



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

IIR

Annual Report on

***5-1986-1987-//
Research, Training
and Community Activities,***

ANNUAL REPORT

1986-1987

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

ANNUAL REPORT

Research, Training and Community Activities 1986-1987

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Sheldon Zedeck, Associate Director
Clair Brown, Associate Director

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

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ABOUT THE INSTITUTE

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

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

During 1986-87, the Institute provided research training for 40 students, who were assigned to individual faculty and staff members as graduate research assistants. Limited office space (two or more students to an office) is provided to these students. During the year an 11 additional graduate students who were not supported by research assistantships made intensive use of the Institute's library, computer facilities, and such office space as they could find. Most of these were completing their PhD dissertations in industrial relations. While the Institute itself does not offer credit courses (this is the function of regular academic departments), its two conference rooms are heavily used for formal and informal instruction. During 1985-86, eight regular University advanced classes and seminars (five in Economics and three in Business Administration) were held on Institute premises. Informal contacts among students from various disciplines, their ready access to faculty, and the easy availability of the Institute library all help make the Institute a favorable learning environment.

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

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

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

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

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

The **Center for Human Resources Programs** is a counterpart of the Labor Center. It offers nonadversarial workshops and seminars for members of the management community. These deal with such subjects as collective bargaining, discipline, and labor law, and typically range from one to five days in length. In addition, conferences are presented on cutting-edge issues in human

resources. The Center also sponsors the student chapter of the Northern California Human Resources Council.

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

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

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

FROM THE ACTING DIRECTOR

The Institute finds itself in a period of change, in leadership as well as in changes being made to broaden and increase faculty involvement. After several years of excellent stewardship, George Strauss stepped down in June 1987 as Director so that he can devote more time to his research, teaching, writing, and other activities that he has long been interested in pursuing. The Institute wants to take this opportunity to publicly thank George for his efforts and accomplishments; they were heroic and sincerely appreciated.

In reflecting on the Institute and its strengths, I have been thinking about the best path to accomplishing our mission as we move closer to the year 2000. As the Institute's mission states, it is involved in research, graduate training, and community service. There is no doubt that we have been exceptional in these areas. Examination of the reports in this issue from the various units in the Institute are obvious examples of the success. There are numerous articles and research projects that have been generated by the Institute's faculty and staff, much technical assistance has been provided to the community, a large number of seminars, conference, and workshops have been presented, and considerable research support has been provided for 40 graduate students. What is most impressive about the Institute's accomplishments are: (1) the diversity of topics covered, and (2) the diversity of talents represented by the faculty and staff.

The topics covered by the Institute are without a doubt of crucial importance to the work force. As you review the contents of this report, you will see that we have dealt with current issues and historical perspectives, with basic and applied research as well as with policy considerations, and with legal and social implications of events in the field of industrial relations. Units of the Institute have addressed issues such as AIDS, drug testing, VDT health and safety, asbestos, and workplace hazards. We also have been heavily involved in tackling industrial relations issues, conducting studies on organizational demographics, leadership and structure, wage and employment growth, forms of worker participation, earnings inequality, dual labor market theory, and work initiative. Analyses have been undertaken of social security policies, high school drop-outs, welfare reform and the like. Finally, some of the research has focused on issues in the United States, but a number of pieces have been comparisons to countries in Europe or Latin America and to Australia.

The extremely impressive aspect of the above is obviously the diversity of topics that can be tackled by this Institute. But perhaps equally, if not more impressive,

is the recognition that different perspectives are contributing to these endeavors. Faculty and staff represent areas such as business administration, sociology, industrial psychology, political science, education, economics, law, and history. From my perspective, one of the major contributions of the Institute is the diversity of its members; the truly interdisciplinary approach is one that needs to be fostered to a greater extent in the future.

Whereas these diverse expertises and talents exist both in the community and faculty programs, one area that the Institute is interested in enhancing is greater interaction and involvement of the faculty in community programs and the professional staff in the faculty research. To this end, the Institute has already taken steps to bridge the efforts of the units in the Institute. Brown bag lunches for all Institute members is one small step to bringing about the integration. Conversations between faculty and professional coordinators have begun on topics such as longitudinal surveys of union members on work-related issues and cooperative programs between

labor and management. Hopefully, next year's Annual Report will present some accomplishments in these areas as well as describe new endeavors directed at enlightening industrial relations.

Director's messages should not end without publicly acknowledging and thanking the Institute's staff for their outstanding contributions and efforts. Also, I've already mentioned that George Strauss stepped down as Director of the Institute. Others who left the Institute in 1986-87 are Paul Chown who retired from his administrative post as Chair of the Labor Center (but continues his research), Earl Wyman who retired as Chair of the Human Resources programs (though he will continue to teach in 1987-88), and Patty Quinlan, an Industrial Hygienist who moved across the Bay to a position at UC San Francisco. We wish them all success in their new endeavors. We also want to welcome Marty Morgenstern as the Chair of the Labor Center and Barbara Plog as an Industrial Hygienist Coordinator.

— Sheldon Zedeck
Acting Director

FACULTY RESEARCH

Cristina Banks (Business Administration) continues her research on performance appraisal and organizational leadership. One study examined the effects of training appraisers to make better judgments of performance using assessment skills. Another study examined the use of performance appraisal techniques in evaluating trainee and training program effectiveness. She has been heavily involved in evaluating and revising selection procedures for the Library of Congress. Also, she has made several presentations in the U.S. and Canada on women's leadership skills, based on research she conducted on women leaders in Texas.

David Brody (History) completed a lengthy essay, *Time and Work During Early American Industrialism*, which is the first part of a book-length study of the evolution of work and leisure under American industrialism. He plans to continue this project, doing research on the themes of leisure and citizenship, trade unionism and the shorter day, and Taylorism and the economy of factory time. These will carry his project into the 20th century and will lead to the final topics he intends to take up concerning questions of mass culture and the modern abandonment of the struggle for a shorter work day.

Clair Brown (Economics) is analyzing the standard of living for blacks, laborers, wage earners, and salaried workers over the period 1918-1980. She uses an institutional approach that analyzes the relationships between economic growth, consumption norms, and work roles in determining the economic well-being of people across classes. In addition, she has devised a standard of living index based on components of substance, comfort, status, and security. Although major advances have been made in absolute well-being in terms of nutrition, shelter, and physical mobility, important relative economic differences between classes remain. This economic distance between classes has become more visible over time as it has become more focused on family activities, such as meals at home. Accordingly, differences in income now translate more into differences in status and comfort than in substance. These changes in consumption norms that mark class status have probably been an important influence on how society views what is the appropriate income distribution.

In addition, Brown continues her work on wives' work decisions, and how the evolution of work roles by gender has changed the economic resources of families and the way they function. She also continues her work developing institutional theories of the labor market. In conjunction with the *Labor Center Reporter*, she also is working on providing economic analysis for educational programs for trade unionists.

Glenn R. Carroll (Business Administration) has, for the past several years, been studying the historical development of several newspaper industries, documenting how political turmoil (much of it arising from labor unrest) has affected the organizational demographics of the industry. He has conducted some similar research on the early American telephone industry. Carroll has also been investigating how organizational structures affect career mobility processes. In collaboration with sociologists in Berlin, he is currently studying job-shift patterns and self-employment patterns in the Federal Republic of Germany.

Carroll recently completed a quantitative historical study of the Knights of Labor. This research investigates how organizational and political factors affected the longevity of Knights of Labor local assemblies. He, along with a sociologist in Budapest, also conducted a study of the organizational structures of agricultural cooperatives in Hungary. Using survey data, they studied how the structure of the institutional environment affects the administrative overhead of cooperatives.

David Collier (Political Science) is nearing completion of a book entitled *Shaping the Political Arena: Critical Junctures, Trade Unions, and the State in Latin America*. This comparative study explores the earlier period of the initial legalization and institutionalization of trade union movements in eight Latin American countries. The analysis focuses on the different ways this crucial transition occurred and the contrasting historical legacies of this transition. Collier has completed over 250 pages of manuscript and expects to submit

the book for publication by the end of the summer.

William T. Dickens (Economics) has been working on two major projects. The first project is a continuation of his work with Kevin Lang on testing dual labor market theory. It has resulted in three papers: the first paper extended their earlier work on labor market segmentation to consider women, teenagers and workers near retirement; the second was a test of the distributional assumptions of their dual labor market model; and the third was an examination of the extent to which the natural rate of unemployment can be understood as resulting from people queuing for primary sector jobs. Dickens and Lang are now working on a study of changes in the sectoral composition of the labor market segmentation theory for the conduct of trade policy.

Dickens's second project was concluded this year. It was an examination of industry wage differences and their relevance for discriminating between different theories of wage determination.

Joseph Garbarino (Business Administration) began a new research project focusing on the changes in the structure of collective bargaining as they are related to changes in union membership.

Margaret S. Gordon (Associate Director, Emeritus) has completed her book entitled *Social Security Policies in Industrial Countries: A Comparative Analysis*, and the manuscript is now in the hands of the Cambridge University Press, with which she has a contract. There are 16 chapters in all, covering all the major types of social security programs and their origins in the social insurance and liberalized assistance programs that developed in the latter part of the nineteenth century.

However, the major focus of the study is on developments in the postwar period and especially on the way in which the emphasis shifted from expansion and liberalization in the first 25 years after World War II to a struggle to meet increased needs for income maintenance in an environment of rising inflation, slowing economic growth, and rising unemployment in the 1970s and the first part of the 1980s. Like other studies, this project explores the reasons for wide differences in social security spending as a percentage of GNP, but pays more attention than most other studies to differences in the structure of programs from country to country, including such elements as flat-rate versus earnings-related benefits, the relationship of benefit amounts to wage levels, the widespread shift to measures encouraging early retirement as a response to growing unemployment, the wide differences in the relative emphasis on labor market policies and vocational rehabilitation, and many others.

Clark Kerr (Business Administration, Emeritus) has been engaged in research and writing on the neo-classical revisionists in labor economics (1940-1960) for a conference honoring Kerr, John T. Dunlop, Richard Lester and Lloyd Reynolds, held at Georgia State University in Atlanta, November 7, 1986.

Jonathan Leonard (Business Administration) pursued research in the following areas: 1) an analysis of the impact of anti-discrimination law in reducing the cross-firm variance of minority and female employment share and an update on affirmative actions enforcement and impact; 2) an examination of the efficiency wage hypothesis that wage bonuses are paid to purchase employee self-supervision and to reduce turnover; 3)

a comparison of wage and employment growth at domestic and foreign-owned companies in the United States; and 4) an analysis of the role of small establishment in job creation and of the impact of job instability on unemployment.

Raymond Miles (Business Administration) continued his research and writing on the dynamics of fit among organizational strategy, structure and process. He also examined the trend toward formal disaggregation and outsourcing in U.S. organizations and the emergence of new organizational forms domestically and internationally. In addition to this research, he is continuing his analysis of trends in business education.

Charles O'Reilly (Business Administration) is currently engaged in two major programs of research. The first is a continuation of his investigations of organizational demography. This line of research has documented the effects of variations in the composition of work units on a series of important human resources outcomes. The second line of research is an intensive longitudinal investigation of the early career experiences of 140 MBAs. Working with Professors Craik and Zedeck of the Psychology Department and Barry Staw of the School of Business, this research is examining both the personal and managerial competencies associated with personal adjustment and career success.

Michael Reich (Economics) began research on recent trends in earnings inequality by examining patterns of inter-industry differences among 65 detailed industries since 1947. He found that earnings inequality increased as rapidly in the 1950s as in the past decade and that changes in relative wages rather than shifts in employment account for most of this increase.

These findings contradict widely-held deindustrialization theories. Reich is extending this work to examine the factors that account for the shifts in relative wages.

Jamie Robinson's (School of Public Health) research during the 1986-87 academic year focused on two areas of economic interest: occupational health and medical care. His work on occupational health focused on changes between the 1960s and 1980s in work-related injuries and acute illnesses, using aggregate data by industry from establishment survey and state Workers' Compensation records and using individual worker data from a number of longitudinal surveys. Injury rates as a whole have increased over this period; the excess risk faced by black compared to white workers has narrowed considerably, however. Robinson's work on medical care economics has focused on the influence of competition and regulation on hospital behavior. Nonprice competition in local hospital markets produced substantially higher nurse and non-nurse wage rates and employment levels in competitive compared to non-competitive local hospital markets, controlling for other relevant factors. Significant competition-related effects were also documented for hospital acquisition of particular clinical services, patient volume by diagnosis, patient length of stay by diagnosis, and average costs.

David Stern (Education) has been working on two studies related to high school dropouts, two studies on teachers' effectiveness, and one study of computers in schools.

One study related to high school dropouts is a statistical analysis of the economic value of a high school diploma for teenagers, using data from two national longitudinal sur-

veys. Stern found that the economic difficulties of high school dropouts cannot be attributed to prior characteristics such as lower socio-economic status; getting a high school diploma has consequences in and of itself, and is not merely a proxy for pre-existing characteristics. In another study, he is part of a team which is evaluating a major dropout-prevention program sponsored by the State of California in 10 high schools. The program, called "vocational academy model," integrates a full set of academic subjects around a vocational theme. This is the second year of a three-year evaluation.

One of Stern's studies related to teachers is a statistical analysis of California data on teachers' salaries, class size, and student achievement. He examined several salary variables and found that the level of the local salary schedule is consistently associated with students' achievement. Stern has also been part of a team assessing staff development programs for teachers in California.

Another project this year was a review for the Office of Technology Assessment, U.S. Congress, on assessing cost-effectiveness of computer-based technology in education.

George Strauss (Business Administration) continues his studies of the relationship between various forms of participation and collective bargaining. Unions have been forced to make substantial wage and other concessions. At the same time, these have often been accompanied by various organizational changes, such as quality circles, job enrichment, autonomous work groups, employees stock ownership, and even employee representatives on company board of directors. Each of these, superfi-

cially at least, appears designed to increase worker discretion and power. In some cases this occurs in fact. In other instances, worker participation is merely a means for getting workers to work harder and give up hard-won protective rules. Similarly, these participative techniques contribute to better long-run labor relations in some instances, and to growing suspicion in others. What actually occurs in a given situation depends on a variety of factors such as memories of past labor relations patterns, the industry's present economic condition, and the methods by which participation is introduced.

Strauss also has been reviewing the nature of Australia's labor relations. He was concerned chiefly with its historic development and with the impact of the Australian arbitration system on shop-floor labor relations. While Australian labor relations appear to be highly formalized and legalistic at the top level, at the shop level they are far less rule-oriented than those in the U.S. Strauss also has been looking more generally at measures of such phenomena as strike rates, union density, centralism, and corporatism which might be used in more rigorous cross-national comparisons of industrial relations than presently exist.

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

Staw has also continued to work on the problem of escalation of

commitment, the tendency to throw good money after bad or become excessively committed to a course of action. During the year, a theoretical integration of this literature was published, as well as a popular article for managerial audiences.

Lloyd Ulman (Economics) is continuing work on two research projects. The first compares the approaches taken by American and European union movements and employers to the adverse economic and political circumstances which they have been confronting in the 1980s. The study also attempts to assess the impact of American and European political differences on the development of industrial relations. One of the questions being addressed is whether or not the organizational decline of American unionism in the post-war period suggests that European countries may witness a comparable phenomenon. In addition, the macro economic implications of divergent movements in collective bargaining are being explored.

In addition, Ulman has begun work on a self-contained chapter in the neocorporatism project which consists of a critical overview of some of the leading theoretical approaches to trade unionism that have been developed by economists. The tentative title is *Unions in the Long Run*. The underlying argument here is that (as a reaction to Keynes) American neoclassically oriented economists have tended to underestimate the significance and persistence through historic time of what are analytically short-run aspects of union behavior. In so doing they have departed from a more balanced approach taken by some of the founders of their tradition in this nineteenth century. Ulman hopes to complete this essay in the next academic calendar.

Kim Voss (Sociology) continued work on her study of alliances between skilled and less-skilled workers in the United States in the late nineteenth century.

Harold Wilensky (Political Science) has been engaged in a comparative study of the welfare state which emphasizes the politics of taxing and spending in 19 rich democracies. His recent work analyzes the impact of social spending and public policy on real welfare, with a focus on the alleged tradeoffs between social security, job protection, and participatory democracy, on the one hand, and economic performance on the other. A monograph (with Lowell Turner), *Democratic Corporatism and Policy Linkages*, was published in 1987.

Michael Wiseman (Economics) was on leave at the University of Wisconsin-Madison at the Institute for Research on Poverty. His research at the Institute has focused on evaluation of the large number of new state workfare welfare reform package. In addition to this, he continued work on regional economic development and problems of local public finance.

Sheldon Zedeck (Psychology) continued his research on performance assessment. He studied the way in which raters use heuristics and biases when assessing the performance of others. In particular, the study concerned how raters use concepts such as representatives of behavior, availability of information, and anchoring mechanisms for dealing with uncertainty and forming evaluations. Data are currently being analyzed.

FACULTY AND STAFF PUBLICATIONS AND PROFESSIONAL ACTIVITIES

Darryl Alexander (IIR)

Publications

"LOHP Conference Targets Minority Workers' High Job Risks," (co-author),
LOHP Monitor, vol. 15, no. 2, April-June 1987.

Professional Activities

Developed a course in occupational health and safety for Fifth Western Regional
Summer Institute for Union Women, Los Angeles, July 1986.

