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CITATIONS FROM THE
MANAGEMENT CONTENTS
DATA BASE

COLLECTIVE BARGAINING
(APR 78- 4UN 80)

NATL CRIMINAL JUSTICE REFERENCE SERVIC
ACQUISITIONS DEPARTMENT
BOX 6000
ROCKVILLE MD 20850

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BIBLIOGRAPHIC INFORMATION

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COLLECTIVE BARGAINING (APR 78- 4UN 80)
(CITATIONS FROM THE MANAGEMENT CONTENTS DATA BASE)

JUL 80

NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA

REPORT PERIOD COVERED: APR 78- 4UN 80

ARTICLES CITED IN THIS BIBLIOGRAPHY DISCUSS COLLECTIVE BARGAINING AND THE THEORY OF LABOR-MANAGEMENT CONFLICTS. CITATIONS INCLUDE CASE ANALYSIS OF COLLECTIVE BARGAINING IN THE COAL INDUSTRY, EDUCATION, AND GOVERNMENT. ALSO ANALYSED IS THE EFFECTIVENESS OF COLLECTIVE BARGAINING. (CONTAINS 200 CITATIONS)

PRICE CODE: PC N01 MF N01

USER INFORMATION

ORDERING REPORTS

MANY OF THE REPORTS CITED IN THIS BIBLIOGRAPHY ARE AVAILABLE THROUGH:

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SAMPLE CITATION

ACCESSION-----MNC 80-02 IAU79L0054
NUMBER

TITLE-----INTERNAL AUDITING'S RESPONSE TO THE FOREIGN CORRUPT
PRACTICES ACTS.

AUTHOR-----NORGAARD, C.T. GRANOW, R.W.

INTERNAL AUDITOR, VOL. 36, NO. 6, DEC. 1979, P. 54-64

ABSTRACT-----THE FOREIGN CORRUPT PRACTICES ACT SIGNED IN DECEMBER
1977 BANS BRIBES AND ILLEGAL PAYMENTS TO FOREIGN
OFFICIALS AND SPECIFIES CONTROL AND REPORTING
PROCEDURES. THE IMPACT OF THIS ACT UPON THE SCOPE
OF THE INTERNAL AUDITOR'S RESPONSIBILITIES IS
ANALYZED. STRATEGIES FOR DEALING WITH INTERNAL
CONTROL WEAKNESSES ARE EXAMINED.

SAMPLE SUBJECT INDEX ENTRY

KEYWORD-----ACCOUNTING

CITATION PAGE NUMBER--21 80-02IAU79L0054---ACCESSION NUMBER

ABOUT
MANAGEMENT CONTENTS

THE MANAGEMENT CONTENTS DATABASE PROVIDES CURRENT INFORMATION ON A VARIETY OF BUSINESS- AND MANAGEMENT-RELATED TOPICS TO AID INDIVIDUALS IN BUSINESS, CONSULTING FIRMS, EDUCATIONAL INSTITUTIONS, GOVERNMENT AGENCIES OR BUREAUS, AND LIBRARIES IN DECISION MAKING AND FORECASTING. ARTICLES FROM APPROXIMATELY 200 U.S. AND FOREIGN JOURNALS, PROCEEDINGS, AND TRANSACTIONS ARE FULLY INDEXED AND ABSTRACTED TO PROVIDE UP-TO-DATE INFORMATION IN THE AREAS OF ACCOUNTING, DECISION SCIENCES, FINANCE INDUSTRIAL RELATIONS, MANAGERIAL ECONOMICS, MARKETING, OPERATIONS RESEARCH, ORGANIZATIONAL BEHAVIOR, AND PUBLIC ADMINISTRATION.

ABOUT PUBLISHED SEARCHES

PUBLISHED SEARCHES ARE SPECIAL INFORMATION PRODUCTS DEVELOPED FROM A VARIETY OF ONLINE DATA BASES. THE NTIS DATA BASE, WHICH IS THE KEYSTONE OF THE PUBLISHED SEARCH PROGRAM, ALONE CONTAINS MORE THAN 750,000 DOCUMENT/DATA RECORDS OF GOVERNMENT-SPONSORED RESEARCH. OTHER DATA BASES SEARCHED INCLUDE THOSE OF THE AMERICAN PETROLEUM INSTITUTE; BRITISH HYDROMECHANICS RESEARCH ASSOCIATION; CONFERENCE PAPERS INDEX; U.S. DEPARTMENT OF ENERGY (EDB); ENGINEERING INFORMATION, INC.; INFORMATION SERVICES FOR THE PHYSICS AND ENGINEERING COMMUNITIES (INSPEC); INFORMATION SERVICES IN MECHANICAL ENGINEERING (ISMEC); INSTITUTE OF PAPER CHEMISTRY (IPC); INTERNATIONAL FOOD INFORMATION SERVICE (IFIS); NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (IAA); LIFE SCIENCES COLLECTION (LSC); MANAGEMENT CONTENTS; METALS ABSTRACTS (METADEx) OCEANIC ABSTRACTS; PAPER AND BOARD PRINTING AND PACKAGING INDUSTRIES RESEARCH ASSOCIATION (PIRA); POLLUTION ABSTRACTS; RUBBER AND PLASTICS RESEARCH ASSOCIATION (RAPRA); SEARCHABLE PHYSICS NOTICES (SPIN); SELECTED WATER RESOURCES ABSTRACTS (SWRA); AND WORLD TEXTILE ABSTRACTS (WTA).

PUBLISHED SEARCHES ARE SPECIALLY PREPARED BIBLIOGRAPHIES REFERENCING REPORTS WITH FULL BIBLIOGRAPHIC CITATIONS, INCLUDING INFORMATIVE ABSTRACTS AND, WHEN POSSIBLE, ORDERING INFORMATION AND PRICE. THE ABSTRACTS PROVIDE A QUICK, INEXPENSIVE WAY TO DETERMINE WHICH REPORTS IN THE NTIS DATA BASE, FOR ONE, ARE OF SPECIAL INTEREST TO A USER. THE SEARCHES ARE PREPARED BY INFORMATION SPECIALISTS AND ARE AVAILABLE IN MANY TOPIC AREAS; THEY ARE UPDATED AT REGULAR INTERVALS, AND COST THIRTY-FIVE DOLLARS IN PAPER OR MICROFICHE FOR DOMESTIC ORDERS. A COMPLETE LIST OF CURRENT PUBLISHED SEARCHES IS AVAILABLE BY REQUESTING CATALOG NUMBER PB83-105024 FOR FIVE DOLLARS, REFUNDABLE WITH FIRST PUBLISHED SEARCH PURCHASE. IN ADDITION TO REGULAR UPDATING, NEW TITLES (SEARCHES) ARE BEING ADDED EACH WEEK.

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CITATIONS

THE INFLUENCE OF LABOR-MANAGEMENT RELATIONS ON THE
SETTLEMENT OF AGRICULTURAL DISPUTES. 80-08 ARB80F0003

HAUGHTON, R. W.

ARBITRATION JOURNAL, VOL.35, NO.2, JUNE 1980, P. 3-7.

THE STATE OF MICHIGAN AGRICULTURAL MARKETING AND BARGAINING
ACT OF 1972 IS DISCUSSED. AREAS COVERED INCLUDE THE LAW
ITSELF, BARGAINING AND SUBSEQUENT DEVELOPMENTS, AND
ARBITRATION. THE MICHIGAN ACT, BASED ON GOOD FAITH
BARGAINING, HAS PROVED SUCCESSFUL.

OBSCURE LINES: THE NEW JERSEY COURTS' RESPONSE TO PUBLIC
SECTOR BARGAINING. 80-08 ARB80F0008

WESTERKAMP, P.

ARBITRATION JOURNAL, VOL.35, NO.2, JUNE 1980, P. 8-12.

PUBLIC SECTOR BARGAINING IN NEW JERSEY IS REVIEWED
EMPHASIZING THE DUNELLEN TRILOGY CASES. IN THESE CASES,
LIMITS ARE SET ON ISSUES THAT CAN BE BARGAINED. THE CHANGING
DECISIONS IN THE CASES REFLECT CHANGING PUBLIC ATTITUDES.

A CREAKY SYSTEM OF COLLECTIVE BARGAINING.
80-08 BWE80F3082

ANON

BUSINESS WEEK, NO.2643, JUNE 30, 1980, P. 82-83.

THE OLD WAYS OF COLLECTIVE BARGAINING ARE BEGINNING TO SHOW
SIGNS OF TOO-RIGID ADHERENCE AND LITTLE FLEXIBILITY IN LIGHT
OF COMPETITION WITH INTERNATIONAL INDUSTRIES. SHORT-SIGHTED
ANIMOSITY BETWEEN LABOR AND MANAGEMENT HAS KEPT THESE GROUPS
FROM FACING THE ISSUE OF COMPETITION FROM ABROAD.

MANAGEMENT-LABOR CONFRONTATIONS HAVE HAD A MAJOR IMPACT ON
RISING COSTS OF UNITED STATES GOODS.

A PARTNERSHIP TO BUILD THE NEW WORKPLACE.
80-08 BWE80F3096

ANON

BUSINESS WEEK, NO.2643, JUNE 30, 1980, P. 96-101.

A NEW SOCIAL CONTRACT IN THE UNITED STATES MUST INCLUDE
LABOR AND MANAGEMENT WORKING TOGETHER TO STAY IN BUSINESS.
SEEING WHERE THEIR INTERESTS COINCIDE AND USING ENERGY TO
SOLVE MUTUAL PROBLEMS WILL LEAD TO PROGRESS IN SOLVING THE
UNITED STATES INDUSTRIAL PROBLEM. AN ADVERSARY NATURE IS
STILL NECESSARY FOR COLLECTIVE BARGAINING, BUT A NEED FOR
DIALOGUE AND CONCENSUS IS APPARENT IN INDUSTRIAL RELATIONS.

THE PLAINTIFF'S VIEW OF "301-DFR" LITIGATION.
80-08 ERL80N0510

TOBIAS, P. H.

EMPLOYEE RELATIONS LAW JOURNAL, VOL.5, NO.4, SPRING 1980,
P. 510-532, BIBLIOG. 45

IT IS SUGGESTED THAT "301-DFR", WHICH PROTECTS EMPLOYEES
SEEKING CONTRACT RIGHTS, MAY HARM COLLECTIVE BARGAINING.
AREAS DISCUSSED INCLUDE EMPLOYEE AWARENESS OF CONTRACT
RIGHTS, EMPLOYEES' STANDING TO SUE, OBSTACLES FOR 301-DFR
PLAINTIFFS, COURT TRENDS, UNJUSTIFIED RATIONALE FOR
OPPOSITION TO INDIVIDUAL RIGHTS, NEW SOLUTIONS IN LABOR
RELATIONS, AND CHANGES IN THE LAW. INDIVIDUAL RIGHTS MUST BE
CONSIDERED OVER COLLECTIVE INTERESTS.

UNION DECERTIFICATION - SOME RECENT TRENDS.
80-08 ERL80N0533

ELLIOTT, R. D. HAWKINS, B. M.

EMPLOYEE RELATIONS LAW JOURNAL, VOL.5, NO.4, SPRING 1980,
P. 533-548.

DECERTIFICATION OF UNIONS, WHERE EMPLOYEES WITHDRAW BARGAINING AUTHORITY UNDER SECTION 9 OF NLRB ACT OF 1947, IS INCREASING. DECERTIFICATION ACTIVITY IS STUDIED FROM 1948 TO 1978. AREAS COVERED INCLUDE LEVELS OF UNION DECERTIFICATION ACTIVITY, BARGAINING UNITS AND VOTES CAST, AND GEOGRAPHICAL AND INDUSTRIAL DISTRIBUTION. TABLES ARE GIVEN.

HOT CARGO AGREEMENTS AFTER CONNELL CONSTRUCTION COMPANY:
RECENT DECISIONS OF THE NLRB. 80-08 ERL80N0560

SILBERGELD, A. F.

EMPLOYEE RELATIONS LAW JOURNAL, VOL.5, NO.4, SPRING 1980,
P. 560-573, BIBLIOG. 29

HOT CARGO AGREEMENTS, BY WHICH A CONTRACTOR MAY SUBCONTRACT ONLY TO PLACES WITH CURRENT COLLECTIVE BARGAINING AGREEMENTS, ARE DISCUSSED IN THE LIGHT OF CONNELL CONSTRUCTION COMPANY (1975) NLRB DECISIONS. AREAS CONSIDERED INCLUDE THE "PARTICULAR UNION" CLAUSE, THE SUFFICIENCY OF THE SECTION 8 (F) BARGAINING RELATIONSHIP, AND THE SELF HELP QUESTION. IT IS CONCLUDED THAT IN SOME CASES COMPETITION MAY BE RESTRAINED WITHOUT VIOLATING THE SHERMAN ACT.

THE PREVENTION AND SETTLEMENT OF COLLECTIVE LABOUR DISPUTES
IN THE UNITED KINGDOM. 80-08 IRJ80C0005

KESSLER, S.

INDUSTRIAL RELATIONS JOURNAL, VOL.11, NO.1, MARCH-APRIL
1980, P. 5-31, BIBLIOG. 53

THE TRADITIONAL BRITISH APPROACH TO PREVENTING AND SETTLING COLLECTIVE LABOUR DISPUTES HAS BEEN TO: 1) DEVELOP SUITABLE PROCEDURES FOR UNIONS AND MANAGEMENT TO FOLLOW TO REACH AGREEMENTS - THESE AGREEMENTS ARE NOT LEGALLY BINDING; 2) DEVELOP STATUTORY LAWS WHICH HAVE BEEN PROTECTIVE OF THE UNIONS DURING STRIKE ACTIONS; AND 3) ALLOW THIRD PARTY CONCILIATION AND ARBITRATION BODIES (GOVERNMENT PROVIDED) TO AID THE PARTIES IF THEY SO VOLUNTEER FOR SUCH ASSISTANCE. ALSO, INDIVIDUAL EMPLOYMENT GUARANTEES HAVE BEEN DEVELOPED INTO BRITISH STATUTORY LAW, EXPERIENCES FROM THE PAST DECADE HAVE SHOWN THE FUTILITY OF LEGALLY RESTRICTING THE RIGHT TO STRIKE OR OF TRYING TO ENFORCE COLLECTIVE AGREEMENTS AS LEGALLY BINDING.

ORGANIZATIONAL CONSEQUENCES OF COLLECTIVE BARGAINING: A
STUDY OF SOME NONECONOMIC DIMENSIONS OF UNION IMPACT.
80-08 IRR79LP094

MAXEY, C.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979, P.
94-102.

ORGANIZATIONAL CHANGES IN UNIONIZED HOSPITALS ARE ASSESSED BY MEANS OF A STUDY. UNION IMPACT IS REPORTED IN TERMS OF PATIENT CARE. ORGANIZATION PERFORMANCE IS ALSO DISCUSSED IN TERMS OF UNION IMPACT.

IMPACT OF MODERATORS ON LINKAGE BETWEEN BARGAINING
BEHAVIORS AND SUCCESS IN PROBLEM SOLVING.
80-08 IRR79LP103

PETERSON, R. B. TRACY, L.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979, P.
103-109.

PRE- AND POST-NEGOTIATION QUESTIONNAIRES ARE USED TO LEARN
SOMETHING OF THE DYNAMICS OF THE COLLECTIVE BARGAINING
PROCESS. COMPLEX INTERACTIONS SUCH AS MODERATOR EFFECTS ARE
EXAMINED. HYPOTHESIZED MODERATOR EFFECTS ARE TESTED.

THE IMPACT OF FACULTY BARGAINING ON MANAGEMENT'S RIGHTS.
80-08 IRR79LP119

CHANDLER, M. K. JULIUS, D. J.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979, P.
119-127.

THE SUBJECT OF ACADEMIC COLLECTIVE BARGAINING IS ADDRESSED.
AN IN-DEPTH EXAMINATION OF THE ACTUAL AGREEMENTS IS
PRESENTED. THE DESIGN OF THE RESEARCH IS COVERED. THE
FINDINGS ARE DISCUSSED.

MULTILATERAL BARGAINING IN HIGHER EDUCATION: THE CASE OF
NEW JERSEY. 80-08 IRR79LP128

BEGIN, J. P. ALEXANDER, P. B.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979, P.
128-134.

MULTILATERAL BARGAINING AT RUTGERS UNIVERSITY AND EIGHT NEW
JERSEY STATE COLLEGES IS VIEWED BY MEANS OF RESEARCH. THE
CAUSES AND EFFECTS OF MULTILATERAL BARGAINING ARE EXAMINED.

THE NEW JERSEY EXPERIENCE IS COMPARED TO NEW YORK'S.

THE POLITICS OF COLLECTIVE BARGAINING LEGISLATION FOR
PUBLIC HIGHER EDUCATION IN CALIFORNIA. 80-08 IRR79Lp145

LEWIN, D.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979, P.
145-154.

THE POLITICAL FORCES WHICH BROUGHT ABOUT THE HIGHER
EDUCATION EMPLOYER-EMPLOYEE RELATIONS ACT IN CALIFORNIA ARE
DISCUSSED. THE ROLES OF THE UNIVERSITY OF CALIFORNIA AND OF
CALIFORNIA STATE UNIVERSITY AND COLLEGE ARE EXAMINED.
HIGHLIGHTED ARE THE DIFFERENT POLITICAL STRATEGIES USED TO
DEAL WITH COLLECTIVE BARGAINING LEGISLATION.

NEGOTIATING AWAY NARROW SKILL JURISDICTIONS.
80-08 IRR79LP235

HERSHFIELD, D. C.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979, P.
235-241.

NARROW SKILL JURISDICTIONS IS A SIGNIFICANT BARRIER TO
INCREASED LABOR PRODUCTIVITY. "VERTICAL" AND "HORIZONTAL"
BOUNDARIES BETWEEN WORKERS AND GRADES OF LABOR RESTRICT
MANAGEMENT'S FLEXIBILITY. SOME APPROACHES TO OVERCOMING
"VERTICAL" AND "HORIZONTAL" JURISDICTIONAL BARRIERS ARE
EXAMINED.

BACK TO BASICS: A CALL FOR ACCURACY IN RESEARCH ON
COLLECTIVE BARGAINING'S EFFECTS ON FACULTY COMPENSATION.
80-08 IRR79LP282

MORAND, M. J. MCPHERSON, D. S.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979. P.
282-293.

FACULTY COMPENSATION STUDIES OFTEN REACH CONTRADICTIONARY
CONCLUSIONS. THE FAULT OF THIS LIES IN THE BLIND ACCEPTANCE
OF DATA. DATA DEFICIENCY IS EXAMINED AND ORGANIZED UNDER
FOUR HEADINGS.

PUBLIC SECTOR BARGAINING IN THE SOUTH: A CASE STUDY OF
ATLANTA AND MEMPHIS. 80-08 IRR79LP300

YANCY, D. C.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979. P.
300-310.

A CASE STUDY OF THE DEVELOPMENT OF LABOR RELATIONS POLICIES
IN ATLANTA, GEORGIA AND IN MEMPHIS, TENNESSEE IS PRESENTED.
BOTH STATES HAVE LAWS CONCERNING THE RIGHTS OF EMPLOYEES TO
UNIONIZE AND ENGAGE IN COLLECTIVE BARGAINING. HOWEVER, THE
RESPONSES OF THE TWO CITIES HAVE DIFFERED IN THEIR
APPROACHES TO PUBLIC-SECTOR UNIONIZATION.

LABOR RELATIONS IN POST-FRANCO SPAIN: THE FIRST FOUR YEARS.
80-08 IRR79LP325

MARTIN, B.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES,
THIRTY-SECOND ANNUAL MEETING, PROCEEDINGS, DEC. 1979. P.
325-331.

SPAIN'S DEMOCRATIC TRANSFORMATION REGARDING LABOR AFFAIRS IS

ADDRESSED. THE SPANISH POST-FRANCO EXPERIENCE REGARDING THIS IS RELATED. THE ROLE OF TRADE UNIONS IS EMPHASIZED.

A TRIPLE-TIER COLLECTIVE BARGAINING SYSTEM FOR PRODUCTIVITY IMPROVEMENT IN PUBLIC SECTOR EMPLOYMENT RELATIONS.
80-08 JCN8010001

MOORE, M. L. KRUGER, D. GILMORE, M.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.1, 1980,
P. 1-16.

HAVING A TIER STRUCTURE OF NEGOTIATION, WITH DIFFERENT ISSUES BEING DISCUSSED AT EACH TIER, CAN HELP ACHIEVE THE GOALS OF EFFICIENCY AND EFFECTIVENESS OF GOVERNMENT SERVICES. THE THREE-TIER SYSTEM ATTEMPTS TO SPREAD EXPERTISE IN EMPLOYEE RELATIONS THROUGHOUT THE SYSTEM. THE THREE TIERS ARE DEFINED AS 1) CENTRALIZED; 2) DEPARTMENTAL AND 3) DELIVERY SYSTEM.

A NOTE ON THE DUTY OF FAIR REPRESENTATION IN THE PUBLIC SECTOR. 80-08 JCN8010033

GOLD, P. A.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.1, 1980,
P. 33-41.

THE CONCEPT OF FAIR REPRESENTATION IN THE PUBLIC SECTOR IS AT AN EMBRYONIC STAGE. AS LABOR RELATIONS IN THE PUBLIC SECTOR GROW, PROBLEMS WITH MINORITY AND INDIVIDUAL EMPLOYEE INTERESTS WILL INCREASE. CONSEQUENTLY, FURTHER WORK IN THIS AREA SHOULD BE DONE. POSSIBLE AREAS OF EXAMINATION INCLUDE THE RELATIONSHIP BETWEEN THE DUE PROCESS CLAUSE AND THE NATURE OF DUTY.

NATIONAL TREASURY EMPLOYEES UNION: DESCRIPTION OF A FEDERAL
EMPLOYEE UNION. 80-08 JCN8010043

FOX, M. J. JUDAH, M.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.1, 1980,
P. 43-53.

THE NATIONAL TREASURY EMPLOYEES UNION (NTEU) IS GROWING RAPIDLY DUE TO ITS MULTI-UNIT APPROACH TO BARGAINING, ITS SUCCESS IN LITIGATION, AND ITS BELIEF IN COLLECTIVE BARGAINING FOR FEDERAL EMPLOYEES. THE UNION SUED TO OBTAIN FEDERAL PAY ADJUSTMENTS AND WON. THEY ALSO WON THE RIGHTS OF FEDERAL EMPLOYEES TO PICKET. THESE TWO ISSUES PLUS THEIR ADVOCACY OF COLLECTIVE BARGAINING HAVE CAUSED ITS MEMBERSHIP TO INCREASE FIVEFOLD IN UNDER FIFTEEN YEARS.

SOME INNOVATIVE CONSIDERATIONS IN EDUCATION BARGAINING:
PROFILING AND FUSION. 80-08 JCN8010055

MCGREW, J. B.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.1, 1980,
P. 55-58.

TWO INNOVATIVE BARGAINING PROCEDURES, "PROFILING" AND "FUSION", HERETOFORE PRIMARILY USED AS MANAGEMENT TOOLS, CAN BE USED BY ANY PARTY IN NEGOTIATION. PROFILING CAN BE A USEFUL TOOL IN CATEGORIZING THE OPPOSITION'S PROPOSALS AND CAN TRACK NEGOTIATIONS OVER TIME. FUSING PROPOSALS TOGETHER CAN YIELD A TRADE SITUATION WHERE BOTH SIDES CAN GET WHAT THEY WANT.

GRIEVANCE PROCEDURES: A CONCEPTUAL VIEW.
80-08 JCN8010059

GROSS, E.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.1, 1980,
P. 59-80.

THERE ARE TWO GENERAL CATEGORIES OF GRIEVANCES. ONE IS WHEN AN EMPLOYEE NEEDS AN INTERPRETATION OF A POLICY TO FIT A PARTICULAR CIRCUMSTANCE; TWO, WHEN AN ORGANIZATION FILES A GRIEVANCE ARISING FROM NEEDS, OBJECTIVES, OR PHILOSOPHIES. GRIEVANCES OFTEN TIMES ARE NOTHING MORE THAN A CONTINUATION OF THE NEGOTIATION PROCESS. THIS CAN LEAD TO AN ADDITIONAL ADVERSARIAL POSTURE BY BOTH SIDES.

THE REFERENDUM AS AN ALTERNATIVE TO BARGAINING.
80-08 JCN8020093

HELBURN, I. B. MATTHEWS, J. L.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.2, 1980,
P. 93-105, BIBLIOG. 15

BETWEEN 1947 AND 1974, TWENTY-THREE TEXAS CITIES USED THE REFERENDUM PROCESS TO RESOLVE FIRE-FIGHTER AND POLICE CIVIL SERVICE, PAY, OR HOURS ISSUES. THE PROCESS HAS NOT BEEN ACTIVELY USED SINCE 1974 WHEN COLLECTIVE BARGAINING FOR TEXAS POLICE AND FIRE-FIGHTERS WAS APPROVED. THE POSSIBILITY THAT THE REFERENDUM PROCESS CONTINUES TO BE A VIABLE ALTERNATIVE TO COLLECTIVE BARGAINING IS DISCUSSED.

CONTEMPORARY PERCEPTIONS OF UNIONIZATION IN THE MEDICAL
PROFESSION: A STUDY OF ATTITUDES OF UNIONIZED AND NON-UNION
PHYSICIANS. 80-08 JCN8020107

KLOVER, J. A. STEPHENS, D. B. LUCHSINGER, V. P.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.2, 1980,
P. 107-117, BIBLIOG. 11

BOTH UNIONIZED AND NON-UNIONIZED PHYSICIANS WERE SURVEYED TO
DETERMINE THE ISSUES THAT ARE SIGNIFICANT IN MOTIVATING
UNIONIZATION. ADDITIONALLY, THE PERCEPTIONS OF THE
PHYSICIANS REGARDING THEIR BARGAINING ADVERSARIES WERE
EXAMINED. RESPONSES TO A QUESTIONNAIRE DEVELOPED FOR THIS
STUDY ARE ANALYZED. ECONOMIC CONSTRAINTS AND EXTERNAL
CONTROLS IMPOSED BY GOVERNMENT AND HEALTH INSURANCE
COMPANIES ARE PRIMARY CONCERNS.

LEGAL, INSTITUTIONAL AND ECONOMIC IMPLICATIONS OF
POLICE/FIRE-FIGHTER PARITY. 80-08 JCN8020119

CASSIDY, G. W.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.2, 1980,
P. 119-142, BIBLIOG. 33

ISSUES INVOLVING PARITY BETWEEN LOCAL POLICE AND
FIRE-FIGHTER UNITS ARE EXAMINED USING THE INDUSTRIAL
RELATIONS SYSTEM OF JOHN T. DUNLOP. LEGAL, INSTITUTIONAL AND
ECONOMIC IMPLICATIONS OF PARITY FOR THE TWO EMPLOYEE GROUPS
AND MUNICIPALITY EMPLOYERS ARE EVALUATED. A BARGAINING MODEL
FOR ANALYZING THE ALLOCATION OF LIMITED MUNICIPAL FUNDS
BETWEEN THE TWO GROUPS IS PRESENTED.

THE IMPACT OF GRIEVANCE AND ARBITRATION PROCESSES ON
FEDERAL PERSONNEL POLICIES AND PRACTICES: THE VIEW FROM
TWENTY BARGAINING UNITS. 80-08 JCN8020143

SULZNER, G. T.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.2, 1980,
P. 143-157, BIBLIOG. 20

ARBITRATION IS RARELY USED IN FEDERAL LABOR-MANAGEMENT
NEGOTIATIONS AND, THUS, GRIEVANCE AND ARBITRATION PROCEDURES
HAVE NOT SIGNIFICANTLY AFFECTED FEDERAL PERSONNEL POLICIES
AND PRACTICES. THE RESULTS OF A STUDY INVOLVING TWENTY
NATIONAL BARGAINING UNITS WITH RESPECT TO FOUR GRIEVANCE AND
ARBITRATION IMPACT PROPOSITIONS ARE PRESENTED. INDICATIONS
ARE THAT THE GRIEVANCE PROCESS WILL GAIN SIGNIFICANCE AS
UNIT SIZE AND EXPERIENCE GROW.

LABOR RELATIONS AND EDUCATION IN TWO CONTEXTS: AMERICA AND
AUSTRALIA. 80-08 JCN8020159

RANGLES, H. E.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.2, 1980,
P. 159-184, BIBLIOG. 20

LABOR RELATIONS IN THE AUSTRALIAN EDUCATIONAL SYSTEM ARE
EXAMINED THROUGH AN ANALYSIS OF AUSTRALIAN SCHOOL GOVERNANCE
AND THE TEACHERS' UNION IN NEW SOUTH WALES, ONE OF THE MOST
INFLUENTIAL IN THE COUNTRY. COMPULSORY ARBITRATION IN
AUSTRALIA IS CONTRASTED WITH COLLECTIVE NEGOTIATIONS IN THE
UNITED STATES. LABOR RELATIONS ISSUES THAT WILL AFFECT
TEACHERS IN BOTH THE UNITED STATES AND AUSTRALIA IN THE
FUTURE ARE PROPOSED.

SUGGESTED GUIDELINES FOR THE PARTICIPATION OF HIGH SCHOOL
PRINCIPALS IN COLLECTIVE NEGOTIATION FOR TEACHERS.
80-08 JCN8020185

PIAZZA, C.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.2, 1980,
P. 185-193.

THE INVOLVEMENT OF HIGH SCHOOL PRINCIPALS IN THE COLLECTIVE
BARGAINING PROCESS AMONG EDUCATORS IS EXAMINED. GUIDELINES
ARE SUGGESTED TO ASSIST PRINCIPALS IN THEIR PARTICIPATION IN
THE NEGOTIATION PROCESS, TO THE EXTENT THAT PARTICIPATION IS
REQUIRED. THE GUIDELINES ARE DIVIDED INTO PRE-NEGOTIATION,
DURING NEGOTIATION AND POST-NEGOTIATION PROCEDURES. THE
ADVANTAGES AND DISADVANTAGES OF PRINCIPAL PARTICIPATION ARE
OUTLINED.

TRADE UNIONS AND HIRING STANDARDS. 80-08 JLR80N0063

KALACHEK, E. RAINES, F.

JOURNAL OF LABOR RESEARCH, VOL.1, NO.1, SPRING 1980, P.
63-75, BIBLIOG. 14

EMPLOYERS RESPOND TO UNION WAGE PREMIUMS OR INCREASES
NEGOTIATED IN COLLECTIVE BARGAINING BY RAISING THEIR HIRING
STANDARDS. EMPIRICAL EVIDENCE SHOWS THAT DURING THE DECADE
BETWEEN 1960 AND 1970 A RISE IN EDUCATIONAL ATTAINMENT WAS
HEAVILY CONCENTRATED IN UNIONIZED INDUSTRIES. THE PROBLEM
THAT OCCURS FROM THIS SITUATION IS THAT THE MORE THE
EMPLOYER ERODES THE GAINS MADE BY THE UNION (IN TERMS OF
WAGES) BY RAISING THE ELIGIBILITY COSTS TO BE HIRED, THE
STRONGER THE PRESSURE UPON THE UNION FROM ITS EDUCATED
WORKERS TO SEEK HIGHER WAGES AGAIN.

APPLYING CONTROL SYSTEMS TO INDUSTRIAL RELATIONS.
80-08 OQT79L1037

PURCELL, J.

