PROCEEDINGS OF THE 61st ANNUAL MEETING

Copyright © 2009 by Labor and Employment Relations Association. (Formerly the Industrial Relations Research Association.) Printed in the United States of America. No part of the book may be used without written permission, except in the case of brief quotations embodied in critical articles and reviews.

First Edition ISBN 978-0-913447-99-4

LABOR AND EMPLOYMENT RELATIONS ASSOCIATION SERIES (Formerly the Industrial Relations Research Association) Proceedings of the Annual Meeting Annual Research Volume Membership Directory (published every four years, latest in 2006) LERA News (quarterly e-newsletter) Perspectives on Work (published annually)

Inquiries and other communications regarding membership, meetings, publications, and general affairs of the Association, as well as notice of address changes, should be addressed to the LERA office.

LABOR AND EMPLOYMENT RELATIONS ASSOCIATION University of Illinois at Urbana-Champaign 121 Labor and Employment Relations Building, MC-504 504 East Armory Avenue, Champaign, IL 61820 Telephone: 217/333-0072 Fax: 217/265-5130 E-mail: <u>LERAoffice@illinois.edu</u> Website: <u>http://www.lera.illinois.edu</u> Blogsite: <u>http://lerablog.org</u>

iii

CONTENTS

Officers of the LERA

Alphabetical List of Authors

LERA Membership Information

I.

PRESIDENTIAL ADDRESS

The Legacy, the Present, and the Challenges for the Future

II.

UCIRHRP STUDENT PAPER PRESENTATION

Timothy J. Keaveny, Presiding

The Road Less Travelled in HRM-Performance Research: A Critical Realist Alternative to 'Big Science' BRIAN HARNEY

III. COLLECTIVE BARGAINING AND ECONOMIC TRANSITION – INDUSTRY STUDIES

Francoise Carré, Presiding

Nurses' Unions Efforts to Give RNs a Greater Voice in Patient Care PAUL F. CLARK AND DARLENE CLARK 19

The Economic Impact of Collective Bargaining at the State Level in Michigan: The Case of the 2006 Auto Assembly Industry Special Attrition Program

RICHARD BLOCK, MARY HAMMAN, AND KENT HILL 31

IV. LESSONS OF NEW RESEARCH FOR THE COMING DEBATE OVER LABOR LAW

Julie Martinez Ortega, Presiding

Quick Votes and Union Certification Drives in Canada

V.

MEETING TODAY'S HEALTHCARE CHALLENGES THROUGH INNOVATIONS IN EMPLOYMENT RELATIONS AND INFORMATION TECHNOLOGY

Sir Peter Carr, Presiding

Introduction and Discussion

SIR PETER CARR 48

CHRIS RIDDELL

242 Cover 3

ANTHONY T. OLIVER, JR.

Cover 2

7

44

1

Human Resources Management Aspects of Hospital Ward Managers' Jobs KEITH TOWNSEND, ADRIAN WILKINSON, GREG J. BAMBER AND CAMERON ALLAN

Is the Doctor In? A Relational Approach to Job Design and the Coordination of Work JODY HOFFER GITTELL, DANA WEINBERG, ADRIENNE BENNETT, AND JOSEPH A. MILLER 61

Organizational Strategies for the Adoption of Electronic Medical Records: Toward an Understanding of Outcome Variation in Nursing Homes DAVID B. LIPSKY, ARIEL C. AVGAR, AND JAMES RYAN LAMARE

The Role of Participatory Union Leadership and Union Commitment throughout an Organizational Change Process in a Healthcare Setting JULIE SADLER 86

VI. **ORGANIZED EMPLOYERS: PAST AND PRESENT**

David Lewin, Presiding

Business Lobbies and the Employee Free Choice Act

VII.

RESEARCH BY THE RANK-AND-FILE

Ruth Ruttenberg, Presiding

Come On In: Making Sheet Metal Apprenticeship Attractive in Rural Areas

FRANCIS J. CUNEO 101

DAVID C. JACOBS

52

73

97

Pensions and Healthcare: A Practical Assessment of Political Choices

CHRISTOPHER J. VALVERDE 113

VIII. **RESEARCH ON THE NON-ECONOMIC BENEFITS OF UNIONS**

Nancy Wiefek, Presiding

Unions and Workplace Justice

The Elusive Union Safety Effect: Towards a New Empirical Research Agenda

The Public Sector Workforce-Past, Present, and Future

ALISON MORANTZ 130

IX.

THE PUBLIC SECTOR WORKFORCE CHALLENGE: ATTRACTING AND RETAINING A NEW GENERATION OF PUBLIC SERVANTS

Christian E. Weller, Presiding

JOSHUA FRANZEL 147

Recruitment and Retention in the Public Sector: The Role of Pensions

BETH ALMEIDA AND ILANA BOIVIE 154

- HOYT N. WHEELER 124

Union Learning Representatives as a Tool for Workforce Development (and Unionization) in the UK Public Services TOM WILSON 160

X.

SAN FRANCISCO AND THE NEW SOCIAL COMPACT

David Weinberg, Presiding

San Francisco Values: The New Social Compact

KEN JACOBS 180

XI. REFEREED PAPERS

Mark Stuart, Presiding

The Diffusion of High Performance Work Systems in Unions	BARBARA RAU	188
--	-------------	-----

Work as Home and Community: The Workplace Culture of an Alternative, Women-Led Company MONICA BIELSKI BORIS 200

XII. LERA POSTER SESSION

Robert Hoell, Presiding

Capitalism and Child Labor: The Continuing Legacy of Adam Smith's Pin Factory HUGH D. F	HINDMAN 210	0
Class Action Workplace Litigation: Does it Matter to Job Applicants? DIANE BRIDGE, PATRICK P. MCHUGH, AND MARY E.	. GRAHAM 210	0
Determinants of Employee Remedy-Seeking for Discrimination CYNTHIA L. GRAMM AND JOHN F.	SCHNELL 211	1
Explaining Organizational Responsiveness to Work-Life Balance Issues: The Role of Busi Strategy and High Performance Work System JING WANG AND AND		1
LEARN WorkFamily - A Unique Online Labor Education and Resource Network VIBHU'	TI MEHRA 212	2
State-Level Policy and Work/Life Balance MATTHEW M. BODAH AND SHANNON C	CAMPBELL 212	2
The Role of Emotional Intelligence in Dispute Resolution: How EI Abilities Can Aid Pro Mediators ERI	ofessional K YOUNG 213	3
Impacting Labor Climate: How Labor Relations Officers Impact Labor Climate in the Wo JOHANNA WESTSTAR, MICHAEL MELENCHUK AND ERIF	1	3
Gender Composition of Occupations and Earnings: Why Enter a Female Dominated Occ PETER TOUMANOFF AND TIMOTHY J. I		4

XIII. 2008 BEST DISSERTATION COMPETITION

A Wink and a Handshake: Why the Collapse of the U.S. Pension System Has Provoked Little Protest DAVID LAWRENCE MADLAND 215

XIV. LERA ANNUAL REPORTS

Executive Board Meeting in Washington, DC, June 8, 2008	220
Executive Board Meeting Conference Call, December 10, 2008	222
Executive Board Meeting in San Francisco, CA, January 2, 2009	224
General Membership Meeting in San Francisco, CA, January 4, 2009	227
Annual Report for 2008	230