Organized a conference, *AIDS Is Everybody's Business*, for the Service Employees
International Union, San Francisco, September 1986.

Coordinated a patient education program with La Clinica de La Raza, Oakland,
throughout 1987.

Organized a conference, *Minority Workers: The Impact of Work on Health* for
providers in minority communities, Berkeley, June 1987.

Initiated a project to compile a bibliography of minority worker health studies.

Served as a technical advisor to LOHP's AIDS Labor Education Project throughout
1986-87.

Assisted in design of a national survey for Graphics Communication International
Union on solvent exposure for the membership.

Assisted in development of an LOHP Workers' Compensation project.

Presentations

"Aids in the Workplace," A. Philip Randolph Institute Statewide Convention, Oak-
land, March 1987.

"AIDS in the Workplace," A. Philip Randolph Institute National Convention, San
Francisco, May 1987.

"Occupational Safety and Health Policy," Antioch College class on Health Ad-
ministration and Policy, San Francisco, April 1987.

"Occupational Safety and Health Policy," at joint U.C. Berkeley-U.C. San Fran-
cisco colloquium for medical students, Berkeley, May 1987.

Elaine Askari (IIR)

Publications

"International AIDS Conference Warns of Epidemic," *LOHP Monitor*, vol. 15 no. 2, April-June 1987.

"AIDS/ARC in the Workplace: Training Unions to Develop Effective Workplace Policy and Education Programs," *Illinois Public Employee Relations Report*, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign (in press).

Professional Activities

Developed and implemented training session on AIDS (acquired immune deficiency syndrome) and ARC (AIDS-related complex) for 570 union leaders and 738 rank-and-file members in Northern California. Participating unions included: SEIU Locals 250, 535 and 790; MAPE/SEIU Local 949; CFT/AFT; Stationary Engineers Local 39; IBEW Local 1245; CWA; and AFSCME District Council 57.

Developed a comprehensive AIDS/ARC training program for health care workers in SEIU Local 250 and AFSCME District Council 57.

Organized a conference, *AIDS Is Everybody's Business*, for the Service Employees International Union, San Francisco, September 1986.

Attended Third International Conference on AIDS, Washington, D.C., June 1987.

Attended "AIDS/ARC Update," major statewide conference sponsored by San Francisco Department of Public Health, July 1987.

Presentations

"AIDS in the Workplace," Alameda, Contra Costa, Sacramento, San Francisco and San Mateo Central Labor Councils.

"AIDS in the Workplace," AFSCME Local 2620 Statewide Conference, January 1987.

"AIDS and Your Job," CWA/Pacific Bell Regional Health and Safety Meeting, May 1987.

Robin Baker (IIR)

Publications

"Workplace Drug Testing: An Occupational Health and Safety Issue?" *LOHP Monitor*, vol. 15 no. 1, January-March 1987.

Professional Activities

Supervised design of surveys for LOHP's Worker Notification and New Technology projects.

Supervised design of VDT health and safety training curriculum for terminal operators employed by Los Angeles County, to be presented by LOHP later in 1987.

Instructor of graduate course, Social and Administrative Health Sciences 274, "Occupational Health Education," U.C. Berkeley School of Public Health, spring semester 1987.

Consultant, NIOSH, evaluation of funding proposal from University of Oklahoma for project on Ergonomics Education for Union Health Professionals, including a site visit in April 1987.

Consultant, California State Building and Construction Trades Council AFL-CIO on design of training modules, asbestos and general health and safety; California Labor Federation AFL-CIO and the National As-

sociation of Working Women (9 to 5), VDT Legislation; California Department of Health Services, electronics industry hazards; Lawrence Hall of Science, U.C. Berkeley, computerized learning module on toxics; and labor members of the Cal/OSHA Advisory Board, impact of the proposed elimination of Cal/OSHA.

Member, Professional Council, University and College Labor Education Association; Coalition of Labor Union Women; Steering Committee, Bay Area Committee on Occupational Safety and Health; Advisory Committee, Child Care Employee Project; Northern California Occupational Health Center representative to Cal/OSHA Advisory Board; American Public Health Association, Occupational Health Section.

Presentations

"Occupational and Environmental Health: The Crucial Role of the Health Educator," American Public Health Association National Meeting, Las Vegas, September 1986.

"Reproductive Hazards," California Labor Federation Conference on Women in the Workforce, Los Angeles, October 1986.

Cristina Banks
(Business Administration)

Publications

"Narrowing the Research-Practice Gap in Performance Appraisal" (with K. R. Murphy), reprinted in F.L. Landu (ed.), *Readings in Industrial and Organizational Psychology*, 1986; and in *Performance*, by KEND Publishing (ed.), 1988.

Professional Activities

Chair, Student Internship Committee, Northern California Human Resources Council.

Faculty Sponsor, Berkeley Campus Human Resources Council.

Presentations

"Drug Testing: Current Issues and Future Prospects," State-of-the-Art Conference, Institute of Industrial Relations, April 1987.

"Making Sense and Making Progress: The Performance Judgment Process," Society for Industrial/Organizational Psychology, April 1987.

"The Contribution of Rate Training to Performance Measurement," SIOP, April 1987.

"The Usefulness of Academic Research," SIOP, April 1987.

"Cognitive Research in Performance Appraisal: Prospects for Application," American Psychological Association, August 1987.

"Motivating, Delegating, and Goal-Setting" and "A Legacy of Leadership: Critical Steps in Building Leadership Success," Calgary City Teachers' Convention, Calgary, Canada, 1987

"Building Leadership Skills in Women," Women Health Care Executives, San Francisco, 1987.

"Women as Leaders" and "Components of Leadership," Delta

Kappa Gamma Society International, Austin TX, 1987.

"Women Leaders: A New Beginning," Women '87 Conference, Honolulu, 1987.

Bonnie G. Bogue (IIR)

Publications

Pocket Guide to the Educational Employment Relations Act (with David Bowen), California Public Employee Relations Program, IIR, 1987.

Pocket Guide to the Meyers-Milias-Brown Act, 3d ed. (with Marla Taylor), California Public Employee Relations Program, IIR, 1987.

"U.S. Supreme Court Confirms Support for Race-Conscious Affirmative Action," *CPER* 70: 18-23, September 1986.

"Strike Damages Ruled Out by Supreme Court," *CPER* 71:15-18, December 1986.

"Agency Fee Law in New Jersey Meets 'Hudson' Requirements," *CPER* 72:10-12, March 1987.

Professional Activities

Member, Executive Board, Northern California Chapter of Society for Professionals in Dispute Resolution.

Member, Advisory Committee to the Public Employment Relations Board.

Member, American Bar Association Committee on State and Local Government Bargaining; contributor to committee report published in *The Labor Lawyer*.

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

Presentations

"Arbitration Workshop," at Conference on "Grievance Arbitra-

tion in the Public Sector," sponsored by the American Arbitration Association, November 20, 1986, Sacramento.

"Legal Framework for Public Sector Bargaining," at conferences on "Dealing with the Union with Confidence," August 25, 1986, Monterey and on "Collective Bargaining: Tactics, Techniques, and Table Manners," February 9, 1987, San Francisco, sponsored by the Center for Human Resources Programs, IIR.

Panel Moderator, "Unions' Response: The 'Real World' of Fees, Rebates, Record Keeping, Objectors, and Challengers," conference on "Agency Fees," sponsored by CPER and the Center for Labor Research and Education, May 1, 1987, Oakland.

"The Supreme Court's 'Hudson' Decision," in panel on "Arbitrating Agency Fee Challenges," and "How Arbitrators Decide Cases (panel presentation), in conference on "Arbitration in the Schools" sponsored by the American Arbitration Association, June 24, 1987, San Francisco.

Joan Braconi (IIR)

Publications

"Drug Testing and Employment Rights," (with Alan Kopke), *Monitor*, January-March 1987.

"Comparable Worth Equals Equity" Proceedings, Western Regional Home Management-Family Economics Educators Conference, November 1986.

Professional Activities

Member: AFT Local 1474; University and College Labor Education Association; Scholarship Panel, Union Life Insurance; Coalition of Labor Union Women; Program Committee, Labor Video Project, "California Working."

Coordinator, UCLEA 1987 Summer Institute for Union Women.

Faculty, San Francisco Community College Labor Studies Program.

David Brody (History, U.C. Davis)

Publications

America's History, (co-author) 2 vols., The Dorsey Press.

Labor in Crisis: The 1919 Steel Strike (reissue of 1964 ed. with new bibliographical essay), Univ. of Illinois Press.

Professional Activities

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

Member, Committee on Committees, American Historical Association.

Member, Editorial Board, *Labor History*.

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

closure in meakpacking industry).

Presentations

"The Origins of Modern Steel Unionism: The SWOC Era," Conference on the History of Steel Unionism, Pennsylvania State University, October 1986.

"In Dubious Regard: The Labor Movement in American Society," The Smithsonian Institution, Washington D.C., October 1986.

"The Enduring Labor Movement: American Trade Unionism and the Workplace," conference on the Changing Face of Work and Workers, Hofstra University/District 65, New York City, May 1987.

Clair Brown (Economics)

Publications

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

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

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

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

Professional Activities

Associate Director, Institute of Industrial Relations.

Executive Board, Industrial Relations Research Association.

Editorial Board, *Labor Center Reporter*.

Presentations

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

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

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

Michael Burawoy (Sociology)

Publications

"Making Nonsense of Marx," *Contemporary Sociology*, 15(5), 704-707, 1986.

"Is There a Socialist Labor Process? Autonomy and Control in a Hungarian Steel Mill" (with Janos Lukacs) in Stephen Wood (ed.), *Degradation of Work?* (forthcoming).

"The Limits of Wright's Analytical Marxism and an Alternative," *Berkeley Journal of Sociology* (forthcoming, 1987).

Professional Activities

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

Presentations

"What Can We Learn From Hungary?," Joint U.S.-Soviet Conference on Industrial Sociology, Vilnius, July 1987.

"Painting Socialism! Ideology and Reality in the Lenin Steel Works," Society for Social Research, University of Chicago, April 1987.

Glenn R. Carroll
(Business Administration)

Publications

Organizational Approaches to Strategy (co-editor with David Vogel), Cambridge, MA: Ballinger (forthcoming, 1987). Co-published as Fall issue of the *California Management Review*.

Ecological Models of Organizations, ed., Cambridge, MA: Ballinger (forthcoming 1987).

Publish or Perish: The Organization Ecology of Newspaper Industries, Greenwich, CT: JAI Press (forthcoming 1987).

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

"Jobs and Classes: Structural Constraints on Career Mobility" (with Karl Ulrich Mayer), *European Sociological Review* (forthcoming 1987).

"Organizational Ecology in Theoretical Perspective," in Glenn R. Carroll (ed.) *Ecological Models of Organizations*, Cambridge, MA: Ballinger (forthcoming 1987).

"Organizational and Electoral Paradoxes of the Knights of Labor" (with Yangchung Paul Huo) in Glenn R. Carroll (ed.) *Ecological Models of Organizations* (forthcoming 1987).

"Competition and Commensalism Among Early Telephone Companies" (with William P. Barnett), OBIR Working Paper No. OBIR-19, U.C. Berkeley Business School, May 1987.

"Managing the Institutional Environment: Evidence from Hun-

garian Agricultural Cooperatives" (with Jerry Goodstein and Antal Gyenes), OBIR Working Paper No. OBIR-18, U.C. Berkeley Business School, March 1987.

"Organizations and the State: Effects of the Institutional Environment on Agricultural Cooperatives in Hungary" (with Jerry Goodstein and Antal Gyenes), OBIR Working Paper No. OBIR-4, U.C. Berkeley Business School, October 1986.

"Organizational Task and Institutional Environments in Ecological Perspective: Findings from the Local Newspaper Industry" (with Yangchung Paul Huo), *American Journal of Sociology* 91, January 1986.

"Career Dynamics of Self-Employment" (with Elaine Mosakowski), OBIR Working Paper No. OBIR-5, U.C. Berkeley Business School, Revised May 1987.

"The Diffusion of the Telephone and Automobile in the United States, 1902 to 1937" (with Claude S. Fischer), OBIR Working Paper No. OBIR 7, U.C. Berkeley Business School, Revised January 1987.

Professional Activities

Advisory Panel Member, Sociology Program, National Science Foundation.

Review Panel Member, Organizations Data Base Initiative (sponsored by Sociology and Decision, Risk and Management Science), National Science Foundation.

Editorial Board, *Administrative Science Quarterly*.

Editorial Board, *Industrial Relations*.

Participant, Russell Sage Foundation Workshop on "Individual Development and Organiza-

tional Timetables," New York, April 1987.

Session Organizer, Pacific Sociological Association, April 1987.

Program Committee, American Sociological Association Section on Organizations and Occupations, 1986.

Invited Speaker, Doctoral Consortium for Organization and Management Theory, Academy of Management, 1986.

Discussant, Symposium on Organizational Foundings, Academy of Management Meetings, Chicago, August 1986.

Organizer and Presider, session on "Organizations and Occupations in Political Context," American Sociological Association Meetings, New York, August 1986.

Discussant, Session on Organizational Change, American Sociological Association Meetings, New York, August 1986.

Presentations

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

"Managing the Institutional Environment: Evidence from Hungarian Agricultural Cooperatives" (with Jerry Goodstein and Antal Gyenes), read at A.S.A. sponsored conference on Institutional Change, Center for Advanced Study in the Behavioral Sciences, Palo Alto, May 1987.

"Ecological Competition Among Early American Telephone Companies" (with William P. Barnett), read at Pacific

Sociological Association Meetings, Eugene, Oregon, April 1987.

"Careers and the Life Course" (with Karl Ulrich Mayer) American Sociological Association Meetings, New York, August 1986.

"Human Ecology," invited colloquium, Stanford University, November 1986.

"Political Environments of Organizations: Four Studies," invited colloquia, Harvard University, February 1987; and Cornell University, March 1987.

Paul Chown (IIR)

Publications

Unemployment and Disability Insurance—A Guidebook for Union Representatives (with Pamela Tellew), Center for Labor Research and Education, 1986.

Editor, *How to Cost a Union Contract: A Guide for Union Negotiators*, Center for Labor Research and Education, Labor Training Series, Part III, April 1986.

Professional Activities

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

David Collier (Political Science)

Publications

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

"Strategic Choice Models of Latin American Politics" (co-author). Expanded and revised version of earlier paper entitled "Observations on Game Theory and Democratic Consolidations."

Professional Activities

Faculty Fellow, Kellogg Institute of International Studies, University of Notre Dame, September-October 1987.

Presented papers at the October 1986 International Congress, Latin American Studies Association and the April 1987 SSRC/Kellogg Conference on Democratic Consolidation.

Invited lectures, University of Chicago and University of Notre Dame.

Presentations

"Democratic Openings, Party Transformation, and Trade Union Politics: Venezuela, Colombia, and Peru in the 1950s" (co-author), 1986 International Congress of the Latin American Studies Association.

"Analyzing Democratic Consolidation: Different Approaches in Different Contexts?" SSRC/Kellogg Conference on "Issues in the Consolidation of Democracy in Latin America and Southern Europe in Comparative Perspective," University of Notre Dame, April 1987.

Margaret Cunningham (IIR)

Publications

1985 CPER Index (annotated index to CPER publications).

Presentations

"Collective Bargaining Under the MMBA," for Center for Human Resources Program, May 1987.

"Labor Law for Organizers," for Western Regional Summer Institute for Union Women, July 1987, Berkeley.

William T. Dickens (Economics)

Publications

"The Impact of the Runaway Office on Union Certification Elections in Clerical Units" (with Beatrice J. Frieberg), *Industrial Relations Research Association Papers and Proceedings* (forthcoming 1987).

"Correlates of Union Support in NLRB Elections" (with Douglas Wholey and James Robinson), *Industrial Relations* (forthcoming 1987).

"Crime and Punishment Again: The Economic Approach with a Psychological Twist," *Journal of Public Economics*, 1986.

"Sociological and Neoclassical Perspectives on Segmented Labor Markets" (with Kevin Lang), in Paula England and George Farkas, eds., *Firms, Jobs and Workers: Sociological and Economic Approaches*, Plenum Press (forthcoming 1987).

"Where Have All the Good Jobs Gone?" (with Kevin Lang), in Kevin Lang and Jonathan Leonard, eds., *Unemployment and the Structure of Labor Markets*, Basil-Blackwell, 1986.

"Industry Characteristics and Industry Wage Differences" (with Lawrence Katz), in Kevin Lang and Jonathan Leonard, eds., *Unemployment and the Structure of Labor Markets*, Basil-Blackwell, 1986.

"Safety Regulation and 'Irrational' Behavior," in Benjamin Gilad and Stanley Kaish, eds., *Handbook of Behavioral Economics*, JAI Press, 1986.

"Interindustry Wage Differences and Theories of Wage Determination" (with Lawrence Katz), August 1986.

Presentations

"Effects of the Threat of Job Loss on Clerical Workers' Support for Union Certification Elections" (with Beatrice Frieberg)

Papers presented at seminars at Harvard, M.I.T., Princeton, University of Michigan, University of Wisconsin, Boston University, Boston College, Ohio State, Yale University of Massachusetts, University of Maryland and the National Bureau of Economic Research.

Joseph Garbarino

(Business Administration)

Publications

"Faculty Collective Bargaining: A Status Report," in *Unions in Transition*, S.M. Lipset, ed., Institute of Contemporary Studies, 1986.

