

## XV. LERA Annual Reports

---

### LERA Executive Board Meeting

June 15, 2005

Capital Room, Hotel Washington,  
Washington, DC

*Call to Order*—The meeting was called to order at 3:10 p.m. by President Stephen R. Sleigh. Present at the meeting were officers Sleigh, Marlene Heyser (past president), Pete Feuille (secretary/treasurer), David Lipsky (president-elect) and members Peter Berg, Jackie Blanchard, Paul Almeida, Jerry Calhoun, Joel Cutcher-Gershenfeld, Morris Kleiner, and Tony Oliver. Invited guests included Jim Auerbach, Paula Voos, and Charles Whalen (editor-in-chief, *Perspectives on Work*). Board members unable to attend included Sara Adler, Amy Dean, Ann Frost, Jill Kriesky, Andy Levin, Nancy Peace, and Robert Taylor. National Office staff present included Paula Wells and Lisa Sprinkle.

*Approval of Minutes*—President Sleigh asked for approval or amendments to the minutes of the last board meeting on January 7, 2005. A motion was made to accept as presented, seconded, and unanimously approved.

### Committee and Officer Reports

*Report of the Development Committee*—Chair David Lipsky began by giving a history on the committee and highlighted the recommendations that came from the recent committee meeting. He reported that since the formal fundraising activities were started in January 2004, over \$670,000 has been raised through grants, donations, etc. The Committee recommended increasing the target fundraising goal to \$1.5 million. Donations should reach \$750,000 by January 2006. He reported all committee members have pledged their own participation in this effort and pledged to contact six people each by January 2006. Lipsky encouraged all members of the executive board to pledge to the campaign too. The Committee's motion to increase the fundraising goal to \$1.5 million was unanimously approved. It was agreed

to announce the formal proposal for a three-year campaign at the annual meeting in January in Boston.

The chair also reported that the committee was seeking approval on a motion to establish donation levels of silver, gold, platinum, the President's Circle, and other, and to hold an annual fundraising letter campaign each year before renewal efforts began in the fall. The Committee's motion to hold the annual fundraising effort to the general membership was unanimously approved.

*Report of the National Policy Forum Meeting*—President-elect and program chair for 2006 David Lipsky made a motion to hold the National Policy Forum every other year in Washington, D.C., and teaming up with FMCS for the National Labor Management Conference (or another group) during the even number years. The motion was seconded and unanimously approved.

*Report of the 59th Annual Meeting (2007 in Chicago) Program Committee*—Program chair David Lipsky discussed his idea for a theme for the Chicago meeting as *Conflict and Cooperation in Employment Relations*. Lipsky heard a number of suggestions and agreed to incorporate them in his call for session proposals.

*Industry Council Coordinating Committee*—Chair Joel Cutcher-Gershenfeld reported that there were two Industry Council charters that needed to be discussed and decided upon. These included the Construction Industry Council and the Utilities Industry Council charters. Joel reported Industry Council memberships increased from 482 members to 886 since last year. Of the new LERA members, nearly half signed up to join a council. The Committee presented a motion to accept the charters for the Construction Industry Council and the Utilities Industry Council and the Board approved it unanimously.

He also reported that all the co-chairs of the Industry Councils will make up the Industry Councils Coordinating Committee along with an executive board member. Charles Whalen is an ex-officio member to coordinate *Perspectives on Work* reports.

*The Report of the Secretary/Treasurer and Executive Director*—Treasurer Peter Feuille gave highlights of the LERA Mid-year Financial and Membership Report. He noted the unplanned and unbudgeted FMCS grant this year for Airline Industry Council research activities and its impact on staffing and the income and expense projections. He reminded the Board that grants tend to fund specific additional activities—not ongoing ones—and that the Association continues to run an annual operating deficit of about \$30,000 and that this is the key driver behind the development campaign.

A ten-year look at LERA financials and membership numbers show that the revenue has been basically the same over the years while membership numbers have been declining. Paula Wells pointed out that the number of nonrenewing members is slowing down and that we have an 87 percent renewal rate, which is good for an association. She also reported that she expected new member numbers to begin increasing this year, due primarily to the expanded efforts over the past two years and in 2005 to increase new members. However, she cautioned that rebuilding membership would likely be a long and slow process.

### **Strategic Direction of LERA**

President Steve Sleigh led a discussion about the strategic direction of the Association, pointing out that the Association had been through some major transitions in the past year including the name change, adding Industry Councils, and the intense work of a new Development Committee to plan a fundraising effort. These are all positive areas designed to help grow LERA membership. The questions before the board are the following:

How do we get membership to grow? What should we be doing to grow our influence in the labor sector? The academic sector? The management sector? The neutral sector? The discussion included the following observations from the members:

*Industry Councils.* Many other organizations seem to be specific to one occupation whereas LERA is very broad in focus. Industry Councils are a way to bring focus to specific groups and topics. Getting people to join the Industry Councils is a great way to get them to know LERA as a result.

*Chapters.* There was discussion on whether there is a disconnect between chapters and national. Steve Sleigh visited eleven chapters during the year. It was mentioned that people join associations to advance careers. If one had a local career, they tended to join local chapters, whereas if one had a national career, they were prone to join the national organization. It was asked what might be done to involve more chapter members in national membership. It was also pointed out that several major regions do not have chapters and suggested that appropriate Industry Councils could pave the way to start up some new chapters

*Focusing on Issues.* It was suggested that providing a broader view of workplace issues (like Work and Family) would provide potential new members something of value and could be used to help the organization grow. Facilitating dialog on big issues is important. Also, focusing on where work is going in two, five, and ten years would be helpful especially since there have been so many fundamental changes to work. LERA should focus on bringing folks together in ways that tackle the issues.

*Not Focusing on Issues.* Conversely, it was suggested that LERA is speaking to the issues of the day, which is not necessarily good for building membership. Issues come and go, and they are not a great platform to build membership on.

*Other Disciplines.* Reaching out to adjacent disciplines—economics, sociology, psychology, etc.—to let them know what LERA has to offer them was recommended, as was reaching out to other associations for possible joint meetings or activities.

President Sleigh asked the Board to think more on these ideas to further discuss at the January meeting, including how we can implement ideas to grow the membership. It was put forward that a Strategic Planning Committee of approximately five people might be developed to tackle these issues rather than depending on a Board that had three-year terms. Sleigh suggested more discussion on that issue in January.

## **New Business**

There was no new business.

## **Other Business**

*Nominating Committee Approval*—President Sleigh nominated the following LERA members to serve on the Nominating Committee: Janice Belace (chair), Mike Belzer, Jody Hoffer Gittell, Jerry Glass, Gordon Pavy, and Arnold Zack. Past president Marlene Heyser will also serve as directed by Association bylaws. The motion was seconded and approved unanimously.

*Finance and Membership Chair Approval*—President Sleigh put forward the nomination of Paula Voos to serve as chair of the LERA Finance and Membership Committee, replacing Greg Woodhead. This motion was seconded and approved unanimously. President Sleigh thanked Ms. Voos for her willingness to lead this important LERA committee.