JOURNAL OF THE OPERATIONAL RESEARCH SOCIETY, VOL.30, NO.12,
DEC. 1979, P. 1037-1046, BIBLIOG. 22

THE POTENTIAL USEFULNESS OF FORMAL CONTROL SYSTEMS TO THE
MANAGEMENT OF INDUSTRIAL RELATIONS IN BRITAIN IS EXAMINED. A
MODEL OF THE INDUSTRIAL RELATIONS PROCESS IS DEVELOPED WHICH
FOCUSES ON THE AREAS OF RULE MAKING, RULE IMPLEMENTATION AND
RULE BREAKING. THE OBJECTIVES OF A CONTROL SYSTEM IN THE
AREAS OF RULE MAINTENANCE, RULE ADAPTATION AND STRATEGIC
PLANNING AND DESIGN ARE DISCUSSED.

THE ILA TALKS: HIGH HOPES FOR LABOR CALM.
80-07 BWE80F0230-2

ANON

BUSINESS WEEK, NO.2639, JUNE 2, 1980, P. 30.

THE INTERNATIONAL LONGSHOREMAN'S ASSOCIATION, AS WELL AS
MANAGEMENT, WOULD LIKE TO PRODUCE A PEACEFUL SETTLEMENT
THROUGH ITS COLLECTIVE BARGAINING. DEMANDS EMPHASIZE WAGES,
PENSIONS AND HEALTH BENEFITS WHICH HAVE NOT BEEN STRIKE
PRODUCING ISSUES. BOTH SIDES WOULD LIKE TO AVOID BAD
PUBLICITY.

IS THE J.P. STEVENS WAR OVER? 80-07 BWE80F0985

ANON

BUSINESS WEEK, NO.2640, JUNE 9, 1980, P. 85-87.

AFTER 20 YEARS OF PRESSURE, J.P. STEVENS AND CO. MAY BE
NEARING A SETTLEMENT WITH ORGANIZED LABOR. UNDER THE
AGREEMENT, STEVENS WOULD SIGN ITS FIRST COLLECTIVE
BARGAINING CONTRACT WITH THE AMALGAMATED CLOTHING AND
TEXTILE WORKERS UNION (ACTWU) AND THE UNION WOULD STOP

BOYCOTTING STEVENS' PRODUCTS. BOTH SIDES WOULD DROP LITIGATION THAT IS UNDER WAY.

OVERT AND DISGUISED DISCRIMINATION AGAINST WOMEN IN COLLECTIVE AGREEMENTS. 80-07 IRE80C0243

METZKER, M.

INTERNATIONAL LABOUR REVIEW, VOL.119, NO.2, MARCH-APRIL 1980, P. 243-253, BIBLIOG. 7

THE AUSTRIAN GOVERNMENT COMMISSIONED A SURVEY OF DISCRIMINATORY COLLECTIVE BARGAINING AGREEMENTS IN 1978. DISCRIMINATION WAS FOUND IN SEX SPECIFIC JOB TITLES, JOB REQUIREMENTS, DIFFERENT RATINGS FOR IDENTICAL OCCUPATIONS, DIFFERENCES IN BENEFITS AND DIFFERING QUALIFYING CONDITIONS. AUSTRIA PASSED A LAW PROVIDING EQUAL TREATMENT OF WOMEN AND MEN IN FIXING COMPENSATION IN 1979.

THE PRODUCTIVITY KEY. 80-07 MT080D0045

COPEMAN, G.

MANAGEMENT TODAY, APRIL 1980, P. 45-46+.

NEW PAY SCHEMES ARE INCREASING PRODUCTIVITY IN THE UNITED KINGDOM. A MATHEMATICAL SYSTEM WHICH WOULD RAISE PROFITABILITY AND ASSURE EMPLOYEES THAT THEIR PAY WOULD STEADILY RISE WITH PROFITS HAS BEEN DEVELOPED. INDIVIDUAL REWARD SYSTEMS ARE SHOWN TO HAVE GENERAL APPLICATIONS.

ATTITUDES OF ARBITRATORS TOWARD FINAL OFFER ARBITRATION IN
NEW JERSEY. 80-06 ARB80C0025

WEITZMAN, J. STOCHAJ, J. M.

ARBITRATION JOURNAL, VOL.35, NO.1, MARCH 1980, P. 25-34.

THE FIRST TWO YEARS OF EXPERIENCE UNDER NEW JERSEY'S FIRE
AND POLICE ARBITRATION ACT ARE HIGHLIGHTED. A STUDY OF
ARBITRATORS IS VIEWED. THE STRENGTHS AND WEAKNESSES OF THE
ACT ARE DISCUSSED IN TERMS OF THIS STUDY'S RESULTS.

COLLECTIVE BARGAINING AND THE THEORY OF CONFLICT.
80-06 BJI80C0082

BARBASH, J.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.18, NO.1,
MARCH 1980, P. 82-90, BIBLIOG. 19

COLLECTIVE BARGAINING IS THE TYPICAL METHOD FOR RESOLVING
LABOR-MANAGEMENT CONFLICTS, SPECIFICALLY, PRICE AND POWER
CONFLICTS. COLLECTIVE BARGAINING IN LABOR NEGOTIATIONS
REGULATES LABOR WAGES, UTILIZATION OF LABOR, EMPLOYEE
RIGHTS, AND UNION-MANAGEMENT RIGHTS. THEORETICALLY, CONFLICT
CAN BE CONSTRUCTIVE IN MAINTAINING EFFECTIVE INDUSTRIAL
RELATIONS.

WHEN STEEL WAGES RISE FASTER THAN PRODUCTIVITY.
80-06 BWE80D2104

ANON

BUSINESS WEEK, NO.2633, APRIL 21, 1980, P. 144-148.

THE COLLECTIVE BARGAINING PROCESS IN THE BASIC STEEL
INDUSTRY, GENERALLY CONSIDERED TO BE THE MOST SOPHISTICATED
IN UNITED STATES INDUSTRY, HAS KEPT NEGOTIATIONS PEACEFUL
FOR 20 YEARS. YET, FOR THE FIRST TIME IN UNITED STATES
HISTORY, IT APPEARS THAT SOME COSTS OF EMPLOYING UNION LABOR
- PARTICULARLY HEALTH CARE BENEFITS AND WAGE ESCALATION

PLANS - HAVE BECOME UNCONTROLLABLE. THE STEEL LABOR SITUATION PERPLEXES BARGAINING EXPERTS AND THE PRODUCTIVITY-WAGE RELATIONSHIP IS PARTICULARLY STRIKING.

FOUR YEARS OF WAGE AND SALARY ADMINISTRATION UNDER INCOMES POLICIES. 80-06 EMR8010002

BOWEY, A. M. THORPE, R.

EMPLOYEE RELATIONS, VOL.2, NO.1, 1980, P. 2-9, BIBLIOG. 6

THE INCOME POLICIES OF THE GOVERNMENT IN GREAT BRITAIN HAVE AFFECTED THE WORK OF THE WAGE AND SALARY ADMINISTRATOR. THREE AREAS HAVE BEEN ESPECIALLY AFFECTED. THESE ARE THE ADMINISTRATION OF INCENTIVE PLANS, THE ADMINISTRATION OF DIFFERENTIALS AND WAGE BARGAINING. CASE STUDIES ARE USED TO SHOW HOW TWO COMPANIES WERE AFFECTED.

THE FUTURE OF COLLECTIVE BARGAINING. 80-06 IRJ79M0010

HAWKINS, K.

INDUSTRIAL RELATIONS JOURNAL, VOL.10, NO.4, WINTER 1979/80, P. 10-21.

COLLECTIVE BARGAINING IS DEFINED AND DISCUSSED. IT HAS BEEN A MOST IMPORTANT TOOL IN INDUSTRIAL RELATIONS. TODAY, THE STRUCTURE OF COLLECTIVE BARGAINING IS CHANGING, SO THE FACTORS INFLUENCING THE FUTURE DEVELOPMENT OF COLLECTIVE BARGAINING ARE EXAMINED.

COMMENTS ON THE "D'AVIGNON REPORT". 80-06 OPT8010005

NETHERCOTE, J. R.

OPTIMUM, VOL.11, NO.1, 1980, P. 5-15, BIBLIOG. 8

THE REPORT OF THE SPECIAL COMMITTEE ON THE REVIEW OF PERSONNEL MANAGEMENT AND THE MERIT PRINCIPLE, KNOWN AS THE

D'AVIGNON REPORT, IS EVALUATED. THE REPORT EXAMINES THE PROBLEMS IN PUBLIC SERVICE PERSONNEL MANAGEMENT IN CANADA. THE WORK OF THE SPECIAL COMMITTEE IS CRITICIZED ON A NUMBER OF ISSUES, INCLUDING THEIR METHODOLOGY INVOLVING THE STAFFING SYSTEM AND ORGANIZATIONAL STRUCTURE, AND THE WORKABILITY OF THEIR RECOMMENDATIONS.

A FRAMEWORK FOR ANALYZING PUBLIC-SECTOR UNION-MANAGEMENT RELATIONS: AN EXPLORATION WITH SIX CASES.

80-06 GRE80N0049

MARTIN, J. E.

QUARTERLY REVIEW OF ECONOMICS & BUSINESS, VOL.20, NO.1, SPRING 1980, P. 49-62, BIBLIOG. 31

A FRAMEWORK FOR ANALYZING PUBLIC SECTOR UNION-MANAGEMENT RELATIONS, BASED ON A PRIVATE-SECTOR MODEL AND A MUNICIPAL COLLECTIVE BARGAINING MODEL IS PRESENTED. SIX CASE STUDIES DEALING WITH FEDERAL UNION-MANAGEMENT RELATIONS ARE EXAMINED. THE TYPE OF RELATIONSHIP IS ANALYZED AS AN IMPORTANT VARIABLE BETWEEN DETERMINANTS AND OUTCOME.

THE RISKY UNLEASHING OF BRAZILIAN LABOR.

80-05 BWE80C1774

ANON

BUSINESS WEEK, NO.2628, MARCH 17, 1980, P. 74-76.

BRAZIL IS EXPERIMENTING WITH UNOFFICIALLY ALLOWING THE NATION'S LABOR UNIONS MUCH GREATER FLEXIBILITY AS PART OF AN EFFORT TO ESTABLISH AN ELECTIVE POLITICAL SYSTEM. SINCE THE REVOLUTION IN 1964 BRAZIL'S WORKERS AND LABOR UNIONS HAD EXPERIENCED GOVERNMENT REPRESSION WHILE BRAZIL'S CORPORATIONS HAD ENJOYED RELATIVE FREEDOM FROM STRIKES AND LABOR PROBLEMS. ONE LABOR LEADER, LUIS INACIO DA SILVA, ALSO CALLED LULU, IS TRYING TO TAKE ADVANTAGE OF THIS OPPORTUNITY TO DEVELOP AN AUTHENTIC AND POTENTIALLY STRONG LABOR UNION MOVEMENT.

INDUSTRIAL RELATIONS PROBLEMS - OR'S CONTRIBUTION.
80-05 OME7960513

MANN, J. R. MITCHELL, G. H.

OMEGA, VOL.7, NO.6, 1979, P. 513-519, BIBLIOG. 9

HOW OPERATIONS RESEARCH TECHNIQUES CAN BE UTILIZED TO SOLVE INDUSTRIAL RELATIONS PROBLEMS IS ILLUSTRATED. INDUSTRIAL RELATIONS PROBLEMS ARE DIVIDED UP INTO GENERAL CLASSES AND THE SPECIFIC OR TECHNIQUES APPLICABLE TO EACH CLASS ARE EXAMINED. FUTURE DEVELOPMENTS IN THE FIELD ARE DISCUSSED.

CREATIVE PROBLEM-SOLVING APPLIED TO GRIEVANCE/ARBITRATION PROCEDURES. 80-05 PAD80C0050

RAND, J. F.

PERSONNEL ADMINISTRATOR, VOL.25, NO.3, MARCH 1980, P. 50-52, BIBLIOG. 2

COLLECTIVE BARGAINING AGREEMENTS SHOULD PROVIDE FOR EFFECTIVE GRIEVANCE PROCEDURES. ADVERSARY CLIMATES ARE TO BE AVOIDED IN EMPLOYEE GRIEVANCE MATTERS. THE CREATIVE PROBLEM SOLVING APPROACH IS DESCRIBED. THE METHODS SHOULD BE BUILT INTO CONTRACTS.

STEEL TALKS: A COSTLY PACT, EVEN WITH RESTRAINT.
80-04 BWE80B18E2

ANON

BUSINESS WEEK, NO.2624, FEB. 18, 1980, P. 122-124.

THE STEEL COMPENSATION PACKAGE IS ALREADY SO RICH THAT EVEN THE SMALLEST UNITED STEELWORKERS UNION (USW) GAINS WILL INCREASE LABOR COSTS IN NEW THREE-YEAR PACTS BY MORE THAN 30 PER CENT. WITH CONTRACT NEGOTIATIONS BEGINNING FEBRUARY 5, 1980, THE USW AND THE BASIC STEEL INDUSTRY FACE THIS CRUCIAL PROBLEM EVEN THOUGH THE USW HAS INDICATED SOME WILLINGNESS TO HOLD ITSELF IN CHECK. THE ISSUES FACING THE USW AND THE

INDUSTRY ARE MORE DIVISIVE THIS YEAR THAN IN ANY BARGAINING ROUND SINCE 1971.

A NOTE ON TECHNOLOGICAL CHANGE AND THE INTERINDUSTRY PROPENSITY TO STRIKE IN U.S. MANUFACTURING INDUSTRIES.
80-04 NJE80M0052

FOELLER, W. H.

NEBRASKA JOURNAL OF ECONOMICS & BUSINESS, VOL.19, NO.1, WINTER 1980, P. 52-62.

THERE ARE CONFLICTING HYPOTHESES ASSOCIATED WITH THE IMPACT OF TECHNOLOGICAL CHANGE ON COLLECTIVE BARGAINING AND THE PROPENSITY TO STRIKE BY EMPLOYEES. THIS STUDY REPORTS ON THE RESULTS OF A CROSS-SECTION MULTIPLE REGRESSION ANALYSIS DEALING WITH UNITED STATES MANUFACTURING INDUSTRIES. THESE FINDINGS ARE ANALYZED TO DETERMINE THE MORE CORRECT HYPOTHESIS.

THE URBAN MASS TRANSPORTATION ACT AND LOCAL LABOR NEGOTIATION: THE 13-C EXPERIENCE. 80-04 TNS79N0056

REED, A.

TRANSPORTATION JOURNAL, VOL.18, NO.3, SPRING 1979, P. 56-64.

THE PROBLEMS CAUSED BY THE URBAN MASS TRANSPORTATION ACT OF 1964 (UMTA) AND THE NATIONAL MASS TRANSPORTATION ASSISTANCE ACT OF 1974 (NMTAA) IN THE AREA OF LABOR RELATIONS ARE DISCUSSED. THE ACTS ARE REVIEWED EMPHASIZING OPERATING GRANTS, LOCAL LABOR NEGOTIATIONS, GILL MEMORANDUM AND THE MODEL 13-C AGREEMENT. SPECIFIC CASES OF CITIES WHICH ARE MENTIONED INCLUDE ATLANTA, LOS ANGELES, OMAHA AND ALBUQUERQUE. THE CONFLICTS THESE ACTS CAUSE BETWEEN THE DEPARTMENTS OF LABOR AND TRANSPORTATION MUST BE SOLVED BY WISE GOVERNMENT POLICIES.

COLLECTIVE BARGAINING: BASED ON EXPERIENCE, IT'S NO EASY
MATTER. 80-03 ASM79L0024

FISHER, D.

ASSOCIATION MANAGEMENT, VOL.31, NO.12, DEC. 1979, P. 24-27.

REFUTED ARE SOME OF THE POINTS MADE BY MARVIN J. LEVINE IN
HIS ARTICLE "THE DO'S AND DON'TS OF COLLECTIVE BARGAINING".
BASED ON PERSONAL EXPERIENCE, FISHER EXAMINES THE
DIFFICULTIES (THOSE OF THE EMPLOYER) HE ENCOUNTERED WITH AN
AFL-CIO LOCAL.

A BOOM BUSINESS IN BUSTING UNIONS. 80-03 BUS79R0055

FARMER, J.

BUSINESS AND SOCIETY REVIEW, NO. 31, FALL 1979, P. 55-58.

DESPITE FEDERAL LEGISLATION DEMANDING GOOD FAITH BARGAINING
AND DISCLOSURE OF CONTRACTS WITH UNION BUSTERS, A GROWING
NUMBER OF BUSINESSES ARE EMPLOYING UNION BUSTERS TO ACHIEVE
DECERTIFICATION OR DEUNIONIZATION. THOSE WHO QUALIFY AS
ANTI-UNION AGENTS AND THEIR SOURCES OF FUNDING ARE
DISCUSSED. STRONGER ENFORCEMENT OF TITLE II OF THE LABOR
MANAGEMENT AND REPORTING ACT AND NEW NLRB REGULATIONS ARE
CALLED FOR.

THE NEW WAGE RULE: HIGHER BUT NARROWER.

80-03 BWE80A2130-2

ANON

BUSINESS WEEK, NO.2620, JAN. 21, 1980, P. 30-31.

THE EFFECT OF THE COUNCIL ON WAGE AND PRICE STABILITY'S
JANUARY, 1980 GUIDELINES ON COLLECTIVE BARGAINING IS
DISCUSSED. PAYMENTS AND WAGES ARE EMPHASIZED. PUBLIC SECTOR
UNIONS HELPED PUSH THE RANGE OF PAY INCREASES TO 7.5 PERCENT
TO 9.5 PERCENT.

HARD BARGAINING FOR LOST BREAD AND BUTTER.
80-03 BWE80A28&4

ANON

BUSINESS WEEK, NO.2621, JAN. 28, 1980, P. 104-105.

SINCE WAR WORLD II, MOST UNION MEMBERS HAVE WON CONTRACTS THAT INCREASED ACTUAL EARNINGS, BUT 1980 MAY MARK THE END OF THIS PATTERN. WITH INFLATION REMAINING HIGH, OIL PRICES INCREASING, AND EMPLOYERS FIGHTING HARD TO HOLD DOWN COSTS, UNION MEMBERS, AS WELL AS NON-UNION, FACE THE PROSPECT OF 1980 BEING ONLY THE FIRST OF SEVERAL YEARS IN WHICH REAL EARNINGS DECREASE. UNIONS WILL NOT ACCEPT THE LOSSES EASILY AND STRIKES SUCH AS THE CURRENT OIL REFINERY STRIKE BY MEMEBERS OF THE OIL, CHEMICAL AND ATOMIC WORKERS UNION, ARE LIKELY TO INCREASE.

HAVE EMPLOYERS GAINED THE UPPER HAND? 80-03 CBU79M0033

FINN, E.

CANADIAN BUSINESS REVIEW, VOL.6, NO.3, WINTER 1979-80, P. 33-35.

NEGOTIATED WAGE INCREASES IN CANADA DURING THE PAST YEAR HAVE NOT, FOR THE MOST PART, OFFSET THE COST OF INFLATION. THE EROSION OF REAL INCOME HAS RESULTED FROM THE STRONG RESISTANCE EMPLOYERS HAVE SHOWN IN COLLECTIVE BARGAINING, SUPPORTED BY THE GENERAL ECONOMIC SLOWDOWN. EMPHASIS IN THIS YEAR'S NEGOTIATIONS WILL LIKELY BE PLACED ON WAGE RATES, COLA CLAUSES, DENTAL PLANS AND VACATIONS.

PENSION INCREASES HIGHLIGHT GM/UAW PACT.
80-03 EBP79K0016

ANON

EMPLOYEE BENEFIT PLAN REVIEW, VOL.34, NO.5, NOV. 1979, P.
16,22.

THE PENSION PLAN PROVISIONS IN THE GM-UAW PACT (EFFECTIVE
OCT. 1, 1979) ARE DISCUSSED. AREAS EMPHASIZED INCLUDE
"30-AND-OUT" CHANGES AND CURRENT RETIREES. PENSION BENEFITS
WERE RAISED FOR ALL FUTURE, CURRENT AND EARLY RETIREES.

THE CLOSED SHOP - CONFLICT OR CONSENSUS?
80-03 EMR7940022

MCLLROY, J.

EMPLOYEE RELATIONS, VOL.1, NO.4, 1979, P. 22-25, BIBLIOG. 20

THE HISTORY OF CLOSED SHOP UNION SET-UPS IN ENGLAND LACKED
FORMALIZATION BUT WAS INTRINSICALLY PRESENT. THE INDUSTRIAL
RELATIONS ACT GAVE INDIVIDUALS THE RIGHT NOT TO BELONG TO
UNIONS AND MAY HAVE SLOWED THE SPREAD OF CLOSED SHOPS.
LEGISLATION IN 1974 HAS ENCOURAGED MORE FORMALIZED RULES AND
REGULATIONS FOR PROCEDURES.

A REVISED FORMAT FOR STEEL BARGAINING. 80-03 IDW80A2178

SOMMER, D. W.

INDUSTRY WEEK, VOL.204, NO.2, JAN. 21, 1980, P. 78-79.

THE STEEL INDUSTRY AND UNITED STEELWORKERS UNION HAVE USED
ARBITRATION TO SETTLE DISPUTES. WAGES HAVE RISEN FOR UNION
WORKERS AND INDUSTRY HAS HAD NO STRIKES IN TWENTY YEARS. A
QUESTION FOR FUTURE NEGOTIATIONS WILL BE RENEWAL OF THE
EXPERIMENTAL NEGOTIATING AGREEMENT.

THE DETERMINANTS OF UNIONIZATION: AN ANALYSIS OF INTERAREA DIFFERENCES. 80-03 ILR80A0147

HIRSCH, B. T.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.2, JAN. 1980, P. 147-161.

IN THIS STUDY OF THE DIFFERENT LEVELS OF UNIONIZATION ACROSS STATE, REGIONAL AND METROPOLITAN LINES, THE VARIABLES CONSIDERED INCLUDE EARNINGS, LABOR FORCE CHARACTERISTICS, WORKER AND EMPLOYER ATTITUDES AND REGION, RIGHT-TO-WORK LAWS, AND POPULATION GROWTH. A MODEL IS DEVELOPED WHICH CONSIDERS LEVELS OF UNIONIZATION TO BE DETERMINED BY SUPPLY AND DEMAND. TABLES ARE GIVEN.

THE CHANGING BARGAINING STRUCTURE IN CONSTRUCTION: WIDE-AREA AND MULTICRAFT BARGAINING. 80-03 ILR80A0170

HARTMAN, P. T. FRANKE, W. H.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.2, JAN. 1980, P. 170-184.

THE CHANGES IN THE COLLECTIVE BARGAINING UNITS IN THE CONSTRUCTION INDUSTRY WITH LARGER GEOGRAPHICAL AREAS AND MULTICRAFT EXPANSION ARE EXPLORED. AREAS COVERED INCLUDE GOVERNMENT ENCOURAGEMENT OF CENTRALIZATION, WIDE-AREA BARGAINING, UNION POLICIES AND CHANGES, CONTRACTOR INTEREST, AND MULTICRAFT BARGAINING. WIDE AREA BARGAINING IS MORE WIDELY ACCEPTED THAN MULTICRAFT EXPANSION. TABLES ARE GIVEN.

SOME REFLECTIONS ON INDUSTRIAL RELATIONS.
80-03 IRJ79R0009

PRIOR, J.

INDUSTRIAL RELATIONS JOURNAL, VOL.10, NO.3, AUTUMN 1979, P. 9-11.

INDUSTRIAL RELATIONS IN BRITAIN CAN BE GREATLY IMPROVED IF

LAWS ARE PASSED THAT WOULD MOTIVATE THOSE IN THE SYSTEM TO MAKE IT WORK PROPERLY. EMPLOYERS AND TRADE UNIONS HAVE THE PRIMARY RESPONSIBILITY OF IMPROVING INDUSTRIAL RELATIONS. THE LAW SHOULD PROVIDE A FRAMEWORK FROM WHICH TO WORK.

WORKER DIRECTORS AND COLLECTIVE BARGAINING.
80-03 IRJ79R0025

CHELL, E. COX, D.

INDUSTRIAL RELATIONS JOURNAL, VOL.10, NO.3, AUTUMN 1979, P. 25-31, BIBLIOG. 6

SEVEN COMPANIES WHICH HAVE A WORKER DIRECTOR SYSTEM, WHERE AT LEAST ONE SUB-EXECUTIVE LEVEL EMPLOYEE HAS A SEAT ON THE BOARD OF THE COMPANY, WERE INVOLVED IN RESEARCH CONDUCTED BY THE AUTHORS. THE FINDINGS OF THIS 3 YEAR RESEARCH ARE REPORTED.

ORIENTATIONS TOWARD MILITARY UNIONS AMONG COMBAT TROOPS.
80-03 JCN7940309

SEGAL, D. R. KRAMER, R. C.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.4, 1979, P. 309-318, BIBLIOG. 11

RESULTS OF A SURVEY CONDUCTED AMONG COMBAT TROOPS IN GEORGIA, DEALING WITH THE PROSPECT OF MILITARY UNIONIZATION, ARE ANALYZED. IN GENERAL, RESPONSES TO THE SURVEY INDICATE THAT UNIONIZATION WOULD LEAD TO A DETERIORATION IN PROFESSIONALISM, DISCIPLINE AND EFFECTIVENESS OF THE MILITARY. ON THE OTHER HAND, ACCORDING TO THE MILITARY PERSONNEL, UNIONIZATION WOULD SECURE BETTER PAY AND MORE BENEFITS.

PRODUCTIVITY IMPROVEMENT IN GOVERNMENT: THE EFFECTS OF
DEPARTMENTAL VS. OCCUPATIONAL BARGAINING UNIT STRUCTURES.
80-03 JCN7940319

MOORE, M. L.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.4, 1979, P.
319-332, BIBLIOG. 13

TWO TYPES OF GOVERNMENTAL BARGAINING UNIT STRUCTURES ARE
EXAMINED IN TERMS OF THEIR IMPACT UPON PRODUCTIVITY AND
ORGANIZATIONAL BEHAVIOR: DEPARTMENTAL, AND OCCUPATIONAL. THE
ADVANTAGES AND DISADVANTAGES OF EACH TYPE OF BARGAINING UNIT
ARE DESCRIBED. WHILE DEPARTMENTAL UNITS FACILITATE
TECHNOLOGICAL ADAPTATION AND PRODUCTIVITY IMPROVEMENT,
OCCUPATIONAL UNITS ARE MORE EFFECTIVE IN TERMS OF IMPROVING
PUBLIC SERVICE ADMINISTRATION.

QUEBEC: EARLY WARNING SYSTEM FOR AMERICAN HIGHER EDUCATION.
80-03 JCN7940333

LAUROESCH, W.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.4, 1979, P.
333-338, BIBLIOG. 9

CONDITIONS CURRENTLY DEVELOPING IN QUEBEC'S EDUCATIONAL
SYSTEM ARE FORECASTED TO HAPPEN IN THE AMERICAN UNIVERSITIES
IN THE NEAR FUTURE. UNIONIZATION OF FACULTY AND THE STRONG
ALLIANCES FORMED AMONG COLLEGE PROFESSORS ARE THE MAJOR
TRENDS. THE IMPACT OF THIS TYPE OF SOCIALIZATION UPON THE
AMERICAN HIGHER EDUCATIONAL SYSTEM IS DISCUSSED.

TRILATERAL BARGAINING PRACTICES IN PUBLIC SCHOOL CONTRACT
NEGOTIATIONS. 80-03 JCN7940339

PISAPIA, J. R.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.4, 1979, P.
339-346, BIBLIOG. 3

THREE DIFFERENT KINDS OF TRILATERAL BARGAINING PRACTICES IN
PUBLIC SCHOOL CONTRACT NEGOTIATIONS ARE ANALYZED. THEY ARE:
1) PREBARGAINING PRACTICES, 2) BARGAINING PRACTICES, 3)
POST-BARGAINING PRACTICES. THE EFFECTS OF THESE TYPES OF
PRACTICES ON THE COLLECTIVE BARGAINING PROCESS IN THE PUBLIC
SCHOOL SYSTEM ARE ANALYZED.

COLLECTIVE BARGAINING AND COMMUNITY PARTICIPATION IN
EDUCATIONAL DECISION MAKING: A VIEW TOWARD TRILATERAL
BARGAINING AND SCHOOL REFORM. 80-03 JCN7940347

YEAKEY, C. C. JOHNSTON, G. S.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.4, 1979, P.
347-366, BIBLIOG. 33

THE SHARE OF POWER IN SCHOOL DECISION MAKING CREATES A MAJOR
CONFLICT BETWEEN TEACHER UNIONS AND SCHOOL ADMINISTRATORS IN
THE PUBLIC SECTOR. ISSUES ASSOCIATED WITH THIS CONFLICT ARE
EXAMINED. IN ADDITION, A CASE STUDY RELATED TO A SIMILAR
SITUATION IN A PHILADELPHIA SCHOOL DISTRICT IS PRESENTED.

THE POLITICS OF TEACHER COLLECTIVE NEGOTIATIONS IN TWO
SELECTED FLORIDA COUNTIES. 80-03 JCN7940367

MUNRO, R. J.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.4, 1979, P.
367-382, BIBLIOG. 6

THE ROLE OF POLITICS IN THE OUTCOME OF COLLECTIVE
NEGOTIATIONS INVOLVING SCHOOL TEACHERS IS EXAMINED. THE
PARTICIPATION OF POLITICAL FIGURES AND THEIR INFLUENCE ON

THE BARGAINING PROCESS BETWEEN TEACHER UNIONS AND ADMINISTRATORS ARE DESCRIBED. THE THEORIES ARE APPLIED TO ACTUAL CASES IN TWO SELECTED SCHOOL SYSTEMS IN FLORIDA.

A HIERARCHY OF IMPORTANT ELEMENTS IN UNION-MANAGEMENT RELATIONS. 80-03 JOM79R0229

MARTIN, J. E. BIASATTI, L. L.

JOURNAL OF MANAGEMENT, VOL.5, NO.2, FALL 1979, P. 229-240.

IDENTIFICATION OF IMPORTANT ELEMENTS IN UNION-MANAGEMENT RELATIONS IS CRITICAL FOR MEANINGFUL LABOR NEGOTIATIONS AND COLLECTIVE BARGAINING. SUCH IMPORTANT ELEMENTS RANKED IN HIERARCHY ARE MUTUAL ACCEPTANCE, OF COLLECTIVE BARGAINING, BALANCE OF POWER, MUTUAL RESPECT FOR GOALS, ORGANIZED INDUSTRIAL RELATIONS FUNCTION, OPEN COMMUNICATION CHANNELS, GOOD FAITH CONTRACT ADMINISTRATION, STRUCTURED GRIEVANCE PROCEDURES, AND MUTUAL SENSE OF PARTICIPATION. THE HIERARCHICAL THEORY IS CRITICAL IN SUCCESSFUL UNION-MANAGEMENT NEGOTIATIONS.

INDUSTRIAL RELATIONS THEORY AND RESEARCH.
80-03 MDE7940326

KIRKBRIDE, P.

MANAGEMENT DECISION, VOL.17, NO.4, 1979, P. 326-340,
BIBLIOG. 48

THE CONCEPTUAL FRAMEWORKS FOR ANALYZING INDUSTRIAL RELATIONS ARE VARIED. EACH METHOD HAS A DIFFERENT FOCUS AND CONTRIBUTES PARTICULAR DATA. DIFFERENT CASE EXAMPLES ARE INCLUDED FOR EXAMPLES OF RESEARCH THEORY.

BUT I CAN'T WORK ON SATURDAYS. 80-03 PAD80A0025

NORWOOD, J. M.

THE PERSONNEL ADMINISTRATOR, VOL.25, NO.1, JAN. 1980, P.
25-30, BIBLIOG. 30

THERE ARE INCREASING NUMBERS OF EMPLOYEES SEEKING TO ALTER
THEIR WORKING DAYS FOR RELIGIOUS REASONS. THE EMPLOYER MAY
FIND COLLECTIVE BARGAINING A WAY TO HANDLE THE CASE.
ACCOMMODATION IS ALSO A VALID APPROACH TO SETTLEMENT.