Peter Guidry (IIR)

Professional Activities

Panel judge, annual scholarship awards, California Labor Federation.

Judge, scholarship awards, Communications Workers of America.

Hearing officer (Dispute Resolution), University of California Panel and University of California, Berkeley Panel.

Technical advisor, Coalition of Organized Labor, San Joaquin Valley.

Advisor and local monitor, Trade Union Intern Program, A. Phillip Randolph Educational Fund.

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

Participant/discussant, AFL-CIO Education Conference.

Board member, Bay Area Black United Fund.

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

Clark Kerr (Business Administration, Emeritus)

Publications

Industrial Relations in a New Age and Economics of Labor in Industrial Society (ed., with Paul Studohar), San Francisco: Jossey-Bass, 1986.

Presentations

"The Nature and Significance of Labor Economics within Economic Science" (later

retitled "The Neo-Classical Revisionists in Labor Economics/1940-1960/--R.I.P."), paper given at the 1986 Labor Conference, honoring John Dunlop, Clark Kerr, Richard Lester and Lloyd Reynolds, sponsored by Georgia State University, Atlanta, November 7, 1986. Papers from the conference will be included in a volume, *How Labor Markets Work: The View from the 1950s and Today*, Bruce Kaufman (ed.), forthcoming fall 1987 by Lexington Books.

"Industrial Relations: Past, Present, Future," presentation at a seminar organized by the Industrial Relations Unit, University of Warwick, England, July 16, 1987.

Jonathan Leonard

(Business Administration)

Publications

"Splitting Blacks? Affirmative Action and Earnings Inequality Within and Between Races," *Proceedings of the Industrial Relations Research Association* (Winter 1986).

"In the Wrong Place at the Wrong Time: The Extent of Structural and Frictional Unemployment," in K. Lang and J. Leonard (eds.), *Unemployment and the Structure of Labor Markets*, Oxford: Basil Blackwell, Ltd., 1987, 141-163.

"Labor Market Structure, Wages and Unemployment" (with K. Lang and D. Lilien) in K. Lang and J. Leonard (eds.), *Unemployment and the Structure of Labor Markets*, Oxford: Basil Blackwell, Ltd., 1987, 1-16.

"Labor Supply Incentives and Disincentives for the Disabled," in M. Berkowitz and M.A. Hill (eds.), *Disability and the Labor*

Market: Economic Problems, Policies, and Programs, Ithaca, NY: ILR Press, 1986, 64-94.

"The Effectiveness of Equal Employment Law and Affirmative Action," in R.G. Ehrenberg (ed.), *Research in Labor Economics*, Vol. 8, Greenwich, CT: JAI Press, 1986, 119-151.

"Union Maids: Unions and the Female Workforce" (with R.B. Freeman), in C. Brown and J. Pechman (eds.), *Gender in the Work Place*, Washington, D.C.: Brookings Institution, forthcoming.

"Unions, Turnover and Employment Variation," in D. Lipsky and D. Lewin (eds.), *Advances in Industrial and Labor Relations*, Vol. 3, Greenwich, CT: JAI Press, 1986, 119-151.

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

Professional Activities

Consultant: Steering Committee, U.S. House Committee on Education and Labor Affirmative Action Study Project; National Academy of Sciences, Panel on Technology and Employment; U.S. Equal Employment Opportunity Commission; Evaluation of EEOC Impact.

Journal Reviewer: *Industrial Relations*; *American Economic Review*; *Industrial and Labor Relations Review*; *Journal of Human Resources*; *National Science Foundation*; *Quarterly Journal of Economics*; *Review of Economics and Statistics*.

Presentations

"In the Wrong Place at the Wrong Time: The Extent of Structural and Frictional Unemployment," NBER, Cambridge, Labor Studies Institute, August 1986.

"The Interaction of Residential Segregation and Employment Discrimination," Lincoln Institute of Land Policy, September 1986.

"Comments on the Future of Affirmative Action," U.S. House Advisory Committee on Affirmative Action, Washington, DC, September 1986.

"Employment Variability and Wage Rigidity: A Comparison of Union and Non-Union Plants," University of Pennsylvania Economics Department Labor Workshop, Philadelphia, PA, October 1986.

"Comments on the Declining Participation of Minorities in the Labor Market," Institute of Poverty, University of Wisconsin Conference on Poverty and the Minority Experience, Airlie, VA, November 1986.

"In the Wrong Place at the Wrong Time: The Extent of Structural and Frictional Unemployment," U.C. Santa Barbara Economics Department Micro Workshop, Santa Barbara, CA, November 1986.

"Affirmative Action in the 1980's," Industrial Relations Research Association Annual Meeting, New Orleans, December 1986.

"Employee Incentive Schemes," Institute of Industrial Relations, Berkeley Faculty Seminar, Berkeley, CA, February 1987.

"The Extent of Frictional and Structural Unemployment," U.C. Berkeley Economics Department Seminar, Berkeley, CA, March 1987.

"Productivity Measures in Panel Data on Manufacturing Plants," NBER, Productivity Group, Cambridge, MA, March 1987.

"Evidence on the Effect of Affirmative Action," American As-

sociation for Affirmative Action, Chicago, IL, April 1987.

"Employment Variability and Wage Rigidity: A Comparison of Union and Non-Union Plants," U.C. Berkeley Economics Department, Berkeley, CA, April 1987.

"The Extent of Frictional and Structural Unemployment," Economics Department Labor Workshop, UCLA, Los Angeles, CA, April 21, 1987.

Raymond E. Miles

(Business Administration)

Publications

Organization Strategy, Structure, and Process (with Charles C. Snow), German Edition, 1987.

"Business and Business Education—An Interview with Dean Raymond E. Miles," *Selections*, Spring 1987.

Presentations

National Program Director, American Assembly of Collegiate Schools of Business (AACSB) Annual Meeting, "Accountable to Whom?," New Orleans, April 1987.

Various topics, Atlanta, New Orleans, Tokyo.

Marty Morgenstern (IIR)

Publications

"Labor and the New Business Environment" (with Bruce Poyer) *Research Report*, Center for Labor Research and Education, September 1987.

Professional Activities

Member, San Francisco Community College Labor Studies Advisory Committee; Oakland Technical High School Labor Education Week Advisory Committee.

Presentations

Bay Area Labor Studies Public Sector Seminar, Institute of Industrial Relations, January 1987.

Industrial Relations Association of Northern California, Sacramento, February 1987.

California School Employees' Association, Costa Mesa, California, March 1987.

University of California, Office of the President, U.C. Berkeley, March 1987.

California Democratic Council Convention, San Jose, April 1987.

Fremont High School Economics Class, Oakland, April 1987.

International Association of Firefighters, Reno, June 1987.

Discussant, "Synergogy," University and College Labor Educators' Association, Convention, New Orleans, March 1987.

Lela Morris (IIR)

Publications

"LOHP Conference Targets Minority Workers' High Job Risks" (co-author), *LOHP Monitor* vol. 15, no. 2, April-June 1987.

Professional Activities

Organized and coordinated professional education courses, U.C. Berkeley: Working and Living With Asbestos in the Home, September 1986; Spirometry: Pulmonary Function Testing in Occupational Settings (NIOSH-approved course #074), October 1986 and November 1986; Fundamentals of Workplace Safety for Health Professionals, January 1987; Sampling and Evaluating Airborne Asbestos Dust (NIOSH-approved course #582), February and June 1987;

Video Display Terminals: Workplace Design for Optimal Health and Safety, April 1987; Petroleum and Petrochemical Industry Health and Safety, May 1987; Industrial Ventilation, May 1987; Minority Workers: The Impact of Work on Health, June 1987.

Staffed NIOSH Education and Resource Exhibit at the following national meetings: American Public Health Association, Las Vegas; NIOSH Cincinnati. Provided resources for the Exhibit's display at additional meetings: American Industrial Hygiene Association, Montreal; HAZMAT Conference, Atlantic City; and American Occupational Medical Association, Philadelphia.

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

Member, Professional Education Committees of American Cancer Society Units, Alameda and San Francisco Counties, and the Bay Area Black Nurses Association.

Member, American Public Health Association, Occupational Health Section; American Occupational Health Nurses Association, Northern California Division; Southern California Occupational Health Center Nursing Advisory Committee; American Federation of Teachers Local 1474.

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

Presentations

"Strategies for Worker Education" (Co-chair, Roundtable Session), American Public Health As-

sociation National Meeting, Las Vegas, September 1986.

"Lung Cancer Preventional and Early Detection in Black Americans," at a professional seminar sponsored by the National Cancer Institute and the National Oncology Nursing Society, Los Angeles, January 1987.

"Occupational and Environmental Health Issues for Community Health Providers," at Annual Statewide Conference on Health and Law, Los Angeles, April 1987.

"Occupational Health and Safety Resources for Petroleum and Petrochemical Workers," at LOHP conference on the petroleum and petrochemical industries, Berkeley, May 1987.

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

Publications

"Hospital Demography and Turnover Among Nurses" (with J. Pfeffer), *Industrial Relations*, vol. 26, no. 2, Spring 1986.

"Merging Organizational Communication and Decision Making: The Acquisition and Use of Information in Organizations" (with J. Chatman and J. Anderson), in L. Porter, L. Putnam, K. Roberts, and F. Jablin (eds.), *Handbook of Organizational Communication*, Beverly Hills: Sage, 1987 (in press).

"Organizational Commitment and Psychological Attachment: The Effects of Rewards and Punishments in Social Context" (with J. Chatman), *Journal of Applied Psychology*, 71, 692-99, 1986.

"Designing and Linking Human Resource Programs" (with R. Mirabile and D. Caldwell), *Training and Development Journal*, 40, 60-64, 1986.

"The Impact of Contingent Experienced and Observed Sanctions on Attitudes and Behaviors: A Field Test" (with D. Caldwell), *Proceedings of the Academy of Management*, August 1987.

Presentations

"Work Group Demography, Social Integration, and Turnover" (with D. Caldwell), Forty-sixth Annual Meetings of the Academy of Management, Chicago, IL, August 1986.

"Mapping the Intellectual Structure of Organizational Behavior" (with M. Culnan and J. Chatman), Forty-sixth Annual Meetings of the Academy of Management, Chicago, IL, August 1986.

Bruce Poyer (IIR)

Publications

"Public Sector Pensions--Funding the Benefits and Protecting the Funds," *Labor Center Reporter* 203, February 1987.

"New Attack on PERS Funds," *Labor Center Reporter* 212, May 1987.

"Labor and the New Business Environment," *Research Report* (with Marty Morgenstern), September 1987.

Professional Activities

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

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

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

Member: Medical Advisory Committee of the Board of Directors, California Public Employees

Retirement System; Bay Area Committee on Occupational Safety and Health; Industrial Relations Research Association, San Francisco Chapter; Northern California Labor Health Coalition; University and College Labor Education Association.

Organizer, California Workers' Initiative Campaign (to reform Workers' Compensation).

Michael Reich (Economics)

Publications

"Postwar Male Racial Inequality: Trends and Theories," in G. Mangum and P. Philips (eds.), *The Three Worlds of Labor Economics*, M. E. Sharpe, 1987.

"Capitalist Development, Class Relations and Labor History," in C. Moody and A. Kessler-Harris (eds.), *The Future of Labor History*, No. Illinois University Press, 1987.

Professional Activities

Review Committee, Department of Economics, University of Massachusetts, Amherst.

Referee, National Science Foundation, National Academy of Sciences.

Service to Equal Rights Advocates, Inc. concerning increasing the minimum wage in California.

Editor, *Industrial Relations*.

Karlene H. Roberts (Business Administration)

Publications

"An Aggregation Problem and Organizational Effectiveness" (with S.B. Sloane), in B. Schweider & D. Schoorman (eds.), *Facilitating Work Effectiveness*, Lexington, MA (in press).

"High Reliability' Organizations

and Technical Change: Some Ethical Problems and Dilemmas" (with G. I. Rochlin), *IEEE Technology and Society Magazine*, September 1986.

"The Role of Interpretation in High Reliability Systems" (with K.E. Weick), *California Management Review*, 39, 112-127, 1987.

"The Self-Designing High-Reliability Organizations: Aircraft Carrier Flight Operations at Sea" (with G.I. Rochlin and T.R. Laporte), *Naval War College Review* (in press).

Professional Activities

Associate Dean, Undergraduate School of Business, University of California, Berkeley.

Board of Governors of the Academy of Management.

President, OB Division of the Academy of Management.

Fellow, Academy of Management.

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

Presentations

"High Reliability Research," colloquia at Yale, Maryland, Stanford, and Texas (all-Texas consortium of universities).

James C. Robinson (Public Health)

Publications

"Hazard Pay in Unsafe Jobs: Theory, Evidence, and Policy Implications," *Milbank Quarterly*, Vol. 64(4) 1986.

"Hospital Behavior in a Local Market Context" (with H. Luft, R. Hughes, D. Garnick, S. McPhee, S. Hunt, S. Showstack), *Medical Care Review*, Vol. 43(2), Fall 1986.

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

"Correlates of Union Support in NLRB Elections" (with W. Dickens and D. Wholey), *Industrial Relations* (forthcoming 1987).

"Hospital Market Areas: Choosing an Appropriate Measure" (with D. Garnick, H. Luft and J. Tetreault), *Health Services Research* (forthcoming 1987).

"Racial Differences in Exposure to Work-Related Injury, 1968-86," *The Milbank Quarterly* (forthcoming 1987).

"Market and Regulatory Influences on the Availability of Coronary Angioplasty and Bypass Surgery in U.S. Hospitals" (with D. Garnick and S. McPhee), *New England Journal of Medicine* (forthcoming 1987).

"Competition and the Cost of Hospital Care 1972 to 1982" (with H. Luft), *Journal of American Medical Association* (forthcoming).

Presentations

Papers presented to the Industrial Relations Research Association; American Public Health Association, Robert Wood Johnson Clinical Fellowship Program (Stanford/UCSF); and Stanford University Applied Microeconomics Seminar.

Nanette Sand (IIR)

Professional Activities

Member and conference participant: Special Libraries Association, National Convention, June 6-11, 1987, Anaheim, California; American Library Association, National Convention, June 27-July 2, 1987, San Francisco, California.

B. V. H. Schneider (IIR)

Publications

"Public Sector Labor Legislation--An Evolutionary Analysis," in *Public Sector Bargaining*, Bureau of National Affairs, revised edition (forthcoming).

Editor: *Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act*, August 1986; *Pocket Guide to the Meyers-Milius-Brown Act*, January 1987, 3d edition; *Pocket Guide to the Educational Employment Relations Act*, March 1987, publications of the Easy Reference Series of the California Public Employee Relations Program.

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

Professional Activities

Member, Society of Professionals in Dispute Resolution, Industrial Relations Research Association, Labor and Employment Law Section of State Bar Association.

Paul D. Staudohar (IIR)

Publications

Industrial Relations in a New Age: Economic, Social and Managerial Perspectives (with Clark Kerr), San Francisco: Jossey-Bass Inc., Publishers, 1986.

Economics of Labor in Industrial Society (with Clark Kerr), San Francisco: Jossey-Bass Inc., Publishers, 1986.

Deindustrialization and Plant Closure (with Holly E. Brown), Lexington, Mass.: D.C. Heath/Lexington Books, 1987.

"Reappraisal of the Right to Strike in California," *Journal of Collective Negotiations in the Public Sector*, 15, 1986.

"Drug Abuse Programs in Professional Sports: Lessons for Industry," *Personnel*, forthcoming.

Professional Activities

Labor arbitrator in private industry and public employment.

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

Member, Editorial Advisory Committee, *Personnel Journal*.

Presentations

"Arbitration in the Schools," to the American Arbitration Association in San Francisco, June 24, 1987.

Barry M. Staw

(Business Administration)

Publications

Research in Organizational Behavior, Vol. 9 (ed. with L. L. Cummings), Greenwich, Conn.: JAI Press, 1987.

"Beyond the Control Graph: Steps Toward a Model of Perceived Control in Organizations," in R. Stern and S. McCarthy (eds.), *The Organizational Practice of Democracy*, Vol. 2, Chichester, UK: John Wiley, 1986.

"Behavior in Escalation Situations: Antecedents, Prototypes, and Solutions" (with J. Ross), in L.L. Cummings and B.M. Staw (eds.), *Research in Organizational Behavior*, Vol. 9, 39-78, 1987.

"People as Sculptors versus Sculpture: The Roles of Personality and Personal Control in Organizations," in M.B. Arthur, D.T. Hall, and B.S. Lawrence (eds.), *The Handbook of Career Theory*, Cambridge University Press (in press).

Professional Activities:

Editor, *Research in Organization: An Annual Series of Analytical Essays and Critical Reviews*

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

Presentations

Invited lectures: University of Arizona, January 1987; UCLA, January 1987; New York University, April 1987; University of Minnesota, May, 1987; Carnegie-Mellon University, May 1987.

David S. Stern (Education)**Publications**

"Comments" and "Part-Time Work, Full-Time Work, and Occupational Segregation" by Karen C. Holden and W. Lee Hansen; in C. Brown and J. Pechman (eds.) *Gender in the Workplace*, Washington, DC: Brookings Institution.

"Economic Factors in Employing Persons with Disabilities" (with J. O'Brien), in R. Gaylord-Ross (ed.), *Vocational Education for Persons with Special Needs*; Palo Alto, CA: Mayfield Publishing.

