

CONTENTS

Officers of the LERA	Cover 2
Alphabetical List of Authors	320
LERA Membership Information	Cover 3

I. PRESIDENTIAL ADDRESS

The Future of Labor and Employment Relations in a Global, Knowledge-Driven Economy JOEL CUTCHER-GERSHENFELD	1
--	---

II. NATIONAL LABOR COLLEGE STUDENT WORKSHOP: RESEARCH BY THE RANK-AND-FILE

Ruth Ruttenberg, Presiding

Coalition Bargaining: A Successful Bargaining Strategy for Rail Labor FLOYD MASON	9
--	---

III. LERA HEALTH CARE INDUSTRY COUNCIL MEETING

Jody Hoffer Gittel, James R. Bialke, Jim Pruitt, and Dana Weinberg, Presiding

Depending on the Angle: Perspectives on Conflict and Workplace Climate KELLY I. PIKE	21
The Dynamics of Health Insurance Coverage CHICHUN FANG	33
The Impacts of Resident-Centered Care on Conflicts in Nursing Homes EUN KYUNG LEE AND ERIK YOUNG	45

IV. JOB LOSS AND EMPLOYMENT STABILIZATION — LERA LABOR MARKETS AND LABOR ECONOMICS SECTION MEETING

Susan Helper, Stephen A. Woodbury, and Charles Whalen, Presiding

Tackling the Crisis: The Italian Case in the E.U. Context MICHELE TIRABOSCHI AND SILVIA SPATTINI	58
---	----

V. PERSPECTIVES ON THE FIGHT FOR LABOR LAW REFORM AND THE EMPLOYEE FREE CHOICE ACT — LERA LABOR STUDIES AND UNION RESEARCH SECTION MEETING

Robert Bruno, Presiding

The Ambiguities of History: The Employee Free Choice Act in the Context of Labor Law's History ERIC ARNESON	64
--	----

**VI.
OUR CHILDREN'S BURDEN: GENERATIONAL CONFLICT AND SOLIDARITY
IN THE 21ST CENTURY EMPLOYMENT AND RETIREMENT**

Michael Collins, Presiding

The Challenge of Providing Retirement Security through Defined Contribution Plans: Evidence from Simulated Lifetime Projections	MARK GLICKMAN	69
Discussion	ROBERT J. THORNTON	91

**VII.
ALTERNATIVE FUTURES IN A NEO-LIBERAL ENVIRONMENT —
LERA INTERNATIONAL SECTION MEETING I**

Mark Stuart, Presiding

Alternative Futures for West European Trade Unionism	MARTIN UPCHURCH, GRAHAM TAYLOR AND ANDY MATHERS	93
Transformation and Continuities in Urban Struggles: Urban Movements, Trade Unions and Migration in Spain	MIGUEL MARTINEZ LUCIO AND HEATHER CONNOLLY	106

**VIII.
CONCEPTUALIZING WORK —
LERA INTERNATIONAL SECTION MEETING II**

Andrew Brown, Presiding

The Marginalization of Work in Economic Theory	MICHAEL PERELMAN	117
--	------------------	-----

**IX.
COLLECTIVE BARGAINING UNDER INTERNATIONAL LAW:
U.S. OBLIGATIONS AND U.S. PRACTICE**

Sheldon Friedman, Presiding

Core Labour Standards and the U.S. Experience: Freedom of Association and the Right to Bargain	TAYO FASHOYIN AND MINAWA EBISUI	124
--	---------------------------------	-----

**X.
SOCIOTECHNICAL SYSTEMS:
MOVING FROM THE 20TH TO THE 21ST CENTURY**

Betty Barrett, Presiding

Tails and Dogs: Who's Wagging? The Inversion of 'Technical Conversion Processes' and 'TT Technical Systems'	PAMELA A. POSEY AND PETER J. SORENSON	138
Bargaining Technology: Union Engineers Address Transformation	MONICA BIELSKI BORIS	145
Work Organization and Problem Solving	HEIKE NOLTE	149

