

Industrial and Labor Relations Review

VOLUME 57

NUMBER 3

C. APRIL 2004

24 MAG. 2004

BIBLIOTECA

ARTICLES

- Contesting Time: International Comparisons of Employee Control of Working Time**
*Peter Berg,
Eileen Appelbaum,
Tom Bailey,
and Arne L. Kalleberg* 331
- The Role of Performance-Related Pay in Renegotiating the "Effort Bargain": The Case of the British Public Service**
David Marsden 350
- A Test of Competitive Labor Market Theory: The Wage Structure among Care Assistants in the South of England**
*Stephen Machin
and Alan Manning* 371
- Labor Policy and Investment: Evidence from Canada**
*John W. Budd
and Yijiang Wang* 386
- The Union Membership Wage-Premium Puzzle: Is There a Free Rider Problem?**
*Alison L. Booth
and Mark L. Bryan* 402
- The Effect of Registered Nurses' Unions on Heart-Attack Mortality**
*Michael Ash
and Jean Ann Seago* 422
- The Changing Nature of Employment-Related Sexual Harassment: Evidence from the U.S. Federal Government, 1978-1994**
*Heather Antecol
and Deborah Cobb-Clark* 443

BOOK REVIEWS

Industrial Relations Theory

- Compensation: Theory, Evidence, and Strategic Implications.* By Barry Gerhart and Sara L. Rynes. Reviewed by Joseph J. Martocchio. 462

Labor-Management Relations

- Labour Market and Social Protection Reforms in International Perspective: Parallel or Converging Tracks?* Edited by Hedva Sarfati and Giuliano Bonoli. Reviewed by Hans Slomp. 462

Industrial Relations, Politics, and Government

- Targeting Employment Services.* Edited by Randall W. Eberts, Christopher J. O'Leary, and Stephen A. Wandner. Reviewed by Walter Nicholson. 464

Labor and Employment Law

- Making Human Rights Work Globally.* By Anthony Woodiwiss. Reviewed by Sarah H. Cleveland. 465

Economic and Social Security and Substandard Working Conditions

- Genders in Production: Making Workers in Mexico's Global Factories.* By Leslie Salzinger. Reviewed by Leslie Gates. 468

- Understanding Poverty.* Edited by Sheldon H. Danziger and Robert H. Haveman. Reviewed by Robert A. Moffitt. 469

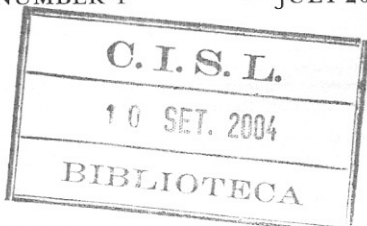
<i>Company Doctor: Risk, Responsibility, and Corporate Professionalism.</i> By Elaine Draper. Reviewed by William Sonnenstuhl.	470
<i>The Labor Market Experience of Workers with Disabilities: The ADA and Beyond.</i> By Julie L. Hotchkiss. Reviewed by Steven N. Stern.	472
<i>The Cotton Dust Papers.</i> By Charles Levenstein and Gregory DeLaurier, with Mary Lee Dunn. Reviewed by Jay BloomBecker.	473
Human Resources, Management, and Personnel	
<i>The Southwest Airlines Way: Using the Power of Relationships to Achieve High Performance.</i> By Jody Hoffer Gittel. Reviewed by David Walsh.	474
International and Comparative	
<i>The Economics of Rising Inequalities.</i> Edited by Daniel Cohen, Thomas Piketty, and Gilles Saint-Paul. Reviewed by Charles Beach.	476
<i>Losing Work, Moving On: International Perspectives on Worker Displacement.</i> Edited by Peter J. Kuhn. Reviewed by Lori G. Kletzer.	478
Historical Studies	
<i>After the Strike: A Century of Labor Struggle at Pullman.</i> By Susan Eleanor Hirsch. Reviewed by Joseph A. McCartin.	480
<i>Coercion, Contract, and Free Labor in the Nineteenth Century.</i> By Robert J. Steinfeld. Reviewed by Andrew P. Morriss.	481
<i>Civil Rights Unionism: Tobacco Workers and the Struggle for Democracy in the Mid-Twentieth-Century South.</i> By Robert Rodgers Korstad. Reviewed by Jason Sokol.	483

Industrial and Labor Relations Review

VOLUME 57

NUMBER 4

JULY 2004



ACKNOWLEDGMENTS

491

ARTICLES

Union Certification Success under Voting Versus Card-Check Procedures: Evidence from British Columbia, 1978-1998

Chris Riddell

493

The Power of Labor to Grieve: The Impact of the Workplace, Labor Market, and Power-Dependence on Employee Grievance Filing