IS AN INCOMES POLICY INEVITABLE? 80-03 PSL79L0032

BOWEY, A.

PERSONNEL MANAGEMENT, VOL.11, NO.12, DEC. 1979, P. 32-37.

AN INCOMES CONTROL POLICY IS NEEDED IN BRITAIN. AREAS
COVERED IN THE DISCUSSION INCLUDE KEY QUESTIONS, BARGAINING
SKILLS, LOCAL AUTONOMY AND EFFORT AND REWARD. TABLES ARE
GIVEN.

UNIONIZATION OF COURT EMPLOYEES HAS RAISED LEGAL, AND
PRACTICAL QUESTIONS. 80-03 UML79H0020

WEX, J. H. MCGEE, W. S.

(U.S.) MONTHLY LABOR REVIEW, VOL.102, NO.8, AUG. 1979, P.
20-24, BIBLIOG. 8

BY 1977 COURT EMPLOYEES HAD SUCCEEDED IN ORGANIZING TO
VARYING DEGREES IN 17 STATES. THE AFFECT THE UNIONIZATION OF
COURT PERSONNEL WILL HAVE ON THE JUDICIAL SYSTEM IS
DISCUSSED WITH EMPHASIS ON THE UNIQUE PROBLEMS INVOLVED IN
THIS AREA OF PUBLIC SECTOR UNIONIZATION.

PRODUCTIVITY AND LABOR. 80-03 VIT79L0151

GEORGINE, R. A.

VITAL SPEECHES, VOL.46, NO.5, DEC. 15, 1979, P. 151-153.

THE STUDY OF PRODUCTIVITY IS DIFFICULT DUE TO THE WIDE VARIETY OF STATISTICS AVAILABLE. LABOR UNIONS CAN PROVIDE SKILLED WORKERS WHOSE EXPERTISE IN PRODUCTION CAN BE USEFUL IN SETTING OUT NEW PROGRAMS FOR INCREASED PRODUCTIVITY. COLLECTIVE BARGAINING SHOULD BE A POSITIVE TOOL FOR LABOR AND MANAGEMENT TO USE TO SOLVE PRODUCTIVITY PROBLEMS.

TENURE AND THE NONRENEWAL OF PROBATIONARY TEACHERS.

80-02 ARB79C0022

HARTER, L. G. JR.

ARBITRATION JOURNAL, VOL.34, NO.1, MARCH 1979, P. 22-27.
BIBLIOG. 34

WHILE ARBITRATORS HAVE THE AUTHORITY TO REINSTATE PROBATIONARY TEACHERS WHO WERE DISCHARGED IN VIOLATION OF COLLECTIVE BARGAINING AGREEMENTS, CAN THEY DO SO IF REINSTATEMENT MEANS AUTOMATIC TENURE? COURTS IN MANY STATES INCLUDING ILLINOIS, NEW YORK, MASSACHUSETTS, MICHIGAN AND OREGON HAVE FACED THE PROBLEM. A SETTLEMENT REACHED ON A 1976 OREGON ARBITRATION CASE ALLOWS THE ARBITRATOR DISCRETION TO REINSTATE TEACHERS WHILE TENURE ISSUES REMAIN WITHIN THE PROVINCE OF THE SCHOOL BOARD.

CHANGING ATTITUDES TOWARD UNIONS WITH BARGAINING SIMULATION.

80-02 ARK79P0016

ROBERTSON, D. F.

ARKANSAS BUSINESS & ECONOMIC REVIEW, VOL.12, NO.2, SUMMER 1979, P. 16-23, BIBLIOG. 11

AN EXAMINATION IS MADE OF THE RESULTS OF A STUDY ON THE EFFECT ROLE PLAYING HAS ON CHANGING ATTITUDES WITH

COLLECTIVE BARGAINING SIMULATIONS. THE RESULTS SHOWED ROLE PLAYING AND CLASSROOM ACTIVITY TO BE EFFECTIVE TOOLS WHICH SHOULD BE USED IN BASIC TRAINING AND DEVELOPMENT PROGRAMS.

TOWARDS ORGANISATIONAL DEMOCRACY. 80-02 ASC79I0033

MYERS, M. S.

ASCI JOURNAL OF MANAGEMENT, VOL.9, NO.1, SEPT. 1979, P. 33-49, BIBLIOG. 7

TO BE EFFECTIVE, INDUSTRY, LIKE ANY ORGANIZATION, MUST SATISFY TWO BASIC CONDITIONS: INDIVIDUAL FREEDOM FOR MEMBERS AND UNITY IN THE PURSUIT OF COMMON GOALS. THREE POSSIBLE MODELS OF THE UNION-COMPANY RELATIONSHIP - WIN-LOSE ADVERSARY, COLLABORATIVE ADVERSARY AND ORGANIZATIONAL DEMOCRACY - ARE EXAMINED FOR THEIR EFFECTIVENESS IN PROVIDING THESE CONDITIONS. A CASE STUDY EXEMPLIFIES THE DISTINCTIONS BETWEEN THE WORKING CONDITIONS UNDER WIN-LOSE AND DEMOCRATIC MODELS.

WAGES POLICY IN NORWAY. 80-02 BJI79K0347

INMAN, J.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.17, NO.3, NOV. 1979, P. 347-361.

AFTER THIRTY YEARS IN OPERATION, THE NORWEGIAN NATIONAL WAGES POLICY HAS EXHIBITED CONSIDERABLE SUCCESS AND WARRANTS SERVING AS A MODEL FOR OTHER COUNTRIES. THE WAGE POLICY ENABLES MONEY WAGES TO BE ADJUSTED TO DEMAND WHILE MAINTAINING FULL EMPLOYMENT. THE RISE IN REAL WAGES AND ECONOMIC GROWTH HAS BEEN RAPID AND THE WAGE NEGOTIATION SYSTEM IS CREDITED WITH THE OUTSTANDING QUALITY OF NORWAY'S INDUSTRIAL RELATIONS.

DUALITY IN THE ROLE OF UNIONS AND UNIONISTS: THE CASE OF NORWAY. 80-02 BJI79K0362

KORSNES, O.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.17, NO.3, NOV. 1979, P. 362-375, BIBLIOG. 20+.

THE DEVELOPMENT AND CONSEQUENCES OF THE INSTITUTIONALIZATION OF THE REGULATION OF INDUSTRIAL CONFLICT IN NORWAY IS ADDRESSED. TRADE UNIONISTS VIEW THE NORWEGIAN COMBINATION OF COLLECTIVE BARGAINING, INCOMES POLICY AND NATIONAL ECONOMIC POLICY AS A COMPULSARY FORM OF CONFLICT REGULATION. THE TRADE UNIONS ARE CHARACTERIZED BY A BASIC ROLE DUALITY, VOLUNTARILY REPRESENTING THE INTEREST OF EMPLOYEES ON ONE HAND WHILE INSTITUTIONALIZING THE WAYS IN WHICH MEMBERS PROMOTE THEIR INTERESTS ON THE OTHER.

TRADE UNION DENSITY AND COLLECTIVE AGREEMENT PATTERNS IN BRITAIN. 80-02 BJI79K0376

RICHARDSON, R. CATLIN, S.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.17, NO.3, NOV. 1979, P. 376-385, BIBLIOG. 10

UTILIZING UNION DENSITY DATA FROM PRICE AND BAIN AND ESTIMATES FROM THE NEW EARNINGS SURVEYS, STATISTICAL ASSOCIATIONS BETWEEN UNION DENSITY - THE PROPORTIONS OF A GIVEN WORKFORCE THAT ARE UNIONIZED - AND OTHER VARIABLES ARE ANALYZED. SPECIFICALLY, THE EXAMINATION FOCUSES ON THE CAUSAL RELATIONSHIPS BETWEEN WORKFORCE CHARACTERISTICS AND DENSITY PATTERNS. WHILE SIGNIFICANT ASSOCIATIONS WERE FOUND, CAUTION IS URGED WHEN USING SINGLE EQUATION MODELS TO EXPLAIN THE COMPLEX CAUSAL PATTERNS AMONG WAGES, DENSITY, WORKFORCE CHARACTERISTICS AND INDUSTRIAL STRUCTURE.

RESEARCH NOTE: A MODEL OF COLLECTIVE BARGAINING FOR U.K. AND
U.S. MANUFACTURING: A COMPARATIVE STUDY.

80-02 BJI79K0386

SINGH, D. WILLIAMS, C. G.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.17, NO.3, NOV.
1979, P. 386-389, BIBLIOG. 5

A COLLECTIVE BARGAINING MODEL DEVELOPED BY TYLECOTE TO
DESCRIBE MANUFACTURING WAGE CHANGES IN THE UNITED KINGDOM
WAS SO ACCURATE FOR THE PERIOD 1957-70 AS TO WARRANT ITS
APPLICATION TO OTHER COUNTRIES. AN ATTEMPT WAS MADE TO FIT
THE TYLECOTE EQUATION TO UNITED STATES DATA BUT WITH LITTLE
SUCCESS. SEVERAL REASONS WHY THE MODEL FAILS TO EXPLAIN
VARIATIONS IN UNITED STATES WAGE CHANGES SATISFACTORILY ARE
SUGGESTED.

EDGY STEELWORKERS SET THEIR GOALS HIGH. 80-02 BWE79L2445

ANON

BUSINESS WEEK, NO.2617, DEC. 24, 1979, P. 45-46.

THERE IS A GREAT DEAL OF TENSION IN THE STEEL INDUSTRY
CONCERNING THE 1980 LABOR TALKS. THE UNIONS RECOGNIZE
MANAGEMENT'S PROBLEMS IN THE SHRINKING INDUSTRY, BUT THIS
MAKES THEM MORE CONCERNED FOR WAGE AND JOB SECURITY. THE
UNIONS' BIG FEAR IS PLANT SHUTDOWNS.

A NEW HARMONY AT THE UMW. 80-02 BWE79L2468

ANON

BUSINESS WEEK, NO.2617, DEC. 24, 1979, P. 68-69.

IT IS EXPECTED THAT 1981 WILL BRING A PEACEFUL COAL
SETTLEMENT. THE NEW LEADER OF THE UNITED MINE WORKERS, SAM
CHURCH JR., IS A MORE COMPETENT LEADER AND WILL BRING
STABILITY AND MODERATION TO HIS JOB. THE AGE MIX IN THE
UNION IS MATURING AND BECOMING MORE POLITICALLY ADEPT.

ADDING VALUE CAN BE FUN... 80-02 MMA79K0052

DICKINSON, J. A.

MANAGEMENT ACCOUNTING (BRITISH), VOL.57, NO.10, NOV. 1979,
P. 52-53.

THE ADDED VALUE CONCEPT IS A VALUABLE MEANS OF IMPROVING BOTH EMPLOYEE COMPENSATION AND MORALE. MANAGEMENT SHOULD IN COLLECTIVE BARGAINING STRESS THE POSITIVE ASPECTS OF ADDED VALUE. MOTIVATION FOR ADDING VALUE CAN BE ENCOURAGED BY SHARING IN THE PROCEEDS FROM ADDED VALUE.

DOLING IT OUT TO STRIKERS - THE SIGNIFICANCE OF SUPPLEMENTARY BENEFITS. 80-02 PSL79K0047

GENNARD, J.

PERSONNEL MANAGEMENT, VOL.11, NO.11, NOV. 1979, P. 47-51,
BIBLIOG. 6

THE COMMONLY HELD VIEW THAT STRIKES ARE ENCOURAGED AND PROLONGED BY THE PAYMENT OF SUPPLEMENTARY BENEFITS BY THE STATE AND THAT THESE PAYMENTS ADD TO A LACK OF CONTROL BY UNIONS, IS EXAMINED. BY DISCUSSING THE REALITY OF WHEN THE STATE FIRST BEGAN TO ASSIST STRIKERS, WHAT HAPPENS IN OTHER COUNTRIES, WHEN A SUCCESSFUL CLAIM CAN BE MADE, THE TAKE-UP OF BENEFIT, AND HOW MUCH IS ACTUALLY PAID OUT, CONCLUSIONS CAN BE DRAWN. IT IS CONCLUDED THAT SUPPLEMENTARY BENEFITS PLAY ONLY A MINOR PART IN PLANNING A STRIKE AND THAT ONLY A MINORITY OF STRIKERS ACTUALLY RECEIVE AT LEAST ONE PAYMENT FOR DEPENDENTS.

WAGE INCREASES CF 1978 ABSORBED BY INFLATION.
80-02 UML79F0010

BORUM, J. D.

(U.S.) MONTHLY LABOR REVIEW, VOL.102, NO.6, JUNE 1979, P.
10-13.

HIGHER PAY INCREASES (IN NOMINAL TERMS) WERE GIVEN TO WORKERS DUE TO BETTER EMPLOYMENT CONDITIONS IN 1978. HOWEVER, DUE TO HIGH RATES OF INFLATION, IN REAL TERMS THE WAGE INCREASES FAILED TO COMPENSATE THE WORKER FOR THE HIGHER COST OF LIVING THUS RESULTING IN A DECLINE IN PURCHASING POWER. EARNING MEASURES, OUTCOMES OF COLLECTIVE BARGAINING IN DIFFERENT SECTORS AND THE OUTLOOK FOR THE FUTURE ARE ALSO EXAMINED.

COST-OF-LIVING ADJUSTMENTS: KEEPING UP WITH INFLATION?
80-02 UML79F0014

SHEIFER, V. J.

(U.S.) MONTHLY LABOR REVIEW, VOL.102, NO.6, JUNE 1979, P.
14-17.

ESCALATOR CLAUSES IN LABOR CONTRACTS PROVIDE FOR AUTOMATIC ADJUSTMENTS OF WAGE RATES BASED ON FLUCTUATIONS IN A SPECIFIED PRICE INDEX. THE PROTECTION OFFERED BY THESE CLAUSES IN INFLATIONARY PERIODS IS EXAMINED. COST OF LIVING ADJUSTMENT PROVISIONS ARE ANALYZED, THE EFFECTIVENESS OF ESCALATOR CLAUSES IS COMPARED TO NEGOTIATED INCREASES.

THE POLITICS OF ORGANIZATIONAL BOUNDARY ROLES IN COLLECTIVE BARGAINING. 80-01 AMR79J0487

PERRY, J. L. ANGLE, H. L.

ACADEMY OF MANAGEMENT REVIEW, VOL.4, NO.4, OCT. 1979, P.
487-494, BIBLIOG. 32

A DISCUSSION OF COLLECTIVE BARGAINING, IN PARTICULAR THE

ROLE OF NEGOTIATOR AND ITS EFFECT ON THE OUTCOME OF BARGAINING, IS PRESENTED. IT IS BELIEVED THE PSYCHOLOGICAL DISTANCE A NEGOTIATOR HAS FROM THOSE HE REPRESENTS AND THE GOALS OF THESE PEOPLE HAS A DIRECT EFFECT ON THE OUTCOME OF NEGOTIATIONS AND THAT THE GREATER THE DISTANCE, THE GREATER THE CONFLICT. A MODEL IS PRESENTED DEPICTING THIS THEORETICAL RELATIONSHIP.

TEACHER BARGAINING: THE EXPERIENCE IN NINE SYSTEMS.
80-01 ILR79J0003

PERRY, C. R.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.1, OCT.
1979, P. 3-17.

BARGAINING PROCESSES AND RESULTS IN NINE PUBLIC SCHOOL SYSTEMS OF VARYING SIZE ARE EXAMINED. THE IMPACT OF INSTITUTIONAL, ECONOMIC AND POLITICAL FORCES UPON THE BARGAINING PROCESS IS ANALYZED. IT IS CONCLUDED THAT BARGAINING IN THE PUBLIC SECTOR IS VERY SIMILAR TO THAT IN THE PRIVATE SECTOR.

PUBLIC SECTOR BARGAINING AND BUDGET MAKING UNDER FISCAL ADVERSITY. 80-01 ILR79J0018

DERBER, M. WAGNER, M.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.1, OCT.
1979, P. 18-23.

RESULTS TO A FIELD STUDY DEALING WITH THE RELATIONSHIP BETWEEN PUBLIC SECTOR BARGAINING AND BUDGETING UNDER ADVERSE ECONOMIC CONDITIONS ARE REPORTED. THE STUDY IS BASED ON DATA COLLECTED THROUGH PERSONAL INTERVIEWS. EVIDENCE INDICATES A CLOSER RELATIONSHIP BETWEEN BARGAINING AND BUDGETING PROCESSES UNDER ECONOMICALLY ADVERSE CONDITIONS THAN UNDER FAVORABLE CONDITIONS.

OCCUPATIONAL EARNINGS: MARKET AND INSTITUTIONAL INFLUENCES.
80-01 ILR79J0024

FOGEL, W.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.1, OCT.
1979, P. 24-35.

OCCUPATIONAL WAGE STRUCTURE AND DETERMINATION IS EXAMINED BY ANALYZING A SIMPLE HUMAN CAPITAL MODEL. THE EXPLANATORY VALUE OF THIS MODEL IS ANALYZED. OCCUPATIONS WITH ASSOCIATED EARNINGS SHARPLY DEVIATING FROM THOSE PREDICTED BY THE HUMAN CAPITAL MODEL ARE IDENTIFIED; POSSIBLE EXPLANATIONS FOR THESE DEVIATIONS ARE PROVIDED.

TRADE UNIONS AND THE CORPORATE STATE IN BRITAIN.
80-01 ILR79J0036

THOMSON, A. W.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.1, OCT.
1979, P. 36-54.

AN EMPIRICAL INVESTIGATION IS MADE OF THE ROLE OF TRADE UNIONS IN BRITAIN IN THE CONTEXT OF CORPORATISM. IT IS CLAIMED THAT GOVERNMENT DECISION MAKING IN BRITAIN HAS BEEN, INCREASINGLY, CARRIED OUT JOINTLY WITH PRIVATE INTEREST GROUPS AS OPPOSED TO A SINGLE SOVEREIGN BODY. THE NATURE AND IMPLICATIONS OF THE RECENT EXPANSION OF UNION INFLUENCE IN BRITAIN IS DISCUSSED.

INTEREST ARBITRATION, OUTCOMES, AND THE INCENTIVE TO BARGAIN. 80-01 ILR79J0055

FARBER, H. S. KATZ, H. C.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.1, OCT. 1979,
P. 55-63.

TWO EMPIRICAL BARGAINING MODELS ARE FORMULATED IN ORDER TO EXAMINE SEVERAL IMPLICATIONS AND THE USAGE RATES OF

ARBITRATION PROCEDURES. TWO CRITERIA FREQUENTLY USED TO EVALUATE INTEREST ARBITRATION ARE DISCUSSED; THE FIRST ONE IS THE FREQUENCY WITH WHICH IT IS NECESSARY TO EMPLOY THE PROCEDURE, THE SECOND ONE IS ASSOCIATED WITH THE DEGREE OF BIAS RELATED TO THE ARBITRATION PROCEDURE.

SELECTED BENEFITS AND COSTS OF COMPULSORY ARBITRATION.
80-01 ILR79J0064

FEUILLE, P.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.33, NO.1, OCT.
1979, P. 64-76.

COSTS AND BENEFITS ASSOCIATED WITH COMPULSORY ARBITRATION IN THE PUBLIC SECTOR ARE EXAMINED. ON THE BENEFITS SIDE COMPULSORY ARBITRATION PREVENTS STRIKES AND THE INTERRUPTION OF PUBLIC SERVICES AS WELL AS GUARDING EMPLOYEE INTERESTS AND REGULATING INTEREST-GROUP CONFLICTS. ON THE COSTS SIDE, IT INHIBITS REPRESENTATIVE GOVERNMENT, AND GENUINE BARGAINING.

MONOPOLY POWER AND LABOR BARGAINING POWER AS DETERMINANTS OF THE INFLATION RATE WITHIN AN INDUSTRY. 80-01 10R7710018

ASKIN, A. B.

INDUSTRIAL ORGANIZATION REVIEW, VOL.5, NO.1, 1977, P. 18-26,
BIBLIOG. 17

THE IMPACT OF MONOPOLY POWER AND LABOR BARGAINING POWER UPON THE INFLATION RATE IN A SPECIFIC INDUSTRY IS EXAMINED. A DETERMINISTIC SIMULATION MODEL IS USED IN THE ECONOMIC ANALYSIS. FOR THE TYPE OF INDUSTRY CONSIDERED, IT IS FOUND THAT MONOPOLY CAN LEAD TO ONLY TEMPORARY INCREASES IN THE INFLATION RATE.

CASUAL EMPLOYMENT AND CONFLICT ON THE DOCKS.
80-01 IRJ79P0056

MANGAN, J.

INDUSTRIAL RELATIONS JOURNAL, VOL.10, NO.2, SUMMER 1979, P.
56-62, BIBLIOG. 22

THE FREQUENCY OF STRIKES BY DOCK WORKERS WHO ARE EMPLOYED AS CASUAL WORKERS IS STUDIED. LORD DEVLIN CHAIRED THE COMMITTEE OF ENQUIRY TO STUDY THE THEORY AS CAUSE AND EFFECT. THE VARIED FACTORS RISING FROM INFREQUENT AND INSECURITIES OF EMPLOYMENT POINT TO INCREASED STRESS AND POTENTIAL CAUSE OF CONFLICT.

THE AMERICAN IDEOLOGY OF INDUSTRIAL RELATIONS.
80-01 IRR79HP453

BARBASH, J.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SPRING MEETING,
VOL.30, NO.8, AUG. 1979, P. 453-457.

INDUSTRIAL RELATIONS, THEORY AND MANAGEMENT OF THE LABOR PROBLEM UNDER INDUSTRIAL CONDITIONS, IS EXPLORED AS IT EXISTS IN THE UNITED STATES. THE ADVERSARY AND THE VOLUNTARY PRINCIPLES ARE EMPHASIZED. ALTHOUGH THE ADVERSARY HAS WORKED ADEQUATELY IN THE PAST, IT IS NOT DOING WELL IN THE PUBLIC SECTOR AND IN REGARDS TO WOMEN AND MINORITY GROUPS. PERHAPS IT WOULD BE POSSIBLE TO EMPHASIZE SOCIAL RESPONSIBILITY IN LABOR MANAGEMENT.

A UNION VIEWPOINT. 80-01 IRR79HP465

ROBERTS, M.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SPRING MEETING,
VOL.30, NO.8, AUG. 1979, P. 465-467.

THE POSITION OF THE AFL-CIO ON THE VOLUNTARY PAY PROGRAM OF THE COUNCIL ON WAGE AND PRICE STABILITY IS PRESENTED.

ALTHOUGH THE UNIONS RECOGNIZE THE DANGER OF INFLATION, THEY WANT TO SEE PRICES CONTROLLED AS WELL AS WAGES. THEY FEEL THAT COLA (ESCALATOR CLAUSES) ARE NOT INFLATIONARY.

THE IMPACT OF RAISING THE MANDATORY RETIREMENT AGE: A BRIEF ASSESSMENT. 80-01 IRR79HP470

SMEDLEY, L. T.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SPRING MEETING, VOL.30, NO.8, AUG. 1979, P. 470-476.

THE IMPACT OF THE AGE DISCRIMINATION IN EMPLOYMENT ACT AMENDMENTS OF 1978 IS DISCUSSED. AREAS COVERED INCLUDE BENEFITS, COLLECTIVE BARGAINING, LONG-RUN EFFECTS AND PENSION PLANS. SEVERAL SURVEYS CONTRIBUTING DATA TO THE AREA ARE DESCRIBED.

THE AGE DISCRIMINATION IN EMPLOYMENT ACT AMENDMENTS OF 1978 AND THEIR EFFECT ON COLLECTIVE BARGAINING.
80-01 IRR79HP477

WERNER, H. D. DEWHURST, M. W.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SPRING MEETING, VOL.30, NO.8, AUG. 1979, P. 477-482.

COLLECTIVELY BARGAINED CONTRACTS ARE GREATLY AFFECTED BY THE AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1978. SENIORITY, PENSIONS AND RETIREMENT TRENDS ARE EMPHASIZED. IT IS CONCLUDED THAT THE ACT WILL HAVE ADVERSE LONG TERM EFFECTS ON EMPLOYMENT OF YOUTH AND WORKING CONDITIONS FOR OLDER PEOPLE.

IMPACT OF HOSPITAL COST REVIEW ON INDUSTRIAL RELATIONS.
80-01 IRR79HP503

WEINSTEIN, F. A.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SPRING MEETING,
VOL.30, NO.8, AUG. 1979, P. 503-511.

THE IMPACT OF INCREASING REGULATION OF COST IN THE HEALTH CARE INDUSTRY UPON THE LABOR MARKET IN THAT AREA, IS DISCUSSED. BACKGROUND TO THE PROBLEM AND REGULATORY CRITERIA ARE PRESENTED. THE SPECIFIC EXAMPLE OF THE STATE OF MARYLAND IS USED, AND ALTHOUGH COSTS WERE KEPT DOWN, LABOR INTERESTS WERE NOT ADEQUATELY REPRESENTED. TABLES ARE GIVEN.

AN ARBITRATOR LOOKS AT CONTRACT INTERPRETATION.
80-01 JCN7930197

MILLER, R. L.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.3, 1979, P.
197-208, BIBLIOG. 11

THE ROLE OF THE ARBITRATOR IN THE INTERPRETATION OF CONTRACT LANGUAGE IS EXAMINED. RESOLVING CONTROVERSIES BASED ON DIFFERING UNDERSTANDING OF NEGOTIATED LANGUAGE MAY FORCE THE ARBITRATOR TO REDEFINE THE INTENTIONS OF INVOLVED PARTIES. THIS ARTICLE ANALYZES A RIGHTS ARBITRATION, INTEREST ARBITRATION AND A LIVING CONTRACT.

SOME SUGGESTED IMPASSE RESOLUTION PROCEDURES.
80-01 JCN7930209

GLASSER, J.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.3, 1979, P.
209-222, BIBLIOG. 2

A PROCEDURE BASED ON FACT FINDING AND MEDIATION IN ORDER TO IMPROVE THE PRESENT COLLECTIVE BARGAINING ENVIRONMENT IS DEVELOPED. PROPOSED IMPASSE RESOLUTION PROCEDURES MAY

CONTAIN THE OPTION OF VOLUNTARY BINDING OR THE RIGHT TO STRIKE. LEGISLATIVE BINDING ARBITRATION IN THE PUBLIC SECTOR IS CRITICIZED.

EDUCATIONAL LABOR ORGANIZATIONS AND DECLINING LABOR DEMAND: ANALOGIES FROM THE PRIVATE SECTOR. 80-01 JCN7930223

HOLLIS, J.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.3, 1979, P. 223-233, BIBLIOG. 11

POSSIBLE RESPONSES OF EDUCATIONAL LABOR ORGANIZATIONS TO DECLINING ENROLLMENTS ARE FORECASTED BY UTILIZING LITERATURE FROM THE PRIVATE SECTOR DEALING WITH RESPONSES TO THE DECLINE IN LABOR DEMAND. SOME OF THE RESPONSES IN THE PRIVATE SECTOR ARE ADVANCE NOTICE, ATTRITION, EARLY RETIREMENT, RELOCATION ALLOWANCES AND UNEMPLOYMENT BENEFITS. A CONTINGENCY THEORY OF ORGANIZATIONS IS PRESENTED.

UNIT DETERMINATION CRITERIA IN PUBLIC SECTOR EMPLOYMENT RELATIONS. 80-01 JCN7930235

MOORE, M. L. CHIODINI, J.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.3, 1979, P. 235-252, BIBLIOG. 48

AN EXAMINATION IS PRESENTED OF BARGAINING UNIT DETERMINATION CRITERIA IN PUBLIC SECTOR EMPLOYMENT RELATIONS. BARGAINING UNIT LAWS AND IMPLEMENTATION PROCEDURES IN FIFTY STATES ARE ILLUSTRATED. FREQUENTLY OBSERVED CRITERIA INCLUDE COMMUNITY OF INTEREST, DESIRES OF EMPLOYEES, HISTORY OF COLLECTIVE BARGAINING, WAGES AND HOURS, AND GEOGRAPHICAL LOCATION.

LOCAL LABOR NEGOTIATIONS AND THE URBAN MASS TRANSIT
INDUSTRY. 80-01 JCN7930253

REED, A.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.9, NO.3, 1979, P.
253-267, BIBLIOG. 10

THE PROVISIONS OF THE URBAN MASS TRANSPORTATION ACT AND ITS
AMENDMENTS ARE REVIEWED. THE "MODEL" 13-C AGREEMENT
NEGOTIATED BY MAJOR TRANSIT UNIONS AND WHICH HAS SINCE BEEN
USED AS THE BASIS OF CONTRACTS IS EXPLAINED. THE EXPERIENCES
OF FOUR CITIES (ATLANTA, LOS ANGELES, OMAHA, AND
ALBUQUERQUE) ARE ANALYZED IN THE CONTEXT OF THE "MODEL"
AGREEMENT.

A HOUSE DIVIDED AGAINST ITSELF: SCHOOL HOUSE ADVERSARIES.
80-01 JCN7930269

NELSON, N. J. ROBSON, D. L.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.3, 1979, P.
269-277, BIBLIOG. 8

HOSTILITY BETWEEN PUBLIC SCHOOL ADMINISTRATORS AND TEACHERS
DURING COSTLY COLLECTIVE BARGAINING NEGOTIATIONS CAN HAVE A
NEGATIVE IMPACT UPON THE PUBLIC CONFIDENCE IN OUR
EDUCATIONAL SYSTEM. THIS STUDY ATTEMPTS TO ESTABLISH THE
BASIS FOR COMMON GROUND ON WHICH A DIFFERENT BARGAINING
RELATIONSHIP CAN BE BUILT. THE IMPORTANCE OF TEACHERS' AND
ADMINISTRATORS' COMMON ORIGINS AND COMMON GOALS SHOULD BE
STRESSED.

LEADERSHIP, PAY, AND PROMOTION AS PREDICTORS OF CHOICE OF
BARGAINING UNIT IN A UNIVERSITY. 80-01 JCN7930291

KELLEY, L.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.3, 1979, P.
291-298, BIBLIOG. 7

THIS STUDY RELATES FACULTY CHOICE OF COLLECTIVE BARGAINING
TO THE ORGANIZATION'S PERSONNEL PRACTICES. FOCUS IS ON TYPES
OF PRACTICES SUCH AS SUPERIOR LEADERSHIP, SATISFACTION,
FAIRNESS OF PROMOTION SYSTEM AND FAIRNESS OF COMPENSATION.
THE UNIVERSITY OF HAWAII SYSTEM IS ANALYZED IN THIS CONTEXT.

EXECUTIVE ORDERS IN FEDERAL SECTOR LABOR RELATIONS.
80-01 JCN7930299

KOVACH, K. A.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.3, 1979, P.
299-307, BIBLIOG. 5

AN HISTORICAL REVIEW IS PRESENTED OF LABOR RELATIONS IN THE
FEDERAL SECTOR. THE LONG QUEST FOR COLLECTIVE BARGAINING BY
PUBLIC EMPLOYEES AND RECENT PROGRESS MADE IN THIS AREA ARE
DESCRIBED. THE ISSUES ARE RELATED AS SEEN THROUGH THE
EXECUTIVE ORDER SYSTEM.

PAST AND CURRENT TRENDS IN NEGLIGENCE AND INCOMPETENCE
ARBITRATION. 80-01 PEJ79K0795

WHITE, G. S.

