64th Annual Meeting of the Labor and Employment Relations Association 2012

Labor and Employment Relations Association Series

Chicago, Illinois, USA 6 – 8 January 2012

Editors:

Francoise Carre Christian Weller

ISBN: 978-1-62748-133-5

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© (2012) by the Labor and Employment Relations Association All rights reserved.

Printed by Curran Associates, Inc. (2013)

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

LERAoffice@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		
Trends in Collective Bargaining and the Future of the Workplace	GORDON R. PAVY	1
II.		
RESEARCH BY THE RANK AND F	ILE	
Ruth Ruttenberg, Presiding		
The Craft or Class of "Mechanic and Related": Are They Really All Related?	RUSSELL R. DITTMER	9
III.		
THE ENFORCEMENT OF LABOR RIGHTS IN DEVE	LOPING COUNTRIES	
James Scoville, Presiding		
International Labor Standards in U.S. Development and Foreign Policy	JEFFREY WHEELER	21
IV.		
NEW AND STRATEGIC APPROACHES TO WORKER INNOVATIVE UNION PRACTICES AND OTHER WOR		
Susan J. Schurman, Presiding		
Results of a Longitudinal Study of Union Administrative Practices: Implications for Member Representation PAUL F. CLARK, LOIS SPIER GRAY, AND	O PAUL V. WHITEHEAD	33
v.		
SOCIAL MEDIA AND THE NATIONAL LABOR H	RELATIONS ACT	
Charles Muhl, Presiding		
Protected Activity and the NLRA in the Age of Social Media WESLEY KENNEDY AND AN	IGIE COWAN HAMADA	40

VI.

LERA REFEREED PAPERS I

Ariel C. Avgar, Presiding

Does It Pay to Contact the Same Voters Ad Effects of Cumulative Labor-Led Political 1	*	J. RYAN LAMARE	50
Recent Events and Future Unions	JACK FIORITO AN	D CHERYL L. MARANTO	69
Unions and Hospitals: Quality, Patient Satis WM. "MART"	sfaction, and Net Income Y" MARTIN, MARSHA KA	DANIEL J. KOYS, TZ, AND HELEN LAVAN	78
Discussion	PH	ANINDRA V. WUNNAVA	89
	VII.		
LERA	A REFEREED PAPERS II		
H	loward Stanger, Presiding		
The Impact of Collective Wage Agreement X	s in China: A Firm-Level Stud IANGHONG (SHIRLEY) W	•	92
Centralized Bargaining and the Canadian C	onstruction Industry	JOSEPH B. ROSE	103
Discussion—Labor Policies in the Canadia	n Construction Industry	HOWARD STANGER	113
	VIII.		
LERA P	OSTER SESSIONS I AND) II	
R	obert C. Hoell, Presiding		
Certification Elections in Hospital and Nor Industry Segments	n-Hospital Health Care	EDWIN W. ARNOLD	115
Spillover of Domestic Violence into the Wo HELEN LAVAN, YVETTE LO) WM. "MARTY" MARTIN	115
Antecedents of Union Loyalty: The Impact Union Instrumentality, and Procedural Just		BAŞI AND ERIK YOUNG	116
Unions, Innovation, and Technology Adop Cross-Country Evidence	tion: New Insights from the CHRIS DOUCOULIAGOS A	AND PATRICE LAROCHE	116
Beyond Commitment Conflict: An Investig Among Union, Career, and Organizational	Commitments	AND PATRICE LAROCHE	117
	IX.		
EMPLOYMENT RELATIONS A FOR WORKER	AND ALTERNATIVE OR S IN HIGH-TECH OCCU		
D	aniel Marschall, Presiding		

Occupational Community: Opportunity or Threat to Collective Action
Among Video Game Developers?

JOHANNA WESTSTAR 118

THE GREAT DEBATE ABOUT THE PUBLIC SECTOR

David Lewin, Presiding

How Policymakers and State Pension Funds Can Help Prevent Coming Retirement Income Crisis	the LAUREN SCHMITZ	132
XI.		
SABE POSTER SES	SION	
Shabnam Modarres Mousav	i, Presiding	
Deserving Altruism: Type Preferences in the Laboratory	HANNAH LIN AND DAVID ONG	144
Tiger Women of Chinese Universities: An All-Pay Auction Experiment in Gender Signaling of Desire to Win	ARLIEV CHENI AND DAVID ONC	1 45
	ARLIE) CHEN AND DAVID ONG	145
Separating Gratitude from Guilt in the Laboratory	HANNAH LIN AND DAVID ONG	145
Can There Ever Be Too Many Flavors of Häagen-Dazs? Anticip Beliefs and Choice Overload Behavior DAVID ON	patory NG AND JINGWEN (GRACE) NIU	146
XII.		
VULNERABLE WORKERS, PRECARIOUS WO	ORK: A GLOBAL PERSPECTIVE	
Janice Bellace, Presid	ling	
Young Workers in Recessionary Times: A Caveat (to Continent Europe) to Reconstruct Its Labor Laws?	al MICHELE TIRABOSCHI	147
XIII.		
LERA ANNUAL REF	PORTS	
LERA Executive Board Meeting in Washington, DC, June 6, 20	011	161
LERA Executive Board Meeting Conference Call, December 15	5, 2011	163
LERA Executive Board Meeting in Chicago, IL, January 5, 2012	2	165
LERA General Membership Meeting in Chicago, IL, January 7,	2012	167
LERA Annual Report for 2011		169