



LERA 2017 Proceedings Author Guidelines

**Labor and Employment Relations Association
Instructions to
Symposium Paper Presenters and Discussants (including chairs)
at LERA 2017 Meeting**

Congratulations on being invited to present your paper and be published in the *LERA Annual Proceedings*! The *2017 Proceedings* will be published electronically and posted online at the LERA Member Library. Please read these instructions carefully before you prepare and submit your paper.

As a presenter, discussant, or chair in a symposium or selected workshop, your paper/commentary is invited to be published in the *LERA Annual Proceedings*, subject to LERA author guidelines. (Note chairs are also invited to turn in discussant comments.) Please indicate on the form below **whether you will or will not** be submitting your paper for publication in the Proceedings and fax to the LERA Office at 217-265-5130, or email completed information to *LERAoffice@illinois.edu*.

If you will be preparing your paper or discussant comments for inclusion in the Proceedings, you should upload the electronic version of your final paper to <http://www.leraweb.org/paper-upload>. If your paper includes charts or tables, please upload separate e-files for each in the original software application used to create the graphic. (The upload form will give you the opportunity to upload multiple files.) Files your paper/discussant comments and any charts/graphs must be received six weeks following the last day of the meeting.

LERA will secure a copyright for the Proceedings and will ask all authors or the lead author acting in behalf of all co-authors to complete and sign the Author Agreement Form attached at the end of these instructions. This form allows authors rights to re-publish, copy, or post their work in other places. Authors of discussant comments and poster session abstracts are also required to complete and sign the Author Agreement. Please make sure that the LERA office receives one of these signed forms in order to complete the copyright paperwork, as well as the names and current affiliations, mailing addresses, phones, faxes, and emails of all co-authors so we may send an announcement of publication to each.

Note the LERA liaison for the publication is Emily Smith, 121 LER Bldg, 504 E. Armory Ave., Champaign, IL 61820. Email: eesmith@illinois.edu if you have questions. *Your help and cooperation will ensure timely publication.*

<p>THE DEADLINE FOR FINAL PAPERS IS 10 DAYS AFTER LAST DAY OF THE MEETING</p>
--

Please complete and return the one-page form on the next page.

**Intent to Submit Form
LERA Meeting 2017**

(Please check only one answer below.)

For LERA Symposia and Selected Workshop authors:

- Yes, I intend to submit a paper or discussant comments to the *LERA Proceedings of the 2017 Meeting*.
- No, I do not intend to submit a paper or discussant comments to the *LERA Proceedings*.

Name: _____

Affiliation: _____

Mailing Address: _____

Phone _____ Fax _____ Email _____

Session Name: _____

Session Chair: _____

Paper Title: _____

Please fax, scan and email, or mail this completed form to the LERA office prior to the LERA conference. Doing so will save the LERA staff and you a number of correspondence follow-up efforts to make sure your paper is receiving the consideration you wish. Thank you.

LERA
Labor and Employment Relations Building, Room 121
504 East Armory Avenue
Champaign IL 61820
Phone: 217-333-0072
Fax: 217-265-5130
Email: LERAoffice@illinois.edu

Labor and Employment Relations Association

Proceedings of the 2017 Meeting

An annual publication of the LERA

If you will be preparing your paper or discussant comments for publication, please upload the electronic version of your to <http://www.leraweb.org/paper-upload>. If you need to include charts or tables, please upload separate e-files for each in the original software application used to create the graphic. (The upload form will give you the opportunity to upload multiple files.) Files your paper/discussant comments and any charts/graphs must be received 10 days following the meeting.

LERA will secure a copyright for the Proceedings and will require all authors or the lead author acting in behalf of all co-authors to complete and sign the Author Agreement Form attached at the end of these instructions. Authors of discussant comments and poster session abstracts are also required to complete and sign the Author Agreement. Please make sure that the LERA office receives one of these signed forms in order to complete the copyright paperwork, as well as the names and current affiliations, mailing addresses, phones, faxes, and emails of all co-authors so we may send an announcement of publication to each.