PERSONNEL JOURNAL, VOL.58, NO.11, NOV. 1979, P. 795-801,
BIBLIOG. 50

MOST OF THE ARBITRATION CASES INVOLVING NEGLIGENCE AND
INCOMPETENCE ALSO INVOLVE DISCHARGE. THE ARBITRATOR'S VIEW
OF NEGLIGENCE AND INCOMPETENCE INCLUDE DEFINITIONS OF BOTH.
SAMPLE CASES ARE DISCUSSED. THE BURDEN OF PROOF FOR LABOR
AND MANAGEMENT TO SUPPLY EVIDENCE, THE PROBLEM OF

INTERPRETING CONTRACTURAL LANGUAGE, AND OTHER ARBITRATIONAL LIMITATIONS ARE EXAMINED.

TRADE UNION STRATEGY FOR THE PRIVATE ENTERPRISE SYSTEM IN EUROPE. 80-01 PER79I0010

NISSER, C. JAMES, J. A.

PERSONNEL, VOL.56, NO.5, SEPT.-OCT. 1979, P. 10-22.

AMERICAN COMPANIES OPERATING OVERSEAS MUST BE INFORMED ON THE CHANGES THAT HAVE TAKEN PLACE IN TRADE UNION OBJECTIVES. PRIVATE ENTERPRISE IN EUROPE HAS BEEN DEEPLY AFFECTED BY UNION ORGANIZED EFFORTS THAT HAVE RESULTED IN MORE CO-DETERMINATION, CO-DIRECTION, AND MORE GOVERNMENT CONTROL WITH ECONOMIC RE-DISTRIBUTION. THE END GOAL, AMERICAN COMPANIES MUST ORGANIZE AT HOME AND EDUCATE ITS PEOPLE TO DEAL EFFECTIVELY WITH THESE TRENDS.

THE PRICE OF PAY IN THE PUBLIC CORPORTIONS.
80-01 PSL79I0022

THOMSEN, A. HEALD, D.

PERSONNEL MANAGEMENT, VOL.11, NO.9 SEPT. 1979, P. 22-27+.

THE SITUATION BETWEEN THE UNIONS AND THE BRITISH GOVERNMENT CONCERNING COLLECTIVE BARGAINING IN THE PUBLIC SECTOR IS DESCRIBED. THE PUBLIC SECTOR CAN NOT BE TREATED AS THE PRIVATE SECTOR. A FIVE POINT STRATEGY IS SUGGESTED FOR THE GOOD OF THE COUNTRY.

QUALITY OF WORK - AN INTERNATIONAL PHENOMENON.
80-01 TDJ77G0003

MILLS, T.

TRAINING & DEVELOPMENT JOURNAL, VOL.31, NO.7, JULY 1979, P.
3-9.

A FEW TERMS FROM A MINILEXICON, SUCH AS "AUTONOMOUS WORK GROUPS", "CODETERMINATION" AND "ERGONOMICS" ARE EXAMINED. THE TERM "QUALITY OF WORKING LIFE" REFERS TO THE SOCIO-ECONOMIC AREA OF CONCERN THAT IS A DESIRED STATE. CONTRASTS AMONG THE UNITED STATES, AND FOREIGN COUNTRIES, INCLUDING SCANDINAVIA, GERMANY, ITALY AND SWEDEN, WITH REGARD TO USAGE OF THESE TERMS, LEGISLATION, AND WORKS COUNCILS ARE MADE. THE "MULITIER MODEL" WHICH POSTULATES THE QUALITY OF WORK LIFE IS EXPLAINED.

ECONOMIC ACTIVITY, INCOMES POLICY AND STRIKES A QUANTITATIVE ANALYSIS. 79-12 BJI79G0205



DAVIES, R. J.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.18, NO.2, JULY
1979, P. 205-225, BIBLIOG. 48

THE ANALYSIS REVIEWS THREE MAIN AREAS: COLLECTIVE BARGAINING, INCOMES, AND THE STRIKES FROM 1969-1971. THE RESULTS CONFIRMED THE IMPORTANCE OF THE CHANGES IN THE LABOR MARKET AND INFLATION IN CAUSING STRIKES. THE WORKER'S CONCERN SEEMS TO BE WITH THE AMOUNT OF DISPOSABLE INCOME VERSUS THE BASIC WAGE.

CONCERTED ACTION IN THE FEDERAL REPUBLIC OF GERMANY.
79-12 BJI79G0242

CLARK, J.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.18, NO.2, JULY
1979, P. 242-258.

CONCERTED ACTION IS PROVIDED FOR IN WEST GERMANY'S LAW. IT STATES THAT THE GOVERNMENT CAN INTERVENE IF ANY OF THE FOUR GOALS ARE IN JEOPARDY. THE GOALS ARE NOT NEW: PRICE STABILITY, FULL EMPLOYMENT, BALANCE OF FOREIGN TRADE AND ECONOMIC GROWTH. THE GOVERNMENT PLAYS THE ROLE OF CRISIS MANAGER.

INDUSTRIAL RELATIONS IN ITALY: PROBLEMS AND PERSPECTIVES.
79-12 BJI79G0259

CALOIA, A.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.18, NO.2, JULY
1979, P. 259-267.

ITALIAN UNIONS ARE LEANING TOWARD MORE ECONOMIC MANAGEMENT. COLLECTIVE BARGAINING HAS A BROADER DEFINITION ALONG WITH THE RIGHT TO INFORMATION. IT IS PROBABLY THE BEST WAY FOR THE WORKER TO GET WHAT SHE/HE WANTS AT THIS TIME. WORKER PARTICIPATION IS NOT A GOODWILL VENTURE ONLY. IT HAS TO HAVE A WELL-DEFINED PURPOSE AND STEPS FOR ACTION. IT IS A WAY TO DEAL WITH THE DEMANDS OF THE WORKERS.

PARTICIPATION THROUGH JOINT CONSULTATION.
79-12 EMR7930009

CHADWICK, D.

EMPLOYEE RELATIONS, VOL.1, NO.3, 1979, P. 9-12, BIBLIOG. 4

VARIOUS PARTICIPATION SCHEMES HAVE BEEN TRIED TO DRAW EMPLOYEES INTO MANAGEMENT DECISIONS. COMMUNICATIONS, PARTICIPATIVE WORK STRUCTURES AND JOINT CONSULTATION

APPROACHES HAVE BEEN USED TO INCREASE PARTICIPATION. THE IMPLEMENTATION OF JOINT CONSULTATION IN MANAGEMENT LABOR SITUATIONS REQUIRES A COMMITMENT TO PARTICIPATION AND CREATIVE MANAGEMENT APPROACHES.

SOME PRACTICAL IMPLICATIONS OF THE PREGNANCY DISCRIMINATION ACT. 79-12 PEJ79J0677

GREENLAW, P. S. FODERARO, D. L.

PERSONNEL JOURNAL, VOL.58, NO.10, OCT. 1979, P. 677-681+, BIBLIOG. 21

DESIRABILITY OF THE ENACTMENT OF THE PREGNANCY DISCRIMINATION ACT IS QUESTIONED REGARDING INCREASE IN COST TO EMPLOYERS AND EMPLOYEES, AND ADVERSE ECONOMIC EFFECTS ON WOMEN. ESCAPE AND FREEZE PERIOD PROVISIONS ARE PRESENTED WITH EXPLANATION OF COMPENSATION REDUCTIONS ALLOWED FOLLOWING FREEZE. POSSIBLE MISCARRIAGES OF JUSTICE EXIST WITH THE ACT BUT COSTS ARE CONSIDERABLY LESS THAN WITH PENSION PLANS.

DEFINING LINE AND STAFF ROLES IN COLLECTIVE BARGAINING. 79-12 PEJ79J0689

CONSTANTINO, G. E. JR.

PERSONNEL JOURNAL, VOL.58, NO.10, OCT. 1979, P. 689-691+, BIBLIOG. 2

IN COLLECTIVE BARGAINING THE PERSON WITH THE "JUICE" IS THE ONE CAPABLE OF BEING IN CONTROL DURING NEGOTIATIONS. LINE AND STAFF MEMBERS MUST TRUST ONE ANOTHER IF ACCOUNTABILITY IS A LINE FUNCTION AND THE JUICE ASSIGNED TO A STAFF SPECIALIST. A CLEARLY STATED POLICY WILL ALLOW FOR NO CONFUSION OVER THE TIME TO RENDER A FINAL OFFER.

GOOD FAITH BARGAINING: WHAT DOES IT MEAN?
79-12 SPM79J0018

KOVACH, K. A.

SUPERVISORY MANAGEMENT, VOL.24, NO.10, OCT. 1979, P. 18-22.

COLLECTIVE BARGAINING UNDER THE WAGNER ACT DOES NOT REQUIRE REACHING AN AGREEMENT OR BARGAINING WITH EVERY REPRESENTATIVE, BUT MUST TAKE PLACE WHEN AUTHORIZED RECOGNITION AND NEGOTIATION HAS BEEN REQUESTED. PROPOSALS OF BOTH SIDES SHOULD BE DISCUSSED. UNFAIR LABOR PRACTICES AND GOOD FAITH ISSUES WILL FACE THE MANAGERS OF THE FUTURE, AND BARGAINING BEHAVIOR WILL BE A MAJOR ISSUE.

SON OF PROPOSITION 13. 79-11 FBR79J1543

PEARLSTINE, N.

FORBES, VOL.124, NO.8, OCT. 15, 1979, P. 43-44.

CALIFORNIA IS TAKING SERIOUSLY A PROPOSED SCHOOL VOUCHER INITIATIVE WHICH WOULD MAKE PUBLIC FUNDS AVAILABLE FOR PRIVATE SCHOOL TUITION. OPPONENTS WARN OF EDUCATIONAL COSTS WHICH WOULD DESTROY PUBLIC EDUCATION, CLAIMING THE PUBLIC SCHOOLS WOULD BECOME DUMPS FOR HANDICAPPED AND TROUBLE MAKERS. PROPONENTS STATE THE PUBLIC SCHOOLS WOULD BE COMPETITIVE, AND PARENTS COULD SELECT THEIR CHILD'S SCHOOLING.

INDUSTRIAL DEMOCRACY. 79-11 GOS79I0265

BUNKER, B. B. ALBAN, B.

GROUP AND ORGANIZATION STUDIES, VOL.4, NO.3, SEPT. 1979, P. 265-272, BIBLIOG. 4

EUROPE HAS ACCEPTED WORK INNOVATIONS IN WORK COUNCILS, SHOP-FLOOR PARTICIPATION, CO-DETERMINATION, PROFIT SHARING, COLLECTIVE BARGAINING, AND SELF-MANAGEMENT. A SIMULATION OF A WORKER'S COUNCIL IN A YUGOSLAV GAS COMPANY SHOWED THAT

TIME SPENT IN DECISION CONSENSUS, TRAINING DEFICIENCIES, AND LONG VS. SHORT RANGE GOALS WERE PROBLEMATIC. COMPETENCY IN DECISION MAKING AND GROUP AND MEETING MANAGEMENT SKILLS ARE NEEDED FOR THE SUCCESS OF THE WORK COUNCIL SYSTEM.

PUBLIC EMPLOYEE ATTITUDES TOWARD UNIONS.
79-11 ILR79G0484

SMITH, R. L. HOPKINS, A. H.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.32, NO.4, JULY 1979, P. 484-495.

THIS IS A STUDY OF PUBLIC EMPLOYEES' ATTITUDES TOWARD UNIONS. FOUR GENERAL HYPOTHESES WERE FOUND. ALL FOUR WERE CONFIRMED. THEY ARE: LOWER OCCUPATIONAL STATUS, NEGATIVE LIFE EXPERIENCE, LARGE WORK SETTING, LESS ORGANIZATIONAL INVOLVEMENT ALL CONTRIBUTE TO THE PROMOTION OF UNIONS.

ATTITUDINAL DIFFERENCES AMONG SUPERVISORS IN THE PUBLIC SECTOR. 79-11 ILR79G0496

DAVIS, C. E. WEST, J. P.

INDUSTRIAL & LABOR RELATIONS REVIEW, VOL.32, NO.4, JULY 1979, P. 496-505.

AN EXAMINATION IS MADE OF SUPERVISORS IN THE PUBLIC SECTOR IN REGARDS TO COLLECTIVE BARGAINING INCLUDING THOSE WITH AND WITHOUT SUBSTANTIAL MANAGERIAL RESPONSIBILITY. THE AREA USED IN THE STUDY WAS TUCSON, ARIZONA. THE FINDINGS WERE CONSISTENT WITH THE HYPOTHESIS THAT MANAGERIAL SUPERVISORS WERE MORE IN FAVOR OF COLLECTIVE BARGAINING THAN RANK AND FILE ONES. THE FINDINGS ALSO SUPPORT A FLEXIBLE POLICY TOWARD SUPERVISORY PARTICIPATION IN UNION ACTIVITIES.

"THE AWFUL TRUTH ABOUT STRIFE IN OUR FACTORIES".
79-11 IRJ79N0007

EDWARDS, P. K.

INDUSTRIAL RELATIONS JOURNAL, VOL.10, NO.1, SPRING 1979, P.
7-11, BIBLIOG. 6

A CASE STUDY OF THE WAY IN WHICH THE BRITISH NEWSPAPERS HANDLED AN INDUSTRIAL RELATIONS SURVEY DONE IN 1978 FOLLOWS THE PROCESS OF NEWSMAKING FROM THE INITIAL IDEA PRESENTED IN A SUNDAY TIMES ARTICLE ON LABOR STRIKES TO THE FINAL DISTORTIONS PRESENTED IN SMALLER NEWSPAPERS. SELECTIVE INTERPRETATION AND INCOMPLETE UNDERSTANDING OF THE FACTS CONTRIBUTED TO THE DISTORTION. THIS STUDY SUGGESTS A NEED FOR MORE ACCURATE REPORTING, AS WELL AS MORE SIMPLISTIC REPORT LANGUAGE IN THE PRESENTATION OF SURVEY RESULTS.

WORKPLACE BARGAINING-THE END OF AN ERA? 79-11 IRJ79N0012

LINDOP, E.

INDUSTRIAL RELATIONS JOURNAL, VOL.10, NO.1, SPRING 1979, P.
12-21, BIBLIOG. 21

THE TENDENCY FOR LABOR NEGOTIATIONS TO TAKE PLACE AT THE ESTABLISHMENT LEVEL IN GREAT BRITAIN IS DIMINISHING. HIGH RATES OF UNEMPLOYMENT AND POOR ECONOMIC CONDITIONS ARE AMONG THE FACTORS WHICH HAVE MOVED NEGOTIATIONS TO THE INDUSTRY-WIDE OR NATIONAL LEVEL. THIS TREND IS EXPECTED TO CONTINUE AND MAY CHANGE THE STRUCTURE OF BARGAINING IN BRITISH INDUSTRY.

PARTICIPATION IN CONTEXT: TOWARDS A SYNTHESIS OF THE THEORY AND PRACTICE OF ORGANIZATIONAL CHANGE. PART 2.

79-11 JMS79E0139

GOWLER, D. LEGGE, K.

JOURNAL OF MANAGEMENT STUDIES, VOL.16, NO.2, MAY 1979, P. 139-170, BIBLIOG. 10

IN CONSIDERING THE CONTINGENT APPROACH TO THE SYNTHESIS OF THEORY AND PRACTICE OF PLANNED ORGANIZATIONAL CHANGE IT IS NECESSARY TO STUDY THEORIES OF THAT CHANGE, EVALUATE IT AND STUDY PRACTICES OF IT TO CHOOSE THE BLEND OF THEORY AND STRATEGY TO PRODUCE A "BEST FIT". THERE IS A PARTIAL PARADOX IN ADDRESSING THE SUBJECT EVEN USING A PRAGMATIC CONTINGENCY THEORY. THREE PROPOSITIONS ARE FORMULATED RELATING TO A PRAGMATIC CONTINGENCY THEORY.

WORKING CREATIVELY WITH A UNION: LESSONS FROM THE SCANLON PLAN. 79-11 ORD79P0061

DRISCOLL, J. W.

ORGANIZATIONAL DYNAMICS, VOL.8, NO.1, SUMMER 1979, P. 61.

THE SCANLON PLAN IS INTENDED TO PROMOTE UNION-MANAGEMENT COOPERATION BY INCENTIVE, WORKER-MANAGER COMMITTEES FOR INCREASED PRODUCTIVITY, AND FURTHER WORK OPPORTUNITIES IN AREAS OF ABILITY AND RESPONSIBILITY. ACTIVE PARTICIPATION IN DECISION MAKING AND A VARIETY OF OPTIONS FOR CONTRIBUTION TO THE WORK EFFORT ARE AVAILABLE THROUGH ITS USE. UNION-MANAGEMENT COOPERATION MUST BE ENCOURAGED TO FACE PRODUCTION PROBLEMS.

THE VOID IN COLLECTIVE BARGAINING: PROFESSIONAL EMPLOYEES.
79-11 PAD79H0051

HILL, C. A.

THE PERSONNEL ADMINISTRATOR, VOL.24, NO.8, AUG. 1979, P.
51-57, BIBLIOG. 18

THE 1980'S ARE GOING TO SEE THE UNITED STATES WITH ONE-SIXTH
OF THE WORKING POPULATION AS PROFESSIONAL AND TECHNICAL
EMPLOYEES. THIS ARTICLE IS MAINLY CONCERNED WITH BARGAINING
WITH THE HEALTH CARE INDUSTRY OVER THE INITIAL CONTRACT.
DEALING WITH PROFESSIONALS MUST ALLOW FOR SAFEGUARDS FOR THE
ORGANIZATION AS WELL AS THE EMPLOYEE.

TRENDS IN THE DEVELOPMENT OF ALTERNATIVE WORK PATTERNS.
79-11 PAD79J0025

MCCARTHY, M.

THE PERSONNEL ADMINISTRATOR, VOL.24, NO.10, OCT. 1979, P.
25-27+.

SHORT TIME COMPENSATION INVOLVES SHARING PART-TIME
UNEMPLOYMENT RATHER THAN LAYING OFF EMPLOYEES, WITH
UNEMPLOYMENT BENEFITS BEING SHARED AND NO ONE LAID OFF.
PHASED RETIREMENT IS STILL EXPERIMENTAL, WITH STRUCTURE OF
LEISURE TIME THE KEY TO WHETHER IT WILL BE A POPULAR WAY TO
REDUCE WORK TIME GRADUALLY. INNOVATIVE SOLUTIONS TO WORK
TIME SCHEDULING ARE NEEDED TO RELIEVE LIFESTYLE CHANGE AND
ECONOMIC PRESSURES.

UNION ATTITUDES AND THE "MANAGER OF THE FUTURE".
79-11 PAD79J0067

TOMKIEWICZ, J. BRENNER, O.

THE PERSONNEL ADMINISTRATOR, VOL.24, NO.10, OCT. 1979, P.
67-72.

ATTITUDES TOWARD LABOR UNIONS ON THE PART OF FUTURE

MANAGERS, NOW GRADUATING BUSINESS MAJORS, ARE IMPORTANT TO THEIR PERFORMANCES IN LATER YEARS. UNION PREVENTION POLICIES OR FAVORABLE ATTITUDES HAVE EFFECTS IN ORGANIZATION REPRESENTATION DEALING OR IN COST. A STUDY INDICATES THE ROLE OF UNIONS IN OUR SOCIETY IS NOT CLEAR TO PRESENT BUSINESS MAJORS ALTHOUGH SOME FEEL THEY ARE A POSITIVE FORCE.

THE CRISIS IN PUBLIC EMPLOYEE COLLECTIVE BARGAINING.
79-10 BHO79H0047

HAYFORD, S. L.

BUSINESS HORIZONS, VOL.22, NO.4, AUG. 1979, P. 47-52.

STEPHEN HAYFORD GIVES HIS INTERPRETATION OF THE BACKGROUND AND IMPLICATIONS OF PUBLIC SECTOR COLLECTIVE BARGAINING. THE FACTORS UNDERLYING THE TREND TOWARD UNIONIZATION AND MILITANCE AMONG TEACHERS, FIREMAN, AND GARBAGE COLLECTORS ARE ALL DISCUSSED.

THE RUINS GAVE RISE TO BIG LABOR. 79-10 BWE79I0326

ANON

BUSINESS WEEK, NO.2601, SEPT.3, 1979, P. 26-28.

A REASSESSMENT OF LABOR POLICY IS URGED WITH GOVERNMENT REGULATION RAISING COST, PAPERWORK, AND COLLECTIVE BARGAINING IMPACT PROBLEMS. IT MAY NO LONGER BE ADEQUATE FOR TODAY'S NEED TO INCREASE PRODUCTIVITY AND RESPOND TO NEW WORKER VALUES. LABOR'S BARGAINING POWER HAS BEEN SO REDUCED THE MOVEMENT IS TAKING ISSUES INTO THE PUBLIC DOMAIN.

THE ROLE OF COMMON LAW IN JUST CAUSE DISPUTES.

79-10 PEJ79H0541

NELSON, W. B.

PERSONNEL JOURNAL, VOL.58, NO.8, AUG. 1979, P. 541-543,561,
BIBLIOG. 24

CORPORATIONS ARE THE MOST SUCCESSFUL IN BRINGING ABOUT
CHANGE. IN ORDER TO KEEP THIS VIEW, THE CORPORATION MUST
MEET HUMAN NEEDS OF THEIR EMPLOYEES. THE ADDITION OF
COLLECTIVE BARGAINING TO THE ARBITRAL REVIEW OF MANAGEMENT,
LABOR DECISIONS HAS BROUGHT JUSTICE TO PRIVATE LABOR
MANAGEMENT RELATIONS.

TRADE UNION RECOGNITION AND THE CASE FOR GOLIATH.

79-10 PSL79H0029

ROBINSON, D.

PERSONNEL MANAGEMENT, VOL.11, NO.8, AUG. 1979, P. 29-35,
BIBLIOG. 11

THE APPEALS COURT HELD THAT THE UNITED KINGDOM ASSOCIATION
OF PROFESSIONAL ENGINEERS (UKAPE) WAS UNFAIRLY DENIED
RECOGNITION BY ACAS, THE GOVERNING BOARD FORMED TO REVIEW
RECOGNITION OF TRADE UNIONS. THE AUTHOR EXAMINES ACAS'S
RECORD ON RECOGNITION AND CONCLUDES THAT THERE ARE INSTANCES
WHERE INDUSTRIAL RELATIONS REALISM TAKES PRECEDENCE OVER
EXTENDED COLLECTIVE BARGAINING RIGHTS.

CONSUMER FINANCIAL BEHAVIOR, FINANCIAL INSTITUTION RESPONSE,
AND FIXED INCOME SAVINGS. 79-09 CLU79G0065

HORAN, L. J.

CLU JOURNAL, VOL.33, NO.3, JULY 1979, P. 65-73.

CONSUMERS' FINANCIAL BEHAVIOR, ECONOMIC FACTORS THAT
INFLUENCE THE BEHAVIOR AND INSTITUTIONS' RESPONSES TO THESE
TRENDS ARE ANALYZED WITH SPECIAL ATTENTION GIVEN TO FIXED

INCOME SAVINGS VEHICLES. THE IMPACT OF INFLATION ON CONSUMER FINANCIAL BEHAVIOR IS ILLUSTRATED THROUGH THE LEVEL OF INTEREST RATES.

BARGAINING OUTCOMES: AN IR SYSTEM APPROACH.
79-09 IDR79N0127

ANDERSON, J. C.

INDUSTRIAL RELATIONS, VOL.18, NO.2, SPRING 1979, P. 127-143.

THIS RESEARCH PROJECT EXAMINES MODELS OF THE BARGAINING PROCESS WHICH IDENTIFY A VAST RANGE OF POTENTIAL SOURCES OF BARGAINING POWER THAT COULD AFFECT THE RESULTS OF COLLECTIVE BARGAINING IN THE PUBLIC SECTOR. AN INDUSTRIAL RELATIONS SYSTEM CONCEPTUAL FRAMEWORK IS EMPLOYED TO IDENTIFY THE FEATURES IN THE ENVIRONMENT, MANAGEMENT AND UNION ORGANIZATIONS, AND BARGAINING PROCESS WHICH MAY ACT AS SOURCES OF UNION BARGAINING POWER AFFECTING BARGAINING OUTCOMES.

A CANADIAN VIEW OF LABOR RELATIONS IN CONSTRUCTION.
79-09 IDR79N0156

ROSE, J. B.

INDUSTRIAL RELATIONS, VOL.18, NO.2, SPRING 1979, P. 156-172.

A COMPARISON OF ECONOMIC CONDITIONS AND THE INDUSTRIAL RELATIONS SYSTEM BETWEEN THE UNITED STATES AND CANADA IS MADE. SEVERAL ASPECTS OF CONSTRUCTION LABOR RELATIONS BETWEEN THE TWO COUNTRIES ARE REVIEWED AS WELL.

UNION ACTIVISTS' SUPPORT FOR JOINT PROGRAMS.

79-09 IDR79N0197

PONAK, A. M. . FRASER, C. R. P.

INDUSTRIAL RELATIONS, VOL.18, NO.2, SPRING 1979, P. 197-209.

THE PURPOSE OF THIS STUDY WAS TO REPLICATE AND EXTEND THE FINDINGS OF AN EARLIER STUDY BY DYER ETAL WHICH EXPLORED THE ATTITUDES OF TRADE UNION ACTIVISTS TOWARD UNION MANAGEMENT COOPERATION ON SEVERAL ISSUES. IN SPITE OF THE DIFFERENCES IN THE SAMPLES TAKEN, THE RESULTS BASICALLY CONFIRM THE PREVIOUS FINDINGS.

FACULTY COLLECTIVE BARGAINING ACTIVITY IN PENNSYLVANIA, 1970-75. 79-09 JCN7920131

GERSHENFELD, W. J. MORTIMER, K. P.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.2, 1979, P. 131-149, BIBLIOG. 4

A SURVEY OF COLLECTIVE BARGAINING ACTIVITIES INVOLVING THE FACULTY OF COLLEGES AND UNIVERSITIES IN PENNSYLVANIA DURING THE PERIOD BETWEEN 1970-1975. ASSOCIATED LITIGATIONS, STRIKES AND TERMS OF SETTLEMENTS ARE EXAMINED. SCOPE OF NEGOTIATIONS, BARGAINING PROCEDURES, AND ARBITRATION ACTIVITIES ARE ALSO REVIEWED.

TWO FACTORS AFFECTING ENACTMENT OF COLLECTIVE BARGAINING LEGISLATION IN PUBLIC EDUCATION. 79-09 JCN7920151

FABER, C. F. MARTIN, D. L. JR.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.2, 1979, P. 151-159, BIBLIOG. 6

THE AUTHORS INVESTIGATE THE VALIDITY OF THE CLAIM THAT STATES THAT URBAN-LIBERAL POPULATIONS ARE MORE LIKELY TO HAVE FAVORABLE OPINIONS ON COLLECTIVE BARGAINING IN THE PUBLIC SECTOR THAN RURAL-CONSERVATIVE POPULATIONS. THREE

SETS OF DATA ARE COLLECTED AND ANALYZED: 1) STATES THAT HAVE PASSED COLLECTIVE BARGAINING LEGISLATION IN THE PUBLIC SECTOR 2) URBAN OR RURAL NATURE OF THE POPULATION IN THOSE STATES 3) POLITICAL STATUS OF EACH STATE. FINDINGS CONFIRM THE PROPOSITION.

RELATIONAL CONFLICT BETWEEN MEMBERS OF TEACHERS' UNIONS AND COMMUNITY MEMBERS AS A RESULT OF COLLECTIVE ACTION.

79-09 JCN7920161

RYBACKI, D. J. RYBACKI, K. C.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.2, 1979, P. 161-169, BIBLIOG. 27

REASONS BEHIND THE CONFLICT THAT ARISES BETWEEN TEACHERS INVOLVED IN A STRIKE AND COMMUNITY MEMBERS ARE EXAMINED. STRATEGIES FOR RESOLVING THESE CONFLICTS ARE DEVELOPED BY UTILIZING ELEMENTS OF A MANAGEMENT THEORY. IDENTITY-IDENTIFICATION PATTERNS DURING AND AFTER A STRIKE ARE ALSO DISCUSSED.

ATTITUDES AND PUBLIC SECTOR UNION-MANAGEMENT RELATIONSHIPS.

79-09 JCN7920171

MARTIN, J. E. BARCLAY, L. A. BIASATTI, L. L.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.2, 1979, P. 171-180, BIBLIOG. 24

THE ROLE OF MANAGEMENT AND UNION ATTITUDES ON THE SUCCESS OF LABOR RELATIONS IN THE PUBLIC SECTOR IS EXPLORED, IN THIS STUDY. ATTITUDES AND SUCCESS OF LABOR RELATIONS ARE EVALUATED AT TWO DIFFERENT TIME PERIODS FOR SIX FEDERAL GOVERNMENT AGENCIES. RESULTS CONFIRM THE INITIAL HYPOTHESES ASSOCIATED WITH THE CORRELATIONSHIP BETWEEN MANAGEMENT ATTITUDES AND SUCCESS OF LABOR RELATIONS.

PUBLIC REFERENDUMS AND PUBLIC EMPLOYEE COLLECTIVE
BARGAINING: ARE THEY COMPATIBLE? 79-09 JCN7920183

KATZ, W. D.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.2, 1979, P.
183-195, BIBLIOG. 20

THE AUTHOR EXAMINES THREE TYPES OF PUBLIC REFERENDUMS THAT
CAN BE USED IN PUBLIC EMPLOYEE COLLECTIVE BARGAINING
SITUATIONS: 1) CHARTER AMENDMENT REFERENDUM, 2) IMPASSE
RESOLUTION REFERENDUM, 3) CONTRACT RATIFICATION REFERENDUM.
THE FEASIBILITY AND THE EFFECTIVENESS OF THESE PROCEDURES
ARE DISCUSSED. PROBLEMS ASSOCIATED WITH IMPLEMENTING
REFERENDUMS IN NEW YORK CITY ARE EXAMINED.

GETTING LABOUR TO HELP FIND SOLUTIONS. 79-08 CBU79N0033

BASKEN, R. C.

CANADIAN BUSINESS REVIEW, VOL.6, NO.1, SPRING 1979, P.
33-35.

TO LOOK AT THE ROLE OF LABOR IN ECONOMIC CONSIDERATIONS OF
PRODUCTIVITY, ONE MUST FIRST LOOK AT THE ROLE PLACED ON
WORKERS AND THEIR ORGANIZATIONS. PRODUCTIVITY IS AFFECTED BY
MANY FACTORS; WORKING CONDITIONS ARE AMONG THE MOST
IMPORTANT. TODAY'S WORKERS ARE HIGHLY EDUCATED AND THEIR
IDEAS SHOULD BE HEARD.

CHAIRMAN'S PANEL - HOW TO TACKLE THE UNIONS.
79-08 DIR79C0046

BULL, G.

DIRECTOR, VOL.31, NO.9, MARCH 1979, P. 46-49.

MANY BRITISH BOARD OF DIRECTORS MEMBERS FEEL REFORM OF
UNIONS SHOULD BE A NEW GOVERNMENT PRIORITY IN GREAT BRITAIN.
THEY ALSO SUPPORT SECRET UNION BALLOTS, COOLING-OFF TIME
PRIOR TO STRIKES, LEGAL UNION AGREEMENT ENFORCEMENT AND

"CLOSED SHOP" ABOLITION. SOME HAVE UNION OFFICIALS AS FRIENDS, AND FEEL EFFICIENCY IS HURT BY UNION ATTITUDES.

PUBLIC-EMPLOYEE BARGAINING: PROBLEMS AND PROSPECTS.
79-08 IRR78HP014

FLEMING, R. W.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, PROCEEDINGS,
THIRTY-FIRST ANNUAL MEETING, AUG. 1978, P. 14-23.

