ERRATA

The title of Selected References No. 216 is incorrect. It should be: "Outstanding Books in Industrial Relations and Labor Economics, 1982."
OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS & LABOR ECONOMICS, 1983

Brock, Jonathan. Bargaining beyond impasse: joint resolution of public sector labor disputes. Boston, MA 02116. Auburn House (131 Clarendon St.). 1982. 279 pp. $19.95. This book provides a detailed account of experience in Massachusetts with bipartisan oversight of collective bargaining and dispute settlement in police and firefighter employment by a Joint Labor-Management Committee beginning January 1978. The Committee is chaired by Professor John T. Dunlop, who helped the state organizations of the parties to develop this innovative program in public labor relations. Brock’s comprehensive study, with the aid of case material, explains the flexible ways that the Committee has used the skills of its staff and the practical knowledge and prestige of its members to promote voluntary agreement by parties to disputes. The final chapter indicates the lessons that practitioners in other states could draw from experience with operations under the Joint Committee setup in Massachusetts.

Ehrenberg, Ronald G., and Paul L. Schumann. Longer hours or more jobs?: an investigation of amending hours legislation to create employment. Ithaca, NY 14853. Cornell University, New York State School of Industrial and Labor Relations (3 E. 43rd). 1982. 177 pp. (Cornell Studies in Industrial and Labor Relations, No. 22). $22.50. Ehrenberg and Schumann explore the possibility of reducing unemployment by revising the overtime pay provisions of the Fair Labor Standards Act (FLSA). They discuss the legislative and business environments that have encouraged the use of overtime, and examine the potential employment-creation effects of an increase in the overtime premium. They also examine the dual questions: who would benefit from a higher overtime premium, and how does compensation for overtime hours influence the distribution of family incomes. Finally, the problem of whether the overtime pay provisions of the FLSA should be amended, by reducing the workweek to thirty-five hours or by prohibiting mandatory overtime, is addressed. The arguments and the technical material on relationships between overtime premiums and total employment, are shown to have important policy implications.

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

This is a well-researched and well-written history of labor unions in Canada from their beginning in the second decade of the 19th century until the early years of the 20th century. The author, Dr. Eugene Forsey, was, from 1942 to 1966, research director of the principal national labor federation in Canada. The book, therefore, is a scholarly history, enlightened by the broad and deep understanding of an experienced practitioner. It deals first with the development of the labor movement in Canada during the 90-year period of its scope. Then the development, policies, and activities of the national unions are taken up, with attention to the Canadian branches of national unions headquartered in the USA. Next the historical development of local and regional unions is explained. Finally, Forsey examines the conventions and institutional development of central federations of national unions in Canada. This volume fills a large and instructive gap in labor history in North America.


This volume surveys the principal developments and findings of industrial relations research over the past decade, and draws conclusions about the directions that future work is likely to take. Each of the 8 subject chapters is written by one or two specialists in the area. The subjects covered are: the findings of studies with an international, comparative focus; analysis of wage determination and public policy on wages; research results and evaluation of employment and training programs; the impact of federal regulation on labor markets; the outcomes of personnel/human resource management; the results of theoretical and empirical work in organizational behavior, contributions from historical studies in the labor field; and appraisal of research on unions and collective bargaining. The final chapter, authored by the editors, provides an overview of the preceding chapters, pointing up the key developments and trends that have characterized industrial relations research in the decade of the 1970s.


This volume is the product of a conference sponsored by the Brookings Institution to examine job creation in the private sector. Its special focus is on the use of employment subsidies to achieve structural (as opposed to cyclical) objectives. The volume is arranged in three parts: 1) theoretical analysis, 2) empirical evidence, and 3) program design and evaluation. The major findings of these papers are discussed by the editors in their
introductory essay dealing with the economic effects and the design issues of targeted employment subsidies. The analysis and supporting information presented in this volume of studies deal with a wide range of problems and concerns involved in private-sector job creation programs. Various approaches to effective federal policy formulation are discussed.

The rapid growth of private pension plans in the postwar period and their effect on the economy are the subject of this study, by Dr. Munnell, a vice president of the Federal Reserve Bank of Boston. The study is arranged broadly into four parts: 1) an examination of the impact of social security system and the federal tax structure on the development of private pensions, 2) a look at the macroeconomic effects of pensions on savings, financial markets, income of the elderly, and corporations, 3) an analysis of the effects of an inflationary economy on private pensions, and 4) some thoughts on the future of the private pension system. Recognizing inflation to be a serious economic problem threatening to erode the benefits of private pensions, Munnell examines some proposals for reform including partial indexing of benefits, changes in the tax law, and a universal pension system.

Nightingale defines workplace democracy as a “form of participation which gives employees at all levels in the organization the right to participate in decisions.” Following a brief historical review of how authority in the Canadian workplace has developed, the author argues that democratically run organizations are more interesting workplaces than are those operated under traditional, hierarchical modes of industrial organization. To guide his analysis, a theoretical framework is outlined based on five concepts: the values of organizational members, the administrative structure, interpersonal and intergroup processes, the reactions and adjustments of members, and the socio-economic environments of the organizations. In order to examine the effects of participation in an organization and also to test this theoretical framework, twenty industrial organizations were selected for study—ten which have employee participation in company decisions and ten follow an hierarchical design. Analysis of the data in this study supports the conclusion that employee participation generally increases labor productivity.

Raiffa believes that by acquiring a deeper understanding of what the negotiating process is, arbitrators and impartial mediators can be more effective in the settlement process and achieve better results from bargaining.
In addition to stressing the negotiating process as a method of settling disputes, he outlines such alternatives as arbitration, voting, and a variety of mathematical techniques. His theories are further tested in an assortment of real and hypothetical dispute situations. Case examples taken from a diverse variety of bargaining situations, from selling a house or avoiding a labor strike to negotiating the withdrawal of the United States from the Panama Canal, are cited and discussed. This volume contributes to a better understanding of the negotiating process and dispute settlement.


This book aims to fill a void that has existed in the literature on Canadian industrial relations. Designed especially for students in the field, its contents can be quite instructive and valuable for practitioners and others interested in labor-management relations in Canada. The large volume consists of 22 chapters, each written by an expert in the field, dealing with such subjects as the following: the Canadian industrial-relations system, collective bargaining legislation, management under collective bargaining, union-management relations, strikes and dispute resolution, public-sector bargaining, the outcomes of collective bargaining, and the future of industrial relations in Canada. Each chapter is designed to cover current theoretical, research, and policy issues in detail and to provide the basis for further in-depth examination of its subject.


The nature and operation of the youth labor market is the subject of fifteen papers in this National Bureau of Economic Research Conference volume. The opening chapters are two background papers which examine the nature and causes of youth labor market problems and teenage unemployment. In the first chapter, Freeman and Wise note that this volume "has found that many commonly held views about youth employment problems are erroneous and that many critical aspects of the problems have been inadequately understood." The remaining chapters are empirical studies which analyze such issues as: characteristics of youth employment, labor force status and activity, determinants of the youth labor market, time series changes in youth joblessness, labor turnover, family effects of youth employment, and a comparison between youth unemployment in Britain and the United States. Among the major findings are: 1) large differences between employment and unemployment rates were found to exist depending on the sources of information, 2) lack of early employment experience has no substantial adverse effects on employment in future years, and 3) severe employment problems are concentrated among small group of youths with distinctive characteristics and, therefore, for the majority of youth unemployment per se is not a major problem.