Presentations

"Labor Market Experiences of Teenagers with and without High School Diplomas," American Educational Research Association Annual Meeting.

"Teachers' Salaries, Class Size, and Student Achievement," American Educational Research Association Annual Meeting, Washington, DC.

"Assessing Cost-Effectiveness of Computer-Based Technology in Public Elementary and Secondary Schools," Office of Technology Assessment, U.S. Congress.

Invited talks on preventing high school dropouts to: administrators in Richmond Unified School District, the Oakland Metropolitan Forum, a conference organized by the Educational Testing Service, and the U.C. Berkeley chapter of Phi Delta Kappa.

Laura Stock (IIR)**Publications**

Video Views, Editor, quarterly newsletter of the VDT Coalition, LOHP.

"How Workplace Hazards Affect the Body," slide/tape show (co-author) LOHP 1986.

Professional Activities

Designed and conducted training on health and safety aspects of video display terminals for 20-25 labor and other groups in Northern California.

Assisted in organizing LOHP Continuing Education conference, *Video Display Terminals: Workplace Design for Optimal Health and Safety*, April 1987.

Testified on VDT legislation before California Assembly Labor and Employment Committee, April 1987.

Presentations

"Video Display Terminals," presentation to Northern California Occupational Health Center Grand Rounds, U.C. Medical Center, San Francisco, August 1986.

George Strauss**(Business Administration)****Publications**

"Participation and Gain Sharing," OBIR Working Paper No. OBIR-17, U.C. Berkeley Business School, January 1987.

"The Future of Human Resources Management," OBIR Working Paper No. OBIR-16, U.C. Berkeley Business School, January 1987.

"Workers Participation in the United States" (with Tove Hammer), IIR Working Paper No. 2, March 1987.

Professional Activities

Associate Editor, *Industrial Relations*. Member of editorial board, *Handbook of Organizational Democracy* (U.S. editor) and of the *New Zealand Journal of Industrial Relations*.

Member, Comprehensive Review Committee, Industrial Relations Research Association; Executive Committee, Faculty Association; Advisory Committee, Northern California Labor Archives; Organizing Committee, Second Columbia Conference on Behavioral Research in Industrial Relations.

Presentations

"Conflict Management from an Industrial Relations Perspective," Forty-Sixth Meeting of the Academy of Management, Chicago, August 1986.

"The Future of Human Resources Management," Fortieth Anniversary Conference, Institute of Industrial Relations, Los Angeles, October 1987.

Keynote address, "Participation and Gainsharing: History and Hope," Wingspread Conference on Participation and Gainsharing.

ing, Racine, Wisconsin, October 1986.

"Australian Labor Relations Through American Eyes," Bay Area Labor Seminar, Institute of Industrial Relations, Berkeley, November 1987.

"Beyond Collective Bargaining: The Future of Academic Industrial Relations," Institute of Labor and Industrial Relations, University of Illinois, Champaign, March 1987.

"Organizational Behavior: Will It Become Relevant Again? Should It?" Distinguished speaker, Western Academy of Management, April 1987.

"New Directions in Collective Bargaining," Teamsters' Seminar on Business Economics and Corporate Finance, Oakland, April 1987.

"Behavioral Research in Industrial Relations: Progress to Date," Closing Speaker, Second Columbia Conference on Behavioral Research in Industrial Relations, Arden House, Harriman, New York, May 1987.

"Industrial Relations: Research Agenda for the Future," Research Conference, Canadian Schools of Business, University of Saskatchewan, Saskatoon, June 1987.

Lloyd Ulman (Economics)

Publications

"Industrial Relations," The New Palgrave," *A Dictionary of Economic Theory and Doctrine* (McMillan, forthcoming).

"Who Wanted Collective Bargaining in the First Place?" Presidential address, IRRA, 1986. In *IRRA Papers and Proceedings*, May 1987.

"Comments" in C. Brown and J. Pechman (eds.), *Gender in the*

Workplace, (Brookings Institutions, forthcoming).

Professional Activities

National President, Industrial Relations Research Association..

Presentations

Chairperson, "Future of Employment," UCLA Conference on "The Future of Industrial Relations," Institute of Industrial Relations, October 1986.

Participant, "Critical Issues Facing Labor and Management," Department of Labor Conference, Stanford University Law School, August 1986.

Participant, ESRC Conference on the Status of Neocorporatist Developments, Oxford, July 1986.

Kim Voss (Sociology)

Presentations

"Labor Organization and Class Alliance: Industries, Communities, and the Knights of Labor," Working Paper, Center for Studies of Social Change, New School for Social Research, New York.

"Working Class Formation and the Knights of Labor," Social Science History Conference in Saint Louis, October 1986.

Professional Activities

Co-chair, Bay Area Labor Studies Seminar.

Harold L. Wilensky (Political Science)

Publications

Democratic Corporatism and Policy Linkages: The Interdependence of Industrial, Labor Market, Incomes, and Social Policies in Eight Countries (with L. Turner), Berkeley, Institute of International Studies, *Research Monograph* No. 69, 1987.

Professional Activities

"Reflections on Recent Comparative Research on the Welfare State," American Political Science Association Annual Meeting, Washington, D.C., August 29, 1986.

Associate Editor, *Industrial Relations*.

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

Presentations

Participant, "Production Reorganization in a Changing World Economy," Berkeley Roundtable on International Economy, Berkeley, September 7-9, 1986.

"What Can We Learn by Comparing 19 Rich Democracies?" Faculty Seminar on Comparative Methods 1986-87, Berkeley, April 20, 1987.

Michael Wiseman (Economics)

Publications

"Workfare and Welfare Policy," *Focus*, 9(3), Fall and Winter 1986.

"Metropolitan Development in the San Francisco Bay Area" (with Darrell Hoerter), Berkeley Institute of Urban and Regional Development Working Paper No. 453, December 1986. *The*

Annals of Regional Science (forthcoming).

"Whatever Happened to the Proposition 13 Blues," paper presented at the 79th Annual Conference on Taxation, Hartford, CT, November 1986. *NTA-TIA Papers and Proceedings* (forthcoming).

"Workfare and Welfare Reform" in H. Rodgers (ed.), *Alternative Approaches to the Problem of Poverty in America*, New York: M.C. Sharp (forthcoming).

Review of Philip Bean, John Ferris, and Davis Whyne (eds.), "In Defence of Welfare" and Rudolf Klein and Michael O'Higgins (eds.), "The Future of Welfare," *Journal of Policy Analysis and Management*, 6(1), Fall 1986.

Review of Martin Binkin, "Military Technology and Defense Manpower," *Journal of Economic Literature*, (forthcoming).

Professional Activities

Member, Board of Editors, *Regional Science and Urban Economics*.

Member, Board of Directors, National Tax Association-Tax Institute of America.

La Follette Distinguished Visiting Professor of Public Policy, University of Wisconsin, Spring 1987.

Consultant, Manpower Demonstration Research Corp., GAIN (California Welfare/Work Initiative) Evaluation.

Consultant, GAIN program, Sacramento County Welfare Department.

Presentations

"Proposition 13 and Effective Property Tax Rates," 8th Annual Research Conference, Association for Public Policy

Analysis and Management, October 30-November 1, 1986 and to the Session on Real Property Taxation, American Real Estate and Urban Economics Association, Allied Social Sciences Association Meetings, New Orleans, December 1986.

"Income Maintenance and the Reagan Administration: What Will the President's Commission Commit?" Conference on "Coming to Grips with Federal Deficit Reduction," San Diego State University, September 6, 1986.

Participant, Panel on Welfare Reform Alternatives, 8th Annual Research Conference, Association for Public Policy Analysis and Management, October 30-November 1, 1986.

Keynote speaker, California Welfare Directors' Association General Assistant Statewide Conference, Asilomar, November 12-14, 1986.

Invited lecture, "What's the Work Test for Workfare?" La Follette Lectures Spring 1987 Series on Social Welfare Policy, University of Wisconsin, March 26, 1987.

"Business Services and Regional Growth," Symposium on Research and Development, Industrial Change, and Economic Policy, University of Karlstad (Sweden), June 21-26, 1987

Sheldon Zedeck (Psychology)

Publications

"Resolving Compensation Disputes With Three-Party Job Evaluation" (with M.R. Blood, W.K. Graham), *Applied Psychology: An International Review*, 30, 39-50, 1987.

Professional Activities

President, Society for Industrial

and Organizational Psychology, Division of the American Psychological Association.

Executive Board, Society for Organizational Behavior.

Executive Committee, Personnel/Human Resources Division of the Academy of Management.

Associate Editor, *Industrial Relations*; Editorial Board, *Journal of Applied Psychology* and *Contemporary Psychology*; Occasional Reviewer, *Organizational Behavior and Human Decision Processes* and *Psychological Bulletin*.

Presentations

"An Overview of Assessment Centers: From Selecting Spies to Selecting 'Right Brained' Engineers," Personnel Testing Council of Northern California Conference, Concord, CA, 1987.

"The IPAR MBA Management Assessment Program," L. Craik, Chair, "Combining Personality Managerial Assessment Programs," symposium, Society for Personality Assessment, San Francisco, CA, 1987.

"A Subtle Criterion Contamination Explanation," R. Klimoski, Chair, symposium, Second Annual Conference of the Society for Industrial Organizational Psychology, Atlanta, GA, 1987.

"Work: In Families and 'Other' Organizations," Keynote Address, 1987 I/O and OB Graduate Student Conference, Knoxville, TN.

CENTER FOR LABOR RESEARCH AND EDUCATION

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

Single Union Programs

The Labor Center held 33 of these basic training programs, which enrolled more than 3,400 trade unionists and employee representatives in the 1986-87 annual report year. Most of the programs were planned with the unions involved and designed to meet their specific educational requirements. The majority of these programs, whether delivered in a day or in a series of classes, are described as "leadership training." The topics usually included are: (1) analysis of the shop steward system and how it functions in a bilateral dispute-resolution setting; (2) contract enforcement and grievance handling responsibilities under the union's collective bargaining agreement; (3) development of new collective bargaining proposals based on experience under past contracts; (4) understanding and enforcement of health and safety provisions, both negotiated and legislated; (5) union structure and organization; and (6) internal organizing in the bargaining unit. In addition, "leadership training" programs often encompass many other subjects. These include Worker's Compensation, health care and disability protection, "manpower" (and "womanpower") training and development programs, conflict resolution and labor-management cooperation patterns, and labor law reform. Labor Center coordinators who regularly meet many diverse needs for this kind of

basic skill development and training are required to have a more versatile approach than can be found in more formal educational settings.

Single union programs were also planned, designed and delivered on such subjects as drug and alcohol testing; using micro-computers; the law as it affects organizing, representation rights, and the right to strike; sexual harassment; and the development of minority leadership in unions. In addition, Pete Guidry cooperated in a special UCLA program by teaching many classes for employees of General Motors at their Van Nuys plant. This program was designed to improve both employee morale and productivity through better understanding and functioning of team concepts in decision making in the plant and on the shop floor.

Twelve of the total of 33 single union programs in 1986-87 were designed for public sector employees, including four for those who are in federal work jurisdictions. This represents an increase in the Labor Center's recent scheduling for public sector trade unionists and employee representatives.

Multi-Union Programs

The Labor Center held 16 of these special programs and topical conferences, which enrolled more than 1,100 trade unionists and employee representatives (plus a number of rank and file workers). While some of these programs were planned and delivered in cooperation with other labor organizations, most were undertaken at the Labor Center's initiative. They ranged from the well-attended conference on drug and alcohol testing, our first on this topic, to programs which have been repeated by popular demand for many years, like the one-week arbitration institute, and the one day sessions on

contract costing and on parliamentary procedure.

The following multi-union programs in 1986-87 were noteworthy: (1) the California Labor Federation revived its annual summer school for the first time since 1966, and all Labor Center coordinators were involved both in designing and in delivering the one-week agenda; (2) in cooperation with Joint Council 7 of the Teamsters and its director, Chuck Mack, long-time labor consultant, and economist Harry Poland (both members of the Center's Advisory Committee), and the Graduate School of Business Administration at U.C. Berkeley, the Labor Center coordinated a comprehensive series of four seminars on the current impact of mergers and acquisitions and divestitures on working people; all labor organizations in the Bay Area were invited; (3) in response to recent court decisions which confuse the legality of agency fee provisions of negotiated contracts (and make all proposals on this subject risky), the Labor Center held a one-day conference featuring expert analysis of the law and current prospects for its clarification; the conference registered 118 attendees before it was sold out; (4) special programs to consider the problem of women in the labor force included the Sixth Annual Summer Institute for Union Women, which the Institute co-sponsored with the University and College Labor Education Association and the Education Department of the AFL-CIO, and held at U.C. Berkeley in July 1987. Earlier, the Center also participated in the Women's Conference in Los Angeles, sponsored by the California Labor Federation. Contributing to the success and the energetic and cooperative spirit which characterized both of these programs were Joan Braconi, Labor Center

Coordinator, Pam Tellew, Labor Center Research Assistant, and Robin Baker, Director of the Labor Center's Occupational Health Program; (5) the Labor Center cooperated with the U.S. Department of Labor in three one-day conferences which focused on detailed requirements of the Labor-Management Reporting and Disclosure Act; coordinated by Pete Guidry, and with excellent teaching participation by Labor Department officials from San Francisco, these programs gave important working knowledge and understanding of the law to 152 trade unionists and worker representatives who attended.

Administration and Staff

Shortly before the resignation of Labor Center Chair Paul Chown on September 1, 1986, an Institute search committee which had met throughout the summer announced the appointment of Marty Morgenstern to become the new Labor Center Chair as of January 1, 1987. Marty has a distinguished background as a labor leader and a professional in the field of labor-management relations. Beginning his union career as a strike captain and union delegate for social welfare caseworkers in New York, he went on to become, in turn, National Coordinator of the NFSSE, California Director of AFSCME, and Operations Administrator of the California State Employees' Association. Then, under Governor Brown, he was appointed Director of the Governor's Office of Employee Relations. Later he organized and became the first Director of California's Department of Personnel Administration. In this capacity he was the state's chief representative in collective bargaining with its employee unions and associations, and a member of

Governor Brown's cabinet. His last appointment as a state official was to a position on the state's Public Employee Relations Board (PERB).

Paul Chown has been named Chair Emeritus of the Labor Center. He remains active both in labor relations and in Labor Center programs. In addition to the assistance which he continues to give to the teaching of various labor studies programs in the Bay Area, he is completing his research for a book on cooperative international labor relations. The 18-week course on Economics which Paul teaches in the labor studies program of the S.F. Community College is still essential education for any trade unionist who wants to cut through the mysticism to the bottom line of this increasingly esoteric subject.

Pete Guidry, Joan Braconi, and Bruce Poyer continue their work as Labor Center coordinators. Steve Diamond, who was a Program Representative on the Labor Center's administrative staff, left in January to work on his PhD at the London School of Economics. His program rep duties were assumed by Cathy Davis, and Teresa Ojeda, a publications expert, then became our newest staff assistant. Mona Purifoy continues as Administrative Assistant on the Labor Center's invaluable support staff. Pam Tellew, who was the Labor Center's competent and highly productive Graduate Research Assistant for this annual report year, is now continuing her legal education in Southern California, but the Labor Center hopes to lure her back some day. Our Research Assistant this coming year will be Mary King.

Research and Special Projects

For the 12th consecutive year, the Labor Center coordinated the competitive examination and selection process involved in awarding 55 scholarships of \$500 each to graduating high school students in California. The funds for the scholarships are contributed to the California Labor Federation by affiliated labor organizations throughout the state. A statewide panel of judges selects the final winners from the leading 100 exam papers, which are graded by Labor Center readers, some of whom are graduate students in the field of labor relations. The names of scholarship winners are revealed by the judges only after they have been selected on a "numbers only" basis. The competitive scholarship exams are given in February of each year, by officials of all high schools in the state who choose to participate in this unique program.

The Labor Center will issue in September a 12-page Research Report on the analysis of "Labor and the New Business Environment" which was given by faculty members of the Graduate School of Business Administration at U.C. Berkeley, in the seminars co-sponsored by Joint Council 7 of the Teamsters (held in Oakland in April and May). The report by Bruce Poyer and Marty Morgenstern is based on tapes of the lectures and discussions during the four half-day meetings. The seminars were held in Teamster halls (of Local 70 and Local 853). Chuck Mack, Secretary of Joint Council 7, invited all unions in the Bay Area to attend, and many AFL-CIO unions sent representatives.

Looking ahead: the Labor Center will cooperate with the State Building and Construction Trades Council in a revival of their annual, statewide educational conference, to be held in Palm Springs October 1-2. The Labor Center plans to co-sponsor two new conferences next year: one an international comparison of health-welfare-income security programs, and the problems and needs here in the U.S.; and one on contemporary issues in educational policy in California, in cooperation with both the California Federation of Teachers (AFL-CIO), and the California Teachers' Association (NEA). Following up on the April-May seminars on "Labor and the New Business Environment," the Labor Center will hold one-day programs on Information Sources for Organizing, Bargaining, and Corporate Campaigns; the first of these programs is scheduled for November 24 on the Berkeley campus. Most labor organizations find the demise of Cal-OSHA unfortunate and ill-advised. In response to concerns about greater responsibilities and increased health and safety risks in California, the Labor Center will seek to incorporate relevant educational materials and approaches to meet these new needs in many of its general education programs. In addition, special programs on federal OSHA operations and how they differ from Cal-OSHA are planned. The Labor Center initiated this year a "Pay Equity Resource Center." Staffed primarily by undergraduate students, this Center provides a clearinghouse of materials related to pay equity issues. A catalogue of available materials is available through the Center for \$3.00.