WHILE RESTRICTIONS REMAIN ON THE PROPER SUBJECT OF BARGAINING, INCREASING JURISDICTIONS AUTHORIZING BARGAINING AMONG PUBLIC EMPLOYEES HAVE MADE IT A RELATIVELY MANAGEABLE SITUATION. BUT THE ACCEPTANCE OF BINDING ARBITRATION REMAINS STRUCTURALLY DEFICIENT TO THE EXTENT THAT IT POSITS A BIPARTITE STRUCTURE IN CONTEXTS THAT WOULD BE SERVED BETTER BY A TRIPARTITE ONE.

THE IMPACT OF COLLECTIVE BARGAINING LAWS COVERING POLICE AND FIREFIGHTERS ON MUNICIPAL EXPENDITURES AND FISCAL STRAIN.
79-08 IRR78HP162

BADERSCHNEIDER, J.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, PROCEEDINGS,
THIRTY-FIRST ANNUAL MEETING, AUG. 1978, P. 162-164.

A THEORETICAL MODEL IS PRESENTED DEALING WITH IMPACTS OF COLLECTIVE BARGAINING LEGISLATION FOR POLICE AND FIREFIGHTERS ON THE LEVEL AND FUNCTIONAL DISTRIBUTION OF MUNICIPAL RESOURCE ALLOCATIONS. WITH REFERENCE TO THE 189 CITIES COVERED BY COLLECTIVE BARGAINING LEGISLATION (OUT OF 289 STUDIED), THE STUDY, BASED ON A REVIEW OF MUNICIPAL EXPENDITURE DETERMINATION, OUTLINES THE PARTICULAR EFFECTS EXERTED BY COMPULSORY INTEREST ARBITRATION.

COLLECTIVE BARGAINING AND THE CPI: ESCALATION VS. CATCH-UP.
79-08 IRR78HP257

SHEIFER, V. J.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, PROCEEDINGS,
THIRTY-FIRST ANNUAL MEETING, AUG. 1978, P. 257-263, BIBLIOG.
15

WHILE NEGOTIATING IMMEDIATE AND DEFERRED WAGE ADJUSTMENTS,
ANTICIPATED AND PAST PRICE CHANGES SHOULD BE CONSIDERED, AND
SO CHANGES IN TOTAL WAGE-RATE OVER THE CONTRACT TERM COULD
BE THE SAME REGARDLESS OF ESCALATION. GREATER TAKE-HOME PAY
IS PRODUCED BY BARGAINED CHANGES ANTICIPATING PRICE
INCREASES, WHEREAS CATCH-UP INCREASES BEHAVE IN AN OPPOSITE
MANNER.

THE EXTENT OF COLLECTIVE BARGAINING IN THE PUBLIC SECTOR.
79-08 IRR785S001

BURTON, J. F. JR.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 1-43, BIBLIOG, 40

SINCE 1960, BARGAINING ORGANIZATIONS HAVE GROWN EXPLOSIVELY
IN THE PUBLIC SECTOR. MULTIPLE CAUSES FOR GROWTH OF PUBLIC
SECTOR BARGAINING ORGANIZATION MEMBERSHIP CAN INCLUDE PUBLIC
POLICY CHANGES AS WELL AS CHANGES IN ATTITUDES TOWARD THEM
ON THE PART OF PUBLIC EMPLOYEES. A MODEST DECELERATION IN
GROWTH RATE OF ORGANIZED GOVERNMENT EMPLOYEES IS EXPECTED
FOR THE NEXT FIVE YEARS.

UNIONISM IN THE PUBLIC SECTOR.

79-08 IRR785S044

STERN, J. L.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 44-79.

A PREDICTION BY E. WIGHT BAKKE THAT PUBLIC SECTOR UNIONIZATION WOULD GROW RAPIDLY FROM 1970-78, PROVED CORRECT, BUT WITH THE TAPERING OFF OF MEMBERSHIP AND LEGISLATION IN SOUTHERN STATES WHICH BANS BARGAINING, IT MAY SLOW DOWN. UNION LEADERSHIP MAY RETAIN ITS OBJECTIVE OF COLLECTIVE POWER ACHIEVEMENT. THE POWER OF PUBLIC SECTOR UNIONS MAY NOT CONTINUE TO PREVAIL AGAINST THAT OF OCCUPATION BASED UNIONS.

MANAGEMENT ORGANIZATION FOR COLLECTIVE BARGAINING IN THE PUBLIC SECTOR. 79-08 IRR785S080

DERBER, M.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 80-117.

RAPID PUBLIC UNIONISM GROWTH HAS PRODUCED STRUCTURAL AND PROCEDURAL PROBLEMS FOR PUBLIC MANAGEMENT. BARGAINING EXPERTISE HAS ADVANCED BUT COMPLEX PROBLEMS AND BASIC ISSUES ARE STILL NOT RESOLVED WITH MOST REVISED SYSTEMS BEING TEN YEARS OLD OR LESS. THE FISCAL STABILITY OF GOVERNMENT AND COLLECTIVE BARGAINING ARE CLOSELY RELATED AS STRUCTURE RELATES TO FUNCTION.

THE IMPACT OF COLLECTIVE BARGAINING ON COMPENSATION IN THE
PUBLIC SECTOR. 79-08 IRR785S118

MITCHELL, D. J. B.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 118-149, BIBLIOG. 71

IT IS SUSPECTED THE LABOR SIDE IS MORE PREPARED FOR
BARGAINING THAN THE MANAGEMENT SIDE IN THE PUBLIC SECTOR.
THEORETICAL MODELING OF PUBLIC SECTOR BARGAINING PROCESS IS
DIFFICULT WITH EMPLOYERS GOALS HARD TO UNDERSTAND AND THEIR
DEMAND CURVES FOR LABOR HARD TO DERIVE IN A USEFUL WAY FOR
EXPOSITION. GENERALIZATION OF MANAGEMENT DECISION MAKING
PROCESSES AS "RULES OF THUMB" MIGHT BE EMPLOYED BY PUBLIC
SECTOR RESEARCHERS.

DYNAMICS OF DISPUTE RESOLUTION IN THE PUBLIC SECTOR.
79-08 IRR785S150

KOCHAN, T. A.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 150-190.

MEDIATION FOLLOWED BY FACT FINDING IS THE ALTERNATIVE SYSTEM
RELIED ON BY THOSE OPPOSED TO RIGHT TO STRIKE OR TO
COMPULSORY ARBITRATION. UNFAMILIARITY WITH COLLECTIVE
BARGAINING AND DISPUTE RESOLUTION MIGHT BE A RATIONALE FOR
ITS USE. PUBLIC POLICY MAKERS HAVE VARIOUS APPROACH OPTIONS
FOR DISPUTE SETTLEMENT PROCEDURES.

PUBLIC-SECTOR LABOR LEGISLATION. 79-08 IRR785S191

SCHNEIDER, B. V. H.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 191-223.

DESPITE THE NEED TO MAINTAIN GOVERNMENT SOVEREIGNTY, EQUITY
OF EMPLOYEES AND MANAGEMENT IN LABOR RELATIONS MUST BE

SOUGHT. IN SOME STATES, GOVERNMENT AUTHORITY DOES NOT FEEL
INVADED BY DUTY TO BARGAIN, EXCLUSIVE REPRESENTATION,
BINDING AGREEMENTS, AND UNION SECURITY ARRANGEMENTS. IN
TIMES OF ECONOMIC STRESS, PUBLIC EMPLOYEES ARE VULNERABLE IN
LABOR RELATIONS LEGISLATION AREAS.

PUBLIC-SECTOR LABOR RELATIONS IN CANADA.
79-08 IRR785S254

GOLDENBERG, S. B.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 254-291.

WHILE STILL IN AN EXPERIMENTAL STAGE, LABOR RELATIONS IN
CANADA WILL CONTINUE DESPITE LACK OF AGREEMENT AS TO THE
MOST APPROPRIATE MECHANISM TO ACCOMMODATE WORKERS' RIGHTS.
SHOULD SOME JURISDICTIONS ABANDON STRIKE PROHIBITION IN THE
FUTURE, THEY WILL PROVIDE INDEPENDENT BOARDS FOR
ADMINISTRATION OF DISPUTE SETTLEMENT MACHINERY.

FUTURE OF COLLECTIVE BARGAINING IN THE PUBLIC SECTOR.
79-08 IRR785S292

AARON, B.

INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, NO.5,
PUBLIC SECTOR BARGAINING, 1978, P. 292-315.

PUBLIC SECTOR COLLECTIVE BARGAINING IS STILL IN ITS INFANCY,
BUT AFFECTS A MAJORITY OF PUBLIC EMPLOYEES AND MUST BE
RETAINED TO PROTECT THEIR RIGHTS. POSSIBLY LABOR MANAGEMENT
RELATIONS SYSTEMS COULD CHANGE, BUT ARE FUNDAMENTALLY THE
SAME PROCESS IN BOTH PRIVATE AND PUBLIC SECTORS - A
COOPERATIVE DECISION MAKING RESPONSIBILITY WHICH IS SHARED.

ISOQUANTS, COLLECTIVE BARGAINING AND PUBLIC SCHOOL RESOURCE ALLOCATION. 79-08 JEB79N0160

GALLAGHER, D. G. HACKLEMAN, E. C.

JOURNAL OF ECONOMICS AND BUSINESS, VOL.31, NO.3, SPRING/SUMMER 1979, p. 160-165, BIBLIOG. 15

A COMPREHENSIVE THEORETICAL MODEL IS DEVELOPED TO EXAMINE THE IMPACT OF COLLECTIVE BARGAINING ON PUBLIC SCHOOL DISTRICTS RESOURCE ALLOCATIONS. THE CASES OF THE INITIALLY EFFICIENT AND INITIALLY INEFFICIENT PUBLIC SCHOOL DISTRICTS ARE THEORETICALLY AND GRAPHICALLY ANALYZED. THE MAIN ASSUMPTION OF THE MODEL IS THAT SCHOOL ADMINISTRATORS USE COMBINATIONS OF TEACHER AND NON-TEACHER INPUTS TO PROVIDE EDUCATIONAL SERVICES.

A SETTLEMENT THAT MAKES TRUCKERS WINCE. 79-07 BWE79D3074

ANON

BUSINESS WEEK, NO.2583, APRIL 30, 1979, P. 74-77.

THE NEW CONTRACT SETTLEMENT WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS HAS MADE IT VERY DIFFICULT FOR UNIONIZED TRUCKING COMPANIES TO COMPETE. COMPANIES WILL BE FORCED OUT OF BUSINESS WHICH WILL HURT THE UNIONS AS WELL. BY RULING THAT THE SETTLEMENT IS ACCEPTABLE, THE COUNCIL ON WAGE AND PRICE STABILITY (COWPS), HAS NOT ONLY HURT THE TRUCKING INDUSTRY BUT HAS RAISED THE COST OF ALL SETTLEMENTS TO COME.

IMPASSE RESOLUTION UNDER THE IOWA MULTISTEP PROCEDURE. 79-07 ILR79D0327

GALLAGHER, D. G. PEGNETTER, R.

INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.32, NO.3, APRIL 1979, P. 327-338.

THE EFFECTS OF THE IMPASSE PROCEDURES IN THE IOWA PUBLIC

EMPLOYMENT RELATIONS ACT ARE EXAMINED. THESE PROCEDURES INCLUDE FACTFINDING, BINDING ARBITRATION AND FINAL-OFFER SELECTION. THE PROCEDURES ARE SUCCESSFUL IN THAT THEY ENCOURAGE NEGOTIATION AND HAVE PREVENTED WORK STOPPAGES.

THE CHALLENGES LABOR FACES IN 1979 - DIFFICULT AND COMPLEX TIMES. 79-07 VIT79D0391

FORD, H.

VITAL SPEECHES, VOL.45, NO.13, APRIL 15, 1979, P. 391-395.

HENRY FORD II DOES NOT THINK THERE WILL NECESSARILY BE A STRIKE IN THE AUTO INDUSTRY IN 1979. HE DISCUSSES THE ISSUES INVOLVED INCLUDING THE UNITED AUTO WORKERS, HEALTH CARE, INFLATION, WAGE AND PRICE CONTROL, AND NEW TECHNOLOGY.

COLLECTIVE BARGAINING INTO THE 1980'S. 79-06 ATR79C0002

JEDEL, M. J. RUTHERFORD, W. T.

BUSINESS, VOL.29, NO.2, MARCH 1979, P. 2-3.

THE FOURTH ANNUAL CONFERENCE ON COLLECTIVE BARGAINING WAS HELD AT GEORGIA STATE UNIVERSITY ON APRIL 4 AND 5, 1978. LABOR RELATIONS IN THE 1980'S WAS A PRIME SUBJECT AT THIS MEETING. THE MAIN SPEAKERS-DONALD RATAJCZAK, FRED ELARBEE JR., AND TONY ZIVALICH-REPRESENT DIVERSE INTERESTS AND VIEWS.

ECONOMIC ISSUES AT THE BARGAINING TABLE.
79-06 ATR79C0004

RATAJCZAK, D.

BUSINESS, VOL.29, NO.2, MARCH 1979, P. 4-8.

A CHANGING ECONOMIC ENVIRONMENT IN THE 1980'S WILL GREATLY AFFECT COLLECTIVE BARGAINING. FOUR BIG AREAS OF CHANGE ARE

DEMOGRAPHY, WORLDWIDE INTERDEPENDENCE, MOVEMENT TOWARD A SERVICE ORIENTED ECONOMY, AND MOVEMENT TO SUNBELT ECONOMIES. PROBLEMS OF 1979, DUE TO WAGE/PRICE GUIDELINES ARE ALSO DISCUSSED.

HOW MANAGEMENT WILL BARGAIN IN THE 1980'S.
79-06 ATR79C0009

ELARBEE, F. W. JR.

BUSINESS, VOL.29, NO.2, MARCH 1979, P. 9-11.

IN THE AREA OF MANAGEMENT, THERE HAS BEEN LITTLE INNOVATION IN COLLECTIVE BARGAINING. THE HISTORY OF MANAGEMENT AND LABOR RELATIONS, AND WHERE THIS WILL LEAD IN THE FUTURE IS DISCUSSED IN DEPTH.

HOW LABOR WILL BARGAIN IN THE 1980'S. 79-06 ATR79C0012

ZIVALICH, T.

BUSINESS, VOL.29, NO.2, MARCH 1979, P. 12-14.

THE MAJOR COLLECTIVE BARGAINING CONCERN OF WORKERS IN THE NEAR FUTURE WILL BE MONEY. THIS IS A RELATIVELY NEW POSITION FOR THE UNIONS. THIS IS A DISCUSSION OF THAT NEAR FUTURE IN ADDITION TO THE MORE REMOTE FUTURE AND POSSIBLE CLASHES WITH MANAGEMENT THAT MAY ARISE.

DOING BUSINESS IN CANADA TODAY - A PANEL III: LABOR.
79-06 COM78I0015

PILKEY, C. G.

COST AND MANAGEMENT, VOL.52, NO.5, SEPT./OCT. 1978, P. 15-17.

GOVERNMENT MUST STEP IN WHERE PRIVATE ENTERPRISE FAILS IN LABOR RELATIONS AND LONG TERM INDUSTRIAL STRATEGY. FOREIGN

OWNERSHIP OF CANADIAN INDUSTRIES IS CAUSING THE CANADIAN PEOPLE A SIGNIFICANT HARDSHIP BROUGHT ON BY BUSINESS SHORTSIGHTEDNESS.

MUNICIPAL PAY DETERMINATION: THE CASE OF SAN FRANCISCO.
79-06 IDR79M0044

KATZ, H. C.

INDUSTRIAL RELATIONS, VOL.18, NO.1, WINTER 1979, P. 44-58.

THE PAY SETTING PROCEDURES FOR CITY WORKERS IN SAN FRANCISCO ARE EXAMINED BECAUSE ALTHOUGH A CITY WITH A STRONG LABOR MOVEMENT IT HAS NOT BEEN PART OF THE TREND TOWARD COLLECTIVE BARGAINING BY CITY WORKERS. THE HISTORICAL CONTEXT OF WAGE DETERMINATION SINCE 1946 IS DESCRIBED FOR FOUR GROUPS OF CITY WORKERS: CRAFT WORKERS, POLICE AND FIREFIGHTERS, TRANSIT DRIVERS AND MISCELLANEOUS EMPLOYEES.

UNION ACTIVITY AND TEACHER SALARY STRUCTURE.
79-06 IDR79M0079

HOLMES, A. B.

INDUSTRIAL RELATIONS, VOL.18, NO.1, WINTER 1979, P. 79-85.

THE RESULTS OF A STUDY ON THE EFFECTS OF UNION ACTIVITY ON TEACHER SALARY STRUCTURE CONFIRM THAT THERE IS A POSITIVE RELATIONSHIP. THE STUDY ALSO EXPLORED THE IMPACT OF UNION ACTIVITY ON DIFFERENCES IN WAGES FOR MEN, WOMEN, ELEMENTARY AND SECONDARY TEACHERS AND THE VALUES OF EXPERIENCE AND ACHIEVEMENT IN AREAS WITH HIGH LEVELS OF ACTIVITY.

POTENTIAL BARGAINING POWER OF TEACHERS WERE THEY TOTALLY THE ELASTICITY OF DEMAND FOR PUBLIC SCHOOL TEACHERS.

79-06 IDR79M0086

THORNTON, R. J.

INDUSTRIAL RELATIONS, VOL.18, NO.1, WINTER 1979, P. 86-91.

ELASTICITY IN TEACHER DEMAND IS STUDIED TO DISCOVER THE FREE TO STRIKE. THE ELASTICITY OF DEMAND FOR TEACHERS IS COMPARATIVELY HIGH AND APPEARS TO LIMIT THE IMPACT OF COLLECTIVE BARGAINING ON TEACHER SALARIES.

FACULTY ATTITUDES AND THE SCOPE OF BARGAINING.

79-06 IDR79M0097

PONAK, A. M. THOMPSON, M.

INDUSTRIAL RELATIONS, VOL.18, NO.1, WINTER 1979, P. 97-102.

ATTITUDES TOWARD APPROPRIATE BARGAINING ISSUES WERE EXAMINED IN THIS STUDY CONDUCTED AT THE UNIVERSITY OF BRITISH COLUMBIA. ISSUES TENDED TO FALL INTO TWO MAIN CATEGORIES: THE TRADITIONAL TRADE UNION AREAS AND THE MORE ACADEMIC POLICY ISSUES SUCH AS TENURE AND PROGRAM. THIS STUDY INDICATES THAT FACULTY LEANINGS ARE TOWARD THE NARROWER RANGE OF TRADE UNION ISSUES.

INTERINDUSTRY DIFFERENCES IN STRIKE ACTIVITY.

79-06 IDR79M0103

MCLEAN, R. A.

INDUSTRIAL RELATIONS, VOL.18, NO.1, WINTER 1979, P. 103-109.

A STUDY OF THE ACTUAL DETERMINANT OF A WORK STOPPAGE EXPLORES THE CATCH-UP OR WAGE DISSATISFACTION HYPOTHESIS SUGGESTED BY ASHENFELTER AND JOHNSON AND WAGE DEMANDS BASED ON A DEPRIVATION HYPOTHESIS RELATIVE TO PAST WAGE GAINS. THE DEPRIVATION HYPOTHESIS IS SUPPORTED AND A HIGH STRIKE FREQUENCY RATE IN THE SOUTH IS DISCOVERED.

AN ANALYSIS OF PRESSURE GROUP ACTIVITIES IN THE CONTEXT OF
OPEN MEETING AND PUBLIC EMPLOYEE RELATIONS LAWS.

79-06 JCN7910003

CASSIDY, G. W.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.1, 1979, P.
3-17, BIBLIOG. 36

THE AUTHOR DISCUSSES INTEREST OR PRESSURE GROUP ACTIVITIES
AS THEY RELATE TO OPEN MEETING AND PUBLIC EMPLOYEE RELATIONS
LAWS. SEVERAL INTEREST GROUP ANALYTICAL MODELS AND ISSUES
ASSOCIATED WITH NEGOTIATING POWER AND CONFLICT ARE EXAMINED.
NORMATIVE NEGOTIATIONS CRITERIA, AND APPLICABILITY OF OPEN
MEETING CRITERIA ARE ANALYZED.

STATE AND LOCAL PUBLIC EMPLOYEE LABOR RELATIONS-WHERE ARE
THEY HEADED? 79-06 JCN7910019

KOVACH, K. A.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.1, 1979, P.
19-29, BIBLIOG. 7

THE ARTICLE TRACES THE HISTORICAL DEVELOPMENT OF LABOR
UNIONS AND BARGAINING LAWS ASSOCIATED WITH STATE AND LOCAL
PUBLIC EMPLOYEES. THE AUTHOR DISCUSSES IMPORTANT ISSUES IN
THESE SECTORS SUCH AS COLLECTIVE BARGAINING PROCEDURES,
FREQUENCY OF STRIKES AND LABOR LAWS RELATED TO UNION
SECURITY CONCEPT.

THE PROCESS COSTS OF COLLECTIVE BARGAINING IN CALIFORNIA
SCHOOL DISTRICTS. 79-06 JCN7910039

KERCHNER, C. T.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.1, 1979, P.
39-51, BIBLIOG. 10

DIRECT AND INDIRECT COSTS ASSOCIATED WITH COLLECTIVE
BARGAINING IN CALIFORNIA SCHOOL DISTRICTS ARE EXAMINED AND

METHODS TO DECREASE THESE COSTS ARE SUGGESTED. REDUCING THE LENGTH OF NEGOTIATIONS, PREVENTING PREMATURE IMPASSES FROM OCCURRING AND CHANGING THE SEQUENCE OF NEGOTIATED ITEMS ARE SOME OF THE COST-REDUCING STRATEGIES PROPOSED.

IMPASSE PROCEDURES AND STRIKES IN THE PUBLIC SECTOR; THE CASES OF THE USA AND WEST GERMANY. 79-06 JCN7910061

KELLER, B. K.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.1, 1979, P. 61-66.

A COMPARATIVE ANALYSIS OF PUBLIC SECTOR LABOR RELATIONS IN THE UNITED STATES AND WEST GERMANY IS MADE. THE USE OF DIFFERENT COLLECTIVE BARGAINING SYSTEMS, DIFFERENT LEVELS OF UNION CENTRALIZATION AND PUBLIC EMPLOYEE UNIONIZATION ARE SOME OF THE ISSUES ADDRESSED BY THE AUTHOR. COMPARATIVE STATISTICS ON IMPASSE PROCEDURES AND FREQUENCY OF STRIKES ARE PRESENTED.

MEDIATOR PRESSURES-HIGH AND LOW. 79-06 JCN7910077

NEWMAN, H. R.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.1, 1979, P. 77-81, BIBLIOG. 4

AS A RESPONSE TO THE ARTICLE TITLED "MEDIATOR-GENERATED PRESSURE TACTICS" BY J. F. BYRNES, THE AUTHOR ANALYZES SOME SHORTCOMINGS OF GOVERNMENT CHOSEN MEDIATORS IN CONDUCTING AN EFFECTIVE ARBITRATION PROCESS. PROBLEMS ASSOCIATED WITH USING MEDIATORS AS OPPOSED TO LABOR ARBITRATORS IN COLLECTIVE BARGAINING SITUATIONS ARE DESCRIBED.

WHEN COLLECTIVE NEGOTIATIONS IS UNCONSTITUTIONAL: VIRGINIA
TEACHERS VIEW THE FUTURE. 79-06 JCN7910083

CARLTON, P. W. JOHNSON, R. T.

JOURNAL OF COLLECTIVE NEGOTIATIONS, VOL.8, NO.1, 1979, P.
83-90, BIBLIOG. 8

THE AUTHORS PRESENT THE RESPONSE OF VIRGINIA PUBLIC SCHOOL
EDUCATORS TO A SURVEY TAKEN IN THE AFTERMATH OF A COURT
DECISION RULING THAT COLLECTIVE NEGOTIATIONS IN THAT STATE'S
PUBLIC SECTOR ARE UNCONSTITUTIONAL. THE CONSENSUS AMONG THE
RESPONDENTS IS THAT COLLECTIVE BARGAINING IS BENEFICIAL AND
IT SHOULD BE ALLOWED IN THE PUBLIC SECTOR IN VIRGINIA.

SCHEDULED WAGE INCREASES AND ESCALATOR PROVISIONS IN 1979.
79-06 UML79A0020

LEVIN, B. A.

(U.S.) MONTHLY LABOR REVIEW, VOL.102, NO.1, JAN. 1979, P.
20-25.

THE AUTHOR PRESENTS DATA ON WAGE INCREASES AND ESCALATOR
PROVISIONS IN 1979 BY MAJOR INDUSTRY GROUP AND SIZE OF
INCREASE. COST OF LIVING REVIEWS CAUSED BY INFLATION ARE
DISCUSSED AND COST OF LIVING CLAUSES OBTAINED BY MAJOR
BARGAINING UNITS ARE LISTED.

INDUSTRIAL RELATIONS IN 1978: SOME BARGAINING HIGHLIGHTS.
79-06 UML79A0058

BORNSTEIN, L.

(U.S.) MONTHLY LABOR REVIEW, VOL.102, NO.1, JAN. 1979, P.
58-64.

SIGNIFICANT COLLECTIVE BARGAINING CASES IN 1978 ARE
DESCRIBED AND UNDERLYING REASONS ARE EXAMINED. THE IMPACT OF
THE GOVERNMENT'S INFLATION POLICY ON THE TERMS OF NEGOTIATED
CONTRACTS ARE ANALYZED AND CERTAIN BARGAINING, SETTLEMENTS

AND STRIKES STATISTICS ARE PRESENTED. THE ARTICLE INCLUDES ISSUES ASSOCIATED WITH JOB SAFETY AND UNION ACTIVITIES.

COMPANIES BREAK THE LAW TO BREAK UNIONS.
79-06 WRM79N0035

KISTLER, A.

WHARTON MAGAZINE, VOL.3, NO.3, SPRING 1979, P. 35-37.

ORGANIZED LABOR IS ON THE DECLINE, OR SO MANAGEMENT WOULD LIKE US TO BELIEVE. IN ACTUALITY, THOUGH THE PERCENTAGE OF THE WORK FORCE WHO ARE ORGANIZED HAS DECREASED, THIS IS DIRECTLY CORRELATED TO AN INCREASE IN THE WORK FORCE, INCLUDING HARD TO ORGANIZE PART-TIMERS AND WOMEN. ALSO, MANAGEMENT HAS BEGUN USING UNFAIR LABOR PRACTICES AT AN ALARMING RATE.

UNION VIEWS ON JOB EVALUATION: 1971 VS.1978.
79-05 PEJ79B0080

JANES, H. D.

PERSONNEL JOURNAL, VOL.58, NO.2, FEB. 1979, P. 80-85,
BIBLIOG. 2

A QUESTIONNAIRE WAS DISTRIBUTED TO ALL AFL-CIO AND INDEPENDENT UNIONS, SO AS TO ASCERTAIN HOW THEIR VIEWS HAD CHANGED SINCE 1971 WITH RESPECT TO VARIETY OF JOB EVALUATION FACTORS. AMONG THE CHANGES REGISTERED IS THE PERCEPTION OF THE UNION'S MOST CRITICAL PROBLEMS IN DEALING WITH FACTORY JOB EVALUATION: THAT OF LACK OF FULL UNDERSTANDING BY EMPLOYEES OF JOB EVALUATION PLANS, ATTRIBUTABLE TO POOR COMMUNICATION BY SUPERVISORS.

NEW DIMENSIONS IN SUNSHINE BARGAINING.

79-05 PEJ79C0157

SUNTRUP, E. L.

PERSONNEL JOURNAL, VOL.58, NO.3, MARCH 1979, P.
157-159,177,179, BIBLIOG. 20

SUNSHINE BARGAINING IS AN INNOVATION IN PUBLIC SECTOR UNION MANAGEMENT RELATIONS IN WHICH COLLECTIVE NEGOTIATIONS ARE HELD AS OPEN MEETINGS. DESPITE IT BEING AN INCREASINGLY PREVALENT PRACTICE, AND IN SOME SITUATIONS REQUIRED IN EACH OF THE FIFTY STATES, IT HAS RECEIVED LITTLE ANALYTICAL OR SPECULATIVE ATTENTION. THE PRACTICE'S HISTORICAL BACKGROUND IS SKETCHED, AND SOME CONSEQUENCES OF ITS FURTHER IMPLEMENTATION ARE DRAWN.

CONSENSUS: PERSONNEL RATIOS: 1978 FOOD-FOR-THOUGHT FIGURES.
79-05 PER79A0004

LAWRENCE, D. B.

PERSONNEL, VOL.56, NO.1, JAN.-FEB. 1979, P. 4-10.

RESPONSIBILITIES CREATED BY GOVERNMENT REGULATION HAVE CHANGED THE NATURE OF THE HUMAN RESOURCES DIRECTOR'S JOB. IN RESPONSE TO QUESTIONS, THE ARTICLE IS BASED ON FIFTY-TWO LETTER AND TELEPHONE RESPONSES. HUMAN RESOURCES STAFF TO TOTAL WORKFORCE RATIOS APPEAR TO HAVE CLIMBED SINCE 1970.

WHAT EVERY FIDUCIARY SHOULD KNOW SOLVING FIDUCIARY RESPONSIBILITY QUESTIONS IN COLLECTIVELY BARGAINED PLANS.
79-05 PEW79B0061

MAMORSKY, J. D. CLEVELAND, M. G.

PENSION WORLD, VOL.15, NO.2, FEB. 1979, P. 61-62+.

ERISA WILL HAVE A GREAT IMPACT ON ARBITRATION AND COLLECTIVE BARGAINING. THE PROBLEM OF FIDUCIARY RESPONSIBILITY IS DISCUSSED.

COLLECTIVE BARGAINING IN THE PUBLIC SECTOR: WHERE ARE WE?
79-05 STG78R0225

CHOI, Y. H.

STATE GOVERNMENT, VOL.51, NO.4, AUTUMN 1978, P. 225-229.
BIBLIOG. 13

AT THE TIME OF THE WAGNER ACT OF 1935, EMPLOYEE ORGANIZATIONS IN THE PUBLIC SECTOR HAD LITTLE CHANCE WITH AND WERE GENERALLY OPPOSED TO COLLECTIVE BARGAINING. THE CAUSE OF ORGANIZED LABOR CAN BE DEFENED AND STACKED ON DEMOCRATIC PRINCIPLES. THE STATE OF LABOR ORGANIZATION FOR THOSE IN THE PUBLIC SECTOR IS EXAMINED.

THE EFFECT OF COLLECTIVE BARGAINING IN RELATIVE AND ABSOLUTE WAGES. 79-04 BJI78K0287

LAYARD, R. METCALF, D. NICKELL, S.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.16, NO.3, NOV. 1978, P. 287-302, BIBLIOG. 32

A STUDY, CONFINED TO MALE MANUAL WORKERS IN THE MANUFACTURING INDUSTRY, REVEALED THAT THE EFFECT OF COVERAGE ROSE STRONGLY BETWEEN 1968 AND 1972 IN GREAT BRITAIN. VARIABLES AFFECTING THIS CHANGE WERE: A RISE IN THE SHARE OF WAGES IN MANUFACTURING, A FALL IN UNEMPLOYMENT IN COVERED INDUSTRIES, AND AN INCREASE IN UNEMPLOYMENT. THE DATA IS CONSONANT WITH A COST-PUSH INFLATIONARY EPISODE MODEL.

THE EFFECTS OF DEMAND ON THE UNION RELATIVE WAGE EFFECT IN THE UNITED KINGDOM. 79-04 BJI78K0303

DEMERY, D. MCNABB, R.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.16, NO.3, NOV. 1978, P. 303-308, BIBLIOG. 14

ESTIMATION OF THE IMPACT OF UNIONS ON RELATIVE WAGES WAS EXTENDED IN THIS STUDY TO INCLUDE DEMAND VARIABLES. A

RELATIVE WAGE EFFECT OF BETWEEN 11.2 AND 15 PER CENT WAS FOUND. IN PERIODS OF NON-ZERO EXCESS DEMAND THIS EFFECT IS REDUCED. A WAGE-RIGIDITY EFFECT OF TRADE UNIONS IS IMPLIED.

