

# **62nd Annual Meeting of the Labor and Employment Relations Association 2010**

**Labor and Employment Relations Association Series**

**Atlanta, Georgia, USA  
3-5 January 2010**

**ISBN: 978-1-61839-125-4**

**Printed from e-media with permission by:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571



**Some format issues inherent in the e-media version may also appear in this print version.**

Copyright© (2010) by the Labor and Employment Relations Association  
All rights reserved.

Printed by Curran Associates, Inc. (2011)

For permission requests, please contact the Labor and Employment Relations Association  
at the address below.

Labor and Employment Relations Association  
University of Illinois at Urbana-Champaign  
121 Labor and Employment Relations Bldg.,  
504 E. Armory Ave.  
Champaign IL 61820

Phone: (217) 333-0072  
Fax: (217) 265-5130

LERAOoffice@illinois.edu

**Additional copies of this publication are available from:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571 USA  
Phone: 845-758-0400  
Fax: 845-758-2634  
Email: curran@proceedings.com  
Web: www.proceedings.com

# CONTENTS

## **I. PRESIDENTIAL ADDRESS**

- The Future of Labor and Employment Relations in a Global, Knowledge-Driven Economy  
JOEL CUTCHER-GERSHENFELD 1

## **II. NATIONAL LABOR COLLEGE STUDENT WORKSHOP: RESEARCH BY THE RANK-AND-FILE**

Ruth Ruttenberg, Presiding

- Coalition Bargaining: A Successful Bargaining Strategy for Rail Labor FLOYD MASON 9

## **III. LERA HEALTH CARE INDUSTRY COUNCIL MEETING**

Jody Hoffer Gittel, James R. Bialke, Jim Pruitt, and Dana Weinberg, Presiding

- Depending on the Angle: Perspectives on Conflict and Workplace Climate KELLY I. PIKE 21
- The Dynamics of Health Insurance Coverage CHICHUN FANG 33
- The Impacts of Resident-Centered Care on Conflicts in Nursing Homes  
EUN KYUNG LEE AND ERIK YOUNG 45

## **IV. JOB LOSS AND EMPLOYMENT STABILIZATION — LERA LABOR MARKETS AND LABOR ECONOMICS SECTION MEETING**

Susan Helper, Stephen A. Woodbury, and Charles Whalen, Presiding

- Tackling the Crisis: The Italian Case in the E.U. Context  
MICHELE TIRABOSCHI AND SILVIA SPATTINI 58

## **V. PERSPECTIVES ON THE FIGHT FOR LABOR LAW REFORM AND THE EMPLOYEE FREE CHOICE ACT — LERA LABOR STUDIES AND UNION RESEARCH SECTION MEETING**

Robert Bruno, Presiding

- The Ambiguities of History: The Employee Free Choice Act in the Context of Labor Law's History  
ERIC ARNESON 64

**VI.  
OUR CHILDREN'S BURDEN: GENERATIONAL CONFLICT AND SOLIDARITY  
IN THE 21ST CENTURY EMPLOYMENT AND RETIREMENT**

Michael Collins, Presiding

The Challenge of Providing Retirement Security through Defined Contribution Plans: Evidence from Simulated Lifetime Projections	MARK GLICKMAN	69
Discussion	ROBERT J. THORNTON	91

**VII.  
ALTERNATIVE FUTURES IN A NEO-LIBERAL ENVIRONMENT —  
LERA INTERNATIONAL SECTION MEETING I**

Mark Stuart, Presiding

Alternative Futures for West European Trade Unionism	MARTIN UPCHURCH, GRAHAM TAYLOR AND ANDY MATHERS	93
Transformation and Continuities in Urban Struggles: Urban Movements, Trade Unions and Migration in Spain	MIGUEL MARTINEZ LUCIO AND HEATHER CONNOLLY	106

**VIII.  
CONCEPTUALIZING WORK —  
LERA INTERNATIONAL SECTION MEETING II**

Andrew Brown, Presiding

The Marginalization of Work in Economic Theory	MICHAEL PERELMAN	117
--	------------------	-----

**IX.  
COLLECTIVE BARGAINING UNDER INTERNATIONAL LAW:  
U.S. OBLIGATIONS AND U.S. PRACTICE**

Sheldon Friedman, Presiding

Core Labour Standards and the U.S. Experience: Freedom of Association and the Right to Bargain	TAYO FASHOYIN AND MINAWA EBISUI	124
--	---------------------------------	-----