*Next Meeting*—The next Board meeting will be on January 5, 2006 in Boston.

*Meeting Adjournment*—The meeting was adjourned by President Sleigh at 5:32 p.m.

LERA Executive Board Dinner and Meeting  
Thursday, January 5, 2006, 6:15 p.m.  
Arlington Room, Boston Park Plaza Hotel  
Boston MA

*Call to Order*—The meeting was called to order at 7:00 p.m. by President Stephen R. Sleigh. Present at the meeting were officers David Lipsky (president elect), Marlene Heyser (past president), Pete Feuille (secretary/treasurer), Adrienne Eaton (editor in chief), Lavonne Ritter (NCAC), Steve Rynecki (Advisory) and board members: Sara Adler, Paul Almeida, Joel Cutcher-Gershenfeld, Ann Frost, Morris Kleiner, Jill Kriesky, Andy Levin, Anthony Oliver, Nancy Peace, and Robert Taylor. Other invited guests included Board-elect members: Jack Fiorito, Gordon Pavy; president elect-elect Eileen Hoffman; committee chairs and coordinators: Janice Bellace, Cheryl Maranto, Paula Voos, and Charles Whalen and NCAC chair elect Bill Canak. National Office staff present included: Paula Wells, Lisa Sprinkle, and Anna Mehl. Board members not able to attend included: Peter Berg, Jackie Blanchard, Jerry Calhoun and Amy Dean.

*Award Recognition and Announcements*—Steve Sleigh recognized outgoing board members Jackie Blanchard, Joel Cutcher-Gershenfeld, Ann Frost, Andy Levin for their dedicated work over the past three years. Also honored was NCAC chair Lavonne Ritter who was completing her three-year term. Newly-elected board members whose terms will begin following the 2006 annual meeting were also introduced: Jack Fiorito, Lisa Lynch, Gordon Pavy, Nancy Peace, and Donna Wilson Renner.

President Elect David Lipsky recognized Steve Sleigh for his service as the 2005 LERA President.

*Approval of minutes*—A motion was heard to approve the minutes of the Washington DC LERA Board meeting on June 21, 2005. It was seconded and unanimously approved.

### **Committee and Officer Reports**

*Nominating Committee Report*—Chair Janice Bellace reported the slate of candidates on behalf of the Nominating Committee. The 2005 Committee

included Michael Belzer, Marlene Heyser, Jody Hoffer-Gittell, Jerry Glass, Gordon Pavy and Arnold Zack. Bellace announced Anthony Oliver as unanimous selection as the 2007 president elect. A motion was made to accept the slate of candidates presented and was seconded (Feuille). The motion passed unanimously.

*Perspectives on Work Editorial Advisory Board Report*—Charles Whalen, editor and chair, reported the current state of the *Perspectives* magazine and reported that from the readers surveys, sent out in the Summer 05 issue, it was found that readers view *Perspectives* as a balanced magazine, the most valuable publication of LERA, and a nice benefit. Another survey is included in the Winter 06 issue.

Whalen thanked Robert Taylor, who will end his tenure as a book review editor in 2006 and said, Eileen Schwab and possibly another interested member will take over those duties in 2007.

*Foundations Committee*—Marlene Heyser, chair, reported that this was the first committee meeting in 2 years and that the committee was going to work on identifying and applying for grants to feed into the Development committee effort. She indicated the Committee might focus on the topic of retirement income and benefits as a way to ask for new grants. Heyser reported that Joel Cutcher-Gershenfeld will remain on the committee as liaison to LERA Industry Councils and continue to work with the current Sloan grant for that project.

*Education Committee*—Cheryl Maranto reported on the Excellence in Education award and suggested it was time to reconfigure this award as the number of nominees has dropped in the past few years. The Committee agreed to continue to focus on the impact on students as main criteria. They will look into identifying a partnership to underwrite the education award to increase the benefit and interest of nominees, possibly a cash award. President Sleight mentioned that a representative from the United Federation of Teachers would be in attendance the next day and that it would be a good idea to discuss a partnership with them. He also asked for a formal proposal from the committee to discuss this more in 2006.

*Industry Council Coordinating Committee*—Chair Joel Cutcher-Gershenfeld discussed the growth of Industry Council participation within the LERA membership and commented briefly on the activities of some of the Councils, including their participation of five out of six councils on the program for the upcoming National Labor Management Conference in August

2006. He requested the Board approve the two charters to authorize new councils in the Health Care and Automobile industries. Following discussion, the committee motion was seconded (Ritter) and passed unanimously.

*Interest Sections Coordinating Committee*—Jill Kreisky reported on the compliance of the eight interest sections within LERA; almost all have completed the minimum requirements to complete the requirements for a charter. She reported the section conveners felt it was burdensome to ask sections to serve as refereed paper readers and fulfill POW editorial advisory board requirements. Editor Eaton and director Wells agreed to look into the process to try to simplify but reiterated that the association did need (two) volunteers from each section (these should be recruited in advance) to serve as readers each year and only one volunteer appointee from each section was needed every three years to serve on the advisory board. Kriesky also reported other ideas and observations from conveners: that the busy Pre-Conference day activities were cutting into their section attendance; that the Board tell ASSA that LERA needs more than 27 program slots; that Sections would like a calendar of when different things are happening and when they need to tell the national office who the readers are, etc.

*Development Committee*—Chair David Lipsky reported he is ready to formally announce the launch of a fundraising effort, \$1.5 million for LERA and that the Committee has been working for 2 years to plan this campaign. He said nearly \$700,000 has been raised over those 2 years through grants, organizational commitments, cash, and pledges and that there is a new database in place to help track donations and donor information. The amount raised so far includes donations made in the fall for the first Annual Fund Campaign, the Sloan grant, FMCS grant, Susan Eaton award, Steve Sleight's efforts to raise money for the 2005 NPF sponsorship, and a few other efforts. Lipsky will circulate a price list at a future date for supporting efforts by LERA. Lipsky read the case statement for the Development committee, which had been sent to board members prior to the meeting and reviewed the contribution list from the Annual fund campaign.

The next phase after formal announcement will be members contacting potential donors (past presidents). He pointed out that another key is strong organizational support, so we will continue to solicit from organizations. Endowments and planned giving is not available yet because the committee was still doing research on endowments.

*Report of the Secretary/Treasurer and Executive Director*—Paula Wells reported that dues income remains around the \$200,000 level with total

income (including grants) over \$400,000. She explained Sloan grant monies are paid over a three-year period and we will receive the final installment in March 2006; we have received a one-year no-cost extension (through 2007) to spend that money. She reported that FMCS grant monies are 90% reimbursements for expenses made in conjunction with the Airline Industry Council project and that project coordinator Tom Kochan had been able to get an extension on that grant as well to enable them to finish their project.

Pete Feuille reviewed the projected year-end for 2005 and budget for 2006 noting that in 2006, meeting revenues and expenses would be considerably lower because a National Policy Forum is not held in years when the FMCS held their National Labor-Management Conference. He also noted increased amounts set aside for fundraising activities in the new budget. The budget was approved for 2006.

