

## VIII. LERA Poster Sessions I and II

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### Certification Elections in Hospital and Non-Hospital Health Care Industry Segments

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Unions won 65% of the 2,227 certification elections in the health care industry between 2001 and 2008. Approximately 75% of the elections in the hospital and non-hospital health care industry segments resulted in landslides, with unions winning over 70% in each segment. Sixty-five percent of the 205 right-to-work state elections occurred in three states where the union victory rate was 65%, similar to their overall success rate in the health care industry. The five most active unions participated in 75% of the health care industry elections, with a win rate of 70%.

### Spillover of Domestic Violence into the Workplace: Where We Stand

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The issue of spillover of domestic violence into the workplace is an important employee relations problem. It has numerous components and implications for victims, third parties, and the employers of the victim and the perpetrator. The prevalence of domestic violence is staggering and costs in both human and monetary terms are immense. Numerous laws can affect an employer's legal obligations, not typically associated with employee relations, such as Victims of Domestic Violence Protection Act and First and Fourteenth Amendments. More research is needed to discern what an employer can do to protect victims and innocent bystanders.

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# Antecedents of Union Loyalty: The Impact of Pro-Union Attitudes, Union Instrumentality, and Procedural Justice

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Private sector unions are in decline. Their future is dependent on engaging workers to the point of active participation. Previous research has demonstrated that such participation is preceded by the development of some level of member loyalty. Our study examines key antecedents to union loyalty and identifies a key mechanism through which these factors work. Specifically, we find pro-union attitudes and union instrumentality to be significant predictors of union member loyalty. Additionally, procedural justice perceptions mediate the relationship between antecedents and loyalty. Thus, our findings reflect the view that union socialization may be important in developing member loyalty.

# Unions, Innovation, and Technology Adoption: New Insights from the Cross-Country Evidence

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There is currently no consensus regarding the effect of unions on technology. We apply meta-regression analysis to the extant econometric studies and find that unions depress investment in new technology. However, this adverse effect has been declining over time and is moderated by country differences in industrial relations and regulations: The adverse effect appears to increase with labor market flexibility. Unions also have an adverse effect on technology adoption. The paper considers both the direct and indirect effects of unions and shows that their effect on technology is larger than their effect on profitability and physical capital. The size of the union effect on technology is compared to the effects of human capital, industry concentration, firm size, growth, profitability, and physical capital.

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# Beyond Commitment Conflict: An Investigation of the Relationships Among Union, Career, and Organizational Commitments

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This paper examines the relationships between union, organizational, and career commitments. Previous research has investigated one or two commitment types; this study is the first to show how unionized employees develop simultaneous commitments to their unions, careers, and employers. Using data from 1,093 members of French unions, we demonstrate that union and career commitments are strongly related to organizational commitment and that the relationship between career and organizational commitment is mediated by union commitment. This study illustrates the complexity of the dual commitment to union and organization and demonstrates the multi-dimensionality of the commitment construct.

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