LABOR CENTER PROGRAMS 1986-1987

Single Union Programs

Program	Date(s)	Location
Stewards/Leadership Training IBEW Local 302	August 2, 6, 23, September 9, 1986	Martinez
Grievance Handling: Advanced Utility Workers	September 13, 1986	San Jose
Leadership Training Probation/Detention Association	September 20, 1986	San Mateo
Collective Bargaining Utility Workers	October 4, 1986	San Jose
Leadership Training IBEW Local 1245	October 5, 1986	Concord
Drug Testing American Federation of Teachers	October 10, 1986	San Francisco
Leadership Training California Nurses' Association	October 14-15, 1986	Berkeley
Grievance Handling/Collective Bargaining Bakery Local 85	October 8, 13, 16, 20, 23, 27, 1986	Sacramento
Leadership Training IBEW Local 1245	November 15, 1986	Fresno
Leadership Training IBEW Local 1245	December 12, 1986	San Bruno
Leadership Training National Treasury Employees' Union	January 6-10, 1987	Berkeley
Membership Training Office & Professional Employees Local 3	January 23, February 26, March 26, 1987	San Francisco
Leadership Training AFSCME Council 10	February 7, 1987	Berkeley
Sexual Harassment Communication Workers Local 9415	February 18, 1987	Oakland
Minority Leadership Conference Communication Workers District 9	February 20-22, 1987	Fresno
Leadership Training SEIU Sonoma County Employees	March 7, 1987	Santa Rosa
Leadership Training IBEW Local 1245	March 14, 1987	Chico
Collective Bargaining Correctional Peace Officers Assn.	March 19, 1987	Sacramento
The Right to Strike School Employers' Association	March 19-20, 1987	Costa Mesa

Program	Date(s)	Location
Leadership Training National Association of Letter Carriers	April 1, 2, 9, 1987	San Francisco, Marin, Hayward
20th Annual Leadership Training Program SEIU Local 790	April 7 through May 9, 1987 (weekly classes)	Oakland
Current Representation Issues CSEA Staff Union	April 12-13, 1987	Las Vegas
Leadership Training IBEW Local 1245	April 18, 1987	Walnut Creek
Current Labor Movement Issues Professional & Technical Employees	April 25-26, 1987	Sacramento
Collective Bargaining California Nurses Association	April 29, 1987	Oakland
Productivity and Work Rules United Auto Workers/GM Project	April/May weekly classes	Los Angeles
Labor & the New Business Environment Labor Center/Teamsters Joint Council 7	April 24, May 1, 8, 29, 1987	Oakland
Current Labor Movement Issues SEIU Local 790/BART	May 2, 1987	Lake Tahoe
Collective Bargaining/Organizing California Firefighters (IAFF)	June 5, 1987	Reno
Using Micro-Computers Postal Workers	April 15, 1987	Berkeley
Leadership Training IBEW Local 1245	June 27, 1987	Fresno
Multi-Union Programs		
Summer School California Labor Federation	September 21-26, 1986	Sacramento
Women's Conference California Labor Federation	October 23-25, 1986	Los Angeles
Health Care Benefits of COBRA No. California Health Coalition	October 28, 1986	Berkeley
Parliamentary Procedures Labor Center/S.F. Community College	November 8, 1986	San Francisco
Labor-Management Reporting & Disclosure Labor Center/U.S. Department of Labor	November 12, 1986	Berkeley
Arbitration Institute Labor Center	November 17-21, 1986	Berkeley
Business Agents' Survival Training Labor Center	November 30- December 2, 1986	Asilomar

Program	Date(s)	Location
Health Care: Negotiating Issues Labor Center	December 9, 1986	Berkeley
Drug and Alcohol Testing Labor Center	January 27-28, 1987	Berkeley
Public Sector Pension Conference Labor Center/Ret. Betterment Comm.	February 16-17, 1987	Sacramento
Parliamentary Procedures Labor Center/S.F. Community College	February 28, 1987	San Francisco
Labor-Management Reporting & Disclosure Labor Center/U.S. Department of Labor	June 11 and 17, 1987	Burlingame, Oakland

LABOR OCCUPATIONAL HEALTH PROGRAM

History and Purpose

The Labor Occupational Health Program (LOHP) was established by the Institute in 1974, shortly after the passage of the federal and California Occupational Safety and Health Acts, to meet the growing need for a regional job safety and health information resource to serve labor, industry, and the community. Through its thirteen years of experience in worker training and educational materials development, the program has gained a national and even an international reputation.

Affiliated both with the Institute's Center for Labor Research and Education and with the University's Northern California Occupational Health Center, LOHP offers a range of services not only to labor and management, but also to unorganized workers, health and legal professionals, government, students, public interest groups, and the general public. Services include: (1) development and distribution of publications and audiovisual materials; (2) training programs and conferences; (3) technical assistance; (4) policy research; (5) a resource library; and (6) Continuing Education courses for physicians, nurses, and industrial hygienists.

The field of occupational safety and health has become highly visible in recent years. As the media and government devote increasing attention to environmental pollution, toxic substances, and other twentieth century threats to health, there is a corresponding new emphasis on workplace health issues. LOHP has developed innovative educational programs which combine traditional safety and health questions with new, related areas of concern as they emerge. Among the issues which LOHP emphasized during 1986-87 were:

- workers' "right to know" about the health effects of asbestos, PCBs, pesticides, and toxic industrial chemicals; and workers' related right to be notified of the results of health studies which find specific hazards on their own job site;
- the job hazards faced by minority and non-English-speaking workers, and new means of delivering health and safety information to these largely unorganized groups;
- the need for education and protection of workers involved with hazardous waste;

- the worldwide epidemic of acquired immune deficiency syndrome (AIDS) and its implications for workers and unions;
- the health consequences of new technology in both offices and industry (including video display terminals, computers, copiers, industrial robots, and lasers);
- indoor air quality in the work environment; and
- the recent debate about the transfer of job safety and health responsibility from the California state government to federal OSHA.

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

Funding

In earlier years, LOHP's activities were funded by the Ford Foundation, and later by the "New Directions" program of the U.S. Department of Labor, Occupational Safety and Health Administration. Since 1982, LOHP has been institutionalized within the University, with its major permanent funding received from the University's Northern California Occupational Health Center. The Center is a joint activity of the U.C. Berkeley, Davis, and San Francisco campuses. It combines the resources of programs in medicine, nursing, and public health with the worker outreach experience of LOHP to provide within the University a coordinated interdisciplinary focus on the health of the worker and the environmental quality of the workplace. As the Center's primary community outreach component, LOHP facilitates the exchange of information and experience among labor, industry, and the Center's researchers, faculty, and students, and helps to increase the visibility of the Center in the Northern California region.

Additional funding is received from the following sources:

- NIOSH (the National Institute for Occupational Safety and Health), a federal agency, has designated the Northern California Occupational Health Center as one of its fourteen national Educational Resource Centers. Ongoing NIOSH funding supports LOHP's Continuing Education programs for health professionals, many LOHP outreach activities directed toward the professional community, and occasional special projects.
- Contracts and grants from private foundations and government agencies has enabled

LOHP to expand its activities in several new directions:

- *The San Francisco Foundation.* From 1985 to mid-1987, the Foundation furnished funding for a pilot project designed to study the occupational health needs of, and disseminate information to, minority and unorganized workers seeking treatment at selected community medical clinics in the Bay Area.

In addition to various other educational materials which were developed for this work, a Spanish-language slide/tape show on hazards facing Latino workers is being produced in cooperation with La Clinica de la Raza in Oakland.

- *State of California Department of Health Services, Office of AIDS.* In mid-1986, LOHP and the California Firefighters were jointly awarded a major new one-year contract to educate leaders and members in a variety of Northern California unions about the AIDS epidemic and its impact on the workplace. During 1986-87, LOHP's components of this joint AIDS Project, directed by Elaine Askari, M.P.H., trained 570 union leaders and 738 rank-and-file members in Northern California, drawn from SEIU, AFSCME, AFT, CWA, IBEW, Stationary Engineers, and other unions. AIDS seminars were also presented to five Central Labor Councils and in the San Francisco City College Labor Studies Program. The contract has been renewed for 1987-88, with some change in the definition of the target audience.
- *The Skaggs Foundation.* In 1987, the Foundation agreed to fund a one-year LOHP study of the health and safety implications of new technology in the workplace.

- *State of California Department of Health, Occupational Health Surveillance and Evaluation Programs (OHSEP)*. OHSEP funded two projects at LOHP during 1986-87. One involved development of guidelines (a model protocol) for notification of workers found to be exposed to hazardous substances about their potential health risk. The second required selection and indexing of an 800-page set of materials on indoor air quality, to be duplicated and distributed to county health officers throughout California.
- *Los Angeles County*. In its current contract with the Service Employees International Union, the County agreed to fund health and safety training for over 400 of its video display terminal operators. In 1987, it contracted jointly with LOHP and the UCLA Labor Center to design the curriculum and conduct the classes.
- *Materials Development Contractors*. LOHP produced several educational materials

under contract during 1986-87. Sponsors included the Contractors' State License Board (a pamphlet on asbestos); the federal Occupational Safety and Health Administration (a slide/tape show on chemical hazards in laboratories); the U.C. Berkeley Office of Environmental Health and Safety (assistance with a campus health and safety manual); and Santa Clara Valley Medical Center (a slide/tape show on chemicals used in the construction industry).

In addition, contracts to develop specific educational materials have recently been awarded to LOHP by the California Department of Health Services, the Contractors' State License Board, the federal Occupational Safety and Health Administration, and U.C. Berkeley's Lawrence Hall of Science and Office of Environmental Health and Safety.

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

Publications and Audiovisual Materials

LOHP produces and sells periodicals, books, information packets, fact sheets, films, slide shows, and videotapes, all of which are distributed nationally and internationally. An illustrated, 8-page *LOHP Catalog* is available, with a new edition in preparation. LOHP's printed materials are frequently displayed at book fairs and library conventions; audiovisual materials have been entered in film festivals and shown on public television in several countries.

Monitor, LOHP's quarterly newsletter, has been published since 1974 and has approximately 1,500 subscribers around the world. The audience consists primarily of unions and their staff, officers, stewards, and individual members; labor editors; attorneys; libraries; health and environmental organizations; and health professionals. Some unions obtain multiple copies of each issue to distribute to key safety and health personnel. *Monitor* excerpts significant health and safety news; offers detailed original articles on hazards and issues; reports on LOHP activities; reviews new educational materials; and advertises LOHP events, publications, and films. This year *Monitor* featured major reports on the health and safety concerns of minority workers, drug testing in the workplace, AIDS, and workers' compensation. There were also in-depth interviews with prominent health and safety advocates, including Dr. Nicholas Ashford of MIT and Dr. Bailus Walker, Jr., president-elect of the American Public Health Association.

Since 1983, LOHP has also assisted with the production of *Video Views*, the quarterly newsletter of

the Video Display Terminal (VDT) Coalition. (See the later "Special Projects" section for more information on the Coalition.) *Video Views* reports on VDT research and union action to control VDT hazards; it has a national readership of several hundred.

During 1986-87, LOHP completed a pamphlet on asbestos (developed for the Contractors' State License Board) and a thoroughly revised, expanded information packet on VDTs. Two new slide/tape training modules were also released:

- *How Workplace Hazards Affect the Body*, which introduces the basic concepts and terminology of occupational health, emphasizing the effects of toxic substances on the human body; and
- *Working Safely With Laboratory Chemicals*, which surveys the chemicals in a typical lab and presents guidelines for safe work practices, storage, disposal, and First Aid.

New printed materials nearing completion include a handbook on occupational hazards in the health care industry; a VDT trainers' guide; and a collection of resources on indoor air pollution. Also planned or in preparation are three more slide/tape shows, covering typical occupational hazards faced by Latino workers (to be narrated in Spanish); chemicals in the construction industry; and VDTs.

Training Programs and Conferences

Highlights among the many training programs and conferences offered by LOHP during 1986-87 were the following:

- *The Right to Know—Making It Work: A National Teleconference* (April 22-23, 1987). LOHP and the Institute's Labor Center were co-hosts for the Northern California sessions of this nationwide educational forum, sponsored by the AFL-CIO's George Meany Center. The emphasis was on federal OSHA's new Hazard Communication standard, which gives workers and unions access to information about hazardous chemicals in the workplace. The teleconference format linked educational institutions across the U.S. via a closed-circuit satellite TV hookup; union leaders and members who attended at each site had the opportunity to share information on the "right to know" with their counterparts around the country as well as with AFL-CIO officials. The Berkeley program alternated between the national teleconference and local discussion of related California issues.
- *Petroleum and Petrochemical Industry Health and Safety* (May 18-21, 1987). Union and management health and safety representatives from the Northern California petroleum and petrochemical industries attended this intensive, week-long training course, which LOHP has presented periodically since 1981. Topics included refinery and petrochemical hazards, workplace monitoring, toxicology, epidemiology, hazard control, legal rights, and equipment demonstrations. This training for

both labor and management is required under the terms of union contracts with several California petrochemical firms.

- Ten short courses for health professionals were presented by LOHP's Continuing Education components. (See the later "Continuing Education" section of this report.) Several of the Continuing Education courses, devoted to particularly topical issues, drew a broad audience from labor, management, the academic world, and the community in addition to health professionals. Among these courses were:
 - *Working and Living With Asbestos in the Home* (September 20, 1986). This weekend seminar, attracting over 100 people, covered sources of asbestos in homes, health effects of exposure, regulatory and liability issues, and methods of prevention and control. Co-sponsors with LOHP were the American Lung Association of San Francisco and the Indoor Air Quality Program of the California Department of Health Services. The planning committee also included representatives of Cal/OSHA, the federal Environmental Protection Agency, the State Compensation Insurance Fund, and the California State Building and Construction Trades Council, AFL-CIO. Among those attending were building managers, architects, individual homeowners, contractors, building inspectors, and building trades workers.
 - *Video Display Terminals: Workplace Design for Optimal Health and Safety* (April 30-May 1, 1987). Twenty-eight attended this two-day class, which examined the use of ergonomics in designing VDT workstations

to maximize operator health and safety. It covered visual, musculoskeletal, and stress problems, and featured a visit to an actual VDT installation in private industry.

- LOHP also co-sponsored several educational events with other groups during 1986-87. Among them were:
- *AIDS is Everybody's Business*, (San Francisco, September 1986), a labor conference co-sponsored by the Service Employees International Union, the San Francisco AIDS Foundation, LOHP, and others;
- *Work and Reproductive Hazards* (Oakland, June 1987), a seminar for health care providers, jointly sponsored by the Alameda Health Consortium, U.C. San Francisco Extended Programs in Medical Education, and LOHP.
- LOHP staff served as facilitators, speakers, and/or resource persons at numerous major labor, community, and professional conferences sponsored by other organizations. These included:
- *Fifth Western Regional Summer Institute for Union Women* (Los Angeles, July 1986); LOHP staff developed and presented a health and safety course as part of the curriculum;
- *American Public Health Association National Meeting* (Las Vegas, September 1986); LOHP staff participated in panels on occupational health in Nicaragua, worker education, and the role of the health educator;
- *California Labor Federation Conference on Women in the Workforce* (Los Angeles, October 1986); LOHP staff presented a workshop on reproductive hazards;

- *Cancer Prevention and Early Detection in Black Americans* (Los Angeles, January 1987), a professional seminar sponsored by the National Cancer Institute and the National Oncology Nursing Society;
- *Drug Testing and Employment Rights: Strategies for Labor* (Berkeley, January 1987), sponsored by the Institute's Labor Center;
- *A. Philip Randolph Institute Statewide and National Conventions* (Oakland in March 1987 and San Francisco in May 1987); LOHP staff gave presentations on AIDS in the workplace.

LOHP staff also presented more than 50 other training programs during 1986-87, primarily for specific labor or labor/management groups. Presentations ranged from workshops of a few hours to courses of several days' length, and the year's educational programs directly reached several thousand people. Classes were held throughout Northern California and occasionally elsewhere on the West Coast. In some cases, health and safety modules were incorporated into broader union training programs offered by the Labor Center. Groups who received training included state, county, and city

employees; clerical workers; newspaper and law office employees; communications workers; electrical utility workers; computer engineers; teachers; art instructors; service employees; airline machinists; paperworkers; textile processors; glass manufacturing workers; health care workers; and minority health clinic patients and staff. Training focused on AIDS; VDTs; hazard recognition in both blue-collar and white-collar jobs; hazards in arts and crafts work; industrial hygiene; reproductive hazards; protective equipment; workers' compensation; the "right to know"; and techniques of public speaking on health and safety.

These structured training sessions were complemented by numerous talks given before unions, Central Labor Councils, management and professional groups, and academic audiences including labor studies, public health, and medical school classes.

During the spring semester of 1987, Robin Baker, M.P.H., Director of LOHP, was the instructor of a graduate course offered by the U.C. Berkeley School of Public Health (Social and Administrative Sciences 274, "Occupational Health Education").

