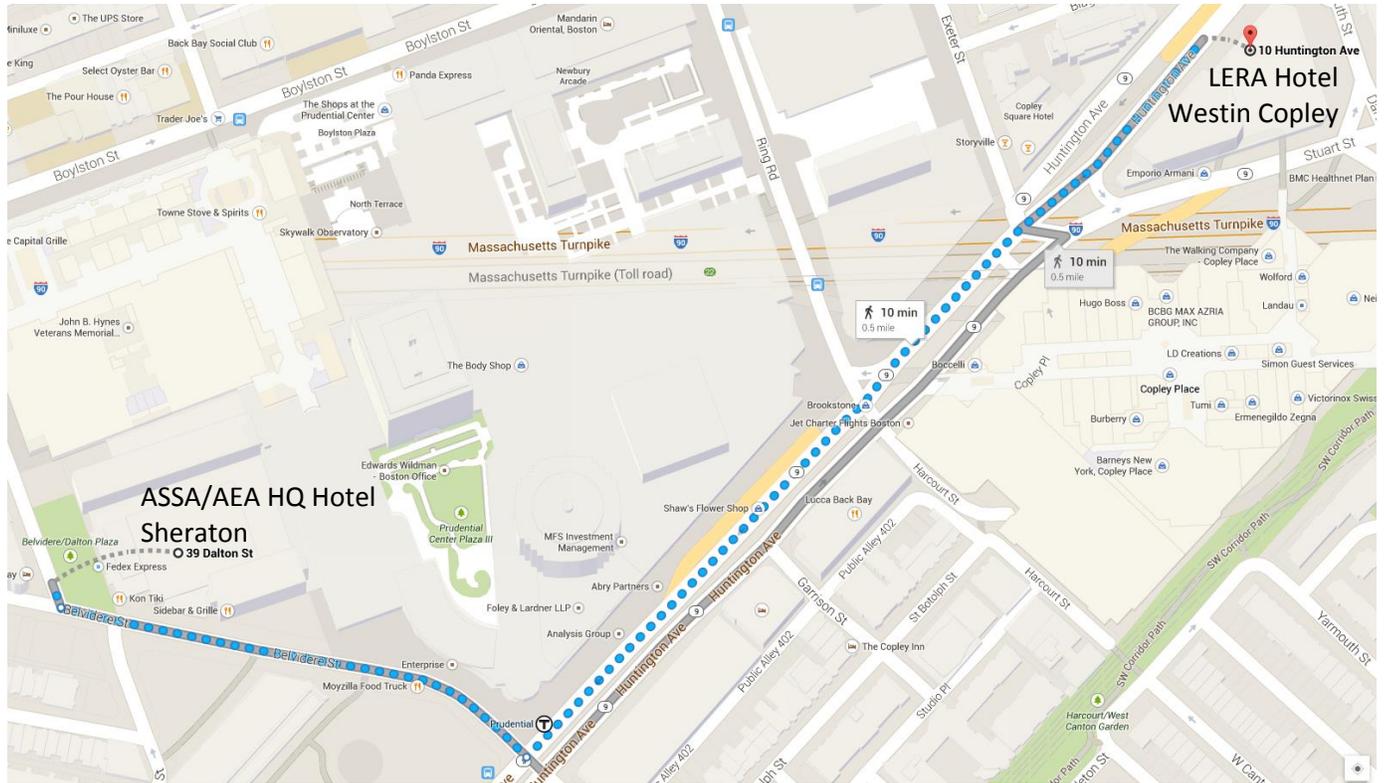


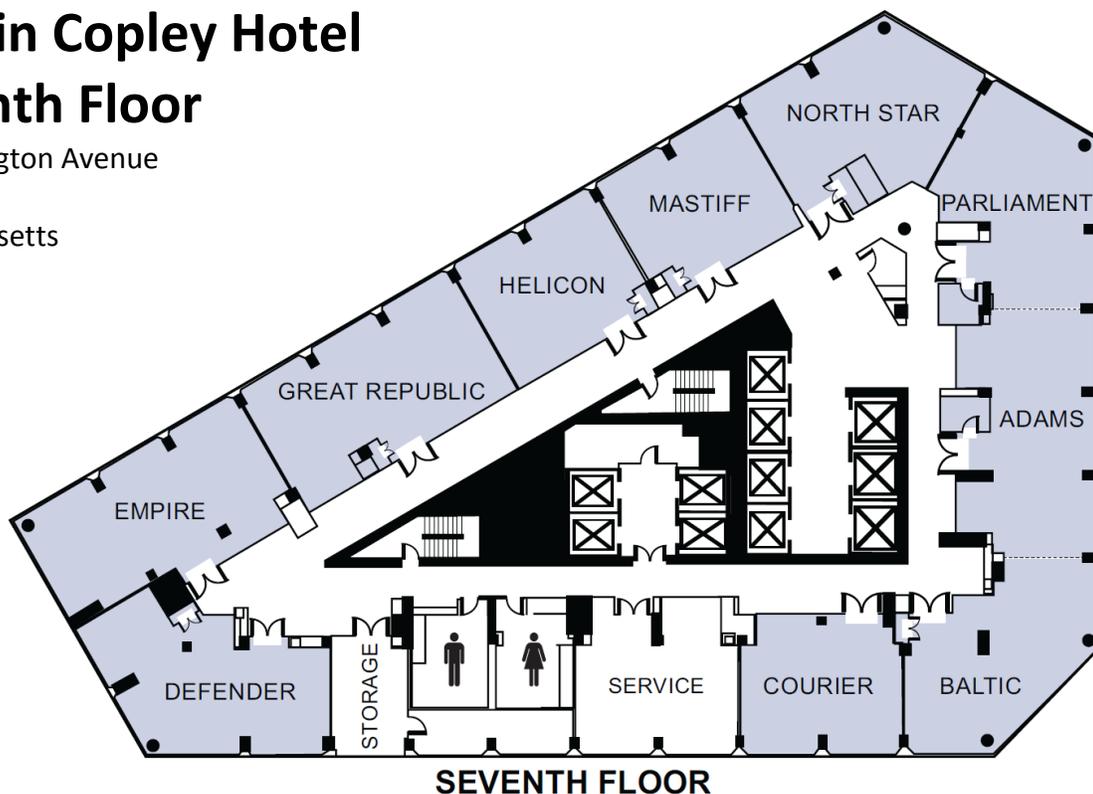
LERA Program at ASSA/AEA Meeting: Boston, January 3rd to 5th, 2015

This, somewhat lo-tech, document pulls the LERA program from the larger ASSA/AEA event for your convenience. Maps to the LERA session rooms and to the LERA hotel are included as are the abstracts to the various sessions. Walking suggestion from ASSA/AEA headquarters hotel to the Westin Copley; the LERA session are held on the seventh floor.



Westin Copley Hotel Seventh Floor

10 Huntington Avenue
Boston,
Massachusetts
02116



Jan 03, 2015

8:00 am, Westin Copley, Helicon

Research and Practice from Inside the Workforce Development and Unemployment Systems (J3)

Presiding: Mary Gatta (Wider Opportunities for Women)

All I Want Is a Job: Unemployed Women Navigating the Public Workforce System

Mary Gatta (Wider Opportunities for Women)

Mary Gatta will share her research in which she went undercover, posing as a client in a New Jersey One-Stop Career Center. One-Stop Centers, developed as part of the federal Workforce Investment Act, are supposed to be an unemployed worker's go-to resource on the way to re-employment. Weaving together her own account with interviews of jobless women and caseworkers, Gatta will share a revealing glimpse of the toll that unemployment takes and the realities of social policy. In this session she will highlight the promise and weaknesses of One-Stop Career Centers, and recommend key shifts in workforce policy, which will lead to a system that is less discriminatory, more human, and better able to assist women and their families in particular.

Flawed System/Flawed Self: Job Searching and Unemployment Experiences

Alex Vasquez (Massachusetts Institute of Technology and Brandeis University)

Ofer Sharone will share his research exploring the world of job searching and unemployment. Through in-depth interviews and observations at job-search support organizations, Ofer Sharone reveals how different labor-market institutions give rise to job-search games like the chemistry games in the United States in which job seekers concentrate on presenting the person behind the résumé. By closely examining the specific day-to-day activities and strategies of searching for a job, Sharone develops a theory of the mechanisms that connect objective social structures and subjective experiences in this challenging environment and shows how these different structures can lead to very different experiences of unemployment.

Innovations in Workforce Development

Geri Scott (Jobs for the Future)

Alexandra Waugh (Jobs for the Future)

Geri Scott and Alexandra Waugh will share research and best practices of their experiences providing technical assistance and peer learning opportunities to facilitate and support the development of a national network of green workforce development expertise among participating communities. This support focuses on fostering effective employer engagement, strengthening the links of workforce partnerships to organized labor, improving training curricula and aligning workforce programs with union pre-apprenticeship standards, and increasing the enrollment and success of women and underserved minorities in these well-paying, nontraditional occupations.