Wells also reported on membership statistics noting that 1) Dues for 2006 memberships went up \$10 to \$105 for a regular membership, 2) there was an increase in membership renewal rate to over 90%, and 3) While we are still gaining a net number of members, we are very close to reaching positive growth. We had 256 new members in 2005, most since 1999.

*Finance and Membership Committee*—Chair Paula Voos pointed out that membership dues revenue presently does not cover organizational overhead and commented that we would need a lot more members for that to be the case. She emphasized we must increase membership fees and asked all board members to use networking and email to contact their colleagues who aren't members and invite them to join. She emphasized we needed to look at increasing revenue in areas other than membership. She also commented that the committee wants not only to be an active committee, but also a strategic working committee.

Voos reported the committee thinks it is important to increase dues \$5 every year rather than \$10 every two years. She offered a motion that student dues remain constant at \$25 per year but that regular dues should go up \$5 in 2007 and in 2008. Other dues categories, like family, emeritus, and library subscriptions could go up as deemed appropriate by the director and standing presidents. Lavonne Ritter seconded and the motion was passed unanimously.

Voos discussed that not only must we keep a steady stream of income coming in but we should be prudent in the use of our resources. She said the Committee had discussed the publication of the 2006 Membership Directory with the Editorial Committee and put forth a motion: Rather than mailing all members a printed copy of the 2006 directory for free, to offer the 2006 printed directory at a minimal fee to members, thereby making use of



a smaller print run. Our practice would be to send only to library subscribers and new members as they sign up. In conjunction with this, the online membership directory at the LERA website would be made even easier for members to access and use. Cutcher-Gershenfeld seconded and the motion was unanimously passed.

Voos reported the committee was also looking into ways to make the industry councils self-sustaining, especially when the Sloan grant runs out.

*NCAC Committee*—Lavonne Ritter, NCAC Chair, reported that six members of the NCAC with expiring terms had agreed to stay on the committee for 3 more years. She introduced Bill Canak as the new NCAC chair; his term begins in January 2006 and runs through the 2009 Annual Meeting. She reported that chapter liaisons (from NCAC) will contact chapters that are delinquent with dues.

*Editorial Committee*—Adrienne Eaton, Editor in Chief, reported that the committee is brainstorming ideas for the 2008 and 2009 Research Volumes, the committee will meet by email in 3 months to determine '08 volume and will have a proposal to the Board in August. She also reminded the Board that *Perspectives on Work* has an online version published at the LERA website in April and September and that back issues of the annual proceedings, *Perspectives*, LERA newsletters and the member directory were also online in pdf form.

*FMCS National Labor Management Conference*—Joel Cutcher-Gershenfeld reported that the Industry Councils will be submitting proposals for this meeting and he will be working with them to organize their workshops for the August 2006 program in Chicago. LERA will once again be co-sponsoring the NLMC.

*Program Committee 59th Annual Meeting*—David B. Lipsky, president elect and program chair, reported that Iain Gold and David Lewin have agreed to serve as vice co-chairs for the Program Committee for the 2007 program. The program will take place January 4-7, 2007, in Chicago, IL. The theme will be "Conflict and Cooperation in Employment Relations."

## **New Business**

*Strategic Planning Discussion*—President Sleight started out with a comment that the function of the board is to provide guidance to the management on what to spend overhead dollars on with declining resources. He asked how, as a board, can we be more effective to get the Association back

to growing members and building a presence for the group? There was a discussion on how best to plan to the agency's future and the board agreed there needed to be a day set aside for such strategic planning in conjunction with the next Board meeting. Sleigh asked president elect Lipsky to put together a subcommittee and to get LERA organized for the board to hold a strategic planning retreat in August, one with structure and a facilitator, in order to produce an implementation plan for the Association over the next 3-5 years. Lipsky and the board agreed.

*Meeting Adjournment*—President Sleigh thanked the Board and adjourned the meeting at 10:27 p.m.

LERA General Membership  
Meeting and Awards Presentations  
Saturday, January 7, 2006, 6:00 p.m.  
Georgian Room, Boston Park Plaza Hotel  
Boston MA

*Call to Order*—The meeting was called to order by LERA President Stephen R. Sleight at 6:05 p.m.

*Welcome*—President Sleight welcomed the membership and acknowledged new members.

**Committee and Officer Reports**

*Report of the Nominating Committee*—Stephen Sleight reported that the Executive Board has approved the Committees slate of nominees for the June 2007 elections. He thanked committee chair Janice Bellace and the Committee and shared with the membership that the 2007 President-Elect nominee is Anthony T. Oliver.

*Report of the Perspectives on Work Editorial Advisory Committee*—Charles Whalen, editor of *Perspectives on Work*, gave a brief report on the plans for the Summer 2006 issue. The cover feature will be this year's distinguished panel: Conflicts over Corporate Control: The Role of Labor and Employment Relations. Whalen invited members to contact him if they had ideas for features or articles.

*Report of the Finances/Membership Committee*—Chair Paula Voos reported the board had recommended the budget for 2006 with a \$40,000 deficit. To economize, the association has raised membership dues and initiated a development effort (to be discussed in detail by David Lipsky.) Dues were raised \$10 for 2006 and will be raised \$5 a year over the next two years. The Association now offers a 12-month rolling membership cycle enabling new members to receive benefits immediately upon joining. Voos reported dues revenue alone will not sustain the operating costs and that other action is needed. She challenged all members to participate in 'personal contact' membership building efforts.

*Report of the Development Committee*—David Lipsky, Chair, announced the launch of a \$1.5 million fund raising effort for the LERA. Almost \$700,000 has been raised over the past 2 years through grants, organizational contributions, sponsorships and member donations through renewals. Steve Sleigh spearheaded the effort to secure over \$50,000 in donations for the 2005 National Policy Forum. There is \$800,000 left to raise in the next 3 years. The next phase will be contacting potential donors and to continue to solicit organizations. The Foundations Committee, chaired by Marlene Heyser is developing a strategy to secure grants.

The LERA has a \$400,000 operational budget with \$200,000 of that budget coming from dues and the remaining made up from other revenue streams. We run an approximate structural deficit of \$50,000 per year without grants. Lipsky indicated some programs may be revamped or cut if we cannot make up this deficit. We need members to help by 1) giving money, 2) providing contact names for donors, and 3) sharing ideas about how we can achieve our goal. Pledging and planned giving are options. This is an exciting opportunity to ensure we can keep this organization going.

*Report of the Industry Councils Coordinating Committee*—Joel Cutcher-Gershenfeld reported that 1,000 LERA members have indicated interest in industry councils and seven chartered councils now exist—Aerospace, Airline, Automobile, Construction, Health Care, Public Sector-Federal, and Utilities. Through the Industry Council initiative, we are taking the charge from the Sloan Foundation to make a difference in Industrial relations on a national level. Each council is taking on important issues. LERA members should join and participate in an industry council to make a difference.

*Report of the Editorial Committee Report*—Adrienne Eaton, editor in chief and chair, reported the 2006 Research Volume is being edited by David Lewin and will be titled, “*Contemporary Issues in Employment Relations*. It is a review of research in the field and the volume is in editorial development. The 2007 Volume will be co-edited by Teresa Ghilarducci and Christian Weller and entitled: *Employee Pensions and Labor Employment Relations*. The committee is working on a proposal for 2008.

