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This comprehensive listing of 2,724 bibliographic items from 1967 through early 1977 includes significant English-language material on the contractual relationship between public employers and employees in the United States and Canada. (There are a few items in French.) Although access is given to the broader areas of public management and personnel practice, attention is placed chiefly on collective bargaining, dispute resolution, and their analogues—where the law provides for neither. Following a short review of basic resources, the bibliographic items are presented. The first section of items contains 482 books, 112 dissertations, and 260 reports, essays, bibliographies, hearings, surveys, directories, guides, and manuals not in article form. The second section contains 1,870 numbered article entries, chapters, papers, and other brief items. Indexes of names and subjects are included. (CSS)
Employee Relations Bibliography: Public, Non-Profit and Professional Employment

Essay, Annotated Listing, Indexes

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United States Department of Labor
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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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## Index of Subjects ................................................ 145
This resource study covers virtually the entire period in which the burgeoning field of public employment relations has flourished. Under select restrictions, which will be noted, I have aimed to provide a thorough, comprehensive listing, garnered from all the standard bibliographic sources and many obscure sources as well. Except in the few instances indicated in place, all of the over 80 bibliographies cited here (see Index of Subjects) have been checked against this listing as it developed. Finding the standard sources inadequate, I have gone directly to the libraries, associations and periodicals where the material is lodged, checking through them year by year where necessary. In all but a few cases, it was possible to see every item, so as to assure relevance and accuracy.

In effect, the Index of Subjects provides several hundred substantial bibliographies, organized under detailed subheadings. Some 3,000 authors are represented in the Index of Names.

Aims and Hopes

The study was done both as an aid to practitioners and as a base upon which to build useful scholarship. I felt that practitioners should be enabled to get their hands on needed resources easily. I also felt that those who care to reflect on these matters should be given orderly access to everything significant that has been done and should not be doomed simply to repeat the contributions and mistakes of the past.

Although the process has served as much to reveal the lacks as to present the facilities for these purposes, both have obvious value in a time when ideas and practices are changing rapidly. People who use the appropriate resources are in a position to make better-informed judgments, hopefully more suitable ones. They are in a position to plan on the basis of understanding rather than impulse, to assay the possible consequences of their actions. I think that even the casual reader will find the collection interesting because of what it shows, about the assumptions, interests and priorities of participants in this enormously complex field.

This work has been a scholarly sideline since 1971. It started out of my desire as a social philosopher, psychologist, educational theorist, and planner to gain an orderly perspective on key issues within the society as they were reflected in employment relations. I was particularly interested in how members of educational institutions were responding and in how people were learning or not learning from experience so as to plan well for the future, on the basis of acknowledged need, reality and right rather than on the basis of group interest alone. What I found was both a morass of disparate views and approaches, as could be expected, and a developing professional field, one that bears close ties to every other major area of public affairs but owns a youthful opportunity for fruitful growth.

The Institute of Continuing Legal Education, Ann Arbor, Michigan, had published several listings compiled by me from 1972 to 1976 (especially #8 386, 479, 797), but the unpublished material I had accrued gained such proportions that a comprehensive treatment seemed called for.

The same aims and interests held for the 1,110-item bibliography concurrently prepared for the Academic Collective Bargaining Information Service, Resources on Campus Governance and Employment Relations 1967-1977: With Essay, Annotations, and Indexes (ACBIS, 1818 R Street, N.W., Washington, D.C., March 1978, 134 p.). Issues concerning faculty participation in institutional governance and concerning employment relations on campus are intimately intertwined. In most cases, faculty act as co-governors in many aspects of employment, both their own and that of others. Or they are now pointing out moral, conventional, professional, and legal grounds for governance rights in the context of collective bargaining. This makes faculty employment relations a fascinating test case for the society’s capacities to adjust to new conditions, to set up planning strategies for the long term, to develop effective means for utilizing and resolving conflict, and to take into account the established or potential rights of all concerned, including the broader society and mankind itself.

In our era, higher education has become a major participant in the activities of government at all levels. Public, professional and service employees have all also gained an increasing slice of the employment pie and of public influence and power as that of industrial workers has diminished.

In particular, the percentage of union organized federal employees has been over 50 percent for several years, though the total number of federal civilian employees has declined since 1967, the peak year. In contrast, from the mid-1960s the percentage of union organized state and local employees rapidly mounted toward what it reached in 1972, while their total numbers doubled. Overall, the public sector has provided by far the greater opportunity for mobility among minorities and women.

What difference are all these changes making? What difference could they make, should they make? How could employment relations and the ways they are connected with other social processes be improved? Can they be made to serve future-responsive and progressive purposes rather than reactionary and destructive ones? My hope has been that making the record readily available would help thoughtful people work on these crucial questions.

General Description

The present listing of 2,724 bibliographic items from 1967 through early 1977, and of other relevant resources, covers virtually all the significant English material on public employment relations that touches upon the contractual relations between employers and employees in the United States and Canada. (There are a few items in French.) Although access is given to the broader areas of public management and personnel practice, attention is placed chiefly on collective bargaining, dispute resolution, and their analogues where the law provides for neither.

A large initial section on non-bibliographic resources is given, then the bibliography. Full citations are given for each item and annotations where necessary to identify or characterize the work, including chapters from multiple authored books, conference reports, and symposia. Items are listed alphabetically for each year and in two main sections:

1. Books, Booklets, Monographs, and Dissertations

2. Articles, Chapters, Papers, and Other Brief Items

Inclusions and Exclusions

All public and professional employment groups outside education are included. Higher education, which has received
by far the greatest attention in the literature (about 20 percent), is covered in the companion bibliography. Therefore only a few items are given here. Only a few important items from the public school arena (which makes up another 20 percent of the literature) or from the huge complementary area of equal employment opportunity have been included in this study and its companion. The literature on both areas is considerable and deserves separate treatment.

Since the only substantial body of research on effects of collective bargaining on salaries relates to teachers, this literature is, in large part, included here because of its general interest. Although most of the bibliography consists of books and articles, it also includes a selection of significant unpublished documents and dissertations, pamphlets, addresses, reports and working papers.

The bibliography excludes news reports, one-page articles, very brief and time-bound opinion pieces, court and board decisions, arbitration awards, legislation, and public management literature that does not impinge on employment concerns. It further excludes all but a few items of in-house union literature and of articles in yellow newspapers, which are usually quite brief or occasional.

Special pains have been taken to find the relevant legal literature, including substantial material in labor law and practice as it pertains to the private sector as well as the public sector. The arbitration literature is also heavily represented here.

The much longer private experience still dominates treatment of issues in the public sector, though decreasingly from year to year. This is true not only with regard to arbitration of disputes, grievance issues, and other disputes, but also with regard to legal theory and with regard to basic rights issues affecting employment relations. This is why background literature in all these areas has been included.

Among the dozens of labor relations conference series, several prominent ones have been listed separately: American Arbitration Association, American Bar Association, Industrial Relations Research Association, Industrial Relations Research Institute, Institute of Collective Bargaining and Group Relations, National Academy of Arbitrators, National Governors Conference, New York University Conference on Labor, Public Personnel Association (PERL), and the Southwestern Legal Foundation. Most of the rest have been conducted by institutes or associations.

Occasional papers are also published by many of these groups and have been listed if they were not published in some other series.

Only items selected from the monthly Dissertation Abstracts International (1938- ) have been listed here. They number 112. Annotated references are also made to 14 others. Most U.S. dissertations are included in this source, though some institutions and individuals do not participate. Additional items may be found in Comprehensive Dissertation Index (1973- ). Both are published by University Microfilms, Ann Arbor, Michigan. Industrial Relations Theses and Dissertations (Madison, Wisconsin: University of Wisconsin, 1949-50- ), appearing irregularly, has given a varied and selective accounting.

Only 16 dissertations were deemed pertinent from 1967-1969, 35 from 1970-1972, and 48 from 1973-1975. By mid-1977, 12 could already be listed from 1976, using vol. 37 of Dissertation Abstracts (regularly about a year behind), indicating a slow but continual growth through the current period. Orders from this source are handled by University Microfilms, 300 N. Zeeb Road, Ann Arbor, Michigan 48103.

Document numbers (e.g. ED 064 481) refer to the few re
dents found that are available from ERIC Document Reproduction Service, P.O. Box 190, Arlington, Virginia 22210 (usually in both microfiche and hard photocopy). See "Documents" in the Index of Subjects.