Technical Assistance

LOHP answers from 300 to 400 requests for technical assistance each year. Since many of these services are provided for representatives of unions, management, and other organized groups, the assistance rendered has an effect on many thousands of people. Assistance includes: answering telephone requests for information on specific hazards and legal rights; helping union health and safety committees to design hazard identification questionnaires, survey workplaces, and conduct training; making walkthrough inspections at worksites and offering recommendations for hazard abatement; aiding both local and national health and safety organizations in development of training programs and materials; and making referrals for medical, legal, and other services. Technical assistance requests, particularly those involving AIDS and VDTs, have been growing substantially in recent years.

Special Projects

In addition to short-term technical assistance services, LOHP participates with other organizations in several on-going projects:

The VDT Coalition. This group of labor organizations and individuals is well-known in the Bay Area and nationally as a major information resource on the hazards of working with video display terminals and related technology. The Coalition has also explored potential legislative and contractual protections for VDT operators. LOHP provided the Coalition with: (a) technical expertise; (b) a shared resource library on current scientific and policy developments regarding VDTs; and (c) editorial and production help with *Video Views*.

The Indoor Air Pollution Project. LOHP provides advice and assistance to a coalition of labor and community groups working on the issue of indoor air pollution. The coalition successfully petitioned the Cal/OSHA Standards Board for a workplace ventilation standard, which was finally adopted in mid-1986. LOHP staff served as consultants to the Advisory Committee which the Standards Board appointed to develop this regulation.

California Workers' Compensation Reform Coalition. LOHP and Labor Center staff maintain close ties to this active group, composed of injured workers, union members with an interest in workers' compensation, professionals, and students. LOHP and the Labor Center offer meeting space and technical advice. The Coalition has drafted a program of proposed reforms of the California compensation system, many of which have been included in the

legislative recommendations of the California Labor Federation.

Community Clinics Project. See the earlier section of this report on "Funding."

AIDS Project. See the earlier section of the report on "Funding."

San Francisco Foundation Community Clinics Project. See the earlier section of this report on "Funding."

Skaggs Foundation New Technology Project. See the earlier section of this report on "Funding."

OHSEP Worker Notification Project. See the earlier section of this report on "Funding."

OHSEP Indoor Air Quality Project. See the earlier section of this report on "Funding."

Los Angeles County VDT Training Project. See the earlier section of this report on "Funding."

Davis Industrial Hygiene Consultation. Patricia Quinlan, M.P.H., LOHP's Industrial Hygienist during 1986-87, worked regularly as an industrial hygiene consultant at the Sacramento Occupational Health Clinic, a unit of U.C. Davis' Sacramento Medical Center, collaborating with a team of residents and medical students.

Health Care Workers' Task Force. LOHP is assisting this new Bay Area labor group, which has formed to share information about worker health and safety in the health care field. A number of unions now participate, including four locals of SEIU, AFSCME locals, ILWU, and others.

San Francisco Toxics/Right to Know. LOHP continues to participate with several local business, labor, government, community, and health organizations in a coalition to publicize the hazards of

toxic workplace chemicals and the need for worker access to information. Major sponsors of the coalition (the San Francisco Council on Workplace Health and Safety) include the American Cancer Society (California Division), the American Lung Association of San Francisco, Chevron Chemical, McKesson Corporation, several labor unions, and the City of San Francisco Department of Public Health. The Coalition is conducting a two-year public education campaign to raise awareness of the state's "Worker Right to Know" law, focusing on small businesses in industries with high chemical use, including auto shops, beauty salons, contractors, medical labs, laundries, printers, small manufacturers, and repair services. A telephone resource line has been established to give information and referrals, and educational packets have been distributed. The project also offers training and individual assistance.

State Government Consultation. Robin Baker, M.P.H., LOHP's Director, represented the Northern California Occupational Health Center at meetings of the Cal/OSHA Advisory Board during 1986-87. Several LOHP professional staff members have served on special Cal/OSHA advisory committees formed to research and develop specific new health and safety standards, and have acted as technical consultants to the state Assembly and Senate on proposed health and safety legislation. During 1986-87, LOHP staff also provided technical assistance to various groups involved in the debate over the state's proposal to transfer Cal/OSHA's responsibilities to the federal government.

Library and Resource Center. LOHP's library and audiovisual collection together comprise the LOHP Resource Center, which is

open to the public. The Resource Center now contains over 2,500 books, pamphlets, and periodical titles; thousands of articles, papers, and clippings; and nearly 100 motion picture films, videotapes, and slide presentations. It also incorporates an extensive special collection on video display terminal hazards, which is shared with the VDT Coalition. There is also a new and growing collection on AIDS. During 1986-87, the Resource Center was used by more than 350 students, workers, union representatives, management personnel, professionals, and others.

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

CE courses offer credit to nurses, physicians, and industrial hygienists. Most courses are also open to other individuals with a serious interest in occupational health, including union health and safety personnel.

From ten to twelve courses are offered each year. Course offerings in 1986-87, particularly on topical issues, are highlighted in an earlier section of this report, "Training Programs and Conferences." Other 1986-87 courses (some presented more than once during the year) included: *Fundamentals of Workplace Safety for Health*

Professionals; Spirometry: Pulmonary Function Testing in Occupational Settings; Sampling and Evaluating Airborne Asbestos Dust; and Industrial Ventilation.

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

During 1986-87, the CE component was also involved in a number of ongoing special projects:

High-Risk Populations. As part of its effort to focus attention on the special problems of minority worker groups as high-risk populations, the CE program presented a major NIOSH-sponsored multidisciplinary conference, *Minority Workers: The Impact of Work on Health*, in June 1987. (See also the earlier section of this report, "Training Programs and Conferences.") There were invited national and local speakers, and the con-

ference was endorsed by Northern California affiliates of leading national professional societies. The course material highlighted the most prevalent work-related diseases and injuries, as identified by NIOSH.

Community Primary Care Providers. In cooperation with the American Cancer Society, special educational efforts are in progress with physicians and hospital nurses, emphasizing potential exposure of patients and hospital employees to occupational carcinogens.

American Lung Association (San Francisco Unit) Project. In 1986, the CE program began a new project with the San Francisco Unit of the American Lung Association to provide community education about asbestos hazards to homeowners and small contractors. The California Department of Health Services is also involved in this effort. A conference, *Working and Living With Asbestos in the Home*, was presented in the fall of 1986. (See also the earlier section of this report, "Training Programs and Conferences.") Plans are in progress for an audiovisual production on the subject.

Staff

During 1986-87, as in previous years, LOHP worked closely with the Labor Center. Former Labor Center Chairman Paul Chown retired in the summer of 1986, and new Chairman Martin Morgenstern placed particular emphasis on coordinating the work of the two units both administratively and programmatically.

LOHP's professional staff this year included: Robin Baker, M.P.H., Director; Darryl Alexander, Labor Coordinator; Elaine Askari, M.P.H., AIDS Labor Education Coordinator; Lela Morris, R.N., M.P.H., Continuing Education Coordinator; and Laura Stock, M.P.H., VDT and Health Education Coordinator. LOHP's former Industrial Hygienist, Patricia Quinlan, M.P.H., left the program in the spring of 1987 to accept a position at U.C. San Francisco. Barbara Plog, M.P.H., C.I.H., C.S.P., has joined the staff as the new Industrial Hygiene Coordinator. Ken Light continued as LOHP's Photographic Consultant.

Temporary professional staff who worked on special projects at LOHP during the year included

Christine Arnesen, Gail Bateson, Annette Doornbos, Abby Ginzberg, Donna Mergler, Rachel Sierra, and Betty Szudy. Volunteers who assisted with special projects included Kim Hagadone and Nancy Mogck.

Administrative and clerical staff this year were: Eugene Darling, Editorial and Administrative Assistant; Susan Salisbury, Library Coordinator; Anne Maramba-Ferrell, Office Coordinator; and Stephanie Cannizzo, Program Assistant. Truc Dang, Tami Law, Jessica Leung, Alison Mandaville, and Duc Tran were work-study clerical assistants during portions of this year. Labor Center administrative employees Mona Purifoy, Cathy Davis, and Teresa Ojeda assisted on a regular basis with LOHP office work.

CENTER FOR HUMAN RESOURCES PROGRAMS

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

During the year the Center ran a total of 27 programs (see listing below). Two very important state-of-the-art conferences presented this year included one on "Managing the Multi Cultural Workforce," and another on "Drug Testing." Each of these conferences brought to the Bay Area leading academic and practitioner experts in their respective fields. The emphasis in these conferences was on recent research and applications. These conferences were organized by Jan Abbott and Dr. Cristina Banks in collaboration with Center staff and faculty.

The Center housed and provided staff assistance to a student group, the Berkeley Chapter of the Human Resources Council. This organization had a successful year, as reported elsewhere.

The Center's staff included Earl Wyman, Chair and Katherine Mello, Program Representative.

CENTER FOR HUMAN RESOURCES PROGRAMS 1986-1987

August 3-8, 1986	The Fundamentals of Human Resources Management, Monterey
August 24-29, 1986	Dealing With The Union...With Confidence!, Monterey
September 15-17, 1986	Collective Bargaining
September 29-30, 1986	Complaints, Grievances, Work Rules and Discipline
October 2-3, 1986	So You've Just Been Told You're In Charge of Training...Now What?
October 9-10, 1986	Basic Employment Interviewing Concepts and Skills and Interviewing Law
October 17, 1986	Building Due Process Into Your Disciplinary Program
November 3-4, 1986	Helping Design Successful Careers
November 6, 1986	Training Needs Assessment and Needs Analysis Techniques
November 18-19, 1986	The Supervisor and the Union
December 1-2, 1986	Fundamentals of Wage and Salary Administration
January 27, 1987	Building Due Process Into Your Disciplinary Program
January 29-30, 1987	Computing the Cost Impact of Collective Bargaining and the Labor-Management Contract
February 9-11, 1987	Collective Bargaining
February 17, 1987	Training Program Development and Training Techniques
March 8-13, 1987	Dealing With the Union...With Confidence!, Reno
March 18, 1987	Managing the Multicultural Workforce
March 23-24, 1987	Going to Arbitration
March 26-27, 1987	Absenteeism

CALIFORNIA PUBLIC EMPLOYEE RELATIONS PROGRAM

The CPER Program was initiated in 1969 in response to requests from management and labor representatives for Institute assistance in dealing with the problems of introducing collective bargaining to the public sector. Concern in the field was prompted by the passage of a local government and employee relations statute. In ensuing years, three more bargaining laws were adopted and a state agency was established to administer the latter statutes. The Program has adapted as public sector bargaining has evolved, not only serving the changing needs of those party to the bargaining process but also establishing a comprehensive data base for research of all kinds.

The CPER Program includes (1) public sector employment relations research, both at the statewide and national levels, (2) publications, (3) reference and consultation services: cooperation with labor relations, academic, research, and community organizations, visiting scholars, faculty, students, public policymakers, and the news media, (4) cooperation in education programs and conferences presented by the Institute's Labor Center and Center for Human Resources Programs and by other institutions, (5) acquisition, organization, and storage of information in CPER's library of public sector data and publications.

As a neutral public service project, CPER has achieved high visibility among practitioners and legislators at all levels of government. The staff is frequently consulted by the Public Employment Relations Board, legislators, legislative committees, state officials and agencies, practitioners, and academicians. CPER publications are repeatedly cited in briefs to the courts and in decisions of the State Courts of Appeal and Supreme Court. Continuing information exchange relationships are maintained with statewide federations of public employers and public employee organizations, as well as with such state agencies as the Department of Industrial Relations, Employment Development Department, Department of Finance, State Personnel Board, and Department of Personnel Administration. The project has developed an unparalleled collection of primary and secondary source data. Because it is the only project of its kind in the U.S. and because of its unique resources, CPER has long been an important link in the national network of universities and government and private agencies concerned with public sector research.

Ongoing Research and Publications

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

The CPER Quarterly Magazine. Now in its 10th year, the *CPER Quarterly Magazine* includes full coverage of developments in California public sector labor relations. In each issue of approximately 80 pages are analytical articles, case studies, legal analyses, news reports, abstracts of PERB decisions, and a log of arbitrators' awards identified by subject matter. Readers are encouraged to contribute to an Open Forum section.

Over the 1986-87 year, the magazine ran a series of major articles on a wide variety of subjects of current interest. In line with CPER's policy of making the Program a cooperative community effort, contributions from practitioners are encouraged. As a result, several lead articles were written by practitioners, in addition to those by staff members:

September 1986:

"Retirement 'Pick-Up' Systems: Reviewing the Pros and Cons" (Don Becker, management consultant, Becker & Bell, Ventura).

"The Gann Initiative: 'Fair Pay' or 'Chaos'?" (Marla Taylor, CPER staff).

"U.S. Supreme Court Confirms Support for Race-Conscious Affirmative Action" (Bonnie Bogue, CPER staff).

December 1986:

"Drug Testing: New Dilemma in Public Employment Relations"

(Barbara Chvany, arbitrator and attorney, San Francisco).

"Strike Damages Ruled Out by Supreme Court" (Bonnie Bogue, CPER staff).

"'Positive Discipline' at BART: Experiment Draws Diverse Reactions" (Alexander Cohn, arbitrator, Napa; Larry Williams, department manager of employee relations, Bay Area Rapid Transit District; Hank White, president, Local 1555, Amalgamated Transit Union, AFL-CIO; Gerald R. McKay, arbitrator, San Francisco.)

"Forum: Some More Views on the Use of Factfinding" (Larry Bordan, California Federation of Teachers, AFT/AFL-CIO; R. Douglas Collins, arbitrator and factfinder, Los Angeles; Jonathan S. Monat, arbitrator and factfinder, Long Beach; Ronald Hoh, Sacramento regional director, Public Employment Relations Board; Kenneth M. Jennings, professor, University of North Florida; Steven K. Paulson, professor, UNF; Steven A. Williamson, assistant professor, UNF; Robert D. Helsby, professor, UNF.)

March 1987:

"'No fault' Absenteeism Policies: A Critical View" (Robert J. Bezemek, attorney, Oakland).

"Agency Fee Law in New Jersey Meets 'Hudson' Requirements" (Bonnie Bogue, CPER staff).

"U.S. Supreme Court Upholds Preferential Benefits for Pregnancy" (Bonnie Bogue, CPER staff).

"Positive Discipline Revisited" (Alan R. Rothstein, arbitrator, Daly City).

June 1987:

"Drug Testing in California: Attorney General's Memorandum"

(Jeffrey Pierce, deputy attorney general, State of California).

"PERB's Research Program: New Directions for the Board" (Steve Barber, assistant executive director, Public Employment Relations Board, and Judith Lamare, research consultant).

"Sexual Harassment and the Grievance Arbitration Option" (Jonathan S. Monat, associate professor, California State University-Long Beach, and arbitrator, and Angel Gomez, attorney, Adams, Duque & Hazeltine, Los Angeles).

A substantial part of each issue of the quarterly magazine is composed of shorter descriptive and analytical articles written by the staff. These cover (1) recent developments at each level of government, e.g., bargaining results, litigation, strikes, legislative actions, and (2) events of general interest regarding such matters as due process, duty of fair representation, employment, pension systems, discrimination, and affirmative action. In 1986-87, 184 pages were devoted to such articles.

Synopses of all final decisions issued by PERB during the year were also prepared by the staff and printed in the quarterly, as were summaries of key decisions by California public sector arbitrators (a total of 28 pages).

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

which would come out more than four times a year.

In response, the staff decided to experiment by adding four annual issues of an *Extra Edition*. A modest version of the quarterly magazine, the *Extra Edition* averaged 22 pages in 1986-87. The *Extra* included news reports and the traditional CPER abstract services (PERB and neutrals' decisions). New features, carried only in the *Extra*, were updates on pending litigation and legislation and notes on recent publications in the field.

When the *Extra* was started in 1984, it was decided that continuation of this increase in service would depend on subscriber support. Therefore, a readership questionnaire was sent to subscribers in 1986. The response was strongly in favor of continuing. Approximately 98 per cent of respondents said the *Extra* added value to CPER's offerings. Specific questions were asked regarding the usefulness of the *Extra's* special services. Positive responses were: litigation section, 98 per cent; legislation section, 85 per cent; recent publications notes, 80 per cent.

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

Annual Index. This publication is the only comprehensive source available for research in California public sector labor relations. Annotated and cross-referenced, the *Index* is arranged in five parts: (1) by topic, (2) statutory index, (3) index of arbitration awards, (4) table of cases, and (5) table of PERB orders. The tables of cases

and PERB orders are annual supplements to the *CPER Cumulative Table of Cases, 1969-1980*. The *Annual Index*, which runs approximately 100 pages, is now being compiled on computer.

Occasional Publications

The third edition of the *Pocket Guide to the Meyers-Milias-Brown Act* (the local government employee relations act) was published in January. This first in CPER's new Easy Reference Series (originally published in April 1985) had sold over 8,000 copies by the end of the fiscal year.

The *Pocket Guide to the Public Safety Officers Procedural Bill of Rights Act* was published in August 1986. The fact that all levels of government in California employ persons covered by this law no doubt accounts for the *Guide's* immediate success. Just over 7,000 copies were sold to employers, employee organizations, and individuals by the end of the fiscal year.