## LERA Awards Presentations

*Best Dissertation Award Co-Winners*—Bruce Kaufman, Chair of the Dissertation Awards Committee presented the award to co-winners: Dan Zuberi, University of British Columbia who received his degree from Princeton University with his thesis, “Differences Matter: The Impact of Social Policy on the Working Poor in Canada and the United States” (Zuberi not present) and Danielle van Jaarsveld, also of University of British Columbia who received her degree from Cornell University with her thesis, “Boom & Bust: An Analysis of Information Technology Work Patterns.” Honorable Mentions included Mark Anner, Penn State University with his degree from Cornell University and Brenda Sun, London School of Economics

*John T. Dunlop Outstanding Scholar Awards Presentation*—Morris Kleiner, LERA Awards Committee Chair presented two awards. For outstanding research addressing an IR/HR problem of national significance, David H. Autor, MIT won the award. For exceptional contributions to international and comparative labor and employment research, Rafael Gomez of the London School of Economics won the award.

*Susan C. Eaton Outstanding Scholar-Practitioner Award Presentation*—Lois Gray of Cornell University was asked to present the award to this year’s winner. In recognition of outstanding research and practice emphasizing the value of bringing together the academic and practitioner communities in our field, Christian Weller of the Center for American Progress was given the award.

*Susan C. Eaton Scholar-Practitioner Research Grant*—Awards chair Eileen Appelbaum, recognized co-winners: Patrice Mareschal of Rutgers University and Carol Zabin of the University of California at Berkeley (Zabin not present). A grant of \$3,000 was shared by the researchers.

*Achievement Award in Education Presentation*—Education Committee member Janet Conti, presented an achievement award in Education to Paul Cole, American Labor Studies Center.

*LERA Chapter Awards*—Lavonne Ritter, Chair of the National Chapter Advisory Committee presented the following Chapter awards:

The Chapter Star Award was presented to the Atlanta Chapter—Bruce Kaufman of the Atlanta Chapter accepted.

Outstanding Chapter Awards were given to the Gateway LERA Chapter from St Louis with Jerry Parker of the Gateway Chapter accepting, and the

Long Island NY LERA Chapter with Richard Roth of the Long Island Chapter accepting.

### **Business Meeting Continuation**

*Report of the Chapter Advisory Committee*—Lavonne Ritter, NCAC Chair thanked the chapters and the committee and reported she was completing her term as chair. She introduced Bill Canak as the new NCAC Chair.

*Announcement of the Dates of Next Meetings*—Stephen R. Sleigh announced the dates of our next meeting at the National Labor Management Conference August 16-18, 2006 at the Chicago Hyatt Regency Hotel. The theme for the meeting will be *Confronting Changing Times: Paths to Partnership* and LERA members are encouraged to submit workshop proposals to FMCS by January 20. Please visit the LERA website and watch for your LERA Newsletter in March for details on speakers, registration.

LERAs 59th Annual Meeting will be held in Chicago January 4-7, 2006. There is currently a call out for session proposals for the next Annual Meeting. David Lipsky is the Chair and the meeting theme is “Conflict and Cooperation in Employment Relations.” Members, interest sections, industry councils are encouraged to submit proposals for sessions. The deadline for proposals is January 20, 2006. Both symposium and workshop proposals are encouraged.

*Request for New Business from the Floor*—President Sleigh recognized LERA secretary/treasurer Peter Feuille, who formally thanked the LERA National staff for their hard work, noting the quality of the new employees and the work of director Paula Wells. He invited participants to attend the Joint Universities Reception, held immediately following the General Membership Meeting.

*Concluding Remarks*—Stephen R. Sleigh thanked the association for the opportunity to serve as the president for the past year. As ceremony, he turned the meeting over to the 2007 LERA President David Lipsky, who adjourned the meeting.

*Meeting adjournment*—President Elect Lipsky adjourned the meeting at 7:01 p.m.

# ***STAN FELLER, CPA***

---

**Accountant - Tax Consultant**  
206 ½ W. Springfield - Champaign, Illinois 61820-4816  
(217) 351-3192 (fax 351-4135)

---

## INDEPENDENT AUDITOR'S REPORT

Board of Directors  
Labor and Employment Relations Association  
121 ILIR Building, 504 East Armory Avenue  
Champaign, Illinois 61820

I have audited the accompanying financial statements of the Labor and Employment Relations Association (a nonprofit organization), State of Illinois, as of and for the years ended December 31, 2005 and 2004, as listed in the table of contents. These financial statements are the responsibility of the Organization's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that I plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. I believe that my audit provides a reasonable basis for my opinion.

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Labor and Employment Relations Association as of December 31, 2005 and 2004, and the changes in its net assets and its cash flows for the years then ended, in conformity with generally accepted accounting principles.

Stan Feller, CPA  
Champaign, Illinois  
February 3, 2006



## LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

## STATEMENT OF FINANCIAL POSITION

December 31, 2005 and 2004

<b>ASSETS</b>	<b>2005</b>	<b>2004</b>
<b>Current Assets</b>		
Cash and Certificate of Deposit	\$ 474,881	\$ 469,663
Accounts Receivable - Net	43,338	4,471
Grants Receivable	126,661	240,277
Prepaid Expenses	3,778	3,383
Inventory	6,889	11,621
Accrued Interest Receivable	<u>2,508</u>	<u>238</u>
Total Current Assets	<u>658,055</u>	<u>729,653</u>
Property and Equipment	18,179	13,695
Less: Accumulated Depreciation	<u>(13,239)</u>	<u>(11,043)</u>
<b>TOTAL ASSETS</b>	<u><u>662,995</u></u>	<u><u>\$ 732,305</u></u>
 <b>LIABILITIES AND NET ASSETS</b>		
<b>Current Liabilities</b>		
Accounts Payable	\$ 11,893	\$ 19,156
Accounts Payable to UCIRHRP	7,561	7,371
Accrued Liabilities	19,404	7,677
Dues Collected in Advance	72,907	71,965
Subscriptions Collected in Advance	10,855	7,100
Deferred Convention Deferred	7,750	2,900
Eaton Memorial Scholarship Receipts	46,877	36,331
Deferred Grant, Contribution Income	<u>178,101</u>	<u>288,753</u>
Total Current Liabilities	<u>355,348</u>	<u>441,253</u>
<b>Net Assets</b>		
Temporarily Restricted	0	0
Unrestricted		
Operating	307,647	291,052
Total Net Assets	<u>307,647</u>	<u>291,052</u>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u><u>\$ 662,995</u></u>	<u><u>\$ 732,305</u></u>