Discussants:

Adrienne Eaton (Rutgers University)

8:00 am, Westin Copley, Courier

The Employee Ownership Approach to Shared Prosperity: New Research (J3)

Presiding: Joseph Blasi (Rutgers University)

Employment Ownership and Firm Survival through the Great Recession

Fidan Ana Kurtulus (University of Massachusetts-Amherst)

Douglas L. Kruse (Rutgers University)

We examine the relationship between employee ownership and firm survival in the United States using Form 5500-CompuStat matched data on a panel of publicly-traded companies during 1999-2010. We examine how firms with employee ownership programs weathered the recessions of 2001 and 2008 in terms of firm survival relative to firms without employee ownership programs. We estimate Cox Proportional Hazards regressions to predict the likelihood of firm failure with employee ownership as the main dependent variable, and controls for firm size, union status, and industry. In our econometric analyses, we use a rich array of measures of employee ownership at firms, including the presence of employee ownership stock in pension plans, the presence of Employee Stock Ownership Plans (ESOPs), the value of employee ownership stock per employee, the share of the firm owned by employees, the share of workers at the firm participating in employee ownership, and the share of workers at the firm participating in ESOPs. Our findings indicate that employee ownership firms had significantly higher survival rates during 1999-2010.

The Effect of Employee Ownership on Effort and Supervision

Erik K. Olsen (University of Missouri-Kansas City)

This paper presents a new way to assess the effect of employee ownership (EO) on employee behavior. It extends the contingent renewal model of the labor exchange to the case of the EO firm. Contrary to existing theoretical literature, which holds that EO is either inconsequential or detrimental

to employee performance, this model predicts increased employee effort in EO firms relative to conventionally-owned ones. It also indicates that a profit-maximizing EO firm will respond to this increased effort by using fewer supervisory inputs. Effort is difficult or impossible to observe in complex settings, but this model indicates that the impact of EO on effort is observable through the effect on firm structure. To test for this a matched-pair sample of EO and conventionally-owned firms is constructed using a new database of US majority EO firms, and supervisory ratios are determined using firm filings with the US EEOC. This has important implications for economic theory and policy, not least of which is that conventional ownership may be pareto inferior to EO.

Best for Whom? Social Stratification, Employee Ownership, and Employee Outcomes in Fortune's Best Companies to Work For

Edward J. Carberry (University of Massachusetts-Boston)

Joan S.M. Meyers (University of the Pacific)

Popular claims that a workplace is good for its employees may overlook gender, ethnoracial, and class variation in employee reactions and experiences. This paper analyzes variation in employee perceptions of organizations that have been promoted as best places to work. Our empirical analysis is based on a unique dataset of all firms that applied to be one of Fortune's 100 Best Companies to Work For (BCTW) between 2006 and 2011, and includes over 600,000 employees in 1,052 companies. Our analysis focuses on the effects of gender, race/ethnicity, and occupational level on perceptions of trust, empowerment, and justice, and whether working for a BCTW firm or for a firm with employee ownership results in different perceptions. Our findings reveal that 1) BCTW firm employees from historically marginalized groups (white women, nonwhite men and women, and working-class employees) perceive their firms as more just than similar employees of non-BCTWF firms; 2) hourly workers react most positively to BCTWF firms; and 3) employee ownership has mixed effects on employees from marginalized groups.

Employee Ownership: A View from the Lab

Phil Mellizo (College of Wooster)

This paper examines how the experimental economics literature informs the study of employee as it applies to firm and worker performance. Because experiments offer greater control and the ability to randomize into treatment many identification errors that complicate econometric analysis of firm organization can be mitigated. Experiments therefore offer a new way of understanding the behavioral responses to firm organization that complements the contextually rich field and case studies traditionally used to study employee owned firms. After providing a review of experiments that are relevant to employee owned firms, I further report evidence from a novel real-effort lab experiments special to such organizations that examines first-order questions investigating the effects of ownership on productivity.

Discussants:

Richard Freeman (Harvard University)

Christopher Mackin (Ownership Associates)

8:00 am, Westin Copley, North Star

The Evolution of White Collar Occupations and Professions (J1)

Presiding: Paul Osterman (Massachusetts Institute of Technology)

The Changing Structure of White Collar Employment: A Review of Recent Trends

Françoise Carré (University of Massachusetts-Boston)

The paper will examine trends and changes in the structure of white-collar employment over the past two decades. The structure of white-collar employment career ladders, compensation, and employment arrangements has experienced changes over the last 20 years, accompanying evolving products, the diffusion of information and telecommunication technologies, and the organization of service activities on broader geographic scope (e.g. ability to coordinate the outsourcing of data entry, coding, and paralegal research to other countries). The paper will review recent evidence on the employment impacts of these longer term trends as well as further changes triggered by the great recession and its legacy of chronic underemployment, particularly among recent cohorts of high-school and college graduates. The focus will be on entry-level and mid-level white-collar occupations in service producing industries, insurance and banking (e.g. Customer relationship manager and underwriter assistants), as well as general clerk jobs across industries. This