

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

No. 166

PRINCETON, N.J. 08540

MARCH, 1973

---

## OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS, 1972\*

American Assembly. *Public workers and public unions*. Edited by Sam Zagoria. Englewood Cliffs, N.J. 07632. Prentice Hall, Inc. 1972. 182 pp. \$5.95.

A group of eleven practitioners, observers and participants examine the issues raised by the rapid growth of public employee unions during the last decade. Attention is given to the role and structure of public sector bargaining, legal developments, the issues of strikes and dispute settlements, the budgetary impact of bargaining, and the implications for governmental policy as public workers exercise a greater voice in the decision-making machinery.

Barbash, Jack. *Trade unions and national economic policy*. Baltimore, Md. 21218. Johns Hopkins University Press. 1972. 206 pp. \$8.50.

A study of the extent to which trade unions in Sweden, Austria, the Netherlands, West Germany, the United Kingdom and France have been involved in national economic policy, especially manpower policy. The author develops a theory of "economic policy unionism" describing how a union relates its demands in collective bargaining and legislation to specified national policy goals.

Barsby, Steve L. *Cost-benefit analysis and manpower programs*. Lexington, Mass. 02173. D. C. Heath and Company (125 Spring St.). 1972. 180 pp. \$15.00.

An assessment of the contributions of cost-benefit analysis of vocational education and institutional training programs operating under the Manpower Development and Training Act. The author believes that the value of cost-benefit studies lies in their use for evaluating the internal management of the program. Comparison between programs is governed by social and economic priorities.

Brittain, John A. *The payroll tax for social security*. Washington, D.C. 20036. The Brookings Institution (1775 Massachusetts Ave., N.W.). 1972. 285 pp. \$8.95, cloth; \$3.50, paper.

The author examines the nature of the social security payroll tax and its impact on wage earners and the economy. Brittain points out that the

\* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

absence of exemptions results in an excessive burden on the working poor. In addition, the half of the tax paid by employers is actually borne by employees. The author proposes a restructuring of the payroll tax to allow for exemptions and deductions and to pave the way for eventual financing of the social security program through the individual income tax.

Brown, James Douglas. *An American philosophy of social security*. Princeton, N.J. 08540. Princeton University Press. 1972. 244 pp. \$8.50.

A history of the evolution of the national system of Old Age, Survivors, and Disability Insurance and Health and Medical Insurance (Medicare). The author helped draft the original Social Security Act and has advised the government on subsequent revisions of the legislation. He is concerned with the major issues of philosophy and policy which have determined the character of the social security program and addresses himself to questions of future development.

Goodwin, Leonard. *Do the poor want to work?* Washington, D.C. 20036. The Brookings Institution (1775 Massachusetts Ave., N.W.). 1972. 178 pp. \$6.50, cloth; \$2.50, paper.

The author developed a framework for measuring the work orientations of the poor and the nonpoor. Questionnaires were administered to welfare mothers and their teen-age sons, to male teen-agers and to enrollees in a Work Incentive Program and compared with the responses of people having steady employment. His findings that there are no significant differences between the poor and the nonpoor in life goals and willingness to work have important implications for public welfare policy, especially for the potential work disincentive effects of negative income tax plans.

Gordon, David M. *Theories of poverty and underemployment; orthodox, radical and dual labor market perspectives*. Lexington, Mass. 02173. D. C. Heath and Company (125 Spring St.). 1972. 177 pp. \$8.50.

A review of the three alternative economic explanations for the growth and persistence of urban unemployment and poverty. The author develops a theory of the labor market as an arena of conflict between workers and employers where the latter are motivated by political as well as economic considerations.

Goulden, Joseph C. *Meany: the unchallenged strong man of American labor*. New York, N.Y. 10017. Atheneum (122 East 42nd St.). 1972. 504 pp. \$12.95.

A sympathetic yet critical biography of George Meany's life from working plumber to AFL-CIO presidency and spokesman for American labor. The author has also written a history of the AFL-CIO and of organized labor's influence in national politics. Although this is not an

authorized biography, the author spent many hours in private interviews and had unrestricted access to the Federation's files.

Handler, Joel F. *Reforming the poor; welfare policy, federalism and morality*. New York, N.Y. 10022. Basic Books, Inc. (10 East 53rd St.). 1972. 168 pp. \$5.95.