In March, CPER issued the third part in the series, the *Pocket Guide to the Educational Employment Relations Act*. Like the others, this is designed primarily for first-line supervisors, shop stewards and union representatives. The same general format is followed, except for an emphasis on the state Public Employment Relations Board's role in regulating employment relations in public schools: (1) a description of the law — its history and how it works, (2) a copy of the act, (3) a subject guide to all major PERB and court cases, with summaries of each decision, citations, and references to *CPER* analyses, and (4) a summary of PERB regulations, sources of information from the board, and descriptions of the board's research activities and its advisory committee of prac-

tioners, and (5) specialized glossary.

Work continues on the computerization of CPER's voluminous strike data, in cooperation with Paul Johnston, a doctoral candidate in the Department of Sociology. A CPER monograph will result; the work should be of national interest, as California is the only state for which complete public sector strike data is available.

Reference and Consultation

Direct access to the CPER staff is considered to be one of the Program's more important offerings. For example, approximately 135 telephone reference questions were received and answered this year. The bulk were from individual management and labor practitioners involved in bargaining, litigation, and legislative action; legislators and their assistants; professional neutrals; attorneys; university professors and students; research librarians; and visiting scholars.

The staff also spent considerable time assisting other persons and groups. For example, research questions were handled for state government agencies (Department of Justice, Department of Industrial Relations, Public Employment Relations Board); academicians (American University [Wash. D.C.], California State University-Hayward, Hastings College of the Law, New York State School of Industrial and Labor Relations, U.C.-Berkeley); employer and union groups (American Federation of State, County, and Municipal Employees, American Federation of Teachers, Amalgamated Transit Union, California School Boards

Association, California State Employees Association, California Teachers Association, California Union of Safety Employees, International Brotherhood of Electrical Workers, Oregon County Employees Association, Pennsylvania School Boards Association, San Bernardino County Civil Service Association, San Diego County Employees Association, United Automobile Workers, Utah Public Employees Association; media (*Contra Costa Times*, KQED, *L.A. Times*, *Oakland Tribune*, *S.F. Chronicle*, *S.F. Examiner*).

Cooperation in Education Programs and Conferences

Normally, classroom and conference training programs in the field of public sector employment relations are conducted by the Institute's Center for Labor Research and Education and Center for Human Resources Programs. However, this year, CPER sponsored two major conferences. For the second year in a row, the state Public Employment Relations Board asked CPER to cosponsor a program for factfinders. The day-long conference (October 7, 1986, Los Angeles) was designed to train neutrals for accreditation to PERB's Panel of Factfinders. In the spring (May 1, 1987, Oakland), CPER cosponsored with the Labor Center a conference for labor and management representatives on how to determine agency fees in the public sector. Recent and pending court cases have made the subject one of immediate importance to practitioners in California. Bonnie Bogue and David Bowen of the CPER staff moderated panels on practitioner response to new legal requirements.

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

Acquisition and Storage of Information

Under the direction of Librarian Clara Stern, CPER maintains a specialized reference library which backs up the activities and services described above. The collection includes court decisions and accompanying briefs involving public employment relations litigation in California since 1969; PERB decisions; state laws and legislative bills; employee relations policies of public employers; arbitration and factfinding awards, tabulations of strikes, negotiated grievance arbitration procedures, and union security provisions; negotiated agreements; and periodicals and bulletins of public agencies and employee organizations. Major state newspapers are clipped daily. By special arrangement, this collection is open for reference and research by subscribers, academicians, students, and other interested parties.

Staff

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

STUDENT ACTIVITY

Forty graduate students were associated with the Institute during 1986-87. The Research Assistants were assigned to individual faculty members affiliated with the Institute, with the exception of one who assisted the Labor Center in various aspects of its research and community service programs.

Doctoral dissertations completed during 1986-87 by students affiliated with the Institute are:

Warren Boeker (Business Administration) Organizational Origins: Effects of Firm Founding and Environment on Organizational Strategy and Influence

Allen Cheadle (Economics) Profit Sharing and Employee Stock Ownership

Paul Huo (Business Administration) Population Ecology of the Banking Industry; the Competition Between Different Firms

Thomas Janoski (Sociology) The Political Economy of Unemployment Labor Markets, Bargaining Strikes, Social Policy, Comparative Social Research

Thomas Larson (Economics) Job Placement of Young Black Males

Lisa Saunders (Economics) Labor and Transportation: Collective Bargaining Under Deregulation in Intercity Airline Passenger Service

The following is a list of graduate students affiliated with the Institute during 1986-87:

Name	Department	Major Interests
Lee Badgett	Economics	Labor, Unemployment, Labor Market Structures
William Barnett	Business Administration	Environmental Determinants of Innovation
Nancy Bell	Business Administration	The Assignment of Blame and Praise in Organizational Settings
Thomas Biddle	Business Administration	Organizational Behavior
Elizabeth Bishop	Economics	Labor, International Development
Richard Boettger	Business Administration	Decision-making and International Security
Phillip Bokovoy	Economics	Labor; Public Finance; Law
David Brauer	Economics	Labor Markets in Israel

Jennifer Chatman	Economics	Compliance, Identification, and Internationalization as Predictors of Employee Behavior
Carlos Davidson	Economics	Inequality of Earnings
Nancy Euske	Business Administration	The Role Social and Cultural Factors Play In Effecting Organizational Form and Functioning, Especially Control Systems
Robert Freeland	Sociology	Markets and Hierarchies In the Contemporary U.S.
Guadalupe Friez	Business Administration	Labor-Management In a Large Electronic Company
Susan Gabbard	Agricultural Economics	Impact of Immigration Law on the Farm Labor Market
Gina Gargano	Business Administration	Organizational Interdependence and the Sociology of Work
Jerry Goodstein	Business Administration	Organizational Strategy and Organizational Interdependence
Heather Haveman	Business Administration	Organizational Behavior
Fatma Isikdag	Economics	Household Production and Labor Supply In the Sudan
Marlene Kim	Economics	Labor; Comparative Economic Systems; Comparable Worth
Keo Lee	Economics	International Economics and Development
Steve Lelkin	History	Late Nineteenth Century American Labor Movement In Industrial and Consumer Cooperatives
Michael Liu	Sociology	Sociology of Corporations
Chris Martin	Economics	Incomes Policies In Yugoslavia
Brenda McLaughlin	Political Science	Comparative Politics, Public Policy, and Industrial Relations
Kathleen Mosler	Psychology	Decision-making; Work and Family
Il-Woo Park	Education	Economics of Education
Amelia Preece	Economics	The Effect of Urbanization on Women's Ability to Effect Her Family's Standard of Living
Susan Sassalos	Business Administration	Labor Relations; Income Distribution; Compensation Issues
William Segal	Economics	The Role of the State in the Accumulation Process and the Relationship of Macropolicy to Labor Market Segmentation
Mina Silberberg	Political Science	Public Administration, Comparative Politics, Latin America
Anand Swaminathan	Business Administration	Organizational Behavior
John Talbot	Sociology	Political and Economic Development in Latin American Labor, Methodology
Pamela Tellaw	Economics	Labor; Economic/Labor History; Law; Women's Work; Clerical Work
Kurt Thompson	Sociology	Historical Sociology; Social Movements

Berkeley Campus Human Resources Council

The Berkeley Campus Human Resources Council made significant strides this past year. Under the leadership of Brenda Fier, BCHRC President, and other talented officers, this student organization grew to over 65 members representing diverse college major and educational backgrounds. BCHRC sponsored numerous professional activities including resume writing and job interview workshops, a career opportunity forum, numerous presentations by Human Resource Professionals on current topics, a Saturday seminar for Human Resource Professionals on increasing one's sphere of influence, and student-initiated internships and mentorships. Two particular events stand out: the student-led workshop at an NCHRC dinner meeting in April, and the annual BCHRC Breakfast. The student-led workshop afforded students the opportunity to present the most current, state-of-the-art information on an important area of Human Resources. Three BCHRC members, Michelle Vendelin, Nancy White, and Lisa Lowry, presented information on current trends and future direction in performance appraisal. Well over 100 NCHRC members attended the workshop. (For those of you who didn't make it, BCHRC can send you a copy of their presentation.)

The second annual BCHRC Breakfast was another resounding success. Over 50 Human Resources Professionals, 40 students, and 10 faculty attended to hear more about the future of Human Resources. Attendees were able to sample the many projects and research studies underway at Berkeley, activities in which both students and faculty participate, in an effort to

learn more about how to maximize human talent in the workplace as well as to bridge the gap between research and practice. Look for it next year so you can attend!

This summer, BCHRC members are hard at work employed as interns in many Bay Area businesses. New officers have been elected, and Co-Presidents, Donna Marcinkowski and Kristy Whitney, are already holding planning sessions for next year's events and activities. Next year promises to be the best ever.

BCHRC is a student organization designed to enrich Cal students' knowledge, experience, and opportunity in the field of Human Resources. Many have already taken several human-resource-related courses, and they are looking for opportunities to broaden their knowledge base and to practice their skills. If you could use a bright, motivated student in your organization, contact BCHRC (415/643-7067), and they will help arrange an internship. Thanks from all of us for your continued interest and support.

LOHP Student Field Placements and Internships

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

Mychelle Balthazard (MPH student, Health Education, U.C. Berkeley)

Topic: Video Display Terminals

Anne Bracker (MPH student, Industrial Hygiene, U.C. Berkeley)

Topics: Health Care Workers' Task Force; general technical assistance

Marcia Ceesay (MPH student, Health Education, U.C. Berkeley)

Topic: Worker Notification Project

Nicole Friendland (Undergraduate, Community Studies, U.C. Santa Cruz)

Topics: Video Display Ter-

minals; Minority Workers Conference

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

Topics: Health Education in Community Clinics; New Technology Project

Dennis Keane (MPH student, Health Education, U.C. Berkeley)

Topic: Video Display Terminals

Bruce Kieler (MPH student, Behavioral Sciences, U.C. Berkeley)

Topic: AIDS Labor Education Project

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

Topic: Workers' Compensation

Center for Labor Research and Education

As mentioned earlier, the *Labor Center Reporter* is primarily a graduate student enterprise. Each issue of this newsletter consists of three short articles discussing subjects of relevance to labor. The editorial board for 1985-86 was comprised of 15 graduate students, along with two faculty members and two labor coordinators.

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

INSTITUTE PUBLICATIONS

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

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

Periodicals

Industrial Relations: A Journal of Economy & Society

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

Annual subscription rates:	Individuals	Institutions
U.S.A.	\$ 15.00	\$ 25.00
Non-U.S.A.	£ 15	£ 20

California Public Employee Relations

A research and publication program concerned with labor force, compensation, and collective bargaining developments in the California public sector. The subscription service for 1986-87 consisted of: (1) *CPER Magazine* (four quarterly issues containing analytical and descriptive articles, news coverage, abstracts of decisions of the Public Employment Relations Board and public sector arbitrators, and reprints of major court decisions); (2) *CPER Extra Edition* (four quarterly issues containing news, litigation and legislation updates, publications summaries, and abstracts of PERB and arbitrators' decisions); (3) *CPER Special Reporting Series* (interim bulletins); (4) *CPER Index* (general index, table of cases, table of final PERB rulings, topical index of arbitration awards); and

(5) CPER Information Exchange, a cooperative arrangement whereby staff respond to individual research questions and subscribers are encouraged to contribute information from the field.

Subscription rate: \$130.00 per year.

Monitor

A quarterly health and safety newsletter covering job hazards, medical and regulatory issues, workers' compensation, and minority and women's health from a union perspective. Includes book and film reviews, and information about LOHP activities.

Subscription rate: \$10.00 per year.

Video Views

A quarterly newsletter on video display terminals published by the VDT Coalition at LOHP.

Subscription rate: \$5.00 per year.

Labor Center Reporter

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

- 190 "The Politics of the Federal Reserve," by Ramon Castellblanch (September 1986)
- 191 "Lies, Damn Lies, and Statistics: Why You Should Care About How the U.S. Government Collects Statistics," by Amelia Preece (September 1986)
- 192 "The Failing Minimum Wage," by Carlos Davidson and Tom Larson (September 1986)
- 193 "Labor Studies and the Labor Movement Today," by Bay Area Labor Studies staff (September 1986)
- 194 "Labor Supports the Justices," by Marty Morgenstern (October 1986)
- 195 "The View from the Field: Union Organizers Talk About Their Craft," by Pam Tellew (October 1986)
- 196 "Labor and the Labor Center A Letter from the New Labor Center Chair," by Marty Morgenstern (November 1986)
- 197 "Bargaining Strategies for Comparable Worth," by Marlene Kim (November 1986)
- 198 "Watsonville: A Fight that Labor Can Win," by William Segal (November 1986)
- 199 "The Economy and Labor's Future," by Clair Brown (December 1986)
- 200 "Organizing for Plant Closures," by Pam Tellew (December 1986)
- 201 "Immigration Reforms: Issues for Workers," by Susan Gabbard (January 1987)
- 202 "Contract Victory for Hotel Employees," by Alan Cheadle and Pam Tellew (January 1987)
- 203 "Public Sector Pensions—Funding the Benefits, and Protecting the Funds," by Bruce Poyer (February 1987)
- 204 "LOHP AIDS Project," by Amelia Preece (February 1987)
- 205 "Drug Testing," by John Paul Williams (February 1987)
- 206 "Pay Equity Resource Center," by Pamela Tellew (March 1987)
- 207 "Worldwide Assessment of Labor's Tactics and Strategies," by Paul Chown (March 1987)
- 208 "The Kaiser Strike: A Strike that Labor Needed to Win," by Guadalupe Friez (March 1987)
- 209 "Is American Debt Hurting the American Economy?" by Amelia Preece (April 1987)
- 210 "Victory in Watsonville," by William Segal (April 1987)
- 211 "Is Part-Time and Temporary Work Good for Workers?" by Pamela Tellew (May 1987)
- 212 "New Attack on PERS Funds," by Bruce Poyer (May 1987)
- 213 "U.S. Supreme Court Sets Out Unions Dues and Don'ts," by Marty Morgenstern (June 1987)
- 214 "Rebuilding American Industry," by Tom Larson (June 1987)
- 215 "United Farmworkers After 25 Years of Struggle," by William Segal (July 1987)
- 216 "Rank and File View of the Kaiser Strike," by Lupe Friez (July 1987)
- 217 "Union Member Wins Crucial Supreme Court Decision," by Mary King (July 1987)
- 218 "Bay Area Labor Studies: Fall Courses," by Bay Area Labor Studies staff (August 1987)
- 219 "Killing Cal-OSHA, Killing Workers?" by Amelia Preece (August 1987)

Of the 30 issues of LCR in this reporting period, 21 were written by graduate students who were also members of the Editorial Board; 9 were written by staff. This year the Board included Lee Badgett, David Brauer, Allen Cheadle, Carlos Davidson, Lupe Friez, Susan Gabbard, Jean Hamilton, Marlene Kim, Mary King, Tom Larson, Amelia Preece, Lisa Saunders, Bill Segal, Pam Tellew, Cathy Weinberger, and John Williams. Faculty members on the Board were Clair Brown and David Stern. Labor Center members of the Board were Marty Morgenstern and Bruce Poyer (Editor).

Faculty Reprint and Working Paper Series

Reprints

- 467 Glenn Carroll and Karl Mayer, "Job-Shift Patterns in The Federal Republic of Germany: The Effects of Social Class, Industrial Sector, and Organizational Size," March 1987.
- 468 Staw, Bell and Clausen, "The Dispositional Approach to Job Attitudes: A Lifetime Longitudinal Test."
- 469 Carroll and Huo, "Organizational Task and Institutional Environments in Ecological Perspective: Findings From the Local Newspaper Industry."
- 470 David Stern, "Compensation for Teachers."

Working Papers

- 1 Lloyd Ulman, "Who Wanted Collective Bargaining in the First Place?"
- 2 Strauss and Hammer, "Worker's Participation in the United States."
- 3 George Strauss, "The Future of Human Resources Management."
- 4 Jonathan Leonard, "Technological Change and the Extent of Frictional and Structural Unemployment."
- 5 Jonathan Leonard, "On the Size Distribution of Employment and Establishments."
- 6 Jonathan Leonard, "Employment Variation and Wage Rigidity: A Comparison of Union and Non-Union Plants."

Recent Miscellaneous Publications

Center for Labor Research and Education

New in this annual report period:

- *Unemployment Insurance and Disability Insurance in California: A Guide for Union Representatives*, Paul Chown and Pamela Tellev, 1986, 65 pages, \$7.00

- *Labor and the New Business Environment*, Research Report by Marty Morgenstern and Bruce Poyer, September 1987, 12 pages, \$1.00

Current and still useful:

- *How to Cost a Union Contract A Guide for Union Negotiators*, ed. Paul Chown, 1986, 132 pages, \$10.00 (\$7.00 for orders of five or more).

- *California Workers' Rights A Manual of Job Rights, Protections and Remedies* by Joan Braconi and Alan Kopke, 1986, 286 pages (\$12.95 for individuals, nonprofit and government organizations; \$18.95 for profit organizations; discounts for bulk orders; contact the Labor Center).

- *California Workers' Compensation* by Joan Braconi and Alan Kopke, 1986, 26 pages, \$1.00

- "Can They Just Fire Me?" *Public Employees' Right to Due Process*, by Steve Diamond, 1986; 52 pages; \$1.00 (National Edition).

