LABOR AND EMPLOYMENT RELATIONS ASSOCIATION SERIES

Proceedings of the 59th Annual Meeting

January 5–7, 2007 Chicago, Illinois

Adrienne E. Eaton, Editor

PROCEEDINGS OF THE 59th ANNUAL MEETING

Copyright © 2007 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 978-0-913447-94-9 Price: \$29.95

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 newsletter)

Perspectives on Work (published biannually)

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 national office.

LABOR AND EMPLOYMENT RELATIONS ASSOCIATION

University of Illinois at Urbana-Champaign 121 Labor & Industrial Relations Bldg. 504 East Armory Ave. Champaign, IL 61820

Telephone: 217/333-0072 Fax: 217/265-5130 Internet: www.lera.uiuc.edu E-mail: LERAoffice@uiuc.edu

CONTENTS

Officers of the LEKA	Cover 2
Alphabetical List of Authors	268
LERA Membership Information	Cover 3
I.	
PRESIDENTIAL ADDRESS	
Conflict Resolution and the Tranformation of the Social Contract David B. Lipsky	y 1
II.	
THE DYNAMICS OF EUROPEAN NATIONAL EMPLOYMENT MODELS	
Sam Rosenberg, Presiding	
Changes in the System or Change of System? The National Employment Model of Germany	
Gerhard Bosch, Thomas Haipeter Erich Latniak, and Steffen Lehndorfi	
The U.K. Model: A Model for Europe? JILL RUBERS	y 23
Is There a Distinctive Southern European Employment Model MARIA KARAMESSIN	ı 30
The Swedish Model in Turbulent Time: Decline or Renaissance DOMINIQUE ANXO AND HARALD NIKLASSON	n 37
Discussion Peter Bero	G 45
III.	
CONFLICT AND COOPERATION IN EMPLOYMEN' RELATIONS "WITH CHINESE CHARACTERISTICS	
Simon Clarke, Presiding	
Discussion Trevor Ban	N 47

IV.

REFEREED PAPERS

Howard Stanger, Presid	ing)
------------------------	-----	---

Labor Quiescence Continued? Recent Strike Activity in

Western Europe	GREGOR GALL AND DAVID ALLSOP	51
	Satisfaction, and Intent to Leave:	
Further Evidence on the	Voice Face of Unions	
Barr	y A. Friedman, Steven E. Abraham,	
	AND RANDALL K. THOMAS	72
	V.	
THE PC	DLITICS OF EVALUATION:	
LESSONS I	FROM THE EVALUATION OF	
WORKPLACE D	ISPUTE RESOLUTION PROGRAMS	
ا، ۸	l n lee n ele .	

Arthur Pearlstein, Presiding

Management Responses to Non-union A Political Analysis	n Dispute Resolution Outcomes: DAVID LEWIN	85
Evaluation Dispute Resolution Progra Traps for the Unwary	ams: Lisa Blomgren Bingham	104
Managing the Politics of Evaluation: Lessons from the Evaluation of AD DAVID B. LIPSKY, RONALD	PR Programs L. Seeber, Ariel C. Avgar,	
,	AND ROCCO M. SCANZA	116

VI.

INDUSTRIAL RELATIONS AS AN ACADEMIC ENTERPRISE: ROADS TO REVITALIZATION

Charles Whalen, Presiding

Discussion Charles J. Whalen 130

VII.

CONFLICT AND COOPERATION IN EMPLOYMENT RELATIONS AS THE AIRLINE INDUSTRY RESTRUCTURES: INTERNATIONAL PERSPECTIVES, COMPARISONS, AND FUTURES

Robert B. McKersie, Presiding

Blending Old and New: How Low-Cost and Legacy Carriers Are Shaping the Airline Industry

illine illidustry		
	PHILLIP BEAUMONT, THOMAS KOCHAN,	
	AND PETER TURNBULL	135

VIII.

NEW SOCIOLOGICAL RESEARCH ON LABOR AND LABOR MOVEMENTS

Adrienne Eaton, Presiding

Institutions and Agency: Rethinking American	Industrial	
Unionization	JODY KNAUSS	150

IX.