SUBMISSION REQUIREMENTS AND INSTRUCTIONS

- **The LERA reserves the right to publish or not to publish any paper presented at an LERA meeting in the Annual Proceedings.**
- The LERA secures the copyright for the content of the *Proceedings of the 2017 Meeting*. The Association permits authors to reprint or adapt their work for other uses subsequent to the publication of the *Proceedings* and they may link to the publications from other websites. All others interested in copying or reproducing a paper published in the *Proceedings* must contact the Copyright Clearance Center (phone 508/750-8400, fax: 508/750-4744) for permission.
- The LERA requires that a paper author (or at least one co-author) be a member of the Association in order to have their paper published in the *Proceedings*. If you are not currently an LERA member, you may visit our website at www.LERAwed.edu to join online.
- Submit a copy of your paper in the required format via email to LERAoffice@illinois.edu
- Any tables or charts must be emailed in separate files, not imbedded in the chapter text. Please send these in the software application in which they were created. Placement for these tables should be clearly indicated in the chapter text.
- **Include on a separate page an abstract up to 100 words of your paper.** The abstract may be published on the website.

LENGTH FOR SYMPOSIUM PAPERS

- Papers must be no longer than 30 typed double-spaced pages (excluding the 100-word abstract) of 11-point text (Garamond is preferred) with 1-inch margins. This includes all text, tables, figures, endnotes, and references. Endnotes and references are to be placed at the end of the manuscript. Papers over this limit may be returned to the author(s) at the editor's discretion.
- Please do not use footnotes. **Papers with footnotes will be returned for conversion to the “LERA Endnote and Reference style”.**
- Try to limit the title of a paper to 10 words or less.
- Do not reduce font size or line spacing or maximize margins to achieve the 30-page ceiling.

LENGTH FOR DISCUSSANT COMMENTS

- Papers must be no longer than 8 single – spaced pages of 11-point text (Garamond preferred). This includes all text, and any tables, figures, endnotes, and references. Any endnotes and references are to be placed at the end of the commentary. Papers over this limit may be returned to the author(s) at the editor's discretion.

Please do not use footnotes. Papers with footnotes will be returned for re-formatting by the author to endnotes.

PAPER FORMAT

- Double-space all text, including endnotes and references. Indent all paragraphs, use 1-inch margins all around the page, and number all pages consecutively.
- Begin headings flush with the left margin. Do not number headings and use only three levels of headings using bold face and *italics* as follows:

First Level of a Heading	(space above and below, bold)
<i>Second Level of a Heading</i>	(space above and below, italics)
<i>Third level of a heading.</i>	(runs into text, indent 5 spaces, no space below, italics, lower case)
- Submit all figures, tables, charts, and graphs (art) at the end of your paper on separate pages in electronic form, or by using the alternate upload options that you will see when you upload your paper files. Please clearly indicate the approximate position you wish the art to be placed within the text. It is very important you provide a hard copy of all art as well.
- Lengthy acknowledgments. If you feel an acknowledgment is essential, put it at the end of the text before endnotes and references and label "Acknowledgments."
- All references cited within the text must be listed in the reference section and all references listed in the reference section must be cited within the text. **Do not use footnotes** or your paper will be returned to you to re-format. Endnotes should be used sparingly, must be double-spaced, and are included in the 30-page limit. Any appendix precedes the reference section.

GENERAL INFORMATION

- Define all acronyms at first mention and thereafter use the acronym: Do not alternate. Avoid beginning a sentence with an acronym.
- Do not use an apostrophe in dates, i.e., 1900s not 1990's.
- Use serial commas (The numbers are one, two, and three). Put periods and commas inside quotation marks.

WRITING HINTS

- Use the first person when appropriate.
- Do not use a summary paragraph telling readers what you have written about.
- Small tables should not be used. Include information in a sentence or two in the text instead. Do not repeat the information given in tables; instead, discuss the implications of those data.
- Refer to persons by name only; that is Mark K. Brown instead of Professor Brown, unless it is important to the content, then use Mark K. Brown, Chair of the Committee on Finances.
- Write economically. This not only makes your paper easier to read, it often saves significant space, an important consideration with current page limits.
- Please remember that the intended audience includes representatives from many academic disciplines and various types of practitioners. Please make your insights intelligible to this broad audience.

