Michael Reich, Co-Editors
(415) 643-7081

The Library

The Institute's Library supports the basic teaching, research, and public service programs of the Institute. Its primary clientele include faculty and graduate students directly affiliated with the Institute, as well as many others from academic departments with a research interest in employment issues. Other valued clientele include labor and management groups in the community (unions, attorneys, consultants, and government officials). The Library has emphasized an open-door policy to community groups since its inception and has recently taken an active role in continuing education for labor leaders.

The Collection

Founded in 1949, the Library collection now includes in excess of 62,000 books, documents, and pamphlets reflecting the interdisciplinary goals of the Institute's research agenda and its particular strengths in labor law, human resources, industrial psychology, and labor statistics. The Library's section on government documents includes a very complete collection of labor statistics, both from California and federal agencies. This is a valuable resource for a wide variety of patrons.

Services to Patrons

A number of new services have been introduced in recent years. Electronic, "on-line" reference services are available through Dialog Infor-

mation Services. Soon, Nexis (a full-text research service) and Lexis (a legal information database) will also be introduced on a trial basis. These services are offered under a fee-for-service program. On-line searching at the Institute Library is generally weighted to labor law and employment-related matters. Consultations are available to researchers who are undertaking dissertations or other major projects. Undergraduates are frequently referred to the Institute from Moffitt Undergraduate Library; they may also request a consultation for term paper research projects.

Private sector groups have also utilized research services at the Library. These patrons are diverse, ranging from attorneys or arbitrators in private practice to corporate human resources departments, including hospitals and Fortune 500 companies. Services to these groups are also offered on a cost-recovery basis. The Library also maintains active outreach to the Institute's visiting scholars, many of whom have never been to the Berkeley campus before. The Library publishes a directory to the University's library system, which outlines campuswide services and resources.

Future Plans

In July 1990, the Library became the first affiliated library on the Berkeley campus to join the General Library's GLADIS database. The Library's holdings are now beginning to appear in GLADIS and MELVYL (the systemwide database for the University of California). This development marks a new era of cooperation on the Berkeley campus--it directly supports the University's ultimate philosophy of "one university, one library catalog." Conversion of the Institute Library's card catalog to database format has become a priority as a result of participation in GLADIS.

Terry Huwe, Head Librarian
(415) 642-1705

Faculty

During any given year, there are between 30 and 50 faculty members associated with the Berkeley IIR, representing diverse departments such as: Business Administration, Economics, Education, History, Law, Political Science, Psychology, Public Health, and Sociology. Many more faculty participate in IIR programs.

Individual faculty members engage in research of their own choosing; however, the close association of faculty from various disciplines facilitates crossfertilization of ideas and the development of teams that pursue interdisciplinary research. Faculty, professional staff, graduate student and visiting scholars research and publications are summarized in the appropriate sections.

Visitors to the Institute

Every year since its inception, the Institute has hosted many distinguished national and international academic visitors as well as practitioners from the field, coming from countries around the globe to visit the University, to meet with IIR faculty members and professional staff, and to make use of the Institute's facilities (in particular, its specialized libraries). Some stay for brief periods only, while others arrange to come as visiting scholars engaging in extended studies.

Such visits are mutually beneficial. Longterm visits are customarily initiated by the individual scholars themselves who would like to come spend an extended vacation, or sabbatical leave, at the University.

Student Support

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

Berkeley Campus Human Resources Council (BCHRC)

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

IIR Publications

Through its comprehensive publications program, the Institute seeks to disseminate research by its faculty and staff members to the academic community and the public.

In addition to many other publications generated by its Centers (such as the *Labor Center Reporter*), IIR publishes a refereed academic journal, *Industrial Relations* (also referred to as *The Journal*), and the *CPER Magazine*, as well as a newsletter, working paper series, proceedings of Institute conferences and, less frequently, books and pamphlets, as described more fully under the discussion of each Center in a later section of this leaflet. Both *CPER* and *The Journal* enjoy world-wide circulation.

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

IIR Programs

To foster more interaction among IIR faculty and to give them the opportunity to present their work to a wide interdepartmental audience, IIR encourages faculty to take part in one or more of the existing IIR seminar series or to start one of their own. The following is a list of existing seminars and a description of their content and format. Anyone interested in beginning a new seminar series may contact the Chair of the Research Committee, Prof. Glenn Carroll (3-7085).

Bay Area Labor Studies Seminar (BALSS)

The BALSS seminar meets during the school year (generally Tuesdays, at 4:00-6:00 p.m., IIR Lounge); it is a forum for speakers from outside the University who speak on topics of broad interest. Occasionally, Berkeley faculty will present nontechnical research of special interest to the community. If you would like to present work at this seminar or if you have suggestions for speakers, contact Profs. Bill Dickens (3-7074), Lloyd Ulman (3-7084), or Kim Voss (2-4756).