WORKERS' RIGHTS AS HUMAN RIGHTS: THE HUMAN RIGHTS WATCH REPORT SEVEN YEARS LATER

Sheldon Friedman, Presiding

Reflections on the MEI Strike in Duluth, Minneson	ota
Ì	EFF HILGERT

Human Rights Fact-Finding in U.S. Labor Campaigns:

Exploring the Complaints and Compliance Gap under

U.S. Workplace Policies

Discussion	James A. Gross	165

158

168

X.

REFEREED PAPERS

Larry (Chip) Hunter, Presiding

DAVID WEIL AND AMANDA PYLES

1		
Determinants of Participation in and	l Contributions to	
All-Employee Stock Plans	Andrew Pendleton	182
Wages and Working Conditions of Ti	ruck Drivers at the	

Truges and Tronking Conditions of Tru	CR Directs at the	
Port of Long Beach	Kristen Monaco	196
Discussion	ROBERT J. THORNTON	208

XI.

LERA POSTER SESSION

Robert Hoell, Presiding

"Massaging Earnings:" The Effects of St Massage Therapists	tate Licensing of	
	AND ROBERT J. THORNTON	211
Perceptions of Mediator Performance: Does It Matter When the Mediator S	1	
	BETTY BARRETT	212
Reducing Conflicts of Interest When E	mploying Spouses JACK L. HOWARD	212
Too Much of a Good Thing? Applying E Job in Information Technology	Education on the JOHANNA WESTSTAR	213
Race and Gender Differences in Job Re TIMOTHY J. KEAVENY AND	esponsibility and Advancement DEDWARD J. INDERRIEDEN	213
The Dynamics of Unemployment by Ge OECD Countries HERVÉ	ender: Evidence from É QUENEAU AND AMIT SEN	214
Labor Market Dynamics in a Transition Evidence from Romania	,	
Wei-Chiao H	UANG AND IOANA MAZARE	215
A Look at Abusive Supervision at the U.	S. Department of Labor Edward Stern	216
Congress and the NLRB: How Appoints Board Outcomes	ments Affect Matthew M. Bodah	217
Outsourcing Human Resources Manage Employee Satisfaction and Retetion	ement: The Impact on	
	Thomas J. Norman	217
Governance Mechanisms of Privatized S Enterprises and Trade Union Strengt		218
Reciprocity at the Workplace: Do Fair V	Vages Lead to	210
Higher Effort, Productivity, and Profi	tability? Paul Chen	219
The NLRB and the Supreme Court: A I CLYDE I. SCOT	Longitudinal Analysis T AND EDWIN W. ARNOLD	219

The Effect of Absolute and Relative Wages on Employee Attitudes: Whose Wages Matter? DARLA FLINT PAULSON	220
Fishing in Different Ponds: Union Organizing Across Industries TIMOTHY D. CHANDLER AND RAFAEL GELY	221
"Stopping by the Pond": Using Metaphors to Understand Student Labor Union Conflict and Cooperation EMILY T. PORSCHITZ AND JOSÉ C. ALVES	221
XII.	221
2006 BEST DISSERTATION COMPETITION	
The Anatomy of Union Membership Decline in Great Britain, 1980–1998	
Andrew Charlwood, Co-Winner	223
Negotiating Flexibility: The Politics of Call Center Restructuring in the United States and Germany	
Virginia Doellgast, Co-Winner	232
XIII.	
LERA ANNUAL REPORTS	
Executive Board Meeting in Chicago, IL, August 15, 2006	238
Executive Board Meeting in Chicago, IL, January 4, 2007	242
General Membership Meeting in Chicago, January 6, 2007	247
Annual Report for 2006	250

The Labor and Employment Relations Association gratefully acknowledges the Alfred P. Sloan Foundation for its support of the LERA Annual Proceedings to establish and report on the LERA Industry Council Initiative. For more information on the Industry Council Initiative, visit the LERA website at www.lera.uiuc.edu.

This publication was financed in part by a grant by the Federal Mediation and Conciliation Service.