Samuel Bacharach and Peter Bamberger

518

Importing Equality? The Impact of Globalization on Gender Discrimination

Sandra E. Black and Elizabeth Brainerd

540

Escaping Low Earnings: The Role of Employer Characteristics and Changes

Harry J. Holzer, Julia I. Lane, and Lars Vilhuber

560

Does the G.E.D. Improve Earnings? Estimates from a Sample of Both Successful and Unsuccessful G.E.D. Candidates

John H. Tyler

579

Taking Stock of Work-Family Initiatives: How Announcements of "Family-Friendly" Human Resource Decisions Affect Shareholder Value

Michelle M. Arthur and Alison Cook

599

BOOK REVIEWS

Industrial Relations Theory

Liberté, Égalité, and Fraternité at Work: Changing French Employment Relations and Management. By Steve Jefferys. Reviewed by Chris Howell.

614

Labor-Management Relations

Emerging Systems for Managing Workplace Conflict: Lessons from American Corporations for Managers and Dispute Resolution Professionals. By David B. Lipsky, Ronald L. Seeber, and Richard D. Fincher. Reviewed by Lisa B. Bingham.

615

The Future of the American Labor Movement. By Hoyt Wheeler. Reviewed by Ian Greer.

617

Industrial Relations, Politics, and Government

Helping Working Families: The Earned Income Tax Credit. By Saul D. Hoffman and Laurence S. Seidman. Reviewed by Kenneth A. Couch.

619

Labor and Employment Law

Labor Standards in the United States and Canada. By Richard N. Block, Karen Roberts, and R. Oliver Clarke. Reviewed by Tequila Brooks.

620

Workers' Rights as Human Rights. Edited by James A. Gross. Reviewed by Robert J. Flanagan.

623

Economic and Social Security and Substandard Working Conditions

It's About Time: Couples and Careers. Edited by Phyllis Moen. Reviewed by Suzanne M. Bianchi.

624

<i>Working in a 24/7 Economy: Challenges for American Families.</i> By Harriet B. Presser. Reviewed by Robert Drago.	626
<i>Worked Over: The Corporate Sabotage of an American Community.</i> By Dimitra Doukas. Reviewed by John Russo.	628
Labor Economics	
<i>The Decline in Employment of People with Disabilities: A Policy Puzzle.</i> Edited by David C. Stapleton and Richard V. Burkhauser. Reviewed by David Autor.	629
<i>Imports, Exports, and Jobs: What Does Trade Mean for Employment and Job Loss?</i> By Lori G. Kletzer. Reviewed by Jean-Marie Cardebat.	631
International and Comparative	
<i>Retiring the State: The Politics of Pension Privatization in Latin America and Beyond.</i> By Raul L. Madrid. Reviewed by Olivia S. Mitchell.	632
Historical Studies	
<i>Building Movement Bridges: The Coalition of Labor Union Women.</i> By Silke Roth. Reviewed by Sally M. Alvarez.	634
<i>Triangle: The Fire That Changed America.</i> By David Von Drehle. Reviewed by Melvyn Dubofsky.	636
<i>Human Capital in the United States from 1975 to 2000: Patterns of Growth and Utilization.</i> By Robert H. Haveman, Andrew Bershadker, and Jonathan A. Schwabish. Reviewed by Solomon W. Polachek.	638
INDEX TO VOLUME 57, 2003–2004	640

Industrial and Labor Relations Review

VOLUME 58

NUMBER 4

OCTOBER 2004
C. I. S. L.

9 - DEC. 2004

BIBLIOTECA

ARTICLES

- Taking Stock: Collective Bargaining at the Turn of the Century** *Joel Cutcher-Gershenfeld and Thomas Kochan* 3
- Living Wages: Protection for or Protection from Low-Wage Workers?** *David Neumark* 27
- Do Minimum Wages Affect Non-Wage Job Attributes? Evidence on Fringe Benefits** *Kosali Ilayperuma Simon and Robert Kaestner* 52
- Do Formal Salary Systems Really Matter?** *Michael Gibbs and Wallace Hendricks* 71
- Education and Changes in Brazilian Wage Inequality, 1976-2001** *Orlando J. Sotomayor* 94
- Phasing into Retirement** *Steven G. Allen, Robert L. Clark, and Linda S. Ghent* 112
- Assisting the Transition from Workfare to Work: A Randomized Experiment** *Emanuela Galasso, Martin Ravallion and Agustin Salvia* 128

BOOK REVIEWS

Labor-Management Relations

- The Next Upsurge: Labor and the New Social Movements.* By Dan Clawson. Reviewed by Roy J. Adams. 143
- Learning from Saturn: A Look at the Boldest Experiment in Corporate Governance and Employee Relations.* By Saul A. Rubinstein and Thomas A. Kochan. Reviewed by Michael H. Belzer. 144