The accompanying notes are an integral part of these financial statements



## LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

STATEMENT OF ACTIVITIES  
Years Ended December 31, 2005 and 2004

	2005			2004		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
Revenue, Gains and Other Support						
Membership Dues	\$ 157,958		\$ 157,958	\$ 155,744		\$ 155,744
Subscriptions	39,080		39,080	40,740		40,740
Chapter Fees	9,250		9,250	8,975		8,975
Publications	630		630	896		896
Advertising	1,295		1,295	1,320		1,320
Mailing List Rental	5,459		5,459	2,926		2,926
Royalties	6,232		6,232	8,295		8,295
Meeting Income	86,924		86,924	25,709		25,709
Interest Income	8,855		8,855	3,571		3,571
Member Contributions	8,979		8,979	1,848		1,848
Administrative Fees	3,894		3,894	261		261
Contributions						
GE Contributions		5,000	5,000	15,000	2,500	17,500
FMCS Grant		39,232	39,232		49,147	49,147
Sloan Grant		105,652	105,652		111,424	111,424
Restrictions satisfied	149,884	-149,884	0	163,071	-163,071	0
Total Revenues, Gains and Other Support	478,440	0	478,440	428,356	0	428,356
Expenses and Losses						
Program Services						
General	122,530		122,530	115,770		115,770
Meetings	77,784		77,784	27,447		27,447
Publications	71,983		71,983	33,250		33,250
Grant Expenses						
Sloan Grant Expense - See Note 5	105,652		105,652	111,424		111,424
GE Contributions - See Note 4	5,000		5,000	17,500		17,500
FMCS Grant Expense - See Note 6	39,232		39,232	49,147		49,147
Supporting Services						
Management and General	19,781		19,781	8,615		8,615
Membership Development	19,883		19,883	7,543		7,543
Total Expenses and Losses	461,845		461,845	370,696		370,696
Change in Net Assets	16,595		16,595	57,660		57,660
Net Assets at Beginning of Year	291,052		291,052	233,392		233,392
Net Assets at End of Year	\$ 307,647	\$ 307,647	\$ 307,647	\$ 291,052	\$ 291,052	\$ 291,052

The accompanying notes are an integral part of these financial statements.

Page 3

LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

STATEMENT OF FUNCTIONAL EXPENSES  
For the Year Ended December 31, 2005

	MEETINGS				GRANTS				PUBLICATIONS				SUPPORTING SERVICES			
	General	Winter Conference	Regional Meetings	Natl Policy Forum	Winter Bd Meeting	Spring Bd Meeting	GE Contribution	FMCS Grant	Slam Grant	Annual Proceedings	Perspectives	Research Volume	Directory & Newsletter	Management & General	Membership Development	Totals
Compensation	94,199						18,195	47,290								199,684
Payroll taxes & fringes	26,331							17,301								43,632
Depreciation														1,318		1,318
Insurance														1,825		1,825
Industry Research																6,480
Bank Charges		7,679		10,859										210		39,061
Printing							688	4,214						7,034		7,034
Fulfillment							309							2,434		2,434
Postage and freight									5,187	9,000	21,985	7,981		1,740		52,229
Accounting/auditing		627		898			5	1,347	-34	1,780	4,557	5,669	6,251			14,451
Printing, production		808		489				3,310	1,657	4,030	6,912	2,345				9,944
Postage		18,419		14,307	2,378	1,599	122	3,133								37,838
Other public costs		1,624		892	0	482	10,495	1,843								15,146
Travel		3,227		13,099	107		2,275	937								17,538
Other meeting expenses									13,781							24,645
Slam Grant Overhead							248							577		825
Education & label supplies							4,237	305						355		4,877
Office supplies							1,153							863		1,153
Student and member awards								360						3,088		3,088
Duplicating Expense													757			1,117
Telephone and FAX													1,237			1,237
Chaper expenses													621	1,778		1,778
Other committee expenses													396			621
Miscellaneous office													1,100			1,100
	122,530	32,684	0	49,524	2,485	2,091	5,000	39,232	105,652	10,573	27,795	19,450	14,165	19,781	19,883	461,845

The accompanying notes are an integral part of these financial statements.  
Page 4

LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

STATEMENT OF FUNCTIONAL EXPENSES  
For the Year Ended December 31, 2004

	MEETINGS				GRANTS				PUBLICATIONS				SUPPORTING SERVICES		Totals
	Winter Conference	Natl/Policy Forum	Winter Bd Meeting	Spring Bd Meeting	FIMCS Grant	GE Contribution	Siann Grant	Writer Proceedings	Perspectives	Research Volume	Directory & Newsletter	Management & General	Membership Development		
General															
Compensation	93,650						37,036								130,686
Payroll taxes & fringes	22,120						11,850								33,970
Depreciation											786				786
Insurance											1,083				1,083
Donations											37				37
Bank Charges											53				53
Promotion	5,581					5,987	6,407				2,316		4,345		22,640
Fulfillment						6,626					222				6,848
Travel and freight															222
Advertising															960
Accounting															960
Printing, production	1,462				20,705	4,443	8,100	4,443		10,573	675				46,358
Postage	273				2,246	1,912	1,912	781		3,909	3,077				12,198
Other public costs					9,729	1,749	1,749	1,749		4,455	3,188				19,121
GE Contribution Expense						15,000									15,000
FIMCS Grant Expense					51										51
Siann Grant Overhead							14,534								14,534
Meals, Receptions	16,740		1,907		1,500		4,443								20,690
Travel	363			690	500	583	463								2,099
Other meeting expenses			56	48	500		20,519								21,771
Education					285		3,418								3,700
Computer Equip. supplies							5,995				282				5,905
Office supplies											984				984
Student and member awards													2,683		2,683
Telephone, Fax											686				686
Chapter expenses													250		250
Dues														483	483
Duplicating							250								250
Office committee expenses														125	125
Miscellaneous office														265	265
											618				618
	115,770	24,746	0	1,963	48,147	17,500	111,424	6,973	0	19,337	6,940	8,615	7,543		370,695

The accompanying notes are an integral part of these financial statements.  
Page 5

## LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

STATEMENT OF CASH FLOWS  
For the Years Ended December 31, 2005 and 2004

## CASH FLOWS FROM OPERATING ACTIVITIES

	2005	2004
Change in Net Assets	\$ 16,595	\$ 57,660
Adjustments to Reconcile Change In Net Assets to Net Cash From Operating Activities		
Depreciation	2,196	2,125
(Increase) or Decrease in Operating Assets:		
Accounts Receivable	(38,867)	52,064
Grants Receivable	113,616	(240,277)
Prepaid Expense	(395)	447
Inventory	4,732	6,455
Other Current Assets	(2,270)	99
Increase ( Decrease) in Operating Liabilities		
Accounts and Scholarships Payable	3,473	(797)
Accrued Liabilities	16,577	(11,650)
Dues Collected in Advance	942	(29,708)
Subscriptions Collected in Advance	3,755	(26,090)
Deferred Grant, Contribution Income	<u>(110,652)</u>	<u>288,753</u>
Net Cash Provided by Operating Activities	9,702	99,081
Payments for Property and Equipment	<u>(4,484)</u>	<u>0</u>
Net Increase ( Decrease) in cash and cash equivalents	5,218	99,081
Cash and short-term Investments:		
Beginning of Year	<u>469,663</u>	<u>370,582</u>
End of Year	<u>\$ 474,881</u>	<u>469,663</u>

The accompanying notes are an integral part of these statements.