Discussant Remarks	BERT PAINTER	163
--------------------	--------------	-----

**XI.
BEYOND THE RECOVERY: KEEPING JOBS AND WORKING FAMILIES
AT THE CENTER OF THE NATION'S ECONOMIC AGENDA**

Charles Whalen, Presiding

Discussion	CHARLES WHALEN	165
------------	----------------	-----

**XII.
CHANGE AGENTS IN LABOR-MANAGEMENT SYSTEMS**

Thomas J. Schneider, Presiding

Labor Mediator as Internal Change Agent	GARY HATTAL	167
---	-------------	-----

**XIII.
REFEREED PAPERS I**

Mark Stuart, Presiding

Activism and Willingness to Help in Union Organizing	JACK FIORITO, GREGOR GALL AND ARTHUR MARTINEZ	170
--	---	-----

Militancy and Moderation in Teachers' Unions: Is There a Fit between Union Image and Member Attitudes?	TOM REDMAN AND ED SNAPE	180
--	-------------------------	-----

U.S. Multinational Companies and Unionization Determinants in Ireland: The Influence of Home-Country Behaviors	JONATHAN LAVELLE, PATRICK GUNNIGLE, J. RYAN LAMARE AND ANTHONY MCDONNELL	190
--	---	-----

**XIV.
LEARNING FROM THE NEW DEAL**

Howard Wial, Presiding

The Relevance of the Wagner Act for Resolving Today's Job-Security Crisis	ANN MARIE LOFASO	205
---	------------------	-----

Homeland Security: Theme of the New Deal	DANIEL J.B. MITCHELL	216
--	----------------------	-----

**XV.
LERA POSTER SESSIONS I AND II**

Robert C. Hoell, Presiding

Mergers and Acquisitions: Industrial Relations Issues and Outcome	SEAN ROGERS	225
---	-------------	-----

Work Rights and the Millennium Development: Goals, Targets and Indicators	GILLIAN MACNAUGHTON AND DIANE F. FREY	225
---	---------------------------------------	-----

A Comparison of Card Check Recognition in Illinois and Ohio	TIMOTHY D. CHANDLER AND RAFAEL GELY	226
---	-------------------------------------	-----

Workplace Violence: Employee Perceptions of Acts and Perpetrators	JACK L. HOWARD	226
Once More: Why Enter a Female Dominated Occupation?	PETER TOUMANOFF AND TIMOTHY KEAVENY	227
An Analysis of Certification Elections in the Hospital Industry	EDWIN W. ARNOLD	227

**XVI.
INFRASTRUCTURE INVESTMENT AND
HIGH-ROAD, GREEN CONSTRUCTION JOBS**

Joel Rogers, Presiding

A Green Industrial Relations System for Construction: Challenges and Opportunities	DAVID WEIL	228
--	------------	-----

**XVII.
REFEREED PAPERS II**

Stephen A. Woodbury, Presiding

Revisiting Debt and Labor — Bailouts for Homeowners: Can the US Compel Public Service in Exchange for Debt Relief?	MICHAEL LEROY	237
Evidence Regarding the Persistence in Gender Unemployment Gaps Across Countries	HERVÉ QUENEAU AND AMIT SEN	247
Firm Size and Employer-Sponsored Training in Australia	JEFFREY WADDOUPS	260

**XVIII.
21ST-CENTURY CHINESE EMPLOYMENT RELATIONS:
CHANGES IN THE NEW INSTITUTIONAL ENVIRONMENT**

Kuruvilla Sarosh, Presiding

The Heart of the Problem: Trucking in China's Logistics Sector	XIONG JUN AND DAVID BENSMAN	273
--	-----------------------------	-----

**XIX.
EMPIRICAL STUDIES OF RETIREMENT PLANS:
IMPLICATIONS FOR WORKERS, FIRMS AND PUBLIC POLICY**

Stephen A. Woodbury, Presiding

Peer Effects and the Timing of Retirement: Evidence from Los Angeles School Teachers	KRISTINE M. BROWN AND RON A. LASCHEVER	280
--	--	-----

**XX.
2010 BEST DISSERTATION COMPETITION**

Constructing Institutions — Collective Bargaining in Multinational Companies in the U.S., Germany and Spain	MARCO HAUPTMEIER	294
---	------------------	-----

XXI.
LERA ANNUAL REPORTS

Executive Board Meeting in Washington, DC, June 10, 2009	298
Executive Board Meeting Conference Call, December 9, 2009	301
Executive Board Meeting in Atlanta, GA, January 2, 2010	303
General Membership Meeting in Atlanta, GA, January 4, 2010	306
Annual Report for 2009	307