Characterization of the Literature

The 2,724 item number items here include some 482 full
dread books, 112 dissertations, and 260 substantial reports, essays, bibliographies, hearings, surveys, directories, guides, and manuals not in article form. It contains 1,870 numbered article entries, chapters, papers, and other brief items plus over 1,400 additional items recorded in the annotations, not counting the numerous references to reprinted and excerpted publications. Thus the total exceeds 4,100 items.

The year 1967 marks a watershed. Some of the few items that appeared before that year are noted here. Little new federal or federal legislation enabling public employees to bargain collectively is expected in the near future. All but a few of the states likely to enact legislation in the 1970s have already done so. Lacking a legislative boost, this focal part of the literature is likely to decline in annual production after 1977, though a great many problems remain to be tackled on all sides. Thus, 1967 and 1977 seem to provide suitable break points for the study.

The literature through early 1977 had reflected no halting of scholarly attention, only a gradual rise each year except 1971 and 1972:

- 1967 - 140 items
- 1968 - 201 items
- 1969 - 227 items
- 1970 - 257 items
- 1971 - 234 items
- 1972 - 247 items
- 1973 - 279 items
- 1974 - 348 items
- 1975 - 379 items
- 1976 - 434 items
- 1977 - 444 items

In 1962 President John F. Kennedy accorded some basic collective bargaining rights to federal government employees in Executive Order 10988. Most of the literature since the first flood of state public employment legislation that followed after the mid-1960s has reflected the fortunes of the larger employment groups: the teachers and other state and local employees, then federal employees (after additional provisions were issued by President Richard M. Nixon in Executive Order 11491 in 1969), then personnel in higher education (especially from 1971 on) and in health care facilities (especially after hospital exemption from the Taft-Hartley Act was removed in 1974).

Strong moves toward granting collective bargaining
- 1967 - 140 items
- 1968 - 201 items
- 1969 - 227 items
- 1970 - 257 items
- 1971 - 234 items
- 1972 - 247 items
- 1973 - 279 items
- 1974 - 348 items
- 1975 - 379 items
- 1976 - 434 items
- 1977 - 444 items

Here 126 dissertations have been noted. In the companion study, 114 dissertations were selected for higher education alone. In the first book, use was made of either broad or solid, and only a few dissertations use the historical and case study methodologies so greatly needed for utilizable study in this area. The situation is only slightly better with the remaining literature recorded here, though the developing discussion of issues warrants close attention from scholars and practitioners alike.

Issues, Prominent

As the Index of Subjects shows, the following have been among the prominent issues over the past decade. I have reformulated them in a manner which draws attention to basic principles, which combines theoretical and pragmatic considerations, and which points up the importance of these issues within the society as a whole. (It behooves us, I think, to be sensitive to the forms questions can take.)
To some extent, many of these issues have also been neglected, but they have all arisen among experienced participants and observers, whereas some other issues I shall highlight have been given very little attention. Here, then, are the prominent ones.

(1) Ought particular public and professional employee groups organize for the purposes of collective bargaining?

(2) Should collective bargaining rights be accorded by law? If so, under what restrictions? For example, should binding arbitration be provided for? A prohibition against strikes?

(3) How are strikes to be prevented or managed? What viable alternatives could be cultivated?

(4) Under given circumstances, what dispute resolution procedures are most effective: mediation? Fact-finding? Some form of final-offer arbitration? (The latter has gained increasing interest as its capacities for enabling the parties to attain thought-out, realistic agreements have been more fully demonstrated and the less effective version weeded out. But there is still much controversy on this point.)

(5) What features adhere to particular public or professional employee groups that sharply distinguish their situations from those of industrial employees? How should legal provisions and employment relations board procedures be altered in response to these differences?

(6) How are civil service standards and procedures to be related to new arrangements brought about through collective bargaining?

(7) How can grievance arbitration procedures be improved and better integrated into the total contract administration process?

(8) What federal roles are desirable given the great diversity of employment rights and procedures among the states? Should there be some overall federal enabling or restrictions? How extensive should federal preemption of state jurisdiction be? In what instances is use of injunctions justifiable within the federal court system?

(9) What are the respective rights and responsibilities of management and employees at the various stages of union activity: organizing, bargaining, resolution of interest disputes, and management and development of the contract between periods of more active bargaining?

(10) On what principles is the membership of bargaining units to be determined and the negative effects of unit fragmentation to be overcome?

(11) How are agreements to be costed, and what legislative monitoring or control is called for when the profit factor is absent?

(12) Given that decisions and procedures of the National Labor Relations Board not only affect an increasing range of private employment situations but also carry great weight among the states, how can its work be improved, particularly in supervision of elections, in unfair labor practice actions, in the issuance of bargaining orders, in unit determination, in the use of deferral to arbitration, in cooperation with equal employment opportunity interests, and in policy formation by the Board itself? How should the National Labor Relations Act be amended to reflect such needs?

(13) What are the joint responsibilities of management and employees in decision-making about productivity? What organizational arrangements might be made to help this process along?

(14) What are the First Amendment rights of public employees (notably regarding free speech and political activity)? How are they to be fostered and protected?

(15) Since neutrals are being used increasingly for dispute settlement, what training and other professional standards should be upheld among them? Should the use of trained ombudsmen be expanded?

(16) What information, wage and fringe benefits studies, guidelines and resources should be made available to the various participants in employment relations (notably, to boards and other government agencies, to negotiators, to leaders and neutrals, and to employees)? What sorts of coordination in these areas should be provided by government?

(17) To what degree, and in what ways, should the states provide coordinated services and controls over local government employment relations?

(18) How can the rights of employees vis-a-vis their unions be protected (notably, regarding representation, help during union elections, noninterference with individual rights, discipline and discharge procedures, resignation from the union, and related issues)?

(19) Discrimination exists within and toward employee groups. How, and on what bases, are issues of racial, sex, and age discrimination and seniority issues to be dealt with?

(20) What is "the public interest" in the various aspects of employment relations and how is it to be represented? In particular, how is this to be done in relation to providers of "essential services" such as firefighters, police, and medical personnel.

**Issues, Neglected**

It will take some years, if then, for the above sets of issues to gain the full attention from participants and scholars that they deserve. By themselves they make up a hefty agenda, and the existing literature suggests much more. Nevertheless, there are other sets of issues which this reader of the literature believes are of at least equal importance but which have been sorely neglected. The following, rather abstractly stated to assure proper scope, are among them.

(1) How are the factors and procedures to be developed that will enable formation of an adequate, open, appropriately evaluated, and changing process of coordination in employment relations? How is coordination to be achieved that takes into account the links and differences between the private and public sectors and that provides the kind of information feedback necessary to maintain an effective evolving system? And how is this system to be made at once flexible according to context yet responsive to the principles of justice and equity as applied to the entire society? At present this effort is not being made at all, because facility has been provided only for isolated, piecemeal activity among private and governmental agencies. The new Carnegie Foundation funded Public Employment Relations Services project, headed by Robert T. Hedblom, is a step in the right direction; but this project is currently focused chiefly on aid to state boards and on cooperation among them.

(2) How are participants in employment relations activity to gain appropriate training and retraining? How is this to be done both according to their specialized functions and so that they have insight into the whole set of conditions involved and, the capacity to enter intelligently into the complex processes entailed? I refer to the fact that forming contracts is only part of a complex cycle of employment decisions, with or without collective bargaining. I am also contending that isolating this process, as is often
(3) Who is to take responsibility and with what support for fitting the employment picture into long-term, systemic planning—workforce planning, fiscal planning, resource management planning? U.S. or Canadian intergovernmental planning achieved in global perspective that I believe that in the 1970s North American society has entered into a new era, one brilliantly summarized in socio-economic terms by Hazel Henderson in her recent book Creating Alternative Futures (New York: Berkeley Windhover Books, 1978). What is needed in procedures that bring employment relations, which affect a huge portion of national income and its use, into closer connection with other aspects of social decision-making: it is necessary to do this, moreover, in ways that as far as possible retain the values of local autonomy, aid cooperatives in their efforts to secure individual rights and freedoms, cultivate community building, yield progress without exploitation, and foster the humane survival of mankind. Probably no one yet knows how to do all this. Social inventions are required; therefore provisions for appropriate research, experimentation and evaluation are required as well.