A history of the legislative and administrative changes in American welfare policy which the author believes reflect society's desire to reform the poor either by deterrence or by rehabilitation.

Herling, John. *Right to challenge: people and power in the Steelworkers Union*. New York, N.Y. 10022. Harper and Row (10 East 53rd St.). 1972. 415 pp. \$12.50.

A detailed account of internal conflict in the United Steelworkers of America, 1952-1970, is recorded by a veteran labor reporter. Based on interviews with hundreds of national and local officials, staff members and rank and file steel workers, the author focuses on the 1965 union election which saw the defeat of David J. McDonald.

*Incomes policy; what can we learn from Europe?* Edited by Walter Galenson. Ithaca, N.Y. 14850. New York State School of Industrial and Labor Relations, Cornell University. 1972. 105 pp. \$7.50.

Experience with national incomes policy with particular emphasis on labor market behavior is the focus of the four papers presented here. Lessons from Great Britain, Sweden, the Netherlands and Germany, and the United States are examined by Laurence C. Hunter, Erik Lundberg, Pierre de Wolff and Lloyd Ulman.

Kirsch, Leonard Joel. *Soviet wages; changes in structure and administration since 1956*. Cambridge, Mass. 02142. M.I.T. Press (28 Charle-ton St.). 1972. 237 pp. \$12.50.

The author describes the wage reforms enacted by Soviet authorities in 1958-60 as "a watershed in Soviet wage policy." The study analyzes the three differentials which determine intra-industrial wage differentials, on-the-job incentives, skill differentials, and differentials for working conditions. The final chapter is an evaluation of the increased centraliza-tion and standardization in the Soviet wage system.

Mills, Daniel Quinn. *Industrial relations and manpower in construction*. Cambridge, Mass. M.I.T. Press (28 Charle-ton St.). 1972. 297 pp. \$12.00.

A comprehensive study of industrial relations and manpower utilization in the construction industry. The author demonstrates the complexity of the collective bargaining structure and emphasizes that the increasing rate of wage settlements was due to a combination of economic and in-stitutional factors. Subsequent chapters consider the issues of manpower

supply, involving the seasonality of work, racial imbalance, work rules, training and apprenticeship.

Pascal, Anthony H., editor. *Racial discrimination in economic life*. Lexington, Mass. 02173. D. C. Heath and Company (125 Spring St.). 1972. 228 pp. \$15.00.

Seven studies which investigate the cause and extent of economic discrimination between races. Albert Wohlstetter and Sinclair Coleman present a broad statistical review of race differences in income over the past three decades. The pattern of employment fluctuations with respect to age, race and sex are traced by Marvin Kusters and Finis Welch. A less obvious example of discrimination is explored by Anthony Pascal and Leonard Rapping in their study of organized baseball. Thomas Schelling examines the process of racial tipping in residential housing. Two mathematical models of racial discrimination are presented by Kenneth J. Arrow and John J. McCall.

Sheppard, Harold Lloyd and Neal W. Herrick. *Where have all the robots gone? Worker dissatisfaction in the seventies*. New York, N.Y. 10022. Free Press (866 Third Ave.). 1972. 222 pp. \$7.95.

Based on surveys of white, male, blue-collar union members and young, under-30 workers, the authors sought to determine how American workers feel about their jobs. They find that the size of the pay check and the degree of job security are no longer the main source of worker dissatisfaction. Unhappiness about the quality, variety and responsibility of the jobs they perform have become more important than the wage level.

Stanley, David T. *Managing local government under union pressure*. Washington, D.C. 20036. The Brookings Institution (1775 Massachusetts Ave., N.W.). 1972. 177 pp. \$6.95.

Based on field research in fifteen cities and four urban counties in four-state states, this study examines the impact of union activity on local government. The author finds that the collective bargaining experience has had a marked effect on wage determination, hours, working conditions and grievance procedures. Even more important are the changes in control of policy and procedures resulting from shared decision-making.

Taggart, Robert, III. *The prison of unemployment: manpower programs for offenders*. Baltimore, Md. 21218. Johns Hopkins University Press. 1972. 116 pp. \$6.00, cloth; \$2.50, paper.

A review of the various strategies and approaches which have tried to increase the employability of criminal offenders. The author looks at basic education and vocational education programs, at the work experience of prison industry projects, at work release experiments, and at placement and job development services.