TRADE UNION WORKPLACE REPRESENTATION IN THE FEDERAL REPUBLIC OF GERMANY: AN ANALYSIS OF THE POSTWAR VERTRAUENSLEUTE POLICY OF THE GERMAN METAL WORKERS' UNION (1952-77).
79-04 BJI78K0335

MILLER, D.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.16, NO.3, NOV. 1978, P. 335-354, BIBLIOG. 113

AN HISTORICAL ANALYSIS OF THE WORKPLACE ORGANIZATION IN THE FEDERAL REPUBLIC OF GERMANY REVEALS THE MANY PROBLEMS OF THE TWO-TIER STRUCTURE OF THE INDEPENDENT WORKS COUNCILS AND TRADE UNION WORKPLACE REPRESENTATIVES. RECOGNITION AND PROVISION OF FACILITIES FOR VERTRAUENSLEUTE BY MEANS OF COLLECTIVE AGREEMENT AND FOR GREATER LAY OFFICIAL PARTICIPATION IN COLLECTIVE BARGAINING AND UNION GOVERNMENT IS NEEDED.

WORKPLACE BARGAINING, THE LAW AND UNOFFICIAL STRIKES: THE CASE OF SWEDEN. 79-04 BJI78K0355

KURPI, W.

BRITISH JOURNAL OF INDUSTRIAL RELATIONS, VOL.16, NO.3, NOV. 1978, P. 355-368.

THE SWEDISH WORKPLACE BARGAINING PATTERN IS COMPARED WITH THAT OF BRITAIN IN FOUR RESPECTS WITH REFERENCE TO STRIKES: 1. IMPORTANCE WITH RESPECTS TO INDUSTRY WIDE BARGAINING 2. DEGREE OF CONTRCL BY CENTRAL UNION ORGANIZATION 3. DEGREE OF FORMALIZATION AND 4. SCOPE OF BARGAINING ISSUES.

DETERMINANTS OF BARGAINING OUTCOMES IN THE FEDERAL
GOVERNMENT OF CANADA. 79-04 ILR79A0224

ANDERSON, J. C.

INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.32, NO.2, JAN.
1979, P. 224-241.

THE AUTHOR EXAMINES THE DIFFERENT STAGES AND THE OUTCOMES OF
COLLECTIVE BARGAINING SESSIONS HELD BETWEEN OUTSIDE UNITS
AND THE FEDERAL GOVERNMENT OF CANADA. THE IMPLICATIONS OF
THIS STUDY FOR INDUSTRIAL RELATIONS THEORY ARE DISCUSSED.

NEW DIRECTIONS FOR LABOR IN EUROPE. 79-04 MRE79A0057

PEEL, J. A.

MANAGEMENT REVIEW, VOL.68, NO.1, JAN. 1979, P. 57-61.

UNDISCIPLINED GROWTH OF INDUSTRY IS BAD. THE EUROPEAN
ECONOMIC COMMUNITY IS INVESTIGATING COOPERATION ACROSS
NATIONAL BOUNDARIES. AREAS DISCUSSED ARE UNEMPLOYMENT, WORK
SHARING, WORKER PARTICIPATION AND EUROBARGAINING.

WHAT LABOR WANTS FROM THE 96TH CONGRESS.
79-04 NAB79B0037

KROGER, W.

NATION'S BUSINESS, VOL.67, NO.2, FEB. 1979, P. 37-41.

AMONG THE MAJOR EXPECTATIONS OF LABOR FROM THE 96TH CONGRESS
ARE: A NATIONAL HEALTH INSURANCE PLAN; LABOR LAW REFORM;
MINIMUM WAGE INCREASES; TRUCKING DEREGULATION; AND A
SEPARATE DEPARTMENT FOR THE NEA.

LOCAL GOVERNMENT RESIDENCY REQUIREMENTS AND LABOR RELATIONS:
IMPLICATIONS AND CHOICES FOR PUBLIC ADMINISTRATORS.

79-04 PAR78I0482

HAYFORD, S. L.

PUBLIC ADMINISTRATION REVIEW, VOL.38, NO.5, SEPT./OCT. 1978,
P. 482-486.

PUBLIC EMPLOYERS HAVE A STATUTORY DUTY TO BARGAIN
COLLECTIVELY OVER THE ISSUE OF RESIDENCY REQUIREMENTS.
RESIDENCY REQUIREMENTS ARE ON THE INCREASE AND ARE GENERALLY
UPHELD BUT PUBLIC ADMINISTRATORS SHOULD CAREFULLY CONSIDER
THE ISSUES OF ATTRACTING SUITABLE EMPLOYEES, LABOR
RELATIONS, AND FISCAL MANAGEMENT BEFORE ACTING.

WHY DISCLOSURE COULD BE A NON-EVENT. 79-04 PSL79A0024

DAIR, P. REEVES, T.

PERSONNEL MANAGEMENT, VOL.11, NO.1, JAN. 1979, P. 24-27,39.

AFTER EIGHTEEN MONTHS OF TRADE UNIONIST RIGHTS TO COMPANY
INFORMATION DISCLOSURE, THE PRACTICE IS LITTLE USED, AND
EFFECTS OF DISCLOSURE ARE APPARENTLY NEGLIGIBLE. TRADE
UNIONS THEMSELVES ARE REQUIRED TO TAKE INITIATIVE IN
REQUESTING INFORMATION, AND OFFICIALS RECEIVE LITTLE
GUIDANCE OR ENCOURAGEMENT TO DO SO. IN SOME CASES, COMPANIES
ALREADY GIVE EMPLOYEES INFORMATION NEEDED. AS THE INCOMES
POLICY EVOLVES. TRADE UNIONS MAY OR MAY NOT BECOME MORE
INTERESTED IN USING THE DISCLOSURE LEGISLATION.

AFSCME ATTACKS PROPOSITION 13. ENDORSES NEW DUES STRUCTURE.
79-04 UML78I0043

JANUS, C. J.

(U.S.) MONTHLY LABOR REVIEW, VOL.101, NO.9, SEPT. 1978, P.
43-45.

THE HIGHLIGHTS OF THE JUNE 26-30, 1978 CONVENTION OF THE

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES ARE OUTLINED IN THIS ARTICLE. TOPICS COVERED INCLUDE: CALIFORNIA'S PROPOSITION 13, DUES STRUCTURE, APPOINTMENTS OF OFFICERS, AND RESOLUTIONS CONCERNING COLLECTIVE BARGAINING, PUBLIC EMPLOYMENT, AND THE EQUAL RIGHTS AMENDMENT.

DEVELOPMENTS IN INDUSTRIAL RELATIONS. 79-04 UML78I0063

BORNSTEIN, L.

(U.S.) MONTHLY LABOR REVIEW, VOL.101, NO.9, SEPT. 1978, P. 63-65.

RECENT DEVELOPMENTS IN THE AREA OF LABOR NEGOTIATIONS ARE OUTLINED IN THIS ARTICLE. DEVELOPMENTS REVIEWED INCLUDE: THE POSTAL ACCORD OF JULY 1978, THE 1978 RAILROAD AGREEMENTS, AGREEMENTS WITH PENNSYLVANIA STATE AND PHILADELPHIA MUNICIPAL EMPLOYEES, NEW YORK CITY POLICE AND NEWSPAPER GUILD ACCORDS, THE HOSPITAL LEAGUE OF NEW YORK AND SAN FRANCISCO PLUMBERS' CONTRACTS, AND A REVIEW OF HIRING CUTS UNDER PROPOSITION 13.

HEAVY BARGAINING RETURNS IN 1979. 79-04 UML78L0015

BOLTON, L. W.

(U.S.) MONTHLY LABOR REVIEW, VOL.101, NO.12, DEC. 1978, P. 15-24.

THE AUTHOR EXAMINES THE IMPLICATIONS OF EXPIRING WAGE CONTRACTS IN KEY INDUSTRIES, SUCH AS TRUCKING AND AUTOMOBILE. THE POSSIBILITY OF EXTENSIVE BARGAINING AND NEGOTIATIONS, AND THE ROLE OF THE FEDERAL GOVERNMENT TRYING TO CURE INFLATION IN THESE NEGOTIATIONS ARE DISCUSSED.

WHY LABOR POLICY IS OUT OF DATE. 79-03 BWE79A1518

LEWIN, D.

BUSINESS WEEK, NO.2568, JAN.15, 1979, P. 18.

IN KENNEDY, JOHNSON, AND CARTER PRESIDENCIES, INDUSTRIAL RELATIONS POLICIES ARE PRIMARILY DIRECTED AT INFLATIONARY ASPECTS OF LABOR NEGOTIATIONS AND AT MANPOWER PROBLEMS. PUBLIC-SECTOR LABOR RELATIONS AND COLLECTIVE BARGAINING ARE LEFT "NOWHERE" UNLESS THE PRESIDENT'S LABOR MANAGEMENT ADVISORY GROUP OR THE COUNCIL ON WAGE AND PRICE STABILITY FILL THE BILL. IT IS TIME FOR GOVERNMENT AND PUBLIC CORPORATIONS TO LISTEN TO YOUNGER SCHOLARS.

INDUSTRIAL RELATIONS RESEARCH: A CRITICAL ANALYSIS.
79-03 IDR78J0259

STRAUSS, G. FEUILLE, P.

INDUSTRIAL RELATIONS, VOL.17, NO.3, OCT. 1978, P. 259-277.

A CRITICAL ANALYSIS OF THE DEFINITIONS, HISTORY PRESENT AND FUTURE GROWTH OF THE FIELD OF INDUSTRIAL RELATIONS INDICATES A HEALTHY FUTURE. COLLECTIVE BARGAINING, UNION-MANAGEMENT RELATIONS, AND AN INTEREST IN ECONOMICS, ARE BEING REVIVED.

GAME THEORY'S WARTIME CONNECTIONS AND THE STUDY OF INDUSTRIAL CONFLICT. 79-03 ILR78J0024

KORMAN, G. KLAPPER, M.

INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.32, NO.1, OCT. 1978, P. 24-39.

GAME THEORY HAS PROVEN STILL ANOTHER ANALYTICAL TOOL, IN ADDITION TO MATHEMATICS AND STATISTICS, IN ATTEMPTING TO PROVIDE MORE ORDER AND PREDICTABILITY IN THE FIELD OF LABOR RELATIONS AND CONFLICT.

THE INFLUENCE OF NEGOTIATORS' SELF-INTEREST ON THE DURATION OF STRIKES. 79-03 ILR78J0056

SWINT, J. M. NELSON, W. B.

INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.32, NO.1, OCT. 1978, P. 56-66.

THERE ARE MANY INTERESTING RELATIONSHIPS BETWEEN DURATION OF STRIKES AND BUSINESS INVENTORIES. ALTHOUGH THERE APPEARS TO BE A DIRECT RELATIONSHIP, FINDINGS ARE INCONCLUSIVE.

COLLECTIVE BARGAINING IN LATIN AMERICA: PROBLEMS AND TRENDS. 79-03 IRE78I0583

BRONSTEIN, A. S.

INTERNATIONAL LABOUR REVIEW, VOL.117, NO.5, SEPT./OCT. 1978, P. 583-595, BIBLIOG. 10

ALTHOUGH THERE IS A GREAT DEAL OF DIVERSITY IN LABOR RELATIONS IN LATIN AMERICA, TWO BASIC TRENDS CAN BE SEEN. THERE HAS BEEN A SHIFT FROM WORKS TRADE UNIONS TO INDUSTRIAL UNIONS AND FROM PLANT-LEVEL TO INDUSTRY WIDE BARGAINING.

THE RETURN TO ARBITRATION: RECENT TRENDS IN DISPUTE SETTLEMENT AND WAGES POLICY IN AUSTRALIA. 79-03 IRE78I0611

LANSBURY, R. D.

INTERNATIONAL LABOUR REVIEW, VOL.117, NO.5, SEPT./OCT. 1978, P. 611-623, BIBLIOG. 26

AUSTRALIA MADE GREAT GAINS IN THE FIELD OF COLLECTIVE BARGAINING DURING THE MID-1960'S, BUT DUE TO WEAKENED LABOR CAUSED BY RECESSION AND UNEMPLOYMENT, THE TREND HAS BEEN REVERSED DURING THE 1970'S.

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12 80-08 JCN8020159

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81 79-03 IRE78I0583

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26 80-03 JCN7940333

39 80-01 IRR79HP453

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25 80-03 JCN7940309

50 79-11 ILR79G0496

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42 80-01 JCN7930223

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24 80-03 ILR80A0147

46 79-12 BJI79G0205

70 79-06 JCN7910003

76 79-04 BJI78K0335

80 79-03 IDR78J0259

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80 79-03 ILR78J0024

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18 80-06 GRE80N0049

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19 80-05 PAD80C0050

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14 80-08 OQT79L1037

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56 79-09 IDR79N0127

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1 80-08 ARB80F0003

4 80-08 IRJ80C0005

12 80-08 JCN8020143

16 80-06 ARB80C0025

23 80-03 IDW80A2178

30 80-02 ARB79C0022

37 80-01 ILR79J0055

38 80-01 ILR79J0064

41 80-01 JCN7930197

41 80-01 JCN7930209

44 80-01 PEJ79K0795

49 79-12 SPM79J0018

55 79-10 PEJ79H0541

60 79-08 IRR78HP014

60 79-08 IRR78HP162

62 79-08 IRR785S044

63 79-08 IRR785S150

63 79-08 IRR785S191

64 79-08 IRR785S292

65 79-07 ILR79D0327

71 79-06 JCN7910077

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72 79-06 UML79A0058
74 79-05 PEW79B0061
79 79-04 UML78I0063
81 79-03 IRE78I0611

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81 79-03 IRE78I0611

ARBITRATOR

41 80-01 JCN7930197

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16 80-06 ARB80C0025

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40 80-01 IRR79HP470

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7 80-08 IRR79LP300
20 80-04 TNS79N0056

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7 80-08 IRR79LP300

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78 79-04 UML78I0043

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24 80-03 ILR80A0147
53 79-11 PAD79J0067

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11 80-08 JCN8020107
16 80-06 ARB80C0025
30 80-02 ARK79P0016
50 79-11 ILR79G0484
53 79-11 PAD79J0067
58 79-09 JCN7920171
69 79-06 IDR79M0097

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50 79-11 ILR79G0496

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12 80-08 JCN8020159
81 79-03 IRE78I0611

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15 80-07 IRE80C0243

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23 80-03 EBP79K0016
66 79-07 VIT79D0391
79 79-04 UML78L0015

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6 80-08 IRR79LP235

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51 79-11 IRJ79N0007

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7 80-08 IRR79LP282

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55 79-09 CLU79G0065

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37 80-01 ILR79J0055
67 79-06 ATR79C0009
67 79-06 ATR79C0012

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74 79-05 PEW79B0061

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1 80-08 ARB80F0008
1 80-08 BWE80F3082
4 80-08 IRR79LP094
5 80-08 IRR79LP103
5 80-08 IRR79LP119
5 80-08 IRR79LP128
6 80-08 IRR79LP145
7 80-08 IRR79LP300
8 80-08 JCN8010001
8 80-08 JCN8010033
9 80-08 JCN8010055

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10 80-08 JCN8020093
 12 80-08 JCN8020143
 16 80-06 ARB80C0025
 16 80-06 BJI80C0082
 17 80-06 IRJ79M0010
 22 80-03 BWE80A28&4
 23 80-03 IDW80A2178
 24 80-03 ILR80A0170
 25 80-03 IRJ79R0025
 25 80-03 JCN7940309
 26 80-03 JCN7940319
 27 80-03 JCN7940339
 27 80-03 JCN7940347
 29 80-03 UML79H0020
 30 80-02 ARK79P0016
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 35 80-01 AMR79J0487
 36 80-01 ILR79J0003
 36 80-01 ILR79J0018
 38 80-01 IOR7710018
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 48 79-22 PEJ79J0689
 51 79-11 IRJ79N0012
 53 79-11 PAD79H0051
 54 79-10 BHO79H0047
 56 79-09 IDR79N0127
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 60 79-08 IRR78HP014
 60 79-08 IRR78HP162
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 61 79-08 IRR785S001
 62 79-08 IRR785S080
 63 79-08 IRR785S118
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 65 79-08 JEB79N0160
 66 79-06 ATR79C0002
 66 79-06 ATR79C0004
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 70 79-06 JCN7910039
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 75 79-04 BJI78K0287
 75 79-05 STG78R0225
 76 79-04 BJI78K0335
 76 79-04 BJI78K0355
 77 79-04 ILR79A0224
 79 79-04 UML78L0015
 80 79-03 IDR78J0259
 81 79-03 IRE78I0583

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 49 79-12 SPM79J0018
 53 79-11 PAD79H0051
 59 79-09 JCN7920183
 60 79-08 IRR78HP014

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21 80-03 ASM79L0024

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4 80-08 IRR79LP094
 5 80-08 IRR79LP103
 28 80-03 MDE7940326

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5 80-08 IRR79LP103

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54 79-10 BWE79I0326

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32 80-02 BJI79K0376
46 79-12 BJI79G0205

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59 79-08 DIR79C0046

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21 80-03 BUS79R0055

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35 80-01 AMR79J0487

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18 80-05 BWE80C1774

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37 80-01 ILR79J0036

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36 80-01 ILR79J0018

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36 80-01 ILR79J0018

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2 80-08 BWE80F3096

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49 79-11 FBR79J1543

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15 80-07 MT080D0045
21 80-03 BUS79R0055
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21 80-03 BUS79R0055

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70 79-06 JCN79I0039

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6 80-08 IRR79LP145

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6 80-08 IRR79LP145

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7 80-08 IRR79LP282

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14 80-07 BWE80F0230-2

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29 80-03 PAD80A0025

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26	80-03	JCN7940333	CAUSE		
56	79-09	IDR79N0127	55	79-10	PEJ79H0541
56	79-09	IDR79N0156	CENTRALIZATION		
59	79-08	CBU79N0033	17	80-06	OPT8010005
64	79-08	IRR785S254	CHAIRMAN'S		
67	79-06	COM78I0015	59	79-08	DIR79C0046
77	79-04	ILR79A0224	CHALLENGES		
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56	79-09	IDR79N0156	CHANGE		
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37	80-01	ILR79J0024	52	79-11	JMS79E0139
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53	79-11	PAD79J0067	24	80-03	ILR80A0170
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3	80-08	ERL80N0560	CHOICE		
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5	80-08	IRR79LP128	CHOICES		
7	80-08	IRR79LP300	78	79-04	PAR78I0482
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7	80-08	IRR79LP300	CIVIL SERVICE		
17	80-06	EMR8010002	10	80-08	JCN8020093
18	80-06	QRE80N0049	26	80-03	JCN7940319
27	80-03	JCN7940347	78	79-04	UML78I0043
27	80-03	JCN7940367	CLOSED		
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 4 80-08 IRJ80C0005
 4 80-08 IRR79LP094
 6 80-08 IRR79LP145
 7 80-08 IRR79LP282
 8 80-08 JCN8010001
 13 80-08 JCN8020185
 15 80-07 IRE80C0243
 16 80-06 BJI80C0082
 17 80-06 IRJ79M0010
 21 80-03 ASM79L0024
 25 80-03 IRJ79R0025
 27 80-03 JCN7940347
 27 80-03 JCN7940367
 32 80-02 EJI79K0376
 33 80-02 BJI79K0386
 35 80-01 AMR79J0487
 40 80-01 IRR79HP477
 48 79-12 PEJ79J0689
 53 79-11 PAD79H0051
 54 79-10 BHO79H0047
 57 79-09 JCN7920131
 57 79-09 JCN7920151
 58 79-09 JCN7920161
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 60 79-08 IRR78HP162
 61 79-08 IRR78HP257
 61 79-08 IRR785S001
 62 79-08 IRR785S080
 63 79-08 IRR785S118
 64 79-08 IRR785S292
 65 79-08 JEB79N0160
 66 79-06 ATR79C0002
 70 79-06 JCN7910039
 72 79-06 JCN7910083
 75 79-04 EJI78K0287
 75 79-05 STG78R0225
 81 79-03 IRE78I0583

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74 79-05 PEW79B0061

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25 80-03 JCN7940309

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17 80-06 OPT8010005

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55 79-10 PEJ79H0541

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51 79-11 IRJ79N0007

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50 79-11 ILR79G0496
 53 79-11 PAD79H0051

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7 80-08 IRR79LP282
 15 80-07 IRE80C0243
 34 80-02 MMA79K0052
 63 79-08 IRR785S118
 64 79-08 IRR785S292
 69 79-06 IDR79M0097
 79 79-04 UML78I0063

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3 80-08 ERL80N0560
 49 79-11 FBR79J1543
 65 79-07 BWE79D3074

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66 79-07 VIT79D0391

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38 80-01 ILR79J0064

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74 79-05 PER79A0004

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10 80-08 JCN8010059

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11 80-08 JCN8020119

28 80-03 MDE7940326

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47 79-12 BJI79G0242

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16 80-06 BJI80C0082

23 80-03 EMR7940022

39 80-01 IRJ79P0056

58 79-09 JCN7920161

80 79-03 ILR78J0024

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77 79-04 NAB79B0037

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3 80-08 ERL80N0560

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23 80-03 EMR7940022

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4 80-08 IRR79LP094

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56 79-09 IDR79N0156

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55 79-09 CLU79G0065

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79 79-04 UML78I0063

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3 80-08 ERL80N0533
3 80-08 ERL80N0560
8 80-08 JCN8010033
19 80-04 BWE80B18B2
19 80-05 PAD80C0050
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39 80-01 IRR79HP465
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19 80-04 BWE80B18B2

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38 80-01 ILR79J0064
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29 80-03 UML79H0020

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11 80-08 JCN8020119
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30 80-02 ARB79C0022

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1 80-08 ARB80F0008

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54 79-10 BHO79H0047

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42 80-01 JCN7930235

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80 79-03 IDR78J0259

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18 80-05 EWE80C1774

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80 79-03 BWE79A1518

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24 80-03 ILR80A0170

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3 80-08 ERL80N0533

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27 80-03 JCN7940347

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5 80-08 IRR79LP128
19 80-05 OME7960513
27 80-03 JCN7940347
36 80-01 ILR79J0018
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48 79-12 PEJ79J0689
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3 80-08 ERL80N0560

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48 79-12 PEJ79J0689

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31 80-02 ASC79I0033
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 26 80-03 JCN7940319

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 54 79-10 EWE79I0326

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 9 80-08 JCN8010043

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 24 80-03 ILR80A0147
 38 80-01 IDR7710018
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 79 79-04 UML78I0063

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 24 80-03 ILR80A0147
 50 79-11 ILR79G0496
 69 79-06 IDR79M0103

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 15 80-07 IRE80C0243
 40 80-01 IRR79HP470
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26 80-03 JCN7940333

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35 80-02 UML79F0010
37 80-01 ILR79J0024
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5	80-08	IRR79LP128
6	80-08	IRR79LP145
7	80-08	IRR79LP282
9	80-08	JCN8010055
10	80-08	JCN8010059
12	80-08	JCN8020159
13	80-08	JCN8020185
26	80-03	JCN7940333
27	80-03	JCN7940339
27	80-03	JCN7940347
27	80-03	JCN7940367
36	80-01	ILR79J0003
42	80-01	JCN7930223
43	80-01	JCN7930269
49	79-11	FBR79J1543
57	79-09	JCN7920131
57	79-09	JCN7920151
58	79-09	JCN7920161
62	79-08	IRR785S044
64	79-08	IRR785S292
65	79-08	JEB79N0160
68	79-06	IDR79M0079
69	79-06	IDR79M0086
70	79-06	JCN7910039
72	79-06	JCN7910083
77	79-04	NAB79B0037

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27	80-03	JCN7940347
42	80-01	JCN7930223

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75	79-04	BJI78K0287
75	79-04	BJI78K0303

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7	80-08	IRR79LP282
26	80-03	JCN7940319
75	79-04	BJI78K0303

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59	79-08	DIR79C0046
65	79-08	JEB79N0160

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69	79-06	IDR79M0086
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28	80-03	JOM79R0229
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8	80-08	JCN8010001
9	80-08	JCN8010043
9	80-08	JCN8010055
10	80-08	JCN8010059
25	80-03	IRJ79R0025
50	79-11	ILR79G0484
50	79-11	ILR79G0496
53	79-11	PAD79H0051
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55	79-10	PEJ79H0541
59	79-08	CBU79N0033
59	79-09	JCN7920183
70	79-06	JCN7910003
70	79-06	JCN7910019
79	79-04	UML78I0063

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50	79-11	ILR79G0496
53	79-11	PAD79J0067

EMPLOYEE BENEFITS

15	80-07	IRE80C0243
23	80-03	IDW80A2178
43	80-01	JCN7930253
48	79-12	PEJ79J0677
56	79-09	IDR79N0127
64	79-08	IRR785S254
67	79-06	ATR79C0012

EMPLOYEE BENEFITS

68 79-06 IDR79M0044
 72 79-06 UML79A0020
 79 79-04 UML78I0063

EMPLOYEE COMPENSATION

45 80-01 PSL79I0022
 53 79-11 PAD79J0025
 65 79-07 BWE79D3074
 66 79-07 VIT79D0391
 68 79-06 IDR79M0044
 72 79-06 UML79A0020
 77 79-04 ILR79A0224

EMPLOYEE RELATIONS

2 80-08 ERL80N0510
 22 80-03 CBU79M0033
 23 80-03 EMR7940022
 28 80-03 JOM79R0229
 52 79-11 JMS79E0139
 59 79-09 JCN7920183
 71 79-06 JCN7910061

EMPLOYEE RIGHTS

2 80-08 ERL80N0510
 3 80-08 ERL80N0533
 23 80-03 EMR7940022
 24 80-03 IRJ79R0009
 28 80-03 MDE7940326
 29 80-03 PAD80A0025
 44 80-01 JCN7930299
 49 79-12 SPM79J0018
 61 79-08 IRR785S001
 62 79-08 IRR785S044
 63 79-08 IRR785S191
 64 79-08 IRR785S254
 64 79-08 IRR785S292
 78 79-04 PAR78I0482

EMPLOYEES

9 80-08 JCN8010043
 29 80-03 UML79H0020
 53 79-11 PAD79H0051

EMPLOYERS

22 80-03 CBU79M0033

EMPLOYMENT

8 80-08 JCN8010001
 39 80-01 IRJ79P0056
 40 80-01 IRR79HP477
 42 80-01 JCN7930235

EMPLOYMENT POLICY

29 80-03 PAD80A0025
 39 80-01 IRJ79P0056

ENACTMENT

57 79-09 JCN7920151

END

51 79-11 IRJ79N0012

ENDORSES

78 79-04 UML78I0043

ENGLAND

23 80-03 EMR7940022
 39 80-01 IRJ79P0056

ENTERPRISE

45 80-01 PER79I0010

ENTREPRENEURSHIP

47 79-12 BJI79G0259

EQUAL EMPLOYMENT OPPORTUNITY

48 79-12 PEJ79J0677

EQUAL RIGHTS

78 79-04 UML78I0043

ERA?

51 79-11 IRJ79N0012

ERISA

74 79-05 PEW79B0061

ESCALATION

61 79-08 IRR78HP257

ESCALATOR

72 79-06 UML79A0020

EUROPE
 45 80-01 PER79I0010
 49 79-11 GOS79I0265
 77 79-04 MRE79A0057

EVALUATION
 80 79-03 IDR78J0259

EVALUATION:
 73 79-05 PEJ79B0080

EVEN
 19 80-04 BWE80B18B2

EVERY
 74 79-05 PEW79B0061

EXECUTIVE
 44 80-01 JCN7930299

EXPENDITURES
 60 79-08 IRR78HP162

EXPERIENCE
 20 80-04 TNS79N0056
 21 80-03 ASM79L0024
 36 80-01 ILR79J0003

EXPLORATION
 18 80-06 QRE80N0049

EXTENT
 61 79-08 IRR785S001

FACES
 66 79-07 VIT79D0391

FACTORIES"
 51 79-11 IRJ79N0007

FACTORS
 57 79-09 JCN7920151

FACULTY
 5 80-08 IRR79LP119

FACULTY
 7 80-08 IRR79LP282
 57 79-09 JCN7920131
 69 79-06 IDR79M0097

FAIR
 8 80-08 JCN8010033

FAITH*
 49 79-12 SPM79J0018

FASTER
 16 80-06 BWE80D21D4

FEDERAL
 9 80-08 JCN8010043
 12 80-08 JCN8020143
 44 80-01 JCN7930299
 47 79-12 BJI79G0242
 76 79-04 BJI78K0335
 77 79-04 ILR79A0224

FEDERAL GOVERNMENT
 9 80-08 JCN8010043
 12 80-08 JCN8020143
 18 80-06 QRE80N0049
 44 80-01 JCN7930299
 58 79-09 JCN7920171
 62 79-08 IRR785S080
 77 79-04 ILR79A0224
 78 79-04 UML78I0043
 79 79-04 UML78L0015
 80 79-03 BWE79A1518

FIDUCIARY
 74 79-05 PEW79B0061

FIGURES
 74 79-05 PER79A0004

FINAL
 16 80-06 ARE80C0025

FINANCE
 36 80-01 ILR79J0018

FINANCE
55 79-09 CLU79G0065
63 79-08 IRR785S118

FINANCIAL
55 79-09 CLU79G0065

FINANCIAL INSTITUTION
55 79-09 CLU79G0065

FIND
59 79-08 CBU79N0033

FIREFIGHTERS
60 79-08 IRR78HP162

FIRST
7 80-08 IRR79LP325

FISCAL
36 80-01 ILR79J0018
60 79-08 IRR78HP162

FIXED
55 79-09 CLU79G0065

FLEXIBLE SCHEDULE
53 79-11 PAD79H0051
53 79-11 PAD79J0025

FLORIDA
27 80-03 JCN7940367

FOOD-FOR-THOUGHT
74 79-05 PER79A0004

FORECASTING
64 79-08 IRR785S292
66 79-07 VIT79D0391

FORMAT
23 80-03 IDW80A2178

FOUR
7 80-08 IRR79LP325

FOUR
17 80-06 EMR8010002

FRAMEWORK
18 80-06 QRE80N0049

FRANCISCO
68 79-06 IDR79M0044

FRANCO, GEN. F.
7 80-08 IRR79LP325

FUN
34 80-02 MMA79K0052

FUSION
9 80-08 JCN8010055

FUTURE
17 80-06 IRJ79M0010
64 79-08 IRR785S292
72 79-06 JCN7910083

FUTURE"
53 79-11 PAD79J0067

GAINED
22 80-03 CBU79M0033

GAME
80 79-03 ILR78J0024

GAME THEORY
19 80-05 OME7960513
80 79-03 ILR78J0024

GAVE
54 79-10 BWE79I0326

GERMAN
76 79-04 BJI78K0335

GERMANY
46 80-01 TDJ77G0003

GERMANY
 47 79-12 EJI79G0242
 71 79-06 JCN7910061

GERMANY, WEST
 71 79-06 JCN7910061

GERMANY:
 76 79-04 BJI78K0335

GETTING
 59 79-08 CBU79N0033

GM/UAW
 23 80-03 EBP79K0016

GNP
 59 79-08 CBU79N0033
 63 79-08 IRR785S118

GOALS
 33 80-02 BWE79L2445

GOALS AND OBJECTIVES
 35 80-01 AMR79J0487
 47 79-12 BJI79G0259

GOLIATH
 55 79-10 PSL79H0029

GOOD
 49 79-12 SPM79J0018

GOVERNMENT
 77 79-04 ILR79A0224
 78 79-04 PAR78I0482

GOVERNMENT AGENCY
 26 80-03 JCN7940319

GOVERNMENT EMPLOYEE
 10 80-08 JCN8020093
 11 80-08 JCN8020119
 12 80-08 JCN8020143

GOVERNMENT EMPLOYEE
 13 80-08 JCN8020185
 59 79-09 JCN7920183
 60 79-08 IRR78HP014
 61 79-08 IRR785S001
 62 79-08 IRR785S044
 63 79-08 IRR785S118
 63 79-08 IRR785S150
 63 79-08 IRR785S191
 64 79-08 IRR785S254
 64 79-08 IRR785S292
 68 79-06 IDR79M0044

GOVERNMENT INTERVENTION
 24 80-03 ILR80A0170
 74 79-05 PEJ79C0157

GOVERNMENT POLICY
 17 80-06 EMR8010002
 18 80-05 BWE80C1774
 20 80-04 TNS79N0056
 29 80-03 PSL79L0032

GOVERNMENT PROGRAMS
 43 80-01 JCN7930253

GOVERNMENT REGULATION
 3 80-08 ERL80N0560
 11 80-08 JCN8020107
 17 80-06 IRJ79M0010
 17 80-06 OPT8010005
 21 80-03 ASM79L0024
 21 80-03 BWE80A2130-2
 24 80-03 ILR80A0170
 24 80-03 IRJ79R0009
 26 80-03 JCN7940333
 27 80-03 JCN7940367
 29 80-03 PSL79L0032
 32 80-02 BJI79K0362
 34 80-02 MMA79K0052
 37 80-01 ILR79J0036
 38 80-01 ILR79J0064
 39 80-01 IRR79HP465
 40 80-01 IRR79HP470

GOVERNMENT REGULATION

40 80-01 IRR79HP477
 41 80-01 IRR79HP503
 41 80-01 JCN7930209
 42 80-01 JCN7930235
 43 80-01 JCN7930253
 43 80-01 JCN7930269
 44 80-01 JCN7930299
 47 79-12 BJI79G0242
 54 79-10 BHO79H0047
 54 79-10 BWE79I0326
 55 79-09 CLU79G0065
 55 79-10 PSL79H0029
 58 79-09 JCN7920171
 65 79-07 BWE79D3074
 66 79-07 VIT79D0391
 74 79-05 PEJ79C0157
 74 79-05 PER79A0004
 74 79-05 PEW79B0061
 77 79-04 NAB79B0037
 78 79-04 UML78I0043
 80 79-03 BWE79A1518

GOVERNMENT:

26 80-03 JCN7940319

GREAT BRITAIN

14 80-08 GQT79L1037
 17 80-06 IRJ79M0010
 45 80-01 PSL79I0022
 51 79-11 IRJ79N0007
 51 79-11 IRJ79N0012
 55 79-10 PSL79H0029
 59 79-08 DIR79C0046
 75 79-04 BJI78K0287
 75 79-04 BJI78K0303
 80 79-03 IDR78J0259

GRIEVANCE

10 80-08 JCN8010059
 12 80-08 JCN8020143

GRIEVANCE/ARBITRATION

19 80-05 PAD80C0050

GROUP

70 79-06 JCN7910003

GROUP DYNAMICS

28 80-03 MDE7940326
 49 79-11 GOS79I0265

GROWTH

24 80-03 ILR80A0147
 30 80-03 VIT79L0151
 61 79-08 IRR785S001

GUIDELINES

13 80-08 JCN8020185

HAND?

