OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS, 1972


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.


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.


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.


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.


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.


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-age 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.


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.


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.


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.


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.


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.


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 centralization and standardization in the Soviet wage system.


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 institutional factors. Subsequent chapters consider the issues of manpower
supply, involving the seasonality of work, racial imbalance, work rules, training and apprenticeship.


Seven studies which investigate the cause and extent of economic discrimination between races. Albert Wohlmetter 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 Kosters 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.


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.


Based on field research in fifteen cities and four urban counties in fourteen 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.


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.