REFERENCES

All references cited within the text must be listed in the reference section and all references listed in the reference section must be cited within the text. They should appear in the author-date format as follows:

(Kochan, Katz, and McKersie 1985: 227)

(Tracy 1987; Kleiner and Bouillon 1988)

(Heneman and Sandover 1983)

(Osterman 1984, 1987)

Keff (1977a) [References contain more than one publication by same author in same year]

References should be listed in alphabetic order by author at the end of the paper. Multiple publications by the same author(s) should appear in chronological order with oldest publications listed first. Examples of reference listings are:

Article in a book:

Blau, Francine D., 1984. "Occupational Segregation and Labor Market Discrimination." In Barbara F. Reskin, ed., *Sex Segregation in the Workplace: Trends, Explanations, Remedies*. Washington, DC: National Academy Press, pp. 117-43.

Proceedings:

Blau, Francine D., and Marianne A. Ferber. 1987. "Women's Progress in the Labor Market: Should We Rest on Our Laurels?" *Proceedings of the Thirty-Ninth Annual Meeting* (San Francisco, Dec. 28-30, 1986). Madison, WI: Industrial Relations Research Association, pp. 70-6.

Journal Article:

Blinder, Alan S. 1973a. "Wage Discrimination: Reduced Form and Structural Elements." *Journal of Human Resources*, Vol. 8, no. 4 (Fall), pp. 436-55.

Dissertation:

Ellis, Martin G. 1984. "Men's and Women's Earnings in Manufacturing, 1939-1979." Diss., University of Illinois.

Book:

Freeman, Richard B., and James L. Medoff. 1984. *What Do Unions Do?* New York: Basic Books.

Newspaper article:

Pear, Robert. 1987. "Women Reduce Lag in Earnings but Disparities with Men Remain." *New York Times*, September 4, p. A I.

Government publication:

U.S. Bureau of the Census. 1993. *Census of the Population: 1990, Characteristics of the Population, General Social and Economic Characteristics, US Summary Report PC80- I -C 1*. Washington, DC: GPO.

Unpublished paper:

Yoruba, Baswan. "Characteristics of Women with Higher-Paying jobs in White-Collar Occupations." Unpublished paper, University of Pennsylvania.

Internet Sources:

If a document is published in both printed form (as in a newspaper or journal) as well as on the Internet, it is preferable to include bibliographic information about the printed source as well, which will tend to be more readily available and easily located over the years. Just as for printed sources, the information for an Internet source must be complete enough to allow interested readers to identify and locate the piece.

World Wide Web

Please include the *complete* URL to the article cited, not just the home page of the site where the article can be found, in angle brackets. If the piece itself has no title, use the Web page title. After the URL, provide the date that you accessed the page.

Limb, Peter. 1992. "Alliance Strengthened or Diminished?: Relationships between Labour & African Nationalist/Liberation Movements in Southern Africa." <http://neal.ctstateu.edu/history/world_history/archives/limb-1.html>. [May 14, 1992].

Page, Melvin E. 1996. "A Brief Citation Guide for Internet Sources in History and the Humanities." February 20. <<http://h-net.msu.edu/~africa/citation.html>>. [July 13, 2000].

"Champaign Co. National Organization for Women." 2000. <<http://www.freespeech.org/ccnow/index.html>>. [July 14, 2000].

Listserv Messages

Provide the name of the list, the e-mail posting address in angle brackets, and the date of the posting. If archives are available on the Internet, provide appropriate archive information (e.g., *complete* URL, *path* if needed).

Curtin, Phillip. 1995. "Goree and the Atlantic Slave Trade." In H-AFRICA <h-africa@msu.edu>. July 31. Archived at <gopher://gopher.h-net.msu.edu> [path: H-NET E-Mail Discussion Groups/H-AFRICA/Discussion Threads/Goree and the Atlantic Slave Trade--item number 465].