22 80-03 CBU79M0033

HARD

22 80-03 BWE80A2864

HARMONY

33 80-02 BWE79L2468

HEADED?

70 79-06 JCN7910019

HEALTH BENEFITS

66 79-07 VIT79D0391

HEALTH CARE INDUSTRY

11 80-08 JCN8020107
 41 80-01 IRR79HP503
 53 79-11 PAD79H0051

HEALTH INSURANCE

11 80-08 JCN8020107
 77 79-04 NAB79B0037

HEALTH MAINTENANCE ORGANIZATIO

53 79-11 PAD79H0051

HEAVY

79 79-04 UML78L0015

HELP
59 79-08 CBU79N0033

HIERARCHY
28 80-03 JOM79R0229

HIGH
13 80-08 JCN8020185
14 80-07 BWE80F0230-2
33 80-02 BWE79L2445

HIGHER
5 80-08 IRR79LP128
6 80-08 IRR79LP145
21 80-03 BWE80A2130-2
26 80-03 JCN7940333

HIGHER EDUCATION EMPLOYER-EMPL
6 80-08 IRR79LP145

HIGHLIGHT
23 80-03 EBP79K0016

HIGHLIGHTS
72 79-06 LML79A0058

HIRING
13 80-08 JLR80N0063
39 80-01 IRJ79P0056

HOPES
14 80-07 BWE80F0230-2

HOSPITAL
4 80-08 IRR79LP094
41 80-01 IRR79HP503

HOT
3 80-08 ERL80N0560

HOUSE
43 80-01 JCN7930269

HUMAN BEHAVIOR
28 80-03 MDE7940326

HUMAN BEHAVIOR
55 79-09 CLU79G0065

HUMAN RESOURCE DEVELOPMENT
26 80-03 JCN7940333
27 80-03 JCN7940347
27 80-03 JCN7940367
30 80-02 ARB79C0022
33 80-02 BWE79L2468
45 80-01 PER79I0010
46 80-01 TDJ77G0003
49 79-11 GOS79I0265
50 79-11 ILR79G0496
53 79-11 PAD79J0025
73 79-06 WRM79N0035
74 79-05 PER79A0004

IDEOLOGY
39 80-01 IRR79HP453

III:
67 79-06 COM78I0015

ILA
14 80-07 BWE80F0230-2

IMPACT
4 80-08 IRR79LP094
5 80-08 IRR79LP103
5 80-08 IRR79LP119
12 80-08 JCN8020143
40 80-01 IRR79HP470
41 80-01 IRR79HP503
60 79-08 IRR78HP162
63 79-08 IRR785S118

IMPASSE
41 80-01 JCN7930209
65 79-07 ILR79D0327
71 79-06 JCN7910061

IMPLICATIONS
11 80-08 JCN8020119
48 79-12 PEJ79J0677

IMPLICATIONS
 78 79-04 PAR78I0482
IMPORTANT
 28 80-03 JOM79R0229
IMPROVEMENT
 8 80-08 JCN8010001
 26 80-03 JCN7940319
INCENTIVE
 37 80-01 ILR79J0055
INCENTIVES
 17 80-06 EMR8010002
 52 79-11 ORD79P0061
INCOME
 17 80-06 EMR8010002
 29 80-03 PSL79L0032
 46 79-12 BJI79G0205
 55 79-09 CLU79G0065
 59 79-08 CBU79N0033
INCOME DISTRIBUTION
 37 80-01 ILR79J0024
INCOMES
 17 80-06 EMR8010002
 29 80-03 PSL79L0032
 46 79-12 BJI79G0205
INCOMPETENCE
 44 80-01 PEJ79K0795
INCREASES
 23 80-03 EBP79K0016
 35 80-02 UML79F0010
 72 79-06 UML79A0020
INDUSTRIAL
 14 80-08 OQT79L1037
 19 80-05 OME7960513
 24 80-03 IRJ79R0009

INDUSTRIAL
 28 80-03 MDE7940326
 39 80-01 IRR79HP453
 41 80-01 IRR79HP503
 47 79-12 BJI79G0259
 49 79-11 GOS79I0265
 72 79-06 UML79A0058
 79 79-04 UML78I0063
 80 79-03 IDR78J0259
 80 79-03 ILR78J0024
INDUSTRIAL DEMOCRACY
 49 79-11 GOS79I0265
 52 79-11 JMS79E0139
 77 79-04 MRE79A0057
 80 79-03 IDR78J0259
INDUSTRIAL DYNAMICS
 51 79-11 IRJ79N0012
 66 79-06 ATR79C0002
 66 79-06 ATR79C0004
 67 79-06 ATR79C0009
 67 79-06 ATR79C0012
 81 79-03 IRE78I0583
INDUSTRIAL PSYCHOLOGY
 52 79-11 JMS79E0139
INDUSTRIAL RELATIONS
 1 80-08 BWE80F3082
 2 80-08 BWE80F3096
 4 80-08 IRJ80C0005
 4 80-08 IRR79LP094
 5 80-08 IRR79LP103
 6 80-08 IRR79LP235
 7 80-08 IRR79LP325
 11 80-08 JCN8020119
 12 80-08 JCN8020159
 13 80-08 JLR80N0063
 14 80-08 OQT79L1037
 16 80-06 BJI80C0082
 17 80-06 IRJ79M0010
 19 80-05 OME7960513
 20 80-04 NJE80M0052

INDUSTRIAL RELATIONS

21	80-03	BUS79R0055
21	80-03	BWE80A2130-2
22	80-03	BWE80A2864
22	80-03	CBU79M0033
23	80-03	EBP79K0016
23	80-03	EMR7940022
23	80-03	IDW80A2178
24	80-03	ILR80A0147
24	80-03	ILR80A0170
24	80-03	IRJ79R0009
25	80-03	IRJ79R0025
25	80-03	JCN7940309
26	80-03	JCN7940319
26	80-03	JCN7940333
27	80-03	JCN7940339
27	80-03	JCN7940347
27	80-03	JCN7940367
28	80-03	JOM79R0229
28	80-03	MDE7940326
29	80-03	PAD80A0025
29	80-03	PSL79L0032
29	80-03	UML79H0020
30	80-02	ARB79C0022
30	80-02	ARK79P0016
30	80-03	VIT79L0151
31	80-02	ASC79I0033
31	80-02	BJI79K0347
32	80-02	BJI79K0362
32	80-02	BJI79K0376
33	80-02	BJI79K0386
33	80-02	BWE79L2445
34	80-02	MMA79K0052
35	80-01	AMR79J0487
35	80-02	UML79F0010
35	80-02	UML79F0014
36	80-01	ILR79J0003
36	80-01	ILR79J0018
37	80-01	ILR79J0024
37	80-01	ILR79J0036
37	80-01	ILR79J0055
38	80-01	ILR79J0064
38	80-01	IOR7710018
39	80-01	IRJ79P0056

INDUSTRIAL RELATIONS

39	80-01	IRR79HP453
39	80-01	IRR79HP465
40	80-01	IRR79HP470
40	80-01	IRR79HP477
41	80-01	IRR79HP503
41	80-01	JCN7930197
41	80-01	JCN7930209
42	80-01	JCN7930223
42	80-01	JCN7930235
43	80-01	JCN7930253
43	80-01	JCN7930269
44	80-01	JCN7930291
44	80-01	JCN7930299
44	80-01	PEJ79K0795
46	79-12	BJI79G0205
47	79-12	BJI79G0242
47	79-12	BJI79G0259
47	79-12	EMR7930009
48	79-12	PEJ79J0689
49	79-11	GOS79I0265
49	79-12	SPM79J0018
50	79-11	ILR79G0484
50	79-11	ILR79G0496
51	79-11	IRJ79N0007
51	79-11	IRJ79N0012
52	79-11	JMS79E0139
52	79-11	ORD79P0061
53	79-11	PAD79H0051
53	79-11	PAD79J0025
53	79-11	PAD79J0067
54	79-10	BWE79I0326
55	79-10	PSL79H0029
56	79-09	IDR79N0127
56	79-09	IDR79N0156
57	79-09	IDR79N0197
57	79-09	JCN7920131
57	79-09	JCN7920151
58	79-09	JCN7920161
58	79-09	JCN7920171
59	79-08	DIR79C0046
59	79-09	JCN7920183
60	79-08	IRR78HP014
61	79-08	IRR78HP257

INDUSTRIAL RELATIONS

61	79-08	IRR785S001
62	79-08	IRR785S044
62	79-08	IRR785S080
63	79-08	IRR785S118
63	79-08	IRR785S150
63	79-08	IRR785S191
64	79-08	IRR785S254
64	79-08	IRR785S292
65	79-07	BWE79D3074
65	79-07	ILR79D0327
65	79-08	JEB79N0160
66	79-06	ATR79C0002
66	79-06	ATR79C0004
66	79-07	VIT79D0391
67	79-06	ATR79C0009
67	79-06	ATR79C0012
67	79-06	COM78I0015
68	79-06	IDR79M0044
68	79-06	IDR79M0079
69	79-06	IDR79M0086
69	79-06	IDR79M0097
69	79-06	IDR79M0103
70	79-06	JCN7910003
70	79-06	JCN7910019
70	79-06	JCN7910039
71	79-06	JCN7910061
71	79-06	JCN7910077
72	79-06	JCN7910083
72	79-06	LML79A0020
72	79-06	UML79A0058
74	79-05	PEW79B0061
75	79-04	BJI78K0287
75	79-04	BJI78K0303
76	79-04	BJI78K0335
76	79-04	BJI78K0355
77	79-04	ILR79A0224
77	79-04	MRE79A0057
78	79-04	PAR78I0482
78	79-04	PSL79A0024
78	79-04	UML78I0043
79	79-04	LML78I0063
79	79-04	UML78L0015
80	79-03	BWE79A1518

INDUSTRIAL RELATIONS

80	79-03	IDR78J0259
80	79-03	ILR78J0024
81	79-03	ILR78J0056
81	79-03	IRE78I0583
81	79-03	IRE78I0611

INDUSTRIES

20	80-04	NJE80M0052
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INDUSTRY

38	80-01	IOR7710018
43	80-01	JCN7930253

INDUSTRY ANALYSIS

20	80-04	NJE80M0052
38	80-01	IOR7710018

INEVITABLE?

29	80-03	PSL79L0032
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INFLATION

1	80-08	BWE80F3082
21	80-03	BWE80A2130-2
22	80-03	BWE80A2864
30	80-03	VIT79L0151
35	80-02	UML79F0010
35	80-02	UML79F0014
38	80-01	IOR7710018
39	80-01	IRR79HP465
41	80-01	IRR79HP503
46	79-12	BJI79G0205
47	79-12	BJI79G0259
53	79-11	PAD79J0067
56	79-09	IDR79N0156
61	79-08	IRR78HP257
65	79-07	BWE79D3074
72	79-06	UML79A0020
72	79-06	UML79A0058
75	79-04	BJI78K0287
77	79-04	NAB79B0037
79	79-04	UML78L0015

INFLATION?

35	80-02	UML79F0014
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INFLUENCE

1 80-08 ARB80F0003
81 79-03 ILR78J0056

INFLUENCES

37 80-01 ILR79J0024

INNOVATION

8 80-08 JCN8010001
53 79-11 PAD79J0025
67 79-06 ATR79C0009

INNOVATIVE

9 80-08 JCN8010055

INSTITUTION

55 79-09 CLU79G0065

INSTITUTIONAL

11 80-08 JCN8020119
37 80-01 ILR79J0024

INSURANCE

55 79-09 CLU79G0065

INTERAREA

24 80-03 ILR80A0147

INTEREST

37 80-01 ILR79J0055

INTERINDUSTRY

20 80-04 NJE80M0052
69 79-06 IDR79M0103

INTERNAL ORGANIZATION ENVIRONM

47 79-12 EMR7930009
76 79-04 BJI78K0335
76 79-04 BJI78K0355

INTERNATIONAL

29 80-03 PSL79L0032
45 80-01 PER79I0010
45 80-01 PSL79I0022

INTERNATIONAL

46 80-01 TDJ77G0003
47 79-12 BJI79G0259
59 79-08 DIR79C0046
71 79-06 JCN7910061
77 79-04 ILR79A0224
77 79-04 MRE79A0057
81 79-03 IRE78I0583

INTERNATIONAL LONGSHOREMAN'S A

14 80-07 BWE80F0230-2

INTERPRETATION

41 80-01 JCN7930197

INVESTMENT

74 79-05 PEW79B0061

IOWA

65 79-07 ILR79D0327

IR

56 79-09 IDR79N0127

ISOQUANTS

65 79-08 JEB79N0160

ISSUES

66 79-06 ATR79C0004

IT'S

21 80-03 ASM79L0024

ITALY

46 80-01 TDJ77G0003
47 79-12 BJI79G0259

ITALY:

47 79-12 BJI79G0259

ITSELF:

43 80-01 JCN7930269

J.P

14 80-07 BWE80F0985

J.P. STEVENS & CO.

14 80-07 BWE80F0985

JERSEY

1 80-08 ARB80F0008

5 80-08 IRR79LP128

16 80-06 ARB80C0025

JOB

73 79-05 PEJ79B0080

JOB CLASSIFICATION

39 80-01 IRJ79P0056

JOB ENRICHMENT

46 80-01 TDJ77G0003

JOB EVALUATION

73 79-05 PEJ79B0080

JOB MOTIVATION

52 79-11 ORD79P0061

JOB PERFORMANCE

39 80-01 IRJ79P0056

JOB QUALIFICATIONS

15 80-07 IRE80C0243

JOB SATISFACTION

25 80-03 JCN7940309

53 79-11 PAD79J0025

JOB SECURITY

39 80-01 IRJ79P0056

62 79-08 IRR785S044

72 79-06 UML79A0058

JOINT

47 79-12 EMR7930009

57 79-09 IDR79N0197

JOINT VENTURE

57 79-09 IDR79N0197

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1 80-08 ARB80F0003

1 80-08 ARB80F0008

1 80-08 BWE80F3082

2 80-08 BWE80F3096

2 80-08 ERL80N0510

3 80-08 ERL80N0533

3 80-08 ERL80N0560

4 80-08 IRJ80C0005

8 80-08 JCN8010001

8 80-08 JCN8010033

9 80-08 JCN8010043

9 80-08 JCN8010055

10 80-08 JCN8010059

10 80-08 JCN8020093

11 80-08 JCN8020107

11 80-08 JCN8020119

12 80-08 JCN8020143

12 80-08 JCN8020159

13 80-08 JCN8020185

13 80-08 JLR80N0063

14 80-07 BWE80F0230-2

14 80-07 BWE80F0985

14 80-08 OQT79L1037

15 80-07 IRE80C0243

15 80-07 MTO80D0045

16 80-06 ARB80C0025

16 80-06 BJI80C0082

16 80-06 BWE80D21D4

17 80-06 EMR8010002

17 80-06 IRJ79M0010

17 80-06 OPT8010005

18 80-05 BWE80C1774

18 80-06 QRE80N0049

19 80-04 BWE80B18B2

19 80-05 OME7960513

19 80-05 PAD80C0050

20 80-04 NJE80M0052

20 80-04 TNS79N0056

JURISDICTIONS

6 80-08 IRR79LP235

JUST

55 79-10 PEJ79H0541

KEEPING

35 80-02 UML79F0014

KEY

15 80-07 MT080D0045

KINGDOM

4 80-08 IRJ80C0005

75 79-04 BJI78K0303

KNOW

74 79-05 PEW79B0061

LABOR

1 80-08 BWE80F3082
 2 80-08 BWE80F3096
 7 80-08 IRR79LP325
 12 80-08 JCN8020159
 14 80-07 BWE80F0230-2
 14 80-07 BWE80F0985
 16 80-06 BWE80D21D4
 18 80-05 BWE80C1774
 19 80-04 BWE80B18B2
 20 80-04 TNS79N0056
 22 80-03 BWE80A2864
 30 80-03 VIT79L0151
 38 80-01 IOR7710018
 42 80-01 JCN7930223
 43 80-01 JCN7930253
 44 80-01 JCN7930299
 54 79-10 BWE79I0326
 56 79-09 IDR79N0156
 59 79-08 CBU79N0033
 63 79-08 IRR785S191
 64 79-08 IRR785S254
 66 79-07 VIT79D0391
 67 79-06 ATR79C0012
 67 79-06 COM78I0015
 70 79-06 JCN7910019
 75 79-04 BJI78K0287
 77 79-04 MRE79A0057
 77 79-04 NAB79B0037
 78 79-04 PAR78I0482
 80 79-03 BWE79A1518

LABOR FORCE

1 80-08 BWE80F3082
 24 80-03 ILR80A0147
 33 80-02 BJI79K0386
 39 80-01 IRJ79P0056
 44 80-01 JCN7930299
 46 79-12 BJI79G0205
 54 79-10 BWE79I0326
 61 79-08 IRR785S001
 73 79-06 WRM79N0035
 76 79-04 BJI78K0335

LABOR LAW

15 80-07 IRE80C0243
 21 80-03 ASM79L0024
 29 80-03 PAD80A0025
 39 80-01 IRJ79P0056
 70 79-06 JCN7910003
 70 79-06 JCN7910019
 72 79-06 JCN7910083
 73 79-06 WRM79N0035
 76 79-04 BJI78K0355
 77 79-04 NAB79B0037
 81 79-03 IRE78I0583

LABOR MANAGEMENT

1 80-08 BWE80F3082
 12 80-08 JCN8020143
 28 80-03 JOM79R0229
 28 80-03 MDE7940326
 39 80-01 IRJ79P0056
 39 80-01 IRR79HP453
 48 79-12 PEJ79J0689
 53 79-11 PAD79J0067
 57 79-09 IDR79N0197
 81 79-03 ILR78J0056

LABOR MARKET

35 80-02 UML79F0010
 35 80-02 UML79F0014
 41 80-01 IRR79HP503
 42 80-01 JCN7930223
 69 79-06 IDR79M0086
 76 79-04 BJI78K0355

LABOR NEGOTIATIONS

4	80-08	IRJ80C0005
11	80-08	JCN8020119
13	80-08	JLR80N0063
16	80-06	ARB80C0025
16	80-06	BJI80C0082
18	80-06	GRE80N0049
19	80-04	BWE80B18B2
19	80-05	OME7960513
22	80-03	CBU79M0033
23	80-03	EBP79K0016
24	80-03	ILR80A0170
27	80-03	JCN7940367
28	80-03	JOM79R0229
31	80-02	BJI79K0347
32	80-02	BJI79K0362
35	80-01	AMR79J0487
35	80-02	UML79F0010
35	80-02	UML79F0014
36	80-01	ILR79J0003
36	80-01	ILR79J0018
37	80-01	ILR79J0055
38	80-01	ILR79J0064
38	80-01	IOR7710018
41	80-01	JCN7930197
41	80-01	JCN7930209
43	80-01	JCN7930253
44	80-01	JCN7930299
51	79-11	IRJ79N0012
53	79-11	PAD79H0051
57	79-09	JCN7920131
57	79-09	JCN7920151
58	79-09	JCN7920161
58	79-09	JCN7920171
59	79-09	JCN7920183
65	79-07	BWE79D3074
67	79-06	ATR79C0009
70	79-06	JCN7910003
70	79-06	JCN7910019
70	79-06	JCN7910039
71	79-06	JCN7910061
71	79-06	JCN7910077
72	79-06	JCN7910083
72	79-06	UML79A0020

LABOR NEGOTIATIONS

72	79-06	UML79A0058
75	79-05	STG78R0225
76	79-04	BJI78K0355
79	79-04	UML78I0063
79	79-04	UML78L0015
80	79-03	ILR78J0024
81	79-03	ILR78J0056
81	79-03	IRE78I0583
81	79-03	IRE78I0611

LABOR RELATIONS

1	80-08	ARB80F0003
1	80-08	ARB80F0008
2	80-08	ERL80N0510
6	80-08	IRR79LP235
7	80-08	IRR79LP300
7	80-08	IRR79LP325
10	80-08	JCN8010059
12	80-08	JCN8020159
17	80-06	IRJ79M0010
18	80-05	BWE80C1774
18	80-06	GRE80N0049
19	80-05	PAD80C0050
20	80-04	TNS79N0056
21	80-03	BUS79R0055
28	80-03	JOM79R0229
28	80-03	MDE7940326
30	80-02	ARK79P0016
31	80-02	ASC79I0033
35	80-01	AMR79J0487
35	80-02	UML79F0014
36	80-01	ILR79J0003
36	80-01	ILR79J0018
37	80-01	ILR79J0024
37	80-01	ILR79J0036
38	80-01	ILR79J0064
38	80-01	IOR7710018
39	80-01	IRJ79P0056
41	80-01	JCN7930197
41	80-01	JCN7930209
42	80-01	JCN7930223
42	80-01	JCN7930235
43	80-01	JCN7930253

LABOR RELATIONS

44 80-01 JCN7930299
 48 79-12 PEJ79J0689
 49 79-12 SPM79J0018
 51 79-11 IRJ79N0007
 54 79-10 BWE79I0326
 56 79-09 IDR79N0127
 56 79-09 IDR79N0156
 57 79-09 JCN7920131
 57 79-09 JCN7920151
 58 79-09 JCN7920161
 58 79-09 JCN7920171
 59 79-08 CBU79N0033
 59 79-09 JCN7920183
 62 79-08 IRR785S080
 63 79-08 IRR785S191
 64 79-08 IRR785S254
 66 79-06 ATR79C0002
 66 79-06 ATR79C0004
 67 79-06 ATR79C0009
 67 79-06 ATR79C0012
 67 79-06 COM78I0015
 68 79-06 IDR79M0044
 70 79-06 JCN7910003
 70 79-06 JCN7910019
 70 79-06 JCN7910039
 71 79-06 JCN7910061
 71 79-06 JCN7910077
 72 79-06 JCN7910083
 72 79-06 LML79A0058
 74 79-05 PEJ79C0157
 77 79-04 ILR79A0224
 78 79-04 FAR78I0482
 79 79-04 UML78L0015
 80 79-03 BWE79A1518

LABOR UNIONS

2 80-08 BWE80F3096
 4 80-08 IRJ80C0005
 14 80-07 BWE80F0985
 16 80-06 BJI80C0082
 17 80-06 EMR8010002
 18 80-06 QRE80N0049
 21 80-03 BUS79R0055

LABOR UNIONS

23 80-03 IDW80A2178
 24 80-03 ILR80A0170
 26 80-03 JCN7940333
 27 80-03 JCN7940347
 28 80-03 JOM79R0229
 29 80-03 UML79H0020
 31 80-02 ASC79I0033
 31 80-02 BJI79K0347
 32 80-02 BJI79K0362
 32 80-02 BJI79K0376
 33 80-02 BJI79K0386
 35 80-02 UML79F0010
 35 80-02 UML79F0014
 36 80-01 ILR79J0018
 37 80-01 ILR79J0055
 43 80-01 JCN7930253
 47 79-12 BJI79G0242
 50 79-11 ILR79G0484
 53 79-11 PAD79H0051
 56 79-09 IDR79N0127
 57 79-09 JCN7920131
 58 79-09 JCN7920161
 58 79-09 JCN7920171
 59 79-08 DIR79C0046
 70 79-06 JCN7910003
 70 79-06 JCN7910019
 71 79-06 JCN7910061
 71 79-06 JCN7910077
 72 79-06 UML79A0020
 72 79-06 UML79A0058
 73 79-06 WRM79N0035
 75 79-05 STG78R0225
 76 79-04 BJI78K0355
 79 79-04 UML78L0015
 81 79-03 IRE78I0583
 81 79-03 IRE78I0611

LABOR-MANAGEMENT

1 80-08 ARB80F0003

LABOUR

4 80-08 IRJ80C0005
 59 79-08 CBU79N0033

LATIN
81 79-03 IRE78I0583

LATIN AMERICA
81 79-03 IRE78I0583

LAW
23 80-03 EMR7940022
42 80-01 JCN7930235
55 79-10 PEJ79H0541
73 79-06 WRM79N0035
76 79-04 BJI78K0355

LAW SUIT
2 80-08 ERL80N0510

LAWS
60 79-08 IRR78HP162
70 79-06 JCN7910003

LAYOFF
53 79-11 PAD79J0025
79 79-04 UML78I0063

LEADERSHIP
17 80-06 OPT8010005
44 80-01 JCN7930291

LEGAL
11 80-08 JCN8020119
29 80-03 UML79H0020

LEGISLATION
1 80-08 ARB80F0003
6 80-08 IRR79LP145
20 80-04 TNS79N0056
23 80-03 EMR7940022
40 80-01 IRR79HP470
40 80-01 IRR79HP477
48 79-12 PEJ79J0677
50 79-11 ILR79G0484
57 79-09 JCN7920151
59 79-08 DIR79C0046
60 79-08 IRR78HP162

LEGISLATION
62 79-08 IRR785S080
63 79-08 IRR785S191
64 79-08 IRR785S254
64 79-08 IRR785S292
70 79-06 JCN7910003
77 79-04 NAB79B0037
78 79-04 PSL79A0024
78 79-04 UML78I0043

LEISURE
53 79-11 PAD79J0025

LESSONS
52 79-11 ORD79P0061

LINE
48 79-12 PEJ79J0689

LINE AND STAFF
48 79-12 PEJ79J0689

LINES
1 80-08 ARB80F0008

LINKAGE
5 80-08 IRR79LP103

LITIGATION
2 80-08 ERL80N0510
14 80-07 BWE80F0985
30 80-02 ARB79C0022
57 79-09 JCN7920131

LOBBYING
49 79-11 FBR79J1543

LOCAL
20 80-04 TNS79N0056
43 80-01 JCN7930253
70 79-06 JCN7910019
78 79-04 PAR78I0482

LOCAL GOVERNMENT
11 80-08 JCN8020119

LOCAL GOVERNMENT

27 80-03 JCN7940367
 43 80-01 JCN7930253
 63 79-08 IRR785S118
 70 79-06 JCN7910019
 78 79-04 PAR78I0482

LOOKS

41 80-01 JCN7930197

LOS ANGELES

20 80-04 TNS79N0056

LOST

22 80-03 BWE80A2864

LOW

71 79-06 JCN79S10077

MAKES

65 79-07 BWE79D3074

MAKING

36 80-01 ILR79J0018

MAKING:

27 80-03 JCN7940347

MANAGEMENT

1 80-08 BWE80F3082
 2 80-08 BWE80F3096
 4 80-08 IRJ80C0005
 5 80-08 IRR79LP119
 17 80-06 OPT8010005
 18 80-05 BWE80C1774
 18 80-06 GRE80N0049
 21 80-03 BUS79R0055
 25 80-03 IRJ79R0025
 28 80-03 JOM79R0229
 29 80-03 PAD80A0025
 30 80-02 ARK79P0016
 30 80-03 VIT79L0151
 31 80-02 ASC79I0033
 34 80-02 PSL79K0047

MANAGEMENT

42 80-01 JCN7930223
 44 80-01 JCN7930291
 44 80-01 PEJ79K0795
 45 80-01 PSL79I0022
 46 79-12 BJI79G0205
 47 79-12 BJI79G0242
 47 79-12 BJI79G0259
 48 79-12 PEJ79J0689
 49 79-12 SPM79J0018
 50 79-11 ILR79G0484
 50 79-11 ILR79G0496
 53 79-11 PAD79H0051
 53 79-11 PAD79J0025
 53 79-11 PAD79J0067
 55 79-10 PEJ79H0541
 55 79-10 PSL79H0029
 56 79-09 IDR79N0127
 58 79-09 JCN7920161
 59 79-08 CBU79N0033
 59 79-08 DIR79C0046
 62 79-08 IRR785S080
 65 79-07 ILR79D0327
 66 79-06 ATR79C0002
 66 79-06 ATR79C0004
 67 79-06 ATR79C0009
 67 79-06 ATR79C0012
 73 79-05 PEJ79B0080
 73 79-06 WRM79N0035
 74 79-05 PEJ79C0157
 74 79-05 PER79A0004
 76 79-04 BJI78K0355
 78 79-04 PSL79A0024
 81 79-03 ILR78J0056