(4) In the near future special attention needs to be given to composing the interests of quite diverse, mixed employment groups within complex service institutions such as universities, welfare agencies, libraries and hospitals. How are people who are being forced by circumstances to compose the interests of quite diverse, mixed employment groups within complex service institutions such as universities, welfare agencies, libraries and hospitals. How are people who are being forced by circumstances to compose the interests of quite diverse, mixed employment groups within complex service institutions such as universities, welfare agencies, libraries and hospitals. How are people who are being forced by circumstances to compose the interests of quite diverse, mixed employment groups within complex service institutions such as universities, welfare agencies, libraries and hospitals. How are people who are being forced by circumstances to compose the interests of quite diverse, mixed employment groups within complex service institutions such as universities, welfare agencies, libraries and hospitals.

(5) How should the federal government cooperatively aid regional, state, metropolitan, county, or municipal units—as may be required—to cost employment agreements? The days when this could be sensibly and fairly done on the basis of the annual unit budget alone are apparently coming to an end, if they ever really existed. Information structures are needed to facilitate not only wage and fringe benefit studies but the assaying of broad, long-term and short-term social costs. The current uses of Environmental Impact Statements and Technology Assessments—still infant crafts in the 1970s but promising—indicate some directions in which this part of the backup system for employment relations decisionmaking could move.

(6) How, in addition to wage comparability studies, which are already available to some extent, are the links and commonalities between similar groups of public and private employees to be discerned? How are these links and commonalities to be utilized in decisionmaking? Today this problem area is especially highlighted among professional employees, but it applies to other categories of employees as well.

These issues alone imply a great many details also neglected in the literature and in practice. Fortunately, their solution does not depend on the prior fulfillment of some great utopian scheme. We speak of a process of renewal and discovery here, of developing systems awareness that is at the same time sensitive to individual, local rights and contributions. We speak of a pragmatic vision that abjures replacing one version of top-heavy machinery for another but recognizes the need for systematic coordination, joint effort, and mutual aid. We imply, moreover—those who speak with me on these matters—that no need for decisionmaking in a society that aims to be truly democratic should bypass the agony, the hard passionate reflective struggle, necessary to foster individual autonomy and minority rights, and that effort must be accomplished on a moral basis that extends consideration to all human beings. Such is the challenge that brings us to this splendid, torturous field of human action. Such is the love and concern that keep us in it.
REPORTER SERVICES, MANUALS AND RELATED SERIALS

For government employment relations at all levels, the most important regular service is Government Employee Relations Report (GERR), issued weekly in looseleaf form since 1963 by the Bureau of National Affairs (BNA). Address: 1231 25th Street, N.W., Washington, D.C. 20037. This is the primary source for up-to-date news of activity at all governmental levels, including statistics, summaries of legislation, board decisions, regulations, court actions, and arbitration awards, contracts, occasional addresses, calendars of events, brief book reviews, lengthy texts and documents, and other information. No. 700 appeared March 21, 1977. Indexes regularly appear and a separate Reference File (RF) is kept up to date covering laws and programs at all levels and the Postal Service, reports on issues and techniques, data, contracts, contract clause finder, and glossary. Over one hundred items, chiefly addresses and committee reports, are separately listed here.

The Bureau also publishes Labor Arbitration Reports (1937- ) and Labor Relations Reporter (LRR, in up-to-date looseleaf format; 1937- ), Daily Labor Report (1946- ), and White Collar Report (no. 1, March 11, 1957; no. 1028, December 31, 1976). In BNA’s Labor Relations Yearbook (1965- ) attention is given chiefly to private sector matters, but it is useful as a general chronology; a report on recent practices at the bargaining table and federal government involvement in labor relations, for selected analyses from Labor Relations Reporter, and for tables of economic data drawn from many sources.

The Commerce Clearing House, Inc., issues the weekly Labor Law Reports (1934- ) and Labor Arbitration Awards (1961- ) and three other general series: Labor Cases (1934- ), Labor Law Guide (1947- ), and Personnel Guide (1969- ). In 1977 it began Public Employee Bargaining, a looseleaf service initially in two volumes, to be supplemented by the monthly Current Reports. The series deals chiefly with state and local laws and regulations, organized both topically and by state, and contains other related information. It also has a brief section on federal employment relations. Two initial volumes of selected landmark Public Sector Cases (1977- ) accompany this series. CCH also produces College and University Reports and NLRA Decisions. Address: 4025 West Peterson Avenue, Chicago, Illinois 60646.


Since February 1974, the Industrial Relations Service Bureau has also issued the monthly compilation Public Sector Arbitration Awards. Address: 730 Midland Bank Building, Minneapolis, Minnesota 55401.

For over forty years, the U.S. Government Printing Office has published Decisions and Orders of the National Labor Relations Board (1936- ). The related Digest of Decisions of the National Labor Relations Board (1936- ) is also available there, as are its Annual Reports (1936- ) and Court Decisions Relating to the National Labor Relations Act (1936- ).


Monthly Labor Review, published by the Bureau of Labor Statistics, U.S. Department of Labor, is also an important general resource. Other U.S. Government serials are noted below, and well over 100 of its single and serial publications are cited in the bibliography.

Since 1972, Prentice-Hall has issued Public Personnel Administration, Labor-Management Relations, kept up to date in three looseleaf binders.


For federal sector managers and employee groups, the U.S. Civil Service Commission’s Office of Labor—Management Relations maintains a Labor Agreement Information Retrieval System (LAIRS). Address: LAIRS Section, Room 2445, 1900 E Street, N.W., Washington, D.C. 20415. Its Information Services Manual (March 1977), 94 p., contains instructions for using its files (computer, microfiche, printed documents) extracted from federal labor agreements, third-party determinations, and statistical reports submitted by federal agencies, and the Federal Labor Relations Reference Center’s categorized bibliography. These services are not directly available to outsiders, though its reports are available through National Technical Information Service, U.S. Department of Commerce, 5285 Port Royal Road, Springfield, Virginia 22161, and its LAIRS Reference Room is open to the public by appointment.

The U.S. government further issues Government Reports (National Technical Information Service, U.S. Department of Commerce) and Monthly Catalog of United States Government Publications (U.S. Government Printing Office). The latter is extensive but not exhaustive. Publications are listed there by agency, for public employment relations especially those of U.S. Civil Service Commission; Congress, House: Education and Labor, Post Office and Civil Service; Congress, Senate: Labor and Public Welfare, Post Office and Civil Service; Equal Employment Opportunity Commission; National Labor Relations Board; Labor Department and Labor agencies separately listed, e.g. Employment Standards Administration, Labor Statistics Bureau, Manpower Administration, Occupational Safety and Health Administration, Wage and Hour Division, and Women’s Bureau. Monthly and annual cumulative subject and title indexes are provided.

In Canada, the Public Service Staff Relations Board...
issues the regularly updated Public Service Staff Relations Reports in both English and French. Collective bargaining among Canadian federal service employees was established in the 1976 Public Service Staff Relations Act.

State

The various surveys, manuals, guides, rules and procedures, decisions, and annual reports prepared by the states are continually changing and are now state-specific to cite here (see Donahue #320, for a list as of 1974 on 16 states). As a whole, these and other materials related to the state and local levels are not indexed anywhere.


Both Government Employee Relations Report (GERR) and Labor Relations Reporter (LRR), both noted in the section above, are indispensable resources and other labor-management matters. LRR quotes the statutes in full. GERR annually issues “Summary of State Labor Laws” (e.g. 1975 GERR-S1, 501-523; 1976 GERR-S1, 501-531). The Commerce Clearing House series Public Employee Bargaining and Public Bargaining Cases, also noted above, began similar services in 1977.

In its annual Report of Proceedings, the American Bar Association’s Section of Labor Relations Law also provides an overview. Beginning in 1971, annual supplements have also been issued to the following work, a project of the Section: Charles J. Morris, George E. Bodie, and Jay S. Siegel, The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act (Washington, D.C.: Bureau of National Affairs, 1971), 1054 p.


The monthly GERR News (1968-) issued by the New York State Public Employment Relations Board is unique among the states; it carries only brief items.

County and Municipal

Below the state level, public employment relations are given very scattered treatment. In this area, County Year Book (1973-), and Municipal Year Book (1934-) are chiefly valuable resources on manpower and compensation, though an overview of other matters is occasionally presented.