Industrial Relations, Politics, and Government

- Labor and the Environmental Movement: The Quest for Common Ground.* By Brian K. Obach. Reviewed by Tim Bartley. 146
- Families That Work: Policies for Reconciling Parenthood and Employment.* By Janet C. Gornick and Marcia K. Meyers. Reviewed by Beth A. Rubin. 147

Economic and Social Security and Standard Working Conditions

- Sweatshop USA: The American Sweatshop in Historical and Global Perspective.* Edited by Daniel E. Bender and Richard A. Greenwald. Reviewed by Marsha A. Dickson. 149
- Promise Unfulfilled: Unions, Immigration, and the Farm Workers.* By Philip L. Martin. Reviewed by Maralyn S. Edid. 151
- Low-Wage America: How Employers Are Reshaping Opportunity in the Workplace.* Edited by Eileen Appelbaum, Annette Bernhardt, and Richard J. Murnane. Reviewed by Paul Osterman. 153

International and Comparative

- Corporate Responsibility and Labour Rights: Codes of Conduct in the Global Economy.* By Rhys Jenkins, Ruth Pearson, and Gill Seyfang. Reviewed by Mark Anner. 154

Historical Studies

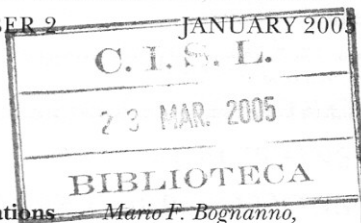
- State of the Union: A Century of American Labor.* By Nelson Lichtenstein. Reviewed by Robert Bussel. 156
- From Manual Workers to Wage Laborers: Transformation of the Social Question.* By Robert Castel; translated and edited by Richard Boyd. Reviewed by Gerald Friedman. 157
- Science at the Borders: Immigrant Medical Inspection and the Shaping of the Modern Industrial Labor Force.* By Amy L. Fairchild. Reviewed by Vernon M. Briggs, Jr. 159
- Reforming the Chicago Teamsters: The Story of Local 705.* By Robert Bruno. Reviewed by Michael H. Belzer. 160

Industrial and Labor Relations Review

VOLUME 58

NUMBER 2

JANUARY 2005



ARTICLES

- The Influence of Wages and Industrial Relations Environments on the Production Location Decisions of U.S. Multinational Corporations** *Mario F. Bognanno, Michael P. Keane, and Donghoon Yang* 171
- Human Resource Management as a Substitute for Trade Unions in British Workplaces** *Stephen Machin and Stephen Wood* 201
- Intrafirm Mobility and Sex Differences in Pay** *Michael Ransom and Ronald L. Oaxaca* 219
- Public Enforcement/Private Monitoring: Evaluating a New Approach to Regulating the Minimum Wage** *David Weil* 238
- Self-Reported Sexual Orientation and Earnings: Evidence from California** *Christopher S. Carpenter* 258
- The Effects of Mandatory Maternity and Pregnancy Benefits on Women's Wages and Employment in Taiwan, 1984-1996** *Yu-Cheng Lai and Stanley Masters* 274
- Can Organizing Work? An Inductive Analysis of Individual Attitudes toward Union Membership** *Christina Cregan* 282

BOOK REVIEWS

Industrial Relations Theory

The Twilight of the Old Unionism. By Leo Troy. Reviewed by Richard W. Hurd. 305

Labor-Management Relations

Reorganizing the Rust Belt: An Inside Study of the American Labor Movement. By Steven Henry Lopez. Reviewed by Julie Sadler. 307

Industrial Relations, Politics, and Government

Unions in the Time of Revolution: Government Restructuring in Alberta and Ontario. By Yonatan Reshef and Sandra Rastin. Reviewed by Mark Thompson. 309

Economic and Social Security and Substandard Working Conditions

Means-Tested Transfer Programs in the United States. Edited by Robert A. Moffitt. Reviewed by Robert Plotnick. 311

Human Resources, Management, and Personnel

Shakespeare, Einstein, and the Bottom Line: The Marketing of Higher Education. By David L. Kirp. Reviewed by Malcolm Getz. 312

International and Comparative

Social Security Programs and Retirement around the World: Micro-Estimation. By Jonathan Gruber and David A. Wise. Reviewed by Estelle James. 314

Job Creation, Job Destruction, and International Competition. By Michael W. Klein, Scott Schuh, and Robert K. Triest. Reviewed by Julia Lane. 316

Historical Studies

Southern Struggles: The Southern Labor Movement and the Civil Rights Struggle. By John A. Salmond. Reviewed by Alan Draper. 317

Corruption and Reform in the Teamsters Union. By David Witwer. Reviewed by Joseph A. McCartin. 319