**X.  
SOCIOTECHNICAL SYSTEMS:  
MOVING FROM THE 20TH TO THE 21ST CENTURY**

Betty Barrett, Presiding

Tails and Dogs: Who's Wagging? The Inversion of 'Technical Conversion Processes' and 'TT Technical Systems'	PAMELA A. POSEY AND PETER J. SORENSON	138
Bargaining Technology: Union Engineers Address Transformation	MONICA BIELSKI BORIS	145
Work Organization and Problem Solving	HEIKE NOLTE	149

Discussant Remarks BERT PAINTER 163

**XI.  
BEYOND THE RECOVERY: KEEPING JOBS AND WORKING FAMILIES  
AT THE CENTER OF THE NATION'S ECONOMIC AGENDA**

Charles Whalen, Presiding

Discussion CHARLES WHALEN 165

**XII.  
CHANGE AGENTS IN LABOR-MANAGEMENT SYSTEMS**

Thomas J. Schneider, Presiding

Labor Mediator as Internal Change Agent GARY HATTAL 167

**XIII.  
REFEREED PAPERS I**

Mark Stuart, Presiding

Activism and Willingness to Help in Union Organizing  
JACK FIORITO, GREGOR GALL AND ARTHUR MARTINEZ 170

Militancy and Moderation in Teachers' Unions: Is There a Fit between Union Image and Member Attitudes?  
TOM REDMAN AND ED SNAPE 180

U.S. Multinational Companies and Unionization Determinants in Ireland: The Influence of Home-Country Behaviors  
JONATHAN LAVELLE, PATRICK GUNNIGLE, J. RYAN LAMARE  
AND ANTHONY MCDONNELL 190

**XIV.  
LEARNING FROM THE NEW DEAL**

Howard Wial, Presiding

The Relevance of the Wagner Act for Resolving Today's Job-Security Crisis  
ANN MARIE LOFASO 205

Homeland Security: Theme of the New Deal DANIEL J.B. MITCHELL 216

**XV.  
LERA POSTER SESSIONS I AND II**

Robert C. Hoell, Presiding

Mergers and Acquisitions: Industrial Relations Issues and Outcome SEAN ROGERS 225

Work Rights and the Millennium Development: Goals, Targets and Indicators  
GILLIAN MACNAUGHTON AND DIANE F. FREY 225

A Comparison of Card Check Recognition in Illinois and Ohio  
TIMOTHY D. CHANDLER AND RAFAEL GELY 226

Workplace Violence: Employee Perceptions of Acts and Perpetrators	JACK L. HOWARD	226
Once More: Why Enter a Female Dominated Occupation?	PETER TOUMANOFF AND TIMOTHY KEAVENY	227
An Analysis of Certification Elections in the Hospital Industry	EDWIN W. ARNOLD	227

**XVI.  
INFRASTRUCTURE INVESTMENT AND  
HIGH-ROAD, GREEN CONSTRUCTION JOBS**

Joel Rogers, Presiding

A Green Industrial Relations System for Construction: Challenges and Opportunities	DAVID WEIL	228
--	------------	-----

**XVII.  
REFEREED PAPERS II**

Stephen A. Woodbury, Presiding

Revisiting Debt and Labor — Bailouts for Homeowners: Can the US Compel Public Service in Exchange for Debt Relief?	MICHAEL LEROY	237
Evidence Regarding the Persistence in Gender Unemployment Gaps Across Countries	HERVÉ QUENEAU AND AMIT SEN	247
Firm Size and Employer-Sponsored Training in Australia	JEFFREY WADDOUPS	260

**XVIII.  
21<sup>ST</sup>-CENTURY CHINESE EMPLOYMENT RELATIONS:  
CHANGES IN THE NEW INSTITUTIONAL ENVIRONMENT**

Kuruvilla Sarosh, Presiding

The Heart of the Problem: Trucking in China's Logistics Sector	XIONG JUN AND DAVID BENSMAN	273
--	-----------------------------	-----

**XIX.  
EMPIRICAL STUDIES OF RETIREMENT PLANS:  
IMPLICATIONS FOR WORKERS, FIRMS AND PUBLIC POLICY**

Stephen A. Woodbury, Presiding

Peer Effects and the Timing of Retirement: Evidence from Los Angeles School Teachers	KRISTINE M. BROWN AND RON A. LASCHEVER	280
--	--	-----

**XX.  
2010 BEST DISSERTATION COMPETITION**

Constructing Institutions — Collective Bargaining in Multinational Companies in the U.S., Germany and Spain	MARCO HAUPTMEIER	294
---	------------------	-----

**XXI.**  
**LERA ANNUAL REPORTS**

Executive Board Meeting in Washington, DC, June 10, 2009	298
Executive Board Meeting Conference Call, December 9, 2009	301
Executive Board Meeting in Atlanta, GA, January 2, 2010	303
General Membership Meeting in Atlanta, GA, January 4, 2010	306
Annual Report for 2009	307