OUTSTANDING BOOKS IN INDUSTRIAL RELATIONS, 1971*


Describes procedures for resolving labor disputes in France, West Germany, Sweden and Italy. The French system of specialized bipartite labor courts is analyzed in the essay by Xavier Blanc-Jourdan. Thilo Ramml assesses the strengths and weaknesses of the tripartite West German labor court system which operates at three levels. The settlement of employee grievances in Sweden is described by Folke Schmidt. Italy has neither a labor court system nor a general private system for settling labor disputes which are handled by the ordinary courts. Gino Giugni explains and evaluates the Italian experience.


A comprehensive and analytical treatise on labor law written by labor lawyers and professors. A history of the National Labor Relations Act and related statutes is followed by sections on employee rights, the representation process and union recognition, the collective bargaining process, economic activity, relations between the employee and the union, and the administration of the Act.


A series of essays which trace the growth of unionism among white-collar employees and focuses on the relationship of unions and white-collar workers. Albert A. Blum considers the office employee; Marten Estey looks at the retail clerk; engineers and their unions are examined by James E. Kuhn; Wesley A. Wildman describes the teachers and collective negotiations; white-collar organization in the Federal service is discussed by Leo Troy.


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

The research reported on in this volume sought to explore the usefulness of applying labor relations negotiation techniques to racial conflict. Included are two detailed case studies involving black workers. F. Ray Marshall and Arvil Van Adams present an account of the strike by the Memphis garbage workers. James E. Blackwell and Marie R. Haug describe the strike by the Cleveland water works employees. Preston Wilcox discusses the conflict between a Harlem community and the New York City Board of Education from the perspective of a black activist.


This study of the Japanese blue-collar worker's world and behavior is based in part on the author's experiences as a worker in a Tokyo diecast plant and in a rural auto parts company. He discusses wage structure, worker search for advancement and security, the motivation of the workers and the relationship of the employee to the company and to the union.


An attempt to use the theory of bargaining to justify the inclusion of variables representing profit rates and productivity change in equations explaining wage changes in manufacturing industries. The theory works moderately well in predicting the magnitude of the effect of these variables. Also presents a useful summary of previous work in bargaining theory designed to explain the solution point of the bargaining process.


In the first part of their book, the authors examine the formal and informal processes with respect to employment, wage determination and training which govern the operation of the internal labor market. In part two, they analyze managerial adjustments to the problems of labor market imbalances, technological change, discrimination and the disadvantaged labor force.


A comparative study which stresses the areas of similarity and differences of the two economies. The author considers the labor market's institutional context, labor mobility and wage patterns and relationships. He suggests that the operation of the respective economies was shaped by
three broad classes of factors: technology, history and culture, and the pace of economic development.


A study of the changing labor market for high-level, college-trained manpower in the United States. The author uses econometric models and a survey questionnaire to analyze and test the classical economic theory of occupational choice, and reports a substantial volume of evidence to support the primary role attributed to pecuniary factors in this theory.


The first study of training programs which tries to analyze them from the viewpoint of the literature on human capital. The author concentrates on the secondary effects of training subsidies on turnover and employment fluctuations and on the role of displacement in benefit-cost analysis. Policy prescriptions are offered suggesting that greater attention be paid to these effects.


A study of the benefits and costs of the Federal retraining program in terms of three economic criteria: the national product; the disposable income of the trainee; and the government budget. The authors believe that the Federal government should continue to finance and operate these programs of occupational training in institutional courses and make recommendations as to the length and type of course.


This monograph reviews the extent to which private firms, at a variety of occupational levels, have been successful in developing manpower resources through their role in recruiting, training, motivating and developing their employees. The author finds that on the balance, the joint public-private efforts to train the disadvantaged have been favorable.


The Industrial Relations Unit of the Wharton School of Finance and Commerce has undertaken a nine-volume study of the racial policies and Negro employment patterns in various industries. The transportation industries studied are: the railroad industry by Howard W. Risher, Jr.; air transport by Herbert R. Northrup, Armand J. Thiebaut, Jr. and
William N. Cherniah; trucking by Richard D. Leone; and urban transit
by Philip W. Jeffress. A final chapter by Herbert Northrup summarizes
the results of the research.

Sexton, Patricia Cayo and Brendan Sexton. Blue collars and hard-hats;
the working class and the future of American politics. New York,
$8.95.

A sympathetic exploration of the grievances of the working-class Ameri-
can who is frustrated by the Vietnam war and the inequality of sacrifice
in military and civilian life, who struggles to make ends meet in the
face of the popular myth of affluence, who is haunted by the prospect
of job insecurity and unemployment, and dissatisfied with the nature
of his work and the quality of his life.

Simkin, William E. Mediation and the dynamics of collective bargaining.

The former director of the Federal Mediation and Conciliation Service
discusses the basic principles and philosophy of labor mediation and its
place in the overall collective bargaining process. He examines the spe-
cifics of mediation and suggests practices and procedures.

Steiner, Gilbert Y. The state of welfare. Washington, D.C. 20036. The
Brookings Institution (1775 Massachusetts Ave., N.W.). 1971. 346
pp. $7.50 cloth; $3.50 paper.

This history and analysis of public welfare policies includes a discussion
of food stamps, public housing and veterans’ pensions as well as public
assistance programs. He stresses the political and bureaucratic factors
of welfare reform as well as the economic implications. The strengths
and weaknesses of the proposed family assistance plan are examined.

Ulman, Lloyd and Robert J. Flanagan. Wage restraint: a study of in-
comes policies in Western Europe. Berkeley, Calif. 94720. University

A study of the experience of seven countries with policies to promote
wage and price restraint. The authors explore the diversity of such
measures and assess the economic and noneconomic pressures which
influence the nature and success of the policy. They conclude that in
none of the countries studied had the incomes policy succeeded in its
fundamental objective of making full employment consistent with a
reasonable degree of price stability.

Wellington, Harry H. and Ralph K. Winters, Jr. The unions and the

The authors examine and challenge the position that collective bar-
gaining policy should be identical in private and public employment.
Part I of their study sets forth the framework for regulating collective
bargaining in the public sector. Part II deals with the organization of
bargaining. Part III discusses contract formulation and administration.
Part IV considers the resolution of impasses and the strike question.