The International City Management Association (formerly International City Managers’ Association), 1140 Connecticut Avenue, N.W., Washington, D.C. 20036, issues the excellent monthly Urban Data Service Reports (1971-), continuous with the earlier Urban Data Service (1969-1970), MIS News (1974-1975), and the National Association of Municipal Management Information Service publications, and some ICMA Regional Reports. Some of this material goes into its Municipal Year Book.

Of limited usefulness on this subject are the National League of Cities’ monthly Nation’s Cities (1963-), 1620 Eye Street, N.W., Washington, D.C. 20006; the National Association of Counties’ monthly American County (1935-); and the NACO News and Views (1968-), 1735 New York Avenue, N.W., Washington, D.C. 20006; and the various state Municipal League publications.

All Levels

In addition to sources already mentioned that deal with all levels, the following are especially noteworthy. All items in the series mentioned are included in this bibliography.


LABOR-MANAGEMENT RELATIONS NEWS AND COMMENTARY

The following newsletters cover the broader labor scene. First, there are three weeklies: AFL-CIO News (1956-), issued by the AFL-CIO, 812 Sixteenth Street, N.W., Washington, D.C. 20006; John Heilinger’s Labor Letter (1948-), 1330 Massachusetts Avenue, Washington, D.C. 20005, and Labor Trends (1945-), edited by Stanley Brans, 803-7 New Center Building, Detroit, Michigan 48202.

Two monthlies also provide related services: American Labor (1968-), Master Communications, Inc., 104 Madison Avenue, New York, N.Y. 10002; and Free the State Capital—Labor Relations (1946-), by Bethune Jones, 321 Sunset Avenue, Asbury Park, New Jersey 07712.


Management-oriented general publications also contain
occasional items on labor relations, e.g., Business Week, Fortune, Government Executive, and Wall Street Journal.


Since all the publications listed in this section concentrate on timely news coverage and commentary, substantial articles on labor-management relations rarely appear among them. Thus they have not been indexed here.

CURRENT INFORMATION AND RESEARCH

What has been noted so far are the foothills of a huge mountain range. How can one keep in touch, in an accurate and systematic way, with current information and research on public employment relations? Thus far, no agency or center, nor any collection of these, has either the mandate or the funding to perform this service. Consequently, what is done is a piecemeal approach among dozens of organizations and disciplines, has a high degree of redundancy, and lacks both coordination and critical review.

Some research notes, notices and reviews are regularly to be found in Industrial and Labor Relations Review, Industrial Relations Journal, National Federal Employees Association, the Public Sector, Monthly Labor Review, Personnel Administrator, Personnel Journal, Public Personnel Management, and Public Administration Review. A few specialty periodicals, such as Labor History and Public Productivity Review, maintain currency in their areas. Quarterly, the Council of State Governments (Iron Works Pike, Lexington, Kentucky 40505) issues Legislative Research Checklist (195-).


In short, there is no way to find out what is going on, and recent work can be collected only with great investment of time. From a scholarly point of view, the public employment relations field is in disarray, despite the fine efforts of numerous professional organizations and governmental agencies. Moreover, in its collective bargaining aspect it has necessarily grown up largely as an addendum to industrial relations, in the early years relying almost entirely upon the personnel and resources of that field for its sustenance.

Carnegie Foundation Project

Partial relief is anticipated through a Carnegie Foundation funded three-year project called Public Employment Relations Service, begun in the Fall of 1977. Robert D. Helms, former Chairman of the New York Public Employment Relations Board, is its director. Focus is to be placed on development of professional personnel for public employment labor relations boards and commissions in U.S. state and local governments and on development of resources for their work. Assistance in meeting the special needs of these public sector agencies is to be arranged, according to the feasibility study (dated February 1977), through improved communication linkages, task forces, evaluation techniques, and decision options, a national compilation and indexing system, and institutional research procedures. Since involvement of higher education professionals in collective bargaining brings new challenges to these agencies, particular attention is to be directed toward developing meaningful interchange between higher education people and agency personnel. Address: 1215 Western Ave., Albany, New York 12203. Phone: (518) 438-6836. The first PERS Information Bulletin was issued in February-March 1978.

Indexes and Guides to Current Literature

For employment relations there is no index comparable to Index to Legal Periodicals (1909-), published by H.W. Wilson Co., New York. Even that resource does not index all the law-related periodical material. Since it surveys the entire legal field, the labor-management-related headings do not alone yield all the relevant material indexed there. For purposes of the present bibliography, therefore, the relevant legal periodicals have been searched year by year. Bookings Periodicals Index, also published by H.W. Wilson Co., is of quite limited use; as is Index to Periodical Articles Related to Law (i.e., those not included in the first index noted).


The Social Sciences Citation Index is occasionally useful for finding items inaccurately cited and for discovering where certain books and articles have been noted by others. Subject Guide to Forthcoming Books gives several months' advance notice. Numerous other resources used by librarians and by this bibliographer, such as Government Reports: Announcements and Index (National Technical Information Service, U.S. Department of Commerce) and The Publishers' Trade List Annual, do not provide comprehensive information but may yield items obscure or otherwise difficult to find.

See index here for bibliographies in serial form, under "Bibliographies."


The semi-annual Work Related Abstracts (1978), for-
merly entitled Employment Relations Abstracts (1959- ) and Labor-Personnel Index (1950-), indexes "significant" and "informative" items from over 250 management, government, professional and university periodicals. This is published by Information Coordinators, Inc., 1435-37 Randolph Street, Detroit, Michigan 48226. The University of Michigan Transition to Laboration Periodicals ran from 1960 through 1969. The National Education Association's Negotiations Research Digest ran from 1968 to May 1975. Some of its functions are continued in Educators Negotiating Service (1974- ). Both have provided information of interest to non-educators as well.

Occasionally, items may be found among the standard indexing and abstracting sources in business, economics, law, political science, psychology, sociology, and in the quarters Personnel Management Abstracts (1955- ), Poverty and Human Resources (1955- ), and Social Sciences and Humanities Index (1957- ).

Bibliographic Index (1937- ) semi-annually presents, by subject, an index of bibliographies that have appeared separately as parts of books, monographs, pamphlets, or periodical articles.


Library Publications

Several great libraries contain a large portion of the literature, notably the Library of Congress, libraries at Princeton University, University of California at Berkeley, University of Chicago, University of Michigan, and University of Wisconsin. To these must be added the specialized industrial relations collections at Cornell University and University of Hawaii. No one library, however, contains it all.

The Martin P. Catherwood Library, New York State School of Industrial and Labor Relations (Ithaca, Cornell University, Ithaca, New York 14850) has the most extensive integrated collection in the field. It issues Library Acquisitions List and has published, in two series, a record of its holdings in several large volumes. More about its library services will be reported below.

A.G. Bush Library Abstracts is a biweekly report on current literature in organizations, management, personnel, human behavior, work force, and industrial relations from the Industrial Relations Center, University of Chicago (1225 East 60th Street, Chicago, Illinois 60637).

The biweekly Recent Publications on Governmental Problems (1937- ) comes from the Joint Reference Library (131 East 60th Street, Chicago; Illinois 60611), the semi-monthly Accessions List (1970- ) from the Institute of Governmental Studies, University of California at Berkeley (109 Moses Hall, Berkeley, California 94720). Since 1971, the Industrial Relations Center, College of Business Administration, University of Hawaii (2040 Malle Way, Honolulu, Hawaii 96822) has published an updated alphabetical list of holdings four times: Topic Coded Titles on Public Employee Collective Bargaining, With Emphasis on State and Local Levels (1974).

All the above publications are limited to what the given library receives. This is also true of the indispensable monthly Personnel Literature (1945- ) issued by the U.S. Civil Service Commission Library (U.S. Government Printing Office, Washington, D.C. 20402), many items from which are eventually gathered into its Personnel Bibliography Series, and the Selected List of Recent Additions to the Library from the U.S. Department of Labor (1960 Constitution Avenue, N.W., Washington, D.C. 20210). The Industrial Relations Section at Princeton University puts out a leaflet, References.

Finally, the Committee of University Industrial Relations Librarians has the Exchange Bibliography series, type-written lists on special subjects prepared at various libraries.