Lobban, Richard. 1995. "REPLY: African Muslim Slaves in America." In H-AFRICA <h-africa@msu.edu>. August 4. Archived at <<http://h-net.msu.edu/~africa/archives/august95>>.

We ask you to adhere to the above guidelines. Papers that exceed page limits, or include footnotes, or that list references in improper form may be returned to the author(s) for revision. Thank you for your cooperation.

PUBLISHER CONTACT INFORMATION

Emily Smith, Coordinating Editor
Labor and Employment Relations Association
121 Labor and Employment Relations Building
504 East Armory Avenue
Champaign, IL 61820
Ph: 217.333-0072 Fx: 217/265-5130
LERAoffice@illinois.edu

**AGREEMENT TO TRANSFER RIGHTS OF COPYRIGHT – AUTHOR TO OWNER
 (“AUTHOR AGREEMENT FORM”)**

OWNER: Labor and Employment Relations Association
 121 Labor & Employment Relations Building
 University of Illinois at Urbana-Champaign
 504 East Armory Avenue
 Champaign, IL 61820

AUTHOR: _____
 TITLE OR POSITION: _____

 CO/UNIV/ORG NAME: _____

The Labor and Employment Relations Association is pleased to have the privilege of publishing your contribution entitled

in the **LERA Online Proceedings of the LERA 2017 Meeting.**

So that you as Author and we as Owner of the publication may be protected from the consequences of unauthorized use of its contents, we consider it essential to secure a copyright. To this end, we ask you to grant us rights to the article as described below.

1. CONSENT TO PUBLISH: Whereas the Labor and Employment Relations Association is the owner of the publication above named and the undersigned is sole Author of one or more parts or lead author acting on behalf of any and all secondary authors of the work named herein, the Author grants and assigns exclusively to the Labor and Employment Relations Association for its use any and all rights of whatsoever kind or nature now or hereafter protected by the Copyright Laws of the United States and all foreign countries in all languages in and to the above article, including all electronic and subsidiary rights. The Association, in turn, as part of the consideration of this agreement, grants to the Author the right of republication in other publications subject only to his/her giving proper credit in the book/journals to the original publication of the article by the Labor and Employment Relations Association.

2. PREVIOUS PUBLICATION: The Author guarantees that the article furnished for the publication has not been published previously elsewhere. If any part of it has been previously published elsewhere, permission has been obtained in writing for publication in the publication and the Author will submit copy for credit lines with his/her manuscript. The Author holds the Editor, the publication, and the Labor and Employment Relations Association harmless against all copyright claims.

3. SUBSIDIARY RIGHTS AND COMPENSATION: The Author will receive no payment from the Labor and Employment Relations Association for the use of his/her materials, but should the Association receive any requests to reproduce or translate all or any portion of the Author's article, the Association will attempt to notify the Author about its requested use. Should any fee be charged for this use, all monies will go to the Association.

ACCEPTED FOR LERA:

ACCEPTED AND APPROVED BY THE AUTHOR:

 DIRECTOR DATE

 AUTHOR (PRINT NAME)

 AUTHOR (SIGNATURE) DATE

SIGN AND UPLOAD, FAX, OR MAIL THIS FORM.

PERMANENT ADDRESS:

- **SCAN** AND UPLOAD ALONG WITH PAPER TO:
<http://www.leraweb.org/paper-upload>
- **MAIL** TO:
 LERA, Attn: Proceedings
 University of Illinois at Urbana-Champaign
 121 LER Building, Rm. 121, MC-504
 Champaign, IL 61820
- **FAX** TO:
 (217) 265-5130

 E-MAIL: _____
 PHONE: _____
 FAX: _____

IF YOU ARE SIGNING FOR ALL CO-AUTHORS, PLEASE MAKE SURE TO FURNISH THE NAMES AND MAILING ADDRESSES OF ALL CO-AUTHORS SO WE CAN SEND THEM A COMPLIMENTARY COPY.