- "Hey, the Boss Just Called Me Into the Office . . ." *The Weingarten Decision and the Right to Representation on the Job*, by Steve Diamond, new edition, 1986, 22 pages, \$1.00

Labor Occupational Health Program

Getting the Facts, by Susan Salisbury. Outlines how to set up an occupational safety and health library, and includes a comprehensive bibliography of resources in the field. 1981. 100 pp., \$6.00

Getting the Facts Update, by Susan Salisbury. A supplement to the bibliography listed above. 1984. 64 pp., \$3.00

Workplace Health and Safety: A Guide to Collective Bargaining, by Paul Chown. Includes advice on negotiating for health and safety protection, and gives sample contract language. 1980. 68 pp., \$7.00

"VDTs Can Be Hazardous to Your Health." (Information packet; revised 1987), \$8.00

"Indoor Pollution." (Information packet; 1983), \$5.00

Fruits of Your Labor: A Guide to Pesticide Hazards for California Field Workers, by Sidney Weinstein. 1984. 186 pp., \$10.00

Health and Safety Issues Commonly Faced by Farmworkers: Answers to 67 Most Frequently Asked Questions, by Paul Chown. 1983. 68 pp., \$5.00

Occupational Hazards of Construction: A Manual for Building Trades Apprentices, by Janet Bertinuson and Sidney Weinstein. 1978. 212 pp., \$12.00

Occupational Hazards of Construction: Instructor's Guide, by Janet Bertinuson and Sidney Weinstein. 1978. 212 pp., \$18.00

Working for Your Life: A Woman's Guide to Job Health Hazards, by Andrea Hricko with Melanie Brunt. 1976. 200 pp., \$12.00

Health and Safety Handbook for Local Unions, by LOHP staff. 1982. 98 pp., \$7.00

Occupational Diseases Among Black Workers: An Annotated Bibliography, by Morris Davis and Andrew Rowland. 1980. 79 pp., \$8.00

Labor Educator's Health and Safety Manual, by Nina Wallerstein, Charles Pille and Robin Baker. 1981. 150 pp., \$15.00

Audiovisual Materials

Labor Occupational Health Program

How Workplace Hazards Affect the Body. A 15-minute slide/tape module which introduces the basic concepts of occupational disease, with particular emphasis on the effects of toxic substances on the human body. 91 slides with tape and printed script. 1986. (\$100.00)

Working Safely With Laboratory Chemicals. A 30-minute slide/tape module which surveys the chemicals in a typical lab and presents guidelines for safe work practices, storage, disposal, and first aid. 136 slides with tape and printed scripts. 1986. (\$100.00)

Occupational Hazards of Construction. Four slide/tape modules, available separately or as a set. All have tapes and printed scripts. 1979. (1) "Introduction," 136 slides, \$130.00; (2) "Hazards of Noise," 80 slides, \$100.00; (3) "Chemical Hazards," 125 slides, \$120.00; (4) "Walking/Working Surfaces," 56 slides, \$90.00. Set of four, \$400.00)

Working for Your Life. A 57-minute motion picture documentary examining the health problems of working women. 1978. (\$600.00 in 16mm film format; \$100.00 as a videotape.)

Another Day's Living. A 30-minute motion picture documentary about hazards in logging and sawmills. 1980. (\$400.00 in 16mm film format; \$100.00 as a videotape.)

THE JOURNAL

The twenty-sixth year of *Industrial Relations*, the Institute's academic journal, was marked by both continuity and development. The journal continued its multidisciplinary focus on all aspects of the employment relationship and maintained its international orientation and audience. The new developments centered on the organization of the business structure of the journal.

The pages of the journal were again filled with a broad range of essays that analyzed the changing character and environment of workplace relationships. Twenty-five papers were published, including a mini-symposium with Daniel Mitchell and D. M. Nuti on the relation between profit-sharing, compensation schemes, and industrial relations systems. A lengthy review essay by Andrew Oswald on recent research on the micro-economics of unions and labor contracts, a theoretical paper by Paul Osterman on employment subsystems in internal labor markets, and a case study by Peter Cappelli of bargaining structures and wage outcomes in the British coal industry were also notable contributions.

Submissions to the journal continued to exceed our available space. We did not publish a full-issue symposium, as we had published two the previous year. This gave us a bit more room, but the long-run rejection rate remains at about ninety percent.

The major innovation at the journal this year involved an agreement with Basil Blackwell of Oxford, England, to assume the business functions of the journal: subscription maintenance, promotions, and advertising, printing, mailing, and bookkeeping. The new relationship with Basil Blackwell promises to hold many advantages for both the journal and the Institute. With the change, the journal will obtain an attractive new design, and it will be marketed more systematically both in the United States and abroad.

The editorial functions of the journal will continue to be centered at the Institute. Michael Reich and David Bowen served as co-editors during 1986-87. After serving nine years as editor, Bowen is stepping down, to be replaced by Jonathan Leonard. Two new members were added to the Editorial Board: Glenn Carroll and Melvin Reder. The journal's high quality is in large part the result

of the excellent assistance provided by the Board. We were also fortunate to be able to draw upon an even larger group of referees. This year seventy-eight scholars provided evaluations of one or more submitted manuscripts.

With all the changes in editorial personnel in the past two years and the new business relationship with Basil Blackwell, we are fortunate to continue to enjoy the services of two of the most important individuals on our staff: Barbara Porter continues as Managing Editor and Katherine Mooney continues as Assistant Editor.

THE LIBRARY

This has been a good year for the Library. There was a modest increase in budget, a printer was purchased, shelving added, and renovation of the pamphlet files (150 drawers), a long-standing project, was completed. The addition of two terminals acquired last year allowed us to gain computer expertise while at the same time streamlining library operations and providing better reference service to our library users.

We serve a very diverse public, but our primary users continue, as always, to be Institute faculty, students, and staff. A user questionnaire, distributed in the Spring, reassured us that we appear to be serving their needs reasonably well. The collection's growth and development is determined largely by the teaching and research needs of Institute members—although after 40 years of steady growth a library of this nature gains a momentum and uniqueness all its own. We value, too, the input of the wider user population which we serve. Institute library users come from many walks of life—visiting scholars, arbitrators, public officials, personnel managers, labor leaders, company executives and faculty and students from other Bay Area campuses. Reference inquiries reflect a wide range of informational needs in subject areas related to the industrial relations field: collective bargaining, human resource management, organizational behavior, labor union issues, labor history, work redesign, productivity, wages, technological change . . . and more. Users with research needs beyond the resources of the Institute library are referred to a number of kindred collections located elsewhere on campus.

This may be the appropriate place in this report to help the reader understand that the Institute library is *not* a part of the General Library system. It is funded and administered by the Institute and is organizationally independent of all other campus libraries. This is true of a number of other specialized research libraries on the Berkeley campus as well. Nonetheless, we benefit greatly from our links with the General Library system. The library staff feels very much a part of the network of library workers campuswide, and we have always enjoyed a cordial collegial association. We serve the same campus population and since last year have been able to offer to our users dialup access to MELVYL, the statewide UC Libraries' online catalog. Soon we will be able to make available dialup access to GLADIS, the Berkeley campus' counterpart. We are grateful to both the statewide and campus library administrations for the advances in library technology which serve us all.

We in the Institute Library have not yet found the means to fund a possible conversion of the current catalog into machine readable form. We still maintain the traditional card catalog which continues to serve our users as the initial, in-

dispensable tool for locating IIR library materials. It grows steadily through the addition of approximately 1,200 items yearly. The full collection numbers nearly 60,000 cataloged items—books, reports, reprints, dissertations, government documents, journals, oral histories, and looseleaf services; more than 300 periodicals are entered regularly. In order to keep users informed of recent additions, we publish the *New Acquisitions* list bimonthly.

This report would not be complete without grateful acknowledgement of the many gifts of books, subscriptions, and money given to us by faculty, students, alumni, and other friends of the Library. Their generosity has supported our efforts in major ways through the years. We depend

upon these gifts, as well as upon the publishers' complimentary materials and publication exchanges, to help keep the collection current and vital.

Staff changes have taken place as the academic year comes to a close. After three years of outstanding service, Allison Shock has left to accompany her husband to his new teaching position. She has been succeeded in the position of LA III by Nancy Clement. Clara Stern, CPER Librarian and part-time IIR Library cataloger, has been replaced by Janet Strothman for this immediate year while Clara is in China. Rick Simas was followed by Ivy Smith as part-time student LA I for the summer. We thank them all. Nanette Sands continues in her position as full-time Librarian.

VISITORS

The Institute hosts many visitors each year from around the world. Some come for meetings with staff members and are here only briefly, while others arrange to come as visiting scholars and stay up to a year. These visits benefit both the scholar and the Institute. Long-term visits are usually initiated by the scholar who has a sabbatical leave which he or she wishes to spend at Berkeley. The scholar is appointed Research Associate by the Graduate Division which confers official visitor status at the Berkeley campus. Research Associates during 1986-87 were:

Antonio Ojeda Aviles
Catedrático de Derecho
del Trabajo
Seville, Spain

Michael Bolle
Free University of Berlin
Berlin, Germany

Ronald Callus
University of Sydney
Sydney, Australia

Francois Eyraud
CNRS
Paris, France

David Fairris
Williams College
Williamstown, Massachusetts

Jurgen Gabriel
Free University of Berlin
Berlin, Germany

Knut Gerlach
University of Hannover
Hannover, Germany

Julianne Malveaux
San Francisco State
University
San Francisco, California

Ann Schofield
University of Kansas
Lawrence, Kansas

Bernard Wilpert
Technische Universität Berlin
Berlin, Germany

Other visitors 1986-87:

Neville J. Betts
Human Resources Manager
Health & Safety Branch
Telecom Australia
Melbourne, Australia

William Francis Birch
National Opposition Leader
of Parliament for Industrial
Relations
Wellington, New Zealand

Gunilla Bradley
Associate Professor
Department of Sociology
University of Stockholm
Stockholm, Sweden

Peter JIn-Fu Chen
Section Chief of
Labor-Management
Relations
Nan Tou, Taiwan

Pol Coetsler
Laboratorium for
Toegepaste Psychologie
Ghent, Belgium

Kaj Elgstrand
Director of Education and
Training, National Board of
Occupational Safety and
Health
Solna, Sweden

Louise Gett
University of Montreal
Faculty of Medicine
P. Quebec, Canada

Gong Hui Feng
Shanghai Institute for
International Studies
Shanghai, P.R.C.

Lars Lindqvist
Byrådirektor
Arbetsmarknadsstyrelsen
Utvärderingssektionen
Ekelundsvägen 16
Solna, Sweden

Jes Lunde
Institute of Political Studies
University of Copenhagen
Copenhagen, Denmark

John P. Luther
Assistant Director Office of
Foreign Relations
Washington, D.C.

Per Kongshøj Madsen
Institute of Political Studies
University of Copenhagen
Copenhagen, Denmark

Csaba Mako
Institute of Sociology
Hungarian Academy of
Sciences
Budapest, Hungary

Luigi Martucci
University Degli Studi Di
Ancona
Bologna, Italy

Lennart Martensson
Swedish University of
Agricultural Sciences
Sweden

A. Navamukundan
National Executive Secretary
National Union of Plantation
Workers
Jaya, Malaysia

Tenho Olin
Chairman
Teknisten Litto TL r.y.

Erling Ribbing
Swedish Work Environment
Fund-Arbetsmiljöfonden
Stockholm, Sweden

Menachem Rosner
Institute of Research of the
Kibbutz and Cooperative
Ideas
University of Haifa
Israel

Felipe Saez
Deputy Director General of
Employment Studies and
Labor Markets
Madrid, Spain

Ruben D. Torres
Executive Director
Center for Development
and Social Policy Diliman,
Quezon City
The Philippines

Willem S. De Villiers
Department of Industrial
Psychology
University of Stellenbosch
Republic of South Africa

Ian Watson
Sr. Research Officer
Australian Council of Trade
Unions
Australia

Pippy Watson
Ministerial and
Parliamentary Liaison Officer
Federal Minister for
Aboriginal Affairs
Australia

Xing Chu Zeng
Professor of Psychology
East China Normal University
Shanghai, P.R.C.

THE FACULTY

Name	Department	Principal Fields of Research
Cristina Banks	Business Administration	Performance appraisal; role of women in business
David Brody	History (U.C. Davis)	Work and leisure in America; labor and American politics
Clair Brown	Economics	Living standards and income distribution; unemployment; income support programs; women in the labor force
Michael Burawoy	Sociology	Factory organization and production in socialist and capitalist societies
Glenn R. Carroll	Business Administration	Organizational sociology; industrial and sociology (affiliated) development; quantitative methods
Earl F. Chelt	Business Administration	Economics of higher education
David Collier	Political Science	Relationship between state and organized labor in Latin America
William Dickens	Economics	Determinants of union growth and decline; occupational safety and health regulation; labor productivity
Edwin M. Epstein	Business Administration	Business and labor political activity
David E. Feller	Law	The law of collective bargaining; collective bargaining in higher education
Joseph W. Garbarino	Business Administration	Faculty unionism; public employee labor relations
Margaret Gordon	Social Welfare (Emeritus)	International comparisons of social welfare policies
Clark Kerr	Business Administration (Emeritus)	Economics of higher education
Jonathan Leonard	Business Administration	The impact of equal employment opportunity and affirmative action policy; compensation; unemployment and labor turnover

Raymond E. Miles	Business Administration	Organizational design; relationships between organizational environments and strategy
Charles O'Reilly	Business Administration	Personnel management; organizational demography
Michael Reich	Economics	Labor market segmentation; racial discrimination; income differentials
Karlene Roberts	Business Administration	Avoidance of errors in complex systems; communications
James Robinson	Public Health	Workplace hazards on productivity and unionism
Barry M. Staw	Business Administration	Commitment; determination of job attitudes; attribution theory; relationship between disposition and job satisfaction
David S. Stern	Education	Analyses of high school and vocational education programs; teachers' compensation
George Strauss	Business Administration	Studies on the boundary between organizational behavior and industrial relations, especially workers' participation in management
Lloyd Ulman	Economics	Collective bargaining, especially its impact on wages and prices; incomes policies from an international perspective; manpower policies
Jan Vetter	Law	Equal employment in higher education; law of union-management relations
Kim Voss	Sociology	Alliances between skilled and less skilled workers in U.S. in late 19th century
Harold L. Wilensky	Political Science	Comparative political economy; public policy; politics of taxing and spending; welfare policies
Michael Wiseman	Economics	Welfare programs; office automation
Sheldon Zedeck	Psychology	Assessment center processes; personnel psychology

THE PROFESSIONAL STAFF

Darryl Alexander	Program Coordinator, Labor Occupational Health Program
Robin Baker	Director, Labor Occupational Health Program
Bonnie G. Bogue	Associate Director, California Public Employee Relations Program
David J. Bowen	Editor, <i>Industrial Relations</i> , and Associate, California Public Employee Relations Program
Joan M. Braconi	Program Coordinator, Center for Labor Research and Education
Clair Brown	Associate Director of the Institute
Paul Chown	Chair, Center for Labor Research and Education
Margaret Cunningham	Associate, California Public Employee Relations Program
Peter Guidry	Program Coordinator, Center for Labor Research and Education
M. Katherine Mooney	Assistant Editor, <i>Industrial Relations</i>
Marty Morgenstern	Chair, Center for Labor Research and Education
Lela Morris	Continuing Education Coordinator, Labor Occupational Health Program
J. Bruce Poyer	Program Coordinator, Center for Labor Research and Education
Patricia Quinlan	Industrial Hygienist and Assistant Director, Labor Occupational Health Program
Nanette O. Sand	Librarian, Institute Library
Betty V. H. Schneider	Director, California Public Employee Relations Program
Clara S. Stern	Associate Librarian, California Public Employee Relations Program Library and IIR Library
Laura Stock	Program Coordinator, Labor Occupational Health Program
George Strauss	Director of the Institute
Marla Taylor	Associate, California Public Employee Relations Program
Earl J. Wyman	Chair, Center for Human Resources Programs
Sheldon Zedeck	Associate Director of the Institute

THE ADMINISTRATIVE AND CLERICAL STAFF

Marla Teresa Bertero	Management Services Officer
Stephanie Cannizzo	Program Assistant for the Labor Occupational Health Program
Nancy Clement	Library Assistant for the Institute Library
Eugene S. Darling	Editorial Assistant for the Labor Occupational Health Program
Catherine Davis	Program Representative for the Center for Labor Research and Education
Stephen F. Diamond	Program Representative for the Center for Labor Research and Education
Marlan Gade	Research Associate for Clark Kerr
Maureen Kawaoka	Secretary for Clark Kerr
Anne Maramba-Ferrell	Administrative Assistant for the Labor Occupational Health Program
Aleta Martinez	Senior Typist Clerk for the Institute
Katherine Mello	Program Representative for the Center for Human Resources Programs
Ma. Teresa Ojeda	Editorial Assistant for the Center for Labor Research and Education
Sharon Melnyk	Circulation Manager for <i>California Public Employee Relations</i>
Susan P. Moreland	Circulation Manager for <i>Industrial Relations</i>
Marjorie Morrissette	Receptionist and Publications Assistant for the Institute
Shizuko Okino	Circulation Assistant for <i>California Public Employee Relations</i>
Barbara E. Porter	Managing Editor for <i>Industrial Relations</i>
Mona Purfoy	Administrative Assistant for the Center for Labor Research and Education
Susan Salisbury	Library Assistant for the Labor Occupational Health Program
Allison Shock	Library Assistant for the Institute Library