Martin P. Catherwood Library, Cornell University

Of especially high value is the "Recent Publications" section of Industrial and Labor Relations Review, prepared by staff of the New York State School of Industrial and Labor Relations' Martin P. Catherwood Library, Cornell University (already noted in the last section). During the entire period covered, headings identical to the following from the April 1967 issue (with some few additions or subtractions of subheads) have been used:

Labor-Management Relations (general; education and research; collective bargaining; labor disputes; arbitration, mediation, conciliation)

Labor-Economics (general; employment and unemployment; manpower utilization; wages and salaries, wage and hour data; industrial and labor statistics; productivity)

Labor Conditions and Problems (general; poverty, background and problems; women in industry and government; discrimination in employment; international and foreign labor conditions and problems)

Labor Organizations (general; history; directories; convention proceedings and officers' reports; political action; labor journalism; workers' education)

Government and Labor (general; labor law and legislation; National Labor Relations Board; federal and state labor agencies)

Social Insurance and Employee Welfare (general; social security; unemployment insurance; supplemental unemployment benefits; employee benefits; profit sharing; pensions and retirement; labor union pension and welfare programs; health insurance; workmen's compensation; disability insurance; industrial health and medicine; industrial safety; rehabilitation)

Personnel (general; personnel administration; testing; communications; industrial education and training; executives; supervision; labor study)

Human Relations

The procedure has been to index a select number of periodicals and other materials received by the Library, not to give comprehensive coverage. Thus, only a handful of legal periodicals are indexed; labor periodicals are excluded; and many other sources of value are not tapped. Overall it is a very fine resource, despite these understandable restrictions; and it bears the advantage of treating the entire domain of industrial and labor relations.

In 1976 the Library issued the 124-page Thesaurus of Descriptors for Public Sector Labor Relations following modifications of the subject outline given above. Edited by the Library's Director, Shirley P. Hargreaves, this has been a joint project under U.S. Department of Labor contract, of the Library and the Committee of University Industrial Relations Librarians. From the latter group, Margaret A. Chaplin, Bernard F. Downey, Georgianna Herman, Gwenoldy Lloyd, Marcia J. Miller, and John P. Whitebridge shared in the compiling of descriptors. Keywords, scope notes, synonyms, and substitute terms, and indications of how terms are related are all provided to aid bibliographic indexing and searching, eventually through computerized information storage and retrieval systems. In the Library's 251-page ILR Thesaurus, produced by the same editor and associates in May 1977, all the public sector material was merged into an overall coverage of industrial
trial and labor relations. These are both drafts, subject to further refinement.

It will probably be some years before computer compilations and searches can be made using this developing system. Meanwhile the Library provides ILR ACCESS, an extensive information service at a base fee of $50.00 per hour. Phone: (607) 256-2277.

CONFERENCES, CONVENTIONS, AND OTHER EVENTS

Conferences, union conventions, and other related events are important means of education and of keeping up with the field. How can one plan ahead for these?

Newsletters often announce these meetings several months in advance. The following resources are also helpful. The Bureau of Labor Statistics, U.S. Department of Labor, annually issues Union Conventions; 19:1 Labor-Management Services Administration, has been issuing Public Sector Labor Relations: 19:1 Calendar of Events four times a year. The weekly newspaper for civilian government employees, Federal Times, runs a calendar of state and local events. The weekly BNA Government Employee Relations Report features a calendar of conferences, and BNA's weekly Labor Relations Reporter keeps a calendar of events. American Labor and Personnel Journal both announce forthcoming conferences.

TRAINING PROGRAMS AND MATERIALS

In the federal sector, several agencies conduct training programs and distribute materials for that purpose. The Labor Relations Training Center in the U.S. Civil Service Commission's Bureau of Training conducts courses for federal managers. The Division of Public Employee Labor Relations in the U.S. Department of Labor's Labor-Management Services Administration deals with state and local government. Neither agency has a ready system for distributing course materials and films to non-participants; though the latter agency publishes additional materials for broader distribution. Federal City College (1420 New York Avenue, N.W., Washington, D.C. 20006) also develops programs and materials for union people at all levels of government.

The unions conduct training programs, as do many of the associations and institutes, notably the American Arbitration Association and the New York State School of Industrial and Labor Relations at Cornell University.

No source regularly records all this information. It must be sought from a variety of sources listed in earlier sections here.

FEDERAL AGENCIES

Currently, as during most of the 1967-1977 period, the following federal agencies deal with aspects of employment relations. Together they administer well over 150 laws.

I. The U.S. Department of Labor (cabinet status, 1913-)
A. Bureau of International Labor Affairs
B. Bureau of Labor Statistics
C. Employment Standards Administration (e.g. Federal Compliance Programs; Wages and Hour Division; Women's Bureau; Worker Compensation)
D. Labor-Management Services Administration (e.g. federal service employees under Executive Order 11491; Labor-Management Reporting and Disclosure Act [Landrum-Griffin]; Employee Retirement Income Security Act of 1974; Veterans Reemployment [Sec. 9 of the Military Selective Service Act of 1967], and the Welfare and Pension Plans Disclosure Act)
E. Manpower Administration
F. Occupational Safety and Health Administration
G. Public Employment Program
H. Support agencies (e.g. the Library and the offices of Information, Publications and Reports, of Legislative Affairs, the Solicitor's office, and offices of Assistant Secretaries for Administration and Management and for Policy, Evaluation and Research)

II. The U.S. Civil Service Commission

III. The U.S. Equal Employment Opportunity Commission

IV. The Federal Mediation and Conciliation Service

V. The National Labor Relations Board

Other federal agencies have also occasionally issued literature and reports as has the U.S. Congress and presidential advisory commissions.

INDEXED RESOURCES

Further resources are collected here under the following headings in the index of subjects:

Bibliography
Case Studies
Directories
Dissertations
Documents
Glossaries and Dictionaries
Proceedings, Symposia and Forums
Readings
Reports
Research
Resources (miscellaneous)
Textbooks

The following serials are also indexed:

Government Employee Relations Report (GERR)
Industrials Relations Law Digest
Public Employee Relations Library (PERL---under "Public Personnel Association")
Strengthening Local Government Through Better Labor Relations (under "U.S. Labor-Management Relations Service")

Conference series of the following organizations have also been indexed:

American Arbitration Association
American Bar Association
Industrial Relations Research Association
Industrial Relations Research Institute
Institute of Collective Bargaining and Group Relations
National Academy of Arbitrators
National Governors Conference
New York University Conference on Labor
Southwestern Legal Foundation
1. BANKE, E. Wight, Clark Kerr, and Charles W. Anrod. Unions, Management and the Public: Readings and Text. 3d ed. New York: Harcourt, Brace and World, 1967. viii, 750 p. This basic work was greatly expanded from the first edition (1948) and the second (1960). It includes public employment, though the primary reference is to industrial relations.


17. McGUINESS, Kenneth C. "How to Take a Case before the National Labor Relations Board," 4th ed., rev. Washington, D.C.: Bureau of National Affairs, 1976. xxix, 535 p. Earlier editions of this detailed guidebook were by Louis C. Silverberg; the 3d (1967) had been revised by McGuiness. Legal provisions, rules, regulations and procedures are thoroughly covered; facsimiles and forms are also provided.


1968


56. GOLDENBERG, Shirley B. Professional Workers and Collecti


68. LICKINS, Vera Janet. "Dissipational Experience and Appeal Procedures in State and Local Civil Service Jurisdictions in the United States." University of Minnesota Ph.D. dissertation, 1968. 364 p. All cases reported to the Civil Service Board from its inception in 1939 through June 30, 1966 were reviewed and analyzed; and a survey was conducted among states with functional civil service systems cities of over 250,000 wherein all or most employees were so covered, and selected metropolitan counties. Dissertation Abstracts, Vol. 29-A, p. 2336. Order No. 68-17742.


98. U. S. CIVIL SERVICE COMMISSION, Bureau of Management Services, for the Federal Women's Program. Study of Em-
Further statistical studies under the same title appeared in June 1968 and annually thereafter. The ninth edition, presenting data as of 1974, was published in 1978. The tenth, updated through 1975, is separately listed here, 1976 (#800).