Labor/Macro Economics Series (Brown Bag Lunch)

This seminar series meets once a week (Fridays at noon, IIR Lounge) for the entire year. Participants present research work in progress or lead discussions on recent work by others in the fields of labor or macro economics. The atmosphere is informal. Schedules are usually established early in the semester; however, they are flexible. If you are interested in taking part, contact Prof. Bill Dickens at IIR (3-7074).

Organizational Behavior and Industrial Relations Seminar (OBIR)

This seminar is under the auspices of the Business School. It meets once a week during the academic year (unless otherwise noted, on Wednesdays at 4:00 p.m., 60 Barrows Hall). Graduate students and Berkeley visiting faculty present original research on OB and IR topics. People interested in attending or presenting papers should contact Prof. Barry Staw at the Business School (2-6357).

The Political Economy Seminar Series

This faculty seminar meets once a month (usually on Wednesdays at noon in the IIR Lounge) for the entire year. Participants present research work in progress or lead discussions on recent work in the area broadly construed as political economy. If you are interested in participating, contact Prof. Kim Voss (2-4756).

Executive Committee

Prof. Richard Buxbaum, Chair (School of Law, Boalt Hall)
Prof. Joan Bloom (Program Head, Social & Administrative Health Sciences)
Margaret Butz Shelleda (Deputy Executive Director, United Public Employees Local 790)
Ignacio DeLaFuente (International Representative, Glass, Molders, Pottery, Plastics and Allied Workers Union)
Prof. Jonathan Leonard (Walter A. Haas School of Business)
Chuck Mack (President, Teamsters Joint Council 7)
Prof. Nelson Polsby (Director, Institute of Governmental Studies)
Prof. William Shack (Anthropology Department)
Prof. Percy H. Steele, Jr.
Prof. John Zysman (Political Science Department)

LABOR CENTER PUBLICATIONS LIST

**Center for Labor Research and Education
Institute of Industrial Relations
University of California at Berkeley
Berkeley, CA 94720
(510) 642-0323**

**"CALIFORNIA WORKERS' COMPENSATION:
BASIC STUFF — A Survival Guide**

Dorsey Hamilton, 1991, 125 pp. \$ 9.95

**CAN THEY JUST FIRE ME?"
PUBLIC EMPLOYEES' RIGHT TO DUE PROCESS**

Steve Diamond, 1986, 52 pp. \$ 1.00*

**THE FIRST STEPS TO IDENTIFYING SEX AND
RACE BASED PAY INEQUITIES IN A WORKPLACE —
A GUIDE TO ACHIEVING PAY EQUITY**

Lee Finney, Virginia Dean, Robert Marks and Mary
King, 1989, 108 pp. \$ 9.00

**"HEY, THE BOSS JUST CALLED ME INTO THE OFFICE"
THE WEINGARTEN DECISION AND
THE RIGHT TO REPRESENTATION ON THE JOB**

Steve Diamond, 1986, 22 pp. \$ 1.00*

**HOW TO COST A UNION CONTRACT
— A GUIDE FOR UNION NEGOTIATORS**

Paul Chown, *ed.*, 1986, 132 pp. \$ 10.00

HOW TO MAKE THE BEST USE OF YOUR TIME

Miriam Chown, 1985, 36 pp. \$ 2.50

**LABOR AND THE ECONOMY —
A GUIDE FOR TRADE UNIONISTS**

Labor Center Reporter Editorial Board, 1989, 86 pp. \$ 7.50

LABOR AND THE NEW BUSINESS ENVIRONMENT

Bruce Poyer and Marty Morgenstern, *eds.*, 1987, 28 pp. \$ 2.00

PLANT CLOSINGS AND TECHNOLOGICAL CHANGE

Anne Lawrence and Paul Chown, 1983, 54 pp. \$ 6.00

**PRACTICAL ECONOMICS FOR TRADE UNIONISTS:
MATHEMATICS TO FIGHT INFLATION /
DEVELOPING EFFECTIVE COLA CLAUSES**

Paul Chown, Teresa Ghilarducci & Bruce Poyer, 1981, 89 pp. \$ 6.00

**UNEMPLOYMENT AND DISABILITY INSURANCE —
A GUIDEBOOK FOR UNION REPRESENTATIVES**

Paul Chown and Pamela Tellev, 1986, 65 pp. \$ 7.00

**WORKERS' COMPENSATION INSURANCE IN
CALIFORNIA: RATES AND RATE-SETTING PROCEDURES**

Bruce Poyer, 1991, 32 pp. \$ 4.50

RECENT PUBLICATION

WHAT TO DO WHEN YOU GET BURNED BY THE PRESS

Matt Bates, 1992, 34 pp. \$ 6.50

OCCASIONAL PAPERS

**Labor Education Week:
BRINGING THE LABOR MOVEMENT TO THE SCHOOLS**

Alice Burton, January 1990, 72 pp. \$ 7.50*

**The Impact of Out-of-Area Workers in Non-Residential
Construction in Contra Costa County:
A CASE STUDY OF THE USS-POSCO MODERNIZATION**

Carlos Davidson, February 1990, 38 pp. \$ 5.50*

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Center for Labor Research and Education

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