MANAGEMENT CONSULTANT

47 79-12 EMR7930009

MANAGEMENT CONTROL

14 80-08 OQT79L1037
 42 80-01 JCN7930223
 48 79-12 PEJ79J0689

MANAGEMENT DEVELOPMENT

62 79-08 IRR785S080

MANAGEMENT DEVELOPMENT
64 79-08 IRR785S254
64 79-08 IRR785S292

MANAGEMENT FUNCTIONS
48 79-12 PEJ79J0689

MANAGEMENT SCIENCE
19 80-05 OME7960513

MANAGEMENT TRAINING
64 79-08 IRR785S292

MANAGEMENT'S
5 80-08 IRR79LP119

MANAGER
53 79-11 PAD79J0067
59 79-08 CBU79N0033

MANAGER BEHAVIOR
49 79-12 SPM79J0018

MANDATORY
40 80-01 IRR79HP470

MANUFACTURING
14 80-07 BWE80F0985
20 80-04 NJE80M0052
30 80-03 VIT79L0151
75 79-04 BJI78K0287
76 79-04 BJI78K0355

MANUFACTURING:
33 80-02 BJI79K0386

MARKET
37 80-01 ILR79J0024

MARKET DEMAND
69 79-06 IDR79M0086

MARKETING
34 80-02 MMA79K0052

MASS
20 80-04 TNS79N0056
43 80-01 JCN7930253

MASS TRANSIT
20 80-04 TNS79N0056
43 80-01 JCN7930253

MATERNITY LEAVE
48 79-12 PEJ79J0677

MATTER
21 80-03 ASM79L0024

MEAN?
49 79-12 SPM79J0018

MEDIA
51 79-11 IRJ79N0007

MEDIATION
21 80-03 ASM79L0024
63 79-08 IRR785S150
71 79-06 JCN7910077

MEDIATOR
71 79-06 JCN7910077

MEDICAL
11 80-08 JCN8020107

MEDICAL CARE INDUSTRY
11 80-08 JCN8020107

MEETING
70 79-06 JCN7910003

MEMBERS
58 79-09 JCN7920161

MEMPHIS
7 80-08 IRR79LP300

MEMPHIS, TENNESSEE
7 80-08 IRR79LP300

MERGER
62 79-08 IRR785S044

MERIT SYSTEM
17 80-06 CPT8010005

METAL
76 79-04 BJ178K0335

MICHIGAN
1 80-08 ARB80F0003

MICROECONOMICS
38 80-01 IOR7710018

MIDDLE MANAGEMENT
13 80-08 JCN8020185

MILITARY
25 80-03 JCN7940309

MINIMUM WAGE
77 79-04 NAB79B0037

MINGRITIES
39 80-01 IRR79HP453
49 79-12 SPM79J0018

MNCAMR
35 80-01 AMR79J0487

MNCARB
30 80-02 ARB79C0022

MNCARK
30 80-02 ARK79P0016

MNCASC
31 80-02 ASC79I0033

MNCASM
21 80-03 ASM79L0024

MNCATR
66 79-06 ATR79C0002

MNCATR
66 79-06 ATR79C0004
67 79-06 ATR79C0009
67 79-06 ATR79C0012

MNCBHO
54 79-10 BH079H0047

MNCBJI
31 80-02 BJ179K0347
32 80-02 BJ179K0362
32 80-02 BJ179K0376
33 80-02 BJ179K0386
46 79-12 BJ179G0205
47 79-12 BJ179G0242
47 79-12 BJ179G0259
75 79-04 BJ178K0287
75 79-04 BJ178K0303
76 79-04 BJ178K0335
76 79-04 BJ178K0355

MNCBUS
21 80-03 BUS79R0055

MNCBWE
21 80-03 BWE80A2130-2
22 80-03 BWE80A2804
33 80-02 BWE79L2445
33 80-02 BWE79L2468
54 79-10 BWE79I0326
65 79-07 BWE79D3074
80 79-03 BWE79A1518

MNCCBU
22 80-03 CBU79M0033
59 79-08 CBU79N0033

MNCCLU
55 79-09 CLU79G0065

MNCCOM
67 79-06 COM78I0015

MNCDIR
59 79-08 DIR79C0046

MNCEBP
23 80-03 EBP79K0016

MNCEMR
23 80-03 EMR7940022
47 79-12 EMR7930009

MNCFBR
49 79-11 FBR79J1543

MNCGOS
49 79-11 GOS79I0265

MNCIDR
56 79-09 IDR79N0127
56 79-09 IDR79N0156
57 79-09 IDR79N0197
68 79-06 IDR79M0044
68 79-06 IDR79M0079
69 79-06 IDR79M0086
69 79-06 IDR79M0097
69 79-06 IDR79M0103
80 79-03 IDR78J0259

MNCIDW
23 80-03 IDW80A2178

MNCILR
24 80-03 ILR80A0147
24 80-03 ILR80A0170
36 80-01 ILR79J0003
36 80-01 ILR79J0018
37 80-01 ILR79J0024
37 80-01 ILR79J0036
37 80-01 ILR79J0055
38 80-01 ILR79J0064
50 79-11 ILR79G0484
50 79-11 ILR79G0496
65 79-07 ILR79D0327
77 79-04 ILR79A0224
80 79-03 ILR78J0024
81 79-03 ILR78J0056

MNCIOR
38 80-01 IOR7710018

MNCIRE
81 79-03 IRE78I0583
81 79-03 IRE78I0611

MNCIRJ
24 80-03 IRJ79R0009
25 80-03 IRJ79R0025
39 80-01 IRJ79P0056
51 79-11 IRJ79N0007
51 79-11 IRJ79N0012

MNCIRR
39 80-01 IRR79HP453
39 80-01 IRR79HP465
40 80-01 IRR79HP470
40 80-01 IRR79HP477
41 80-01 IRR79HP503
60 79-08 IRR78HP014
60 79-08 IRR78HP162
61 79-08 IRR78HP257
61 79-08 IRR785S001
62 79-08 IRR785S044
62 79-08 IRR785S080
63 79-08 IRR785S118
63 79-08 IRR785S150
63 79-08 IRR785S191
64 79-08 IRR785S254
64 79-08 IRR785S292

MNCJCN
25 80-03 JCN7940309
26 80-03 JCN7940319
26 80-03 JCN7940333
27 80-03 JCN7940339
27 80-03 JCN7940347
27 80-03 JCN7940367
41 80-01 JCN7930197
41 80-01 JCN7930209
42 80-01 JCN7930223
42 80-01 JCN7930235
43 80-01 JCN7930253
43 80-01 JCN7930269
44 80-01 JCN7930291
44 80-01 JCN7930299

MNCJCN
 57 79-09 JCN7920131
 57 79-09 JCN7920151
 58 79-09 JCN7920161
 58 79-09 JCN7920171
 59 79-09 JCN7920183
 70 79-06 JCN7910003
 70 79-06 JCN7910019
 70 79-06 JCN7910039
 71 79-06 JCN7910061
 71 79-06 JCN7910077
 72 79-06 JCN7910083

MNCJEB
 65 79-08 JEB79N0160

MNCJMS
 52 79-11 JMS79E0139

MNCJOM
 28 80-03 JOM79R0229

MNCMDE
 28 80-03 MDE7940326

MNCMMA
 34 80-02 MMA79K0052

MNCMRE
 77 79-04 MRE79A0057

MNCNAB
 77 79-04 NAB79B0037

MNCORD
 52 79-11 ORD79P0061

MNCPAD
 29 80-03 PAD80A0025
 53 79-11 PAD79H0051
 53 79-11 PAD79J0025
 53 79-11 PAD79J0067

MNCPAR
 78 79-04 PAR78I0482

MNCPEJ
 44 80-01 PEJ79K0795
 48 79-12 PEJ79J0677
 48 79-12 PEJ79J0689
 55 79-10 PEJ79H0541
 73 79-05 PEJ79B0080
 74 79-05 PEJ79C0157

MNCPER
 45 80-01 PER79I0010
 74 79-05 PER79A0004

MNCPEW
 74 79-05 PEW79B0061

MNCPSL
 29 80-03 PSL79L0032
 34 80-02 PSL79K0047
 45 80-01 PSL79I0022
 55 79-10 PSL79H0029
 78 79-04 PSL79A0024

MNCSPM
 49 79-12 SPM79J0018

MNCSTG
 75 79-05 STG78R0225

MNCTDJ
 46 80-01 TDJ77G0003

MNCUML
 29 80-03 UML79H0020
 35 80-02 UML79F0010
 35 80-02 UML79F0014
 72 79-06 UML79A0020
 72 79-06 UML79A0058
 78 79-04 UML78I0043
 79 79-04 UML78I0063
 79 79-04 UML78L0015

MNCVIT
 30 80-03 VIT79L0151
 66 79-07 VIT79D0391

MNCWRM
 73 79-06 WRM79N0035

MODEL
 33 80-02 BJI79K0386

MODELING
 11 80-08 JCN8020119
 14 80-08 OQT79L1037
 18 80-06 GRE80N0049
 24 80-03 ILR80A0147
 33 80-02 BJI79K0386
 68 79-06 IDR79M0079
 69 79-06 IDR79M0103
 75 79-04 BJI78K0287
 75 79-04 BJI78K0303

MODERATORS
 5 80-08 IRR79LP103

MONOPOLIES
 38 80-01 IOR7710018

MONOPOLY
 38 80-01 IOR7710018

MORALE
 39 80-01 IRJ79P0056

MOTIVATION
 30 80-03 VIT79L0151
 34 80-02 MMA79K0052

MULTICRAFT
 24 80-03 ILR80A0170

MULTILATERAL
 5 80-08 IRR79LP128

MULTINATIONAL CORPORATION
 77 79-04 MRE79A0057

MULTISTEP
 65 79-07 ILR79D0327

MUNICIPAL
 60 79-08 IRR78HP162
 68 79-06 IDR79M0044

MUNICIPAL GOVERNMENT
 10 80-08 JCN8020093
 60 79-08 IRR78HP162
 62 79-08 IRR785S044
 68 79-06 IDR79M0044

NARROW
 6 80-08 IRR79LP235

NARROWER
 21 80-03 BWE80A2130-2

NATIONAL
 9 80-08 JCN8010043

NATIONAL LABOR RELATIONS BOARD
 21 80-03 ASM79L0024

NATIONAL MASS TRANSPORTATION A
 20 80-04 TNS79N0056

NATIONAL TREASURY EMPLOYEES UN
 9 80-08 JCN8010043

NEGLIGENCE
 44 80-01 PEJ79K0795

NEGOTIATING
 6 80-08 IRR79LP235

NEGOTIATION
 5 80-08 IRR79LP128
 6 80-08 IRR79LP235
 8 80-08 JCN8010001
 10 80-08 JCN8020093
 11 80-08 JCN8020107
 11 80-08 JCN8020119
 13 80-08 JCN8020185
 14 80-07 BWE80F0985
 19 80-04 BWE80B1882

NEGOTIATION

20 80-04 TNS79N0056
 21 80-03 ASM79L0024
 23 80-03 IDW80A2178
 25 80-03 JCN7940309
 26 80-03 JCN7940319
 26 80-03 JCN7940333
 27 80-03 JCN7940339
 27 80-03 JCN7940367
 35 80-01 AMR79J0487
 44 80-01 JCN7930291
 46 79-12 SJI79G0205
 48 79-12 PEJ79J0689
 49 79-12 SPM79J0018
 61 79-08 IRR78HP257
 65 79-07 ILR79D0327
 66 79-07 VIT79D0391
 68 79-06 IDR79M0044
 69 79-06 IDR79M0103

NEGOTIATIONS

27 80-03 JCN7940339
 27 80-03 JCN7940367
 43 80-01 JCN7930253
 72 79-06 JCN7910083

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81 79-03 ILR78J0056

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1 80-08 ARB80F0008
 2 80-08 BWE80F3096
 5 80-08 IRR79LP128
 16 80-06 ARB80C0025
 21 80-03 BWE80A2130-2
 33 80-02 BWE79L2468
 74 79-05 PEJ79C0157
 77 79-04 MRE79A0057
 78 79-04 UML78I0043

NEW JERSEY

1 80-08 ARB80F0008
 5 80-08 IRR79LP128
 16 80-06 ARB80C0025

NEW JERSEY FIRE AND POLICE ARB
 16 80-06 ARB80C0025

NEW SOUTH WALES, AUSTRALIA
 12 80-08 JCN8020159

NEW YORK
 5 80-08 IRR79LP128

NEWSPAPER
 51 79-11 IRJ79N0007

NINE
 36 80-01 ILR79J0003

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 3 80-08 ERL80N0533
 3 80-08 ERL80N0560

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 78 79-04 PSL79A0024

NON-UNION
 11 80-08 JCN8020107

NONECONOMIC
 4 80-08 IRR79LP094

NONRENEWAL
 30 80-02 ARB79C0022

NORWAY
 31 80-02 BJI79K0347
 32 80-02 BJI79K0362

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 8 80-08 JCN8010033
 20 80-04 NJE80M0052

NOTE:
 33 80-02 BJI79K0386

OBSCURE
 1 80-08 ARB80F0008

OCCUPATIONAL
 26 80-03 JCN7940319
 37 80-01 ILR79J0024

OFFER
 16 80-06 ARB80C0025

OMAHA
 20 80-04 TNS79N0056

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 70 79-06 JCN7910003

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 14 80-08 OQT79L1037
 19 80-05 OME7960513

OR'S
 19 80-05 OME7960513

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 44 80-01 JCN7930299

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 31 80-02 ASC79I0033

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 62 79-08 IRR785S080

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 52 79-11 JMS79E0139

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 17 80-06 OPT8010005

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 4 80-08 IRR79LP094
 35 80-01 AMR79J0487
 52 79-11 JMS79E0139

ORGANIZATIONAL BEHAVIOR
 4 80-08 IRR79LP094
 5 80-08 IRR79LP103
 26 80-03 JCN7940319

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 30 80-02 ARK79P0016
 31 80-02 ASC79I0033
 49 79-11 GOS79I0265

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 5 80-08 IRR79LP128

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 42 80-01 JCN7930223

ORIENTATIONS
 25 80-03 JCN7940309

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 51 79-11 IRJ79N0007

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 34 80-02 PSL79K0047
 80 79-03 BWE79A1518

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 37 80-01 ILR79J0055
 77 79-04 ILR79A0224

OUTCOMES:
 56 79-09 IDR79N0127

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 15 80-07 IRE80C0243

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 19 80-04 BWE80B18B2
 23 80-03 EBP79K0016

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 59 79-08 DIR79C0046
 67 79-06 COM78I0015

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 11 80-08 JCN8020119

PART
 52 79-11 JMS79E0139

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13 80-08 JCN8020185
27 80-03 JCN7940347
47 79-12 EMR7930009
52 79-11 JMS79E0139

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47 79-12 EMR7930009
49 79-11 GOS79I0265
52 79-11 JMS79E0139

PARTNERSHIP

2 80-08 BWE80F3096

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44 80-01 PEJ79K0795

PATTERNS

32 80-02 BJI79K0376
53 79-11 PAD79J0025

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44 80-01 JCN7930291
45 80-01 PSL79I0022
68 79-06 IDR79M0044

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57 79-09 JCN7920131

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23 80-03 EBP79K0016

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22 80-03 CBU79M0033
23 80-03 EBP79K0016
40 80-01 IRR79HP470
40 80-01 IRR79HP477
68 79-06 IDR79M0044

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11 80-08 JCN8020107

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4 80-08 IRR79LP094

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12 80-08 JCN8020143
74 79-05 PER79A0004

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12 80-08 JCN8020143
17 80-06 OPT8010005
28 80-03 JOM79R0229
29 80-03 PAD80A0025
34 80-02 PSL79K0047
44 80-01 JCN7930291
48 79-12 PEJ79J0677
50 79-11 ILR79G0496
53 79-11 PAD79J0025
55 79-10 PEJ79H0541
74 79-05 PER79A0004

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47 79-12 BJI79G0259

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46 80-01 TDJ77G0003

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11 80-08 JCN8020107

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2 80-08 ERL80N0510

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52 79-11 ORD79P0061

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74 79-05 PEW79B0061

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60 79-08 IRR78HP162

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11 80-08 JCN8020119

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12 80-08 JCN8020143
17 80-06 EMR8010002

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29 80-03 PSL79L0032
31 80-02 BJI79K0347
46 79-12 BJI79G0205
76 79-04 BJI78K0335
80 79-03 SWE79A1518
81 79-03 IRE78I0611

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6 80-08 IRR79LP145
10 80-08 JCN8020093
27 80-03 JCN7940367
28 80-03 MDE7940326
35 80-01 AMR79J0487
36 80-01 ILR79J0003
37 80-01 ILR79J0036
43 80-01 JCN7930269
45 80-01 PER79I0010
57 79-09 JCN7920151
68 79-06 IDR79M0044

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24 80-03 ILR80A0147

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7 80-08 IRR79LP325

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62 79-08 IRR785S044
64 79-08 IRR785S292
79 79-04 UML78I0063

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76 79-04 BJI78K0335

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69 79-06 IDR79M0086

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38 80-01 IOR77I0018
69 79-06 IDR79M0086

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29 80-03 UML79H0020

PRACTICAL

48 79-12 PEJ79J0677

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52 79-11 JMS79E0139

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12 80-08 JCN8020143
27 80-03 JCN7940339

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44 80-01 JCN7930291

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48 79-12 PEJ79J0677

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70 79-06 JCN7910003

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71 79-06 JCN7910077

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4 80-08 IRJ80C0005

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1 80-08 ARB80F0003
45 80-01 PSL79I0022
47 79-12 BJI79G0259

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41 80-01 IRR79HP503

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61 79-08 IRR78HP257

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13 80-08 JCN8020185

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42 80-01 JCN7930223
45 80-01 PER79I0010

PRIVATE ENTERPRISE

45 80-01 PER79I0010

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8	80-08	JCN8010033
41	80-01	JCN7930209
42	80-01	JCN7930223
56	79-09	IDR79N0127
61	79-08	IRR785S001
64	79-08	IRR785S292
78	79-04	UML78I0043

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30	80-02	ARB79C0022
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5	80-08	IRR79LP103
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PROBLEM SOLVING

5	80-08	IRR79LP103
19	80-05	PAD80C0050
28	80-03	MDE7940326
29	80-03	PAD80A0025
30	80-03	VIT79L0151

PROBLEM-SOLVING

19	80-05	PAD80C0050
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19	80-05	OME7960513
47	79-12	BJI79G0259
60	79-08	IRR78HP014
81	79-03	IRE78I0583

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65	79-07	ILR79D0327
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10	80-08	JCN8010059
19	80-05	PAD80C0050
41	80-01	JCN7930209
71	79-06	JCN7910061

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4	80-08	IRR79LP094
5	80-08	IRR79LP103
5	80-08	IRR79LP119

PROCEEDINGS

5	80-08	IRR79LP128
6	80-06	IRR79LP145
6	80-08	IRR79LP235
7	80-08	IRR79LP282
7	80-08	IRR79LP300
7	80-08	IRR79LP325

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70	79-06	JCN7910039
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12	80-08	JCN8020143
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14	80-08	OQT79L1037
57	79-09	IDR79N0197
59	79-08	CBU79N0033

PRODUCTIVITY

6	80-08	IRR79LP235
8	80-08	JCN8010001
15	80-07	MTC80D0045
16	80-06	BWE80D21D4
26	80-03	JCN7940319
30	80-03	VIT79L0151
42	80-01	JCN7930223
52	79-11	ORD79P0061
59	79-08	CBU79N0033
59	79-08	DIR79C0046

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11	80-08	JCN8020107
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53	79-11	PAD79H0051
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53	79-11	PAD79H0051
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9	80-08	JCN8010055
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15	80-07	MTC80D0045
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49 79-11 GOS79I0265

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57 79-09 IDR79N0197

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12 80-08 JCN8020143
44 80-01 JCN7930291

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20 80-04 NJE80M0052

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78 79-04 LML78I0043

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49 79-11 FBR79J1543
78 79-04 UML78I0043

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60 79-08 IRR78HP014

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72 79-06 LML79A0020

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1 80-08 ARB80F0008
6 80-08 IRR79LP145
7 80-08 IRR79LP300
8 80-08 JCN8010001
8 80-08 JCN8010033
27 80-03 JCN7940339
36 80-01 ILR79J0018
42 80-01 JCN7930235
45 80-01 FSL79I0022
50 79-11 ILR79G0484
50 79-11 ILR79G0496
54 79-10 BHD79H0047
57 79-09 JCN7920151
58 79-09 JCN7920171
59 79-09 JCN7920183
61 79-08 IRR785S001
62 79-08 IRR785S044

PUBLIC
62 79-08 IRR785S080
63 79-08 IRR785S118
63 79-08 IRR785S150
64 79-08 IRR785S292
65 79-08 JEB79N0160
69 79-06 IDR79M0086
70 79-06 JCN7910003
70 79-06 JCN7910019
71 79-06 JCN7910061
75 79-05 STG78R0225
78 79-04 PAR78I0482

PUBLIC ADMINISTRATION
25 80-03 JCN7940309
26 80-03 JCN7940319
27 80-03 JCN7940339
27 80-03 JCN7940347
29 80-03 UML79H0020
36 80-01 ILR79J0003
36 80-01 ILR79J0018
37 80-01 ILR79J0036
37 80-01 ILR79J0055
42 80-01 JCN7930235
43 80-01 JCN7930253
43 80-01 JCN7930269
44 80-01 JCN7930299
45 80-01 PSL79I0022
49 79-11 FBR79J1543
60 79-08 IRR78HP014
60 79-08 IRR78HP162
62 79-08 IRR785S080
63 79-08 IRR785S118
63 79-08 IRR785S150
64 79-08 IRR785S254
65 79-07 ILR79D0327
75 79-05 STG78R0225
78 79-04 PAR78I0482
81 79-03 IRE78I0611

PUBLIC AFFAIRS
45 80-01 PER79I0010

PUBLIC DOMAIN
50 79-11 ILR79G0484

PUBLIC DOMAIN

54 79-10 BWE79I0326

PUBLIC POLICY

42 80-01 JCN7930235
 59 79-09 JCN7920183
 60 79-08 IRR78HP014
 60 79-08 IRR78HP162
 61 79-08 IRR785S001
 62 79-08 IRR785S080
 63 79-08 IRR785S118
 63 79-08 IRR785S150
 63 79-08 IRR785S191
 64 79-08 IRR785S254

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1 80-08 ARB80F0008
 7 80-08 IRR79LP300
 8 80-08 JCN8010033
 10 80-08 JCN8020093
 11 80-08 JCN8020119
 12 80-08 JCN8020143
 12 80-08 JCN8020159
 13 80-08 JCN8020185
 17 80-06 OPT8010005
 18 80-06 GRE80N0049
 20 80-04 TNS79N0056
 21 80-03 BWE80A2130-2
 25 80-03 JCN7940309
 26 80-03 JCN7940319
 27 80-03 JCN7940339
 27 80-03 JCN7940347
 29 80-03 UML79H0020
 36 80-01 ILR79J0003
 36 80-01 ILR79J0018
 37 80-01 ILR79J0055
 38 80-01 ILR79J0064
 39 80-01 IRR79HP453
 41 80-01 JCN7930209
 42 80-01 JCN7930235
 43 80-01 JCN7930269
 44 80-01 JCN7930299
 45 80-01 PSL79I0022
 50 79-11 ILR79G0484

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50 79-11 ILR79G0496
 54 79-10 BHO79H0047
 56 79-09 IDR79N0127
 57 79-09 JCN7920151
 58 79-09 JCN7920171
 59 79-09 JCN7920183
 61 79-08 IRR785S001
 62 79-08 IRR785S044
 62 79-08 IRR785S080
 63 79-08 IRR785S118
 63 79-08 IRR785S150
 63 79-08 IRR785S191
 64 79-08 IRR785S254
 64 79-08 IRR785S292
 65 79-07 ILR79D0327
 65 79-08 JEB79N0160
 68 79-06 IDR79M0044
 69 79-06 IDR79M0086
 70 79-06 JCN7910003
 70 79-06 JCN7910019
 71 79-06 JCN7910061
 72 79-06 JCN7910083
 74 79-05 PEJ79C0157
 75 79-05 STG78R0225
 78 79-04 UML78I0043
 80 79-03 BWE79A1518

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60 79-08 IRR78HP014

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18 80-06 GRE80N0049
 63 79-08 IRR785S191
 64 79-08 IRR785S254

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35 80-02 UML79F0010

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46 80-01 TDJ77G0003

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52 79-11 ORD79P0061

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46 79-12 BJI79G0205

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11 80-08 JCN8020119
24 80-03 ILR80A0147
25 80-03 JCN7940309
37 80-01 ILR79J0055
38 80-01 IOR7710018
74 79-05 PER79A0004
75 79-04 BJI78K0287
75 79-04 BJI78K0303
80 79-03 ILR78J0024
81 79-03 ILR78J0056

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26 80-03 JCN7940333

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29 80-03 UML79H0020
74 79-05 FEW79B0061

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79 79-04 UML78I0063

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29 80-03 UML79H0020

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40 80-01 IRR79HP470

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38 80-01 IOR7710018

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74 79-05 PER79A0004

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3 80-08 ERL80N0533
3 80-08 ERL80N0560
81 79-03 IRE78I0611

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81 79-03 IRE78I0611

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55 79-10 PSL79H0029

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10 80-08 JCN8020093

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59 79-09 JCN7920183

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24 80-03 IRJ79R0009

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27 80-03 JCN7940347

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20 80-04 NJE80M0052
25 80-03 JCN7940309
63 79-08 IRR785S118
69 79-06 IDR79M0086

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78 79-04 UML78I0043

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58 79-09 JCN7920161

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1 80-08 ARB80F0003
7 80-08 IRR79LP325
8 80-08 JCN8010001
12 80-08 JCN8020159
14 80-08 OQT79L1037
18 80-06 GRE80N0049
19 80-05 OME7960513
24 80-03 IRJ79R0009
28 80-03 JOM79R0229
28 80-03 MDE7940326
39 80-01 IRR79HP453
41 80-01 IRR79HP503
42 80-01 JCN7930235
44 80-01 JCN7930299
47 79-12 BJI79G0259
56 79-09 IDR79N0156

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64 79-08 IRR785S254
70 79-06 JCN7910003
72 79-06 LML79A0058
79 79-04 UML78I0063
80 79-03 IDR78J0259

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70 79-06 JCN7910019

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78 79-04 PAR78I0482

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58 79-09 JCN7920171

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75 79-04 BJI78K0287
75 79-04 BJI78K0303

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29 80-03 PAD80A0025

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17 80-06 CPT8010005

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8 80-08 JCN8010033
76 79-04 BJI78K0335

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47 79-12 BJI79G0242
76 79-04 BJI78K0335

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78 79-04 PAR78I0482

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7 80-08 IRR79LP282
28 80-03 MDE7940326
33 80-02 BJI79K0386

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5 80-08 IRR79LP119

RESEARCH AND DEVELOPMENT

5 80-08 IRR79LP128
7 80-08 IRR79LP282

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80 79-03 IDR78J0259

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78 79-04 PAR78I0482

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2 80-08 BWE80F3096
30 80-02 ARK79P0016

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41 80-01 JCN7930209
63 79-08 IRR785S150
65 79-07 ILR79D0327

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65 79-08 JEB79N0160

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60 79-08 IRR78HP162
65 79-08 JEB79N0160

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1 80-08 ARB80F0008
55 79-09 CLU79G0065

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74 79-05 PEW79B0061

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19 80-04 BWE80B18B2

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58 79-09 JCN7920161

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23 80-03 EBP79K0016
40 80-01 IRR79HP470
40 80-01 IRR79HP477
53 79-11 PAD79J0025

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 81 79-03 IRE78I0611

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 79 79-04 LML78L0015

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 41 80-01 IRR79HP503

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 23 80-03 IDW80A2178

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 5 80-08 IRR79LP119

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 16 80-06 BWE80D21D4
 54 79-10 BWE79I0326

 RISKY
 18 80-05 BWE80C1774

 ROLE
 32 80-02 BJI79K0362
 55 79-10 PEJ79H0541

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 35 80-01 AMR79J0487
 48 79-12 PEJ79J0689

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 54 79-10 BWE79I0326

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 21 80-03 BWE80A2130-2

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 5 80-08 IRR79LP128

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 17 80-06 EMR8010002
 44 80-01 JCN7930291
 68 79-06 IDR79M0079
 69 79-06 IDR79M0086

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 76 79-04 BJI78K0335
 79 79-04 UML78I0063

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 17 80-06 EMR8010002
 49 79-11 GOS79I0265
 68 79-06 IDR79M0044

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 29 80-03 PAD80A0025

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 55 79-09 CLU79G0065

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 46 80-01 TDJ77G0003

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 52 79-11 ORD79P0061

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 72 79-06 UML79A0020

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 13 80-08 JCN8020185
 27 80-03 JCN7940339
 27 80-03 JCN7940347
 43 80-01 JCN7930269
 65 79-08 JEB79N0160
 69 79-06 IDR79M0086
 70 79-06 JCN7910039

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 69 79-06 IDR79M0097

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 1 80-08 ARB80F0008
 7 80-08 IRR79LP300
 8 80-08 JCN8010001
 8 80-08 JCN8010033

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36 80-01 ILR79J0018
 42 80-01 JCN7930223
 42 80-01 JCN7930235
 44 80-01 JCN7930299
 50 79-11 ILR79G0496
 58 79-09 JCN7920171
 61 79-08 IRR785S001
 62 79-08 IRR785S044
 62 79-08 IRR785S080
 63 79-08 IRR785S118
 63 79-08 IRR785S150
 64 79-08 IRR785S292

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71 79-06 JCN7910061

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75 79-05 STG78R0225

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63 79-08 IRR785S191

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27 80-03 JCN7940367
 38 80-01 ILR79J0064

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49 79-11 GOS79I0265

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81 79-03 ILR78J0056

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40 80-01 IRR79HP477

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16 80-06 ARB80C0025

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33 80-02 BWE79L2445

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1 80-08 ARB80F0003

SETTLEMENT

4 80-08 IRJ80C0005
 65 79-07 BWE79D3074
 81 79-03 IRE78I0611

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3 80-08 ERL80N0560

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14 80-07 BWE80F0230-2

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23 80-03 EMR7940022

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74 79-05 PEW79B0061

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34 80-02 PSL79K0047

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30 80-02 ARK79P0016
 38 80-01 IOR77I0018

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18 80-06 GRE80N0049

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6 80-08 IRR79LP235

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18 80-05 BWE80C1774

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52 79-11 JMS79E0139

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28 80-03 MDE7940326
 40 80-01 IRR79HP470

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39 80-01 IRR79HP453

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77 79-04 NAB79B0037

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 45 80-01 PER79I0010
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 28 80-03 MDE7940326
 52 79-11 JMS79E0139
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 59 79-08 CBU79N0033
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 5 80-08 IRR79LP103
 74 79-05 PEW79B0061
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 49 79-11 FBR79J1543
SOUTH
 7 80-08 IRR79LP300
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 7 80-08 IRR79LP325
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 17 80-06 OPT8010005
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 48 79-12 PEJ79J0689
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 74 79-05 PER79A0004
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 74 79-05 PER79A0004
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 13 80-08 JLR80N0063
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 37 80-01 ILR79J0036
 70 79-06 JCN7910019
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 6 80-08 IRR79LP145

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 8 80-08 JCN8010001
 62 79-08 IRR785S044
 63 79-08 IRR785S118
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2 80-08 BWE80F3096
 2 80-08 ERL80N0510
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66	79-07	VIT79D0391
67	79-06	ATR79C0012
68	79-06	IDR79M0044
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73	79-05	PEJ79B0080
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75	79-04	BJI78K0287
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2	80-08	BWE80F3096
12	80-08	JCN8020159
16	80-06	BWE80D21D4
20	80-04	NJE80M0052
26	80-03	JCN7940333
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