110. BEGIN, James. "The Development and Operation of Grievance Procedures in Public Employment." Purdue University Ph.D. dissertation, 1969. 345 p. State and local agencies were studied by examination of 304 contracts; questionnaires and interviews were used, and some case studies conducted. Dissertations Abstracts, Vol. 30-A, p. 4037. Order No. 70-3869.


134. MARX, Herbert L., Jr., ed. Collective Bargaining for Public Employees. New York: R. W. Wilson, 1969. 215 p. Background, plus discussions of particular types of union (e.g., AFGE, AFSCME, policemen, and firefighters) and teacher negotiations; sections on strikes, the federal and state laws, public unionism abroad, and "what's ahead." The material is excerpted from recent publications with editorial introductions for this vol. 41, no. 5 of The Reference Shelf series.


Among Tribunals: Whatever Happened to Preemption?" 121-166 (Federal preemption of state law); George E. Bold, "New Techniques and Remedies in the Grievance and Arbitration Process," 199-230; and other chapters on union disciplinary power, discrimination, and injunctions.


19. WOODWORTH, Robert T., and Richard B. Peterson. Collective Negotiation for Public and Professional Employees: Text and Readings. Glenview, Ill.: Scott, Foresman, 1969. ix, 462 p. Among professional employees, only teachers, nurses, and engineers were especially noted at this date. Most of the readings are from the early 1960s; those from 1967 on are noted here under the original items.


245. WEYMANN, Charles Frederick. "Civil Rights and the Public Employee, An Analysis of Legal Protections Available to Public Employees Dismissed or Facing Dismissal." Univer-


440. IMPLICATIONS, Volume of the series. Third of 1975 in 107. Survey of 1973 was reported by the author in 1974, 1975-


in Local Government," 26-29; Eugene F. Berroldin, "Labor-
Management Relations and Personnel Systems in Local Gover-
ments," 30-31; William C. Valdes, "Emerging Patterns of 
Labor Relations in the Nation's Largest Public Agency," 32-41 (Defense); Felix Nigro, "Field Operation of 
Federal Labor-Management Relations," 43-48; Chester A. 
Newland, "Collective Bargaining in Governments: Impetus to 
Pro-Active Management?" 49-56; Anthony F. Ingriasis, 
"Information-Sharing Under Executive Order 11491: The 
Order's Fourth Estate," 57-63.

363. O'CONNELL, Donald W., ed. Public Sector Labor Relations 
in Maryland: Issues and Prospects. Public Sector Labor 
Relations Conference Board Publication No. 1. College 
Park, Md.: College of Business and Public Administration, 
1972. 84 p. Papers commissioned for a 1971 board 
conference. Donald W. O'Connell, "Introduction," 1-8; Arvid Anderson, "Public Sector Bargaining: Nation-
al Issues, Needs and Prospects," 9-20; Gerald F. Robin-
son, "Public Employee Organization and Collective Bar-
gaining in Virginia," 21-28; Christ J. Zervanos, "Organ-
ization and Bargaining under a Comprehensive Statute: 
The Case of Pennsylvania," 29-34; Paul A. Weinstein, 
"Public Sector Labor Management Relations in Maryland: 
A Legal Overview," 35-50; Willoughby Abner, "Creating 
the Labor Relations Reform Act for the State of Wisconsin," 51-62; E. J. Forsythe, "Fiscal Finality: What is Practi-
sible," 63-72; Arnold M. Zack, "Impasse Resolution: Al-

364. ONTARIO, Ministry of Labour, Research Branch. Collect-
ive Bargaining Provisions in Ontario Municipal Agree-
ments. Toronto: Ministry of Labour, August 1972. iv, 
94 p.

365. PEARSON, Alan Harvey. "Public Employees and the Right 
to Strike." University of Illinois at Urbana-Champaign 

366. PENDELTON, Edwin C., and Joyce M. Najita. Hawaii Act 
171: Framework for Change. Honolulu: Industrial Rela-

367. POWER, Luke, et al., eds. Seminar on Collective Bar-
gaining: Negotiation-Arbitration '72. Niagara Falls, 
Includes: Robert D. Helsby, "The Emerging Patterns of 
Public Sector Bargaining," 41-46; The Federal Scene: 
William O'Loughlin, "The Labor Management Service Ad-
ministration," 79-82; Henry B. Frazier, II, "The Fed-
eral Labor Relations Council," 83-92; Howard W. Solomon, 
"The Federal Service Impasses Panel," 93-100; Kenneth 
E. Hoffott, "The Federal Mediation and Conciliation Ser-
vice," 101-102; and a section on Arbitration, including: 
Lowell M. McGinnis, Willoughby Abner, Jacob Seidenberg, 
and Robert D. Helsby, "New Uses for Arbitration: The 
Public Sector and Community Disputes," 199-236.

368. PRASOW, Paul, Edward Peters, Archie Kleingartner, Howard 
S. Block, C. Frederick Totten, Edwin H. Kaye, and Carol 
Printing Office, 1972. ix, 156 p. 'An excellent com-
prehensive report, providing history, theoretical frame-
work, comparison with roles of civil service commissions, 
a survey of literature and research (including that in 
progress in 1971), and a survey of practices and policy-
es at all levels of U.S. government compared with 
those in other countries. Submitted to the Division of 
Public Employee Labor Relations, Labor-Management Ser-
vice Administration, U.S. Department of Labor.

Employment Labor Relations, May 3-5, 1971. New York: 
New York State Public Employment Relations Board, 1972. 
222 p. Several countries, including the United States, 
are compared on the structure and scope of bar-
gaining, impasse resolution, the arbitral process. 
From the U.S. experience: "The Impact of Public Sector 
Bargaining on the Private Sector and on the Operation of 
Government" is also presented: John F. Burton, Jr., 
"New York City as a Prototype," 177-181; Remarks by 
Arvid Anderson, 182-184; H. D. Lumb, "Impasse on Private 
Sector," 185-192; Paul T. Hartman, "Wage Effects of 
Local Government Bargaining," 192-198; David T. Stanley, 
"Impact on Public Administration," 199-201; Jack Stie-
ber, "Employee Organization in State and Local Govern-
ment," 202-207; Ralph K. Warner, Jr., "Public Awareness 
of Costs of Settlements," 208-210; Theodore W. Kheel, 
"Summation," 211-219; "The Arbitral Process" in the 
U. S. is presented by: J. Joseph Loewenberg, 140-150; 

370. ROSEN, Harold S. An Alternative: Meet and Confer-The 
Experience in Santa Clara County, California. Labor-
Management Relations Service, Strengthening Local 
Washington, D.C.: Labor-Management Relations Service, 

371. ROTHMAN, William A. A Bibliography of Collective Bar-
Ann Arbor: Institute of Labor and Industrial Relations, 
University of Michigan-Wayne State University, 1972. 
127 p.

in the 70's? Philadelphia: Wharton School of Finance and 
Commerce, Industrial Research Unit, Department of 
Conference proceedings on the fiftieth anniversary of the 
Industrial Research Unit. The primary focus is on the 
private sector, but the public sector is referred to, notably by Darold T. Barnum, "From Private to Public: 
Labor Relations in Urban Transit," 273-306; and by A. H. 
Raskin, "Reflections on Public Sector Bargaining and the 
Wage-Price Freeze," 472-481.

373. SALZSTEIN, Alan Louis. "Organized Public Employees and 
the Roles of City Managers." University of California, 
Los Angeles, Ph.D. dissertation, 1972. 253 p. Dis-
sertation Abstracts, Vol. 33-A, p. 383. Order No. 72-
20471.

374. SEIDMAN, Joel. Public Sector Collective Bargaining and 
88. Honolulu: Industrial Relations Center, University of 
Hawaii, August 1972. 17 p.

375. SHEFFARD, Harold L., Bennett Harrison, and William J. 
Spring. The Political Economy of Public Service Employ-
ment. Lexington, Mass.: Lexington Books, 1972. xxv, 
463 p. Record of a Spring 1971 seminar series con-
ducted by the W. E. Upjohn Institute for Employment Re-
search for members of Congress.

376. SHIMAOKA, Helene R. Topic Coded Titles on Public Employ-
yee Collective Bargaining, with Emphasis on State and 
Local Levels, 2d ed. Honolulu: Industrial Relations 
Center, University of Hawaii, July 1972. 55 p.

384. This work on the environment and process of collective bargaining in the private sector, first published in 1967, is still among the most-used textbooks. A third edition was to appear in 1974 (est. 576 p.).


