

## **XV. LERA Poster Sessions I and II**

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### **Mergers and Acquisitions: Industrial Relations Issues and Outcomes**

**SEAN ROGERS**

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Although mergers and acquisitions have been strategically used as business tools for corporate growth, development, and even survival in the United States since the late 19th century, the impact of these organizational changes on industrial relations issues and outcomes is not well understood. While a range of academic literatures provides empirical evidence on the impact of mergers and acquisitions activity on financial, economic, and human resources–related outcomes and employee reactions, theoretical development and empirical exploration concerning the impact these business activities have on two important industrial relations constructs, internal labor markets and employee voice, prove far less voluminous.

This proposal reviews the theoretical and empirical literature on the impact of mergers and acquisitions on internal labor markets and employee voice, proffers several propositions, and outlines a program of research designed to explore, enhance, and test these theoretical propositions. The results of this examination will help deepen our understanding of how mergers and acquisitions affect industrial relations outcomes. Such enhanced knowledge can have important and beneficial implications for both the planners and implementers of mergers and acquisitions and for the employees of integrated companies.

### **Work Rights and the Millennium Development Goals, Targets, and Indicators**

**GILLIAN MACNAUGHTON**

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**DIANE F. FREY**

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Elimination of world poverty has been at the top of the global agenda since the turn of the millennium, when leaders from 189 nations committed in the United Nations Millennium Declaration to work in partnership for peace, poverty eradication, and human rights in order to create a better world for all. The Millennium Declaration was later configured into eight Millennium Development Goals (MDGs) with timebound targets and indicators, which provide the global framework for international development and poverty elimination policy, programming, and monitoring. Full employment and decent work for all was not one of the original MDGs or targets. In October 2007, however, the UN General Assembly approved four

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new targets to the MDGs, including a target “to achieve full and productive employment and decent work for all.” Comparing the Decent Work Agenda of the International Labour Organization and the definition of the Right to Decent Work in international human rights law, this paper examines the indicators selected to monitor progress toward the new target of full employment and decent work for all.

## A Comparison of Card Check Recognition in Illinois and Ohio

**TIMOTHY D. CHANDLER**

*Louisiana State University<sup>1</sup>*

**RAFAEL GELY**

*University of Cincinnati*

We examine public sector organizing events in Illinois, which in 2003 amended its collective bargaining statute to require employers to recognize unions on the basis of card checks, and Ohio, which allows card-check recognition to occur but has no legislation requiring it. Comparing the two states from 1999 to 2008 reveals that the Illinois card-check legislation altered the organizing landscape for public sector unions and employers. New organizing opportunities for unions led to more organizing events, especially card checks, more newly organized employees, and a shift in the types of employers and employees that participated in organizing campaigns.

## Workplace Violence: Employee Perceptions of Acts and Perpetrators

**JACK L. HOWARD**

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Over the past two decades, there has been a significant increase in the attention that workplace violence has received. The present study examines employee perceptions of workplace violence perpetrators and acts. Employees of a large Midwestern public university were surveyed. They will be presented with their organization’s policy on workplace violence. A 3 X 5 experimental design was used where subjects evaluated 15 scenarios where five different types of perpetrators of workplace violence were presented committing three different acts of workplace violence. Subjects indicated their level of agreement regarding how representative the scenario is of workplace violence. The results are presented and discussed.

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# Once More: Why Enter a Female-Dominated Occupation?

**PETER TOUMANOFF and TIMOTHY KEAVENY**

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The objective of this project is to provide evidence regarding the proposition that women who enter female-dominated occupations and who display labor force participation patterns consistent with the traditional family role of women are acting in their best interests with regard to long-term earnings.

Our analysis is based on subjects who participated in the Wisconsin Longitudinal Study. We estimated separate earnings equations for female-dominated (FD) and non-female-dominated (NFD) occupations. The FD and NFD estimates are used to calculate a predicted salary for every individual for both FD and NFD occupations. The predicted FD salary is subtracted from the predicted NFD salary to create a predicted wage differential that an individual might expect between a NFD and a FD occupation. Although the full sample mean is a negative \$166, indicating that the average predicted salary is less in NFD occupations than in FD occupations, the average male expects to make \$51 more in a NFD occupation, whereas the average female expects to make \$511 less. Our findings suggest that individuals make their occupational choices rationally, given their expected wage differentials and the different ways their characteristics are rewarded in FD and NFD occupations.

# An Analysis of Certification Elections in the Hospital Industry

**EDWIN W. ARNOLD**

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Unions were very successful in hospital industry certification elections from 2001 to 2008, winning 533 of 799, or 66.7 percent. They won 439 of the victories by landslide, even though only about 25 percent of the cases were in units of less than 25 employees. The 10 unions with the highest hospital certification election participation rates accounted for 89.5 percent of the elections, with the SEIU involved in 42.2 percent of the cases, with a victory rate of 77.2 percent. The percentage increase in hospital industry union membership exceeded employment growth from 2001 to 2008.

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