**LABOR AND EMPLOYMENT RELATIONS ASSOCIATION****NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2005 AND 2004**

## Note 1 – Nature of Activities and Significant Accounting Policies

Nature of Activities

The Labor and Employment Relations Association (LERA) was founded in 1947 to encourage research in all aspects of the field of labor, employment, and the workplace. It is a non-profit scholarly association of academic, labor, business and neutral communities committed to the full discussion and exchange of ideas between and among its broad constituencies through meetings, publications, and its various electronic listservs and websites. The LERA National Office is located in Champaign, Illinois and serves the association by planning conferences and meetings, and publishing the various research of its members.

Basis of Accounting

The financial statements of the Association are presented using the accrual basis of accounting.

Contributed Services

During the years ended December 31, 2005 and 2004, the value of contributed services meeting the requirements for recognition in the financial statements was not material and has not been recorded.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Property, Plant and Equipment

Property, plant and equipment are carried at cost. Depreciation is provided using the straight-line method over an estimated five to seven year useful life. In 2005, LERA decided to follow the practice of the University of Illinois to expense any items purchased costing less than \$500. In 2004, the University of Illinois' policy was to expense any items costing less than \$2500, which was followed by LERA for 2004.

**LABOR AND EMPLOYMENT RELATIONS ASSOCIATION****NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2005 AND 2004**Financial Statement Presentation

The Association has adopted Statement of Financial Accounting Standards (SFAS) No. 117, "Financial Statements of Not-for-Profit Associations." Under SFAS No. 117 the Association is required to report information regarding its financial position and activities according to two classes of net assets: unrestricted net assets and temporarily restricted net assets. As permitted by the statement, the Association does not use fund accounting.

Organization Name Change

Effective January 6, 2005, the organization's constitution and bylaws were changed to denote the name change to Labor and Employment Relations Association. The new name was ratified and approved at the executive board meeting on January 6, 2005, in compliance with a general membership vote by mail in June, 2004.

Contributions

The Association also adopted SFAS No. 116, "Accounting for Contributions Received and Contributions Made." Contributions received are recorded as unrestricted or temporarily restricted support depending on the existence or nature of any donor restrictions.

Temporarily restricted net assets are reclassified to unrestricted net assets upon satisfaction of the time or purpose restrictions.

Income Taxes

The Association is a not-for-profit Association that is exempt from income tax under Section 501 (c)(3) of the Internal Revenue Code, and is classified by the Internal Revenue Service as other than a private foundation.

However, net income from the sale of membership mailing lists and newsletter advertising is unrelated business income, and is taxable as such. After deducting costs associated with the income, there was no tax owed for 2005 or 2004.

**LABOR AND EMPLOYMENT RELATIONS ASSOCIATION****NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2005 AND 2004**Investments

The Association does not have any investments in marketable securities.

Cash and Cash Equivalents

For purposes of the statements of cash flows, the Association considers all highly liquid investments available for current use with an initial maturity of twelve months or less to be cash equivalents. Cash investments held at seven financial institutions exceeded the \$100,000 FDIC insurance limits by a total of \$7,292, and cash in five financial institutions exceeded the FDIC limits by \$63,724 at December 31, 2004.

Inventory

The Association's inventory of directories, research volumes, proceedings and perspective magazines is carried at the lower of cost or market value.

Membership Dues – Advance Subscriptions Collected

Membership dues and subscriptions are assessed on a calendar year basis and are recognized on an accrual basis.

Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

## Note 2 – Arrangements with the University of Illinois

The Association moved its offices to the University of Illinois at the end of 1999. Under an arrangement with the University, the employees of the Association are employed by the University. The employees' pension and benefits are part of the University's plans. The Association then reimburses the University quarterly for the cost of the employees.

**LABOR AND EMPLOYMENT RELATIONS ASSOCIATION  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2005 AND 2004**

Note 3 – UCIRHRP servicing arrangement to administer business

On January 3, 2003, the LERA entered into a servicing arrangement to administer the business of the University Council of Industrial Relations and Human Resources Programs (UCIRHRP). These servicing duties include dues notification and collection, annual meeting arrangement and report preparation, and maintaining a data base and network communications for this separate organization. A separate financial statement is maintained for this company, but the fund's cash is maintained in LERA's general bank account. The amount of cash belonging to UCIRHRP in the general account is shown on LERA's balance sheet as Due to UCIRHRP. The initial deposit of UCIRHRP funds was wired to LERA on September 22, 2003, at which time the LERA began this servicing arrangement. UCIRHRP's cash balance in LERA's custody was \$7,561 at December 31, 2005, and \$7,371 at December 31, 2004. The LERA is allowed to collect 20 % of dues collected each year as an administrative fee.

Note 4 – General Electric (GE) Contributions

On September 2, 2004, the LERA received a \$25,000 contribution, with \$5,000 allocated to its 2005 National Policy Forum (NPF), \$5,000 for the Aerospace Industry Council, and \$15,000 for unspecified uses. The LERA deferred \$5,000 of the contribution to 2006 for Aerospace, recognized as income and allocated \$5,000 to 2005 NPF expenses, and allocated the unspecified portion to 2004 expenses.

On August 27, 2004, the LERA received a \$5,000 separate donation from GE to co-sponsor the 2004 National Policy Forum activities and additional support for the Aerospace Industry Council. Aerospace Industry Council funds were deferred to 2006, while NPF co-sponsorship funds received were recognized in 2004.

Note 5 – Alfred P. Sloan Foundation Grant #2003-12-14

On December 13, 2004, the LERA received notification that it was the recipient of a grant for \$387,677 to establish a network of industry councils within the LERA. The grant is to be received in three installments, with \$147,400 received in January 2004, \$123,900 received in February 2005, and the final payment of \$116,377 expected in 2006. The 2005 installment was offset with 2005 expenses totaling \$91,872, plus overhead charges allowed at 15% of \$13,780. The 2004 installment was offset with 2004 expenses totaling \$96,890, plus



**LABOR AND EMPLOYMENT RELATIONS ASSOCIATION  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2005 and 2004**

overhead charges of \$14,534. This leaves \$170,601 of unspent grant funds deferred.

**Note 6 – Federal Mediation and Conciliation Services Grant #03-CA/I-004**

On February 17, 2005, the LERA received notice of its \$125,000 grant application approval by FMCS and additional \$13,889 funds to be provided by MIT and LERA for LERA Airline Industry Council project leadership and management committee meetings. The project and budget period of this grant covers October 1, 2003 to September 1, 2006. \$28,948 of this project's funds was received from FMCS in 2005. Expenses relating to the grant in 2005 totaled \$39,232, resulting in a grant receivable at December 31, 2005 of \$10,284 to be requested from FMCS in early 2006.

**Note 7 – Federal Mediation and Conciliation Services Grant #04-IL/I-001**

On August 31, 2004, the LERA received approval of its \$50,000 grant application to FMCS requesting 90% support of LERA's publication of Perspectives on Work magazine, to achieve wider distribution of two annual issues during the grant period. A total amount of \$49,147 was received in four installments in 2004 and, since all expenses relating to the grant were covered, this grant was closed.