379. SPRITZER, Allan D. "Public Sector Labor Relations, 1972." University, Ala.: Manpower and Industrial Relations Institute, University of Alabama, 1972. 8 p.


393. U. S. CONGRESS, House, Education and Labor Committee. Extension of the NLRB to Nonprofit Hospital Employees:


524. [omitted]


the first survey of 1970 was reported by the author in 1972 (#345), the third survey of 1975 in 1977 (#833).


531. GERMANN, Paul P., Political Activity by Public Employee Organizations at the Local Level: Threat or Promise. Public Employee Relations Library, No. 44. Chicago: Public Personnel Association, 1974. 82 p.


587-606


627. GILROY, Thomas P., and Russell D. Dafflitto. Preparation and Presentation of Interest Arbitration Cases. Iowa City: Center for Labor and Management, College of Business Administration, University of Iowa, 1975. vi, 35 p.


graphic of case studies, both general and by states and institutions. 8 1/2 by 11 typescript format in paperback.


703. [omitted]


Public education collective bargaining act, which covers public schools and community colleges.


746. GOLEMBIEWSKI, Robert T., and Michael Cohen, ed. People


the Commission, has also been seen for purposes of this bibilography for 1976 and through May 1977.


820. U.S. DEPARTMENT OF LABOR, Labor-Management Services Administration. Rules on Requests for Review of the Assistant Secretary of Labor for Labor Management Relations Pursuant to Executive Order 11491, as Amended, Jan


845. TANIMOTO, Helene S. Guide to Statutory Provisions in


224 include a summary of the Kochan arbitration study referred to above, 179-208.


ARTICLES, CHAPTERS, PAPERS, AND OTHER BRIEF ITEMS

1967


856. [omitted]


861. ANDERSON, Arvid. "The United States Experience in Col-}

862. ARTHURS, Harry W. "Public Interest Labor Disputes in Canada: A Legislative Perspective." Buffalo Law Review 17, no. 1 (Fall 1967), 39-64. Both public and private sectors are discussed, comparing Canadian with U. S. statutes.

863. BARR, Reuben. "When Hospital Employees Go on Strike." Hospital Physician 5, no. 9 (September 1967), 34-42. Study of three hospitals.


868. BROWN, Leo C. "The Catholic Hospital and the Unionization of its Employees." Hospital Progress 48, no. 10 (October 1967), 57-60, 76. [Important correction, no. 12 (December 1967), p. 5]


930. SASO, Carmen D. "Massachusetts Local Government Goes to the Bargaining Table." Public Personnel Review 28, no. 3 (July 1967), 146-152.


September 1968), 1385-1390. Ten questions were sent to the library director and union steward of seven public libraries that had collectively bargained contracts.


972. COMMENT--"Union Authorization Cards--Insufficient Protection for Mislaid Employees." Catholic University Law Review 17, no. 3 (Spring 1968), 319-343.


974. COMMENT--"Employee 'Good Faith Doubt!'" University of Pennsylvania Law Review 116, no. 4 (February 1968), 709-731. Duty to bargain under the NLRB.

975. COMMENT--"The NLRB and Deference to Arbitration." Yale Law Journal 77, no. 6 (May 1968), 1191-1222.


988. EDWARDS, Claude A. "The Public Service Alliance of Canada." Industrial Relations (Laval) 23, no. 4 (October 1968), 526-641.


1014. KRAVICK, D. "French Canadians and the Civil Service of Canada." Canadian Public Administration 11, no. 1 (Spring 1968), 97-112.


1016. LEAHY, James E. "The Public Employee and the First Amendment—Must He Sacrifice His Civil Rights to be a Civil Servant?" California Western Law Review 4, no. 1 (Spring 1968), 1-17.


1029. Newirk, Donald R. "How Public Opinion is Influenced During Labor Organizing Drives in Hospitals." Hospital 42, no. 8 (April 16, 1968), 84-86.


1036. Note--"Remedies for Employer Unfair Labor Practices During Union Organizing Campaigns." Yale Law Journal 77, no. 7 (June 1968), 1574-1584.


1045. Peterson, Richard B. "Goals of Management and Goals of Unions." Personnel Administrator 13, no. 5 (September-October 1968), 37, 39-41. Private and public sectors are both discussed.


1071. TATE, James H. J. "Public Employees' Right to Strike."
ARTICLES

Pennsylvania Bar Association Quarterly 39, no. 4 (June 1968), 527-532. Support of the right by the then President of the National League of Cities and Mayor of Philadelphia.


1074. TROTTA, Maurice S. "The Arbitration Process as Viewed by the Arbitrator." Management of Personnel Quarterly 7, no. 3 (Fall 1966), 17-19.


1079. WILson, James G. "Hospital Personnel Relations and the Bureau." Canadian Hospital 45, no. 10 (October 1968), 89-91. Reference is to the Hospital Personnel Relations Bureau.


1106. BUNKER, Charles S. "How Unions Have Changed the Personnel Function." Hospital Progress 50, no. 6 (June 1969), 59-61, 82, 96. Before and after the advent of hospital unionization in New York City in 1959.


1111. CATANIA, James A. "Flexible Attitudes Toward Unionization Can Avert Strikes." Hospital Progress 50, no. 10 (October 1969), 105-107.


1129. CURTIN, William J. "Voluntary Nonprofit Hospitals and Unions." American Society of Hospital Attorneys Newsletter 2, no. 6 (June 1969), 1-14.


1146. FREDERICKSON, H. George. "Role Occupancy and Attitudes
ARTICLES


1166. JONES, Margaret P. "Opinions on Collective Bargaining: Staff Organizations Round Table Survey." ALA Bulletin 63, no. 6 (American Library Association, June 1969), 803-809.

1167. JOSSEN, Robert J. "Fact-Finding: Is It Adjudication or Adjustment?" Arbitration Journal 24, no. 2 (1969), 106-115. In public employment bargaining, he argues, factfinders have tended to be adjustors more than adjudicators. Various uses and contents are examined.


1174. [omitted]


1190. NEYZIGER, Norman. "Living with Unions: The Hospital Story." Hospital Progress 50, no. 3 (March 1969), 75-78, 86.


1216. SCHRAMM, Leroy H. "Authorization Cards as Valid Indicators of Union Majorities." Syracuse Law Review 20, no. 3 (Spring 1969), 577-599.


ARTICLES

1224. STUTZ, Robert L. "The Resolution of Impasse in the Public Sector." Urban Lawyer 1, no. 3 (Fall 1969), 320-329.


1237. WASSERMAN, Donald S. "Resolving of Unrest in the Public Sector: A Discussion." Labor Law Journal 20, no. 8 (August 1969), 553-560. Discusses papers by Gerhart, Davey and Groty (the first two are listed here), the third is on public school arbitration.


1242. WELCH, James d'A. Note—"Municipal Collective Bargaining Agreements: Are They Ultra Vires?" Case Western Reserve Law Review 20, no. 4 (May 1969), 433-474. Includes sections on details of the bargaining process and administration of the agreement; the principal reference is to cities by Mr. Werne, who was Management Labor Counsel to the National League of Cities and National Association of County Organizations.


1244. WERNE, Benjamin. "Collective Bargaining in the Public Sector." Vanderbilt Law Review 22, no. 4 (May 1969), 833-874. Includes sections on details of the bargaining process and administration of the agreement; the principal reference is to cities by Mr. Werne, who was Management Labor Counsel to the National League of Cities and National Association of County Organizations.


Among the 9 reports are these: Practice and Procedure Employment: Government Employee Relations Report, No. 282 (February 3, 1969), E-1-4. Conference presentation; see C. A. Edwards (#1136) for further details.


1970


1277. CHRISTENSEN, Andrea Svance, and Thomas G. S. Christensen. "Gissel Packing and 'Good Faith Doubt': The Gestalt of Required Recognition of Unions under the NLRA." University of Chicago Law Review 37, no. 3 (Spring 1970), 411-449.


1306. GERMAIN, Anita. "Bargaining—for Bargaining's Sake!" Hospital Administration in Canada 12, no. 5 (May 1970), 58, 60, 62.


