74th Annual Meeting of the Labor and Employment Relations Association and LERA@ASSA Meeting 2022

Labor and Employment Relations Association Series

Online 7 – 9 January 2022 2 – 5 June 2022

ISBN: 978-1-7138-7083-8

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© (2022) by Labor and Employment Relations Association (LERA) All rights reserved.

Printed with permission by Curran Associates, Inc. (2023)

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

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

Phone:(217) 333-0072Fax:(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: 845-758-2633 Email: curran@proceedings.com Web: www.proceedings.com

CONTENTS

LERA 74th ANNUAL MEETING, JUNE 2–5, 2022, VIRTUAL

I. PRESIDENTIAL INTERVIEW

The State of Unionism Today

Wilma Liebman, interviewed by Josh Eidelson 1

II. THE IMPACT OF AGE, GENDER, AND RACE ON RETIREMENT DECISIONS DURING THE PANDEMIC RECESSION

Teresa Ghilarducci, Presiding

The Duration of US Joblessness and the Great Recession Feridon Koohi-Kamali, Aida Farmand, and José Pedro Bastos Neves 7

> III. LERA AWARD WINNERS ROUNDTABLE

Janice Bellace, Presiding

Resistance in the Digital Workplace

Debbie Goldman 23

IV. LERA BEST PAPERS SESSION X: CONFLICT AND TRANSITION Tingting Zhang, Presiding

Manufacturing Apprenticeship for Dislocated Workers: A Case Study

Daniel Marschall 33

V. LABOR AND CORPORATE GOVERNANCE II: WHAT WOULD MEANINGFUL STAKEHOLDERISM LOOK LIKE AND WHAT WOULD IT TAKE TO GET IT?

Michael Hillard, Presiding

Managerial, Institutional, and Class-Theoretic Approaches to Shareholderism vs. Stakeholderism Richard McIntyre and Michael Hillard 47

VI. LERA BEST POSTERS

Hye Jin Rho, Presiding

A Qualitative Study of the Nonstandard, Contingent Workforce and Their Socialization Into Client Organizations

Jacqueline Zalewski and Johnna Capitano 57

"I Will Be Happy, Where I Can Communicate": The Positive Role of Employee Representative Meetings on Employees' Quality at Work

Eung Il Kim 57

VII. 2022 LERA LIFETIME ACHIEVEMENT AWARD

Lifetime Achievement Award

- Bernard E. Anderson, Awardee 59
 - Lisa Lynch, Awardee 63

LERA@ASSA MEETING, JANUARY 7-9, 2022, VIRTUAL

VIII. LERA BEST PAPERS I: GENDER AND PAY Claudia Olivetti, Presiding

Discussant Comments on *Gender Segregation and Earnings in the Federal Workforce* by Teresa Kroeger

Valentine Fays 65

Discussant Comments on *A Pay Scale of Their Own: Gender Differences in Performance Pay* by Jason Sockin and Michael Sockin

Guillaume Vermeylen 69

IX. LERA BEST PAPERS II: JOB QUALITY John Schmitt, Presiding

Discussant Comments on *How Economic Development Tax Incentives Constrain K-12 Education* by Christine Wen

Guillaume Vermeylen and Loredana Cultrera 71

Decent Employment and Poverty Alleviation for Socioeconomic Development and Its Implications for the Well-Being of the Citizenry in South Africa

Olaniyi "Joshua" Olabiyi 73

X. LERA/IAFFE JOINT SESSION: DIVERSITY IN THE LABOR MARKET

Takao Kato, Presiding

Gender and LGB Pay Gaps in the National Health Service

Karen Mumford, Edith Aguirre, Anna Einarsdòttir, Bridget Lockyer, Melisa Salyi, and Benjamin A. Smith 83

XI. LERA ANNUAL REPORTS

Executive Board Meeting Virtual, February 10, 2022	113
Executive Board Meeting Virtual, June 1, 2022	119
General Membership Meeting Virtual, June 3, 2022	123
Audit Report for 2020 and 2021	127