**Note 8 – Susan C. Eaton Scholar-Practitioner Memorial Fund**

The LERA set up a memorial fund in honor of an author of a 1998 "Perspectives on Work" article and active young LERA member, who died on December 30, 2003. Memorial gifts received were \$13,629 in 2005 and \$36,331 in 2004. At its June 1, 2004 meeting, the LERA approved the establishment of an annual Susan C. Eaton Scholarship award, to be paid to one or more worthy persons. No payouts have been made to date. The LERA is allowed to collect 10 % of gifts collected each year as an administrative fee.

**ALPHABETICAL LIST OF AUTHORS**

Adams, Roy . . . . .	184	LeRoy, Michael . . . . .	223
Arnold, Edwin . . . . .	240	Mitchell, Daniel J.B. . . . .	160
Babson, Marshall . . . . .	113	Massa-Wirth, Heiko . . . . .	206
Bain, Trevor . . . . .	58	Neuman, Kevin . . . . .	18
Bamber, Gregory . . . . .	77, 97	Ni, Huan . . . . .	240
Beaumont, Philip B. . . . .	86	Pate, Judy . . . . .	86
Bird, Marian . . . . .	97	Queneau, Herve . . . . .	242
Bodah, Matthew . . . . .	239	Rainthorpe, Kate . . . . .	77
Buchele, Robert . . . . .	174	Rehfeldt, Udo . . . . .	105
Chang, Chyi-Herng . . . . .	58, 65	Rodgers, Loren . . . . .	174
Chi, Wei . . . . .	44	Scharf, Adrian . . . . .	174
da Costa, Isabel . . . . .	105	Schneider, Martin . . . . .	239
Freeman, Richard . . . . .	44, 125	Scott, Clyde . . . . .	240
Feuille, Peter . . . . .	223	Sen, Amit . . . . .	242
Freidman, Sheldon . . . . .	190	Sleigh, Steven R. . . . .	1
Geist, Eric . . . . .	52	Tang, Zhi . . . . .	58
Hoffer Gittell, Jody . . . . .	94	Turnbull, Peter . . . . .	86
Gould, William . . . . .	150	Turner, John . . . . .	28
Harvey, Geraint . . . . .	86	Vogus, Timothy . . . . .	164
Hermes, Sharon . . . . .	8	von Nordenflycht, Andrew . . . . .	241
Hiatt, Jon . . . . .	156	Voos, Paula . . . . .	143
Hirsch, Barry . . . . .	133	Wallace, Joseph . . . . .	86
Jeffrey Hirsch . . . . .	133	Weller, Christian . . . . .	32
Hunter, Laurence C. . . . .	86	Wenger, Jeffrey . . . . .	32
Brown Johnson, Nancy . . . . .	69	Wright, Chris . . . . .	97
Kleiner, Morris . . . . .	44	Yazbeck, Claire . . . . .	77
Kochan, Thomas . . . . .	94, 120	Zuberi, Daniyal . . . . .	243
Lansbury, Russell . . . . .	77, 97	Zullo, Roland . . . . .	193
Lawson, Daniel . . . . .	18		

# LERA CHAPTERS

*For contact information on a chapter in your area, visit the LERA website at [www.lera.uiuc.edu](http://www.lera.uiuc.edu).*

## ALABAMA

Alabama

## ALASKA

Alaska (Anchorage)

## ARIZONA

Arizona (Phoenix/Tuscon)

## CALIFORNIA

Gold Rush (Oakland/San Jose)

Inland Empire (Riverside/

San Bernardino)

Northern (Sacramento)

Orange County (Anaheim)

San Diego

San Francisco

Southern (Los Angeles)

## COLORADO

Rocky Mountain (Denver)

## CONNECTICUT

Connecticut Valley (Hartford/New Britain)

## DISTRICT OF COLUMBIA

Washington D.C.

## FLORIDA

Central Florida (Orlando)

West Central Florida (Tampa/Clearwater)

## GEORGIA

Atlanta

## HAWAII

Hawaii (Honolulu)

## ILLINOIS

Chicago

LIRA (University of Illinois)

## INDIANA

Delaware County (Muncie)

## IOWA

Iowa

## MARYLAND

Maryland (Baltimore)

## MASSACHUSETTS

Boston

## MICHIGAN

Detroit

Mid-Michigan (Lansing)

## MISSOURI

Gateway (St. Louis)

Greater Kansas City

## NEVADA

Southern (Las Vegas)

## NEW JERSEY

New Jersey

## NEW YORK

Capital District (Albany)

Central New York (Syracuse)

Hudson Valley

Long Island

New York City

Western (Buffalo)

## OHIO

Central (Columbus)

Northeast (Cleveland)

Southwestern (Dayton)

## OREGON

Oregon (Portland)

## PENNSYLVANIA

Central (Harrisburg)

Northeast (Bethlehem)

Philadelphia

## RHODE ISLAND

Greater Rhode Island

## SOUTH CAROLINA / NORTH CAROLINA

South Atlantic (Columbia/Charlotte)

## TENNESSEE

Tennessee Employment Relations Research

Association (TERRA)

## TEXAS

Greater Houston

North Texas (Dallas)

## WASHINGTON

Northwest (Seattle)

## WISCONSIN

Wisconsin (Milwaukee)

## CANADA

British Columbia (Vancouver)

Hamilton District (Ontario)

## FRANCE

Paris

## LERA Organizational Memberships

*The LERA provides a unique forum where representatives of all stakeholders in the employment relationship and their views are welcome.*

We invite your organization to become a member of our prestigious, vibrant association. The Labor and Employment Relations Association (LERA) is the professional membership association and learned society of persons interested in the field of industrial relations. Formed more than fifty years ago, the LERA brings together representatives of labor, management, government, academics, advocates, and neutrals to share ideas and learn about new developments, issues, and practices in the field. Members share their knowledge and insights through LERA publications, meetings, and LERA listservs. In addition, the LERA provides a network of 50 chapters where professionals meet locally to discuss issues and share information.

The purpose of the LERA is to encourage research and to foster discussion of issues affecting today's workplace and workers. To that end, the LERA publishes an array of information, including research papers and commentary presented at Association meetings; the acclaimed practitioner-oriented magazine, *Perspectives on Work*; a printed and online membership directory; quarterly newsletters; and an annual research volume. Recent research volumes include *The Ethics of Human Resources and Industrial Relations*, John Budd and James Scoville, editors; *Theoretical Perspectives on Work and the Employment Relationship*, Bruce E. Kaufman, editor; *Going Public: The Role of Labor-Management Relations in Delivering Quality Government Services*, Jonathan Brock and David Lipsky, editors; and *Collective Bargaining in the Private Sector*, Paul F. Clark, John T. Delaney, and Ann C. Frost, editors. Other member publications and services include online IR/HR degree programs listings, an online library, job announcements, calls and announcements, competitions and awards for students and practicing professionals, and much more.

LERA is a non-profit, 501(c)(3) organization governed by an elected Executive Board comprised of representatives of the various constituencies within the Association.