1318. HARTLEY, Boyd A. "Fire Department Unionization." In Municipal Year Book 1970, 391-403. Washington, D.C.: International City Management Association, 1970. Compare his article on "Fire Department Personnel Practice" in the 1969 Yearbook, 264-318. The 1970 volume also contains information on "Personnel Policies for Urban Counties," 182-186, and "Salaries of Municipal Officers," 187-224. Such data were carried forward in succeeding yearbooks and in Urban Data Service Reports. Unlike the other years, for example, the 1971 yearbook contains no signed articles on employment finances but does carry some information, as do the Reports for that year.


1321. [omitted]


1351. MCCOMICK, William, Jr. "Labor Relations in Hospitals." American Journal of Nursing 70, no. 12 (December 1970), 2606-2609. Attacks views that strikes will interfere with patient care and that nonprofit institutions have no profits with which to bargain.


1368. NIGRO, Felix A. "Unions and New Careers." Good Government 87, no. 3 (Fall 1970), 10-12. Two hospital job upgrading projects, union-sponsored (AFSCME) in New York City and Washington, D.C.

1369. NIGRO, Felix A. "Labor Relations in the Public Sector." Personnel Administration 33, no. 5 (September-October 1970), 24-38.


1371. NIGRO, Felix A. "New Perceptions of the Public Employee." Civil Service Journal 11, no. 2 (October-December 1970), 7-8. Employees' perceptions of themselves and of the government as employer are seen to have an impact on employment relations.


1373. NOTE--"Public Employees--The Right to Organize, Bargain, and Strike." Catholic University Law Review 19, no. 3 (Spring 1970), 361-372.


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2174. ABERNATHY, Charles P. "Sovereign Immunity in a Constitu-


2225. COULSON, Robert W. "How to Prepare for an Arbitration Hearing." LMRS Newsletter 6, no. 3 (March 1975), 2-4.


Opportunity Commission in dealing with racial discrimination in employment.


2245. EPSTEIN, Richard L. "Employee Relations." Hospitals 49, no. 7 (April 1, 1975), 75-77. An annual administrative review.


2256. FEUILLE, Peter. "Final Offer Arbitration and the Chilling Effect." Industrial Relations 14, no. 3 (October 1975), 302-310. This article opens a symposium on


2263. FRISHAUF, Peter. "House Officers: Student or Employee?" New Physician 24, no. 7 (July 1975), 18-23.


2266. GOLDENBERG, Shirley B. "The Government as Employer." Paper presented at the 24th Annual Conference, Industrial Relations Centre, McGill University, Montreal, April 17, 1975. 9 p. The McGill conferences have chiefly dealt with industrial relations. Some brief accounts of public sector issues are also in the packet of transcript conference papers made available by the Centre for distribution from the 1973 2nd conference on "Winds of Change from the Provinces and New Priorities in Labour Relations."


2271. HAGEN, Stanley A. "If You Lose the Election." Medical Group Management 22, no. 6 (September-October 1975), 10-15. A model agreement is proposed for clinic managers (11-15).


2296. KOCHAN, Thomas A. "Determinants of the Power of Boundary Units in an Interorganizational Bargaining Relation." Administrative Science Quarterly 20, no. 3 (September 1975), 434-452. Data used are from a sample of locals of the International Association of Fire Fighters and 228 city governments.


2310. LYND, Staughton. "The Right to Engage in Concerted Activity After Union Recognition: A Study of Legislative History." Indiana Law Journal 50, no. 4 (Summer 1975), 720-756. With reference to the private sector, points out contradictions between the national labor policies, one minimizing industrial strife through contract observance and arbitration, the other protecting individual rights.


2316. McNulty, Thomas J. "Note: The National Labor Relations Board and Title VII: The Impact of Mansion House and the Case for Minimal Board Involvement." Rutgers Camden Law Journal 7, no. 1 (Fall 1975), 126-146.


2323. METROPOLITAN AFFAIRS NONPROFIT CORPORATIONS. "Regional Productivity." National Civic Review 64, no. 10 (November 1975), 505-525. Summary of a report of a nationwide study on improving productivity and technology utilization in the nonprofit sector.


2326. MILLER, Michael H. "Nurses' Right to Strike." Journal of Nursing Administration 5, no. 2 (February 1975), 35-39. Theoretical comments, placed in historical perspective.

2327. MILLER, Ronald L. "Collective Bargaining: A New Frontier for Hospitals." Hospital Progress 56, no. 2 (February 1975), 50-60, 63.


2329. NOBERLY, Robert B. "Public Sector Labor Relations Law in Tennessee: The Current Inadequacies and the Avail-


2242. O. Raymond N. "The Agency Shop in a Public Ser-
2356. ROSS, Jerome R. "Mediation: An Assist to Deadlocked Bargaining." LMRS Newsletter 5, no. 6 (June 1975), 2-3. Guidelines for bargaining are also provided by Peter J. Byrnes, 3-5.


2366. SEIDENBERG, Jacob. "Federal Sector Overview: Collective Bargaining-An Address before the 1975 Seminar on 'Employee Relations in the Federal Government.'" Federal Bar Journal 34, no. 3 (Summer 1975), 229-239. By the chairman, Federal Service Impasses Panel. This address was also published in vol. 35, no. 1 (Winter 1976), 74-85, with the addition of two pages at the end.


2371. SINGLETON, David W. "Firefighting Productivity in Wilmington: A Case History." Public Productivity Review 1, no. 2 (December 1975), 19-29. The entire issue has relevance to public employment relations; only this and the final article (#2189) are listed separately here.


2381. STAUDOHAR, Paul D. "Results of Final-Offer Arbitration Terms in a Federal Sector..." Public Administration Review 35, no. 5 (September-October 1975), 500-509. Results of recent federal sector arbitration are compared to national data.
of Bargaining Disputes." California Management Review 18, no. 1 (Fall 1975), 57-61.


2383. STITES, Andrew J. Comment—"Will the Real Managerial Employees Please Stand Up?" Loyola University of Los Angeles Law Review 9, no. 1 (December 1975), 92-123. History of the issue over whether managerial employees are protected under the NLRA.

2384. SULZNER, George T. "Public Emloyee Collective Bargaining: Legislative Initiatives for Peacemakers at the Bargaining Table." Loyola University of Los Angeles Law Review 9, no. 1 (December 1975), 28-37. Argues, with reference to federal Executive Orders, that managerial employee rights are a hindrance to the collective bargaining process.


2395. WHEELER, Hoyt N. "Compulsory Arbitration: A Narcotic Effect?" Industrial Relations 14, no. 1 (February 1975), 117-120.


2397. WHITE, Alexander P. "The Organization and Functions of the United States Department of Labor." Chicago Bar Record 57, no. 2 (September-October 1975), 84-93.

2398. ZACK, Arnold M. "Mandatory Management Rights: Help or Hindrance?" Public Personnel Management 4, no. 6 (November-December 1975), 372-377. Argues, with reference to federal Executive Orders, that mandatory management rights are a hindrance to the collective bargaining process.


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2425. BIGONNE, William J. "Effects of Locus of Control and Style of Third Party Intervention Upon Bargaining Behavior." Journal of Applied Psychology 61, no. 3 (June 1976), 305-312. Results of a simulated collective bargaining game showed that participants anticipating voluntary arbitration set higher goals than did those anticipating other types of third-party intervention.


Choice," Cornell Law Review 61, no. 3 (March 1976), 344-367. Employee free choice has eroded from 1935 to 1976 under the NLRA, he claims; this seems justified in some respects, he argues, not in others. The reference is to private industry, but the issues are also significant for public employment relations.


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2541. McCANN, Walter, and Stafford Smiley. "The National Labor Relations Act and the Regulation of Public Employee Collective Bargaining." Harvard Journal on Legislation 13, no. 3 (April 1976), 479-547. Upon examining pros and cons, the authors conclude that the NLRA should be used to public employment relations, with special pro- visions acknowledging their differences from those in the private sector.


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2547. MERRITT, James E. "Union-Management Problems in the Federal Government: An Exploratory Analysis." Public Personnel Management 5, no. 5 (September-October 1976), 353-362. A study of six public sector organizations in a large midwestern city where 80 percent of federal employees were in exclusive bargaining units and 95 percent of these had negotiated agreements.

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2721. WALThER, Peter D. "The Board's Place at the Bargaining Table." Labor Law Journal 28, no. 3 (March 1977), 131-141. Limits of the National Labor Relations Board's power.


NOTE: 1977 items are from early in that year.
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