Organizational memberships are available on an annual or sustaining basis and include individual memberships for organization designees, a wealth of LERA research and information, and numerous professional opportunities. Organizational members receive all LERA publications and services. Your support and participation will help the Association continue its vital mission of shaping the workplace of the future. For more information, contact the LERA National Office, 504 East Armory Ave, Room 121, Champaign, IL 61820. Visit the LERA on the web at: [www.LERA.uiuc.edu](http://www.LERA.uiuc.edu).

***The LERA gratefully acknowledges the continuing support of its  
Sustaining and Annual Organizational Members***

**SUSTAINING MEMBERS**

*Sustaining Members provide a one-time contribution of \$5,000 to \$10,000.*

AFL-CIO

General Electric

National Education Association

**ANNUAL MEMBERS 2005-2006\***

Albert Shanker Institute

American Federation of Teachers

Bechtel Nevada, Labor Relations Department

BlueCross & BlueShield Association

Business School - Korea University

Carlson School of Management - University of Minnesota

Centre for Industrial Relations - Univ of Toronto

Communications Workers of America

Communications Workers of America, Local 1034

Dept for Professional Employees, AFL-CIO

Dept of Industrial and Labor Relations - Indiana Univ of Pennsylvania

Dept of Labor Studies & Industrial Relations - Penn State Univ

Dept of Management - California State University-Fresno

Dept of Professional Studies - Chapman University

Erivan K. Haub School of Business - St. Joseph's Univ

Industrial Relations and Human Resource Management Program - LeMoynes College

Inst of Conflict Resolution - Cornell University

Inst of Human Resources and Industrial Relations - Loyola Univ of Chicago

Inst of Labor & Industrial Relations - Univ of Illinois at Urbana-Champaign

Integro Leadership Institute

Intl Association of Machinists and Aerospace Workers

Intl Brotherhood of Teamsters

Las Vegas City Employees Association

Las Vegas Metropolitan Police Department

Lucent Technologies

Master of Human Resources Program - Rollins College

Merrimack Films

Michelin North America

National Labor College

National Pilots Association

Orange County Transportation Authority

School of Industrial and Labor Relations - Cornell Univ

School of Labor and Industrial Relations - Michigan State Univ

School of Mgmt and Labor Relations - Rutgers Univ

Sloan School of Mgmt - Massachusetts Inst of Technology

Society for Human Resources Mgmt (SHERM)

United Food and Commercial Workers, Local 1776

United Steelworkers of America

Wilson Center for Public Research

Working for America Inst, AFL-CIO

*\*Annual organizational memberships are available at the following levels:*

Benefactor, \$5,000 or more 6 employee members

Supporter, \$1,000 to \$4,999 6 employee members

Annual or Major University, \$500 2 employee members

Educational or Non-Profit, \$250 2 employee members

# Labor and Employment Relations Association



504 E. Armory MC 504  
 Champaign, IL 61820  
 Phone: (217) 333-0072; Fax: (217) 265-5130  
 Web: www.lera.uiuc.edu  
 Email: LERAoffice@uiuc.edu

# Enrollment Form

Join or renew on our website  
 at www.lera.uiuc.edu

*Please indicate address changes below and remember to update your LERA Online Directory listing at www.lera.uiuc.edu.*

Name: \_\_\_\_\_  
 Title: \_\_\_\_\_  
 Affiliation: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City/St/Zip: \_\_\_\_\_

*Please update or provide complete contact and Chapter information:*

Phone: \_\_\_\_\_  
 Fax: \_\_\_\_\_  
 Email Address: \_\_\_\_\_  
 Please subscribe me to the LERA Email Listserv (free)  
 I am a member of LERA Chapter(s) \_\_\_\_\_

Membership Type (Please check one)	Membership Dues		
	1 year	2 years	3 years
<input type="checkbox"/> Regular Member	<input type="checkbox"/> \$110	<input type="checkbox"/> \$220	<input type="checkbox"/> \$330
<input type="checkbox"/> Additional family member at same address (no publications sent)	<input type="checkbox"/> \$10	<input type="checkbox"/> \$20	<input type="checkbox"/> \$30
<input type="checkbox"/> Emeritus Member (at least 10 years of membership and no longer employed)	<input type="checkbox"/> \$60	<input type="checkbox"/> \$120	<input type="checkbox"/> \$180
<input type="checkbox"/> Full-time student (limited to 4 consecutive years)	<input type="checkbox"/> \$25	<input type="checkbox"/> \$50	<input type="checkbox"/> \$75
<input type="checkbox"/> Contributing Member (includes \$90, \$180, or \$270 contribution* to the LERA)	<input type="checkbox"/> \$200	<input type="checkbox"/> \$400	<input type="checkbox"/> \$600
<input type="checkbox"/> Library Subscription	<input type="checkbox"/> \$195	<input type="checkbox"/> \$390	<input type="checkbox"/> \$585
<i>Members outside of the U.S. add \$15 shipping fee per year for additional postage costs</i>	<input type="checkbox"/> \$15	<input type="checkbox"/> \$30	<input type="checkbox"/> \$45

### Calculate Dues:

Total Dues (from above, include shipping outside US) \$ \_\_\_\_\_

**I would like to show my support for the LERA, and make the following charitable contribution to help offset growing publications and meeting expenses (\*tax deductible):**

Silver Donor (\$25) .....\$ \_\_\_\_\_  
 Gold Donor (\$50) .....\$ \_\_\_\_\_  
 Platinum Donor (\$100) .....\$ \_\_\_\_\_  
 President's Circle (\$500) .....\$ \_\_\_\_\_  
 Other .....\$ \_\_\_\_\_

**Total Dues and Contributions \$ \_\_\_\_\_**

### Method of Payment (U.S. funds only)

Check or Money order       VISA  
 MasterCard

Credit Card # \_\_\_\_\_  
 Expiration Date \_\_\_\_\_  
 Name on Card \_\_\_\_\_  
 Signature \_\_\_\_\_

**Please update the following information  
(Select only one)**

**Academic:**

- Business Administration
- Economics
- Human Resources
- Industrial Relations
- Labor Education
- Law
- Management
- Organizational Behavior
- Political Science
- Sociology
- Student
- University Administration
- Other (specify) \_\_\_\_\_

**Professional:**

- Arbitration/Mediation
- Consulting
- Government
- Legal Practice
- Management: Industrial/Labor Relations
- Management: Human Resources
- Management: Public Sector
- Management: Other
- Trade Association
- Union
- Other (specify) \_\_\_\_\_

**LERA Interest Sections**

**Select up to two (2):**

- Collective Bargaining
- Dispute Resolution
- International
- Labor and Employment Law
- Labor Economics/Markets
- Labor Unions/Labor Studies
- Globalization, Investment, and Trade
- Work and Employment Relations (HR)

**LERA Industry Councils**

**Select up to two (2):**

- Aerospace
- Airline
- Automobile
- Construction
- Health Care
- Hospitality
- Materials Processing
- Public Sector
- Public Sector - Federal
- Utilities
- Other (specify) \_\_\_\_\_

**Please complete this form and return with payment  
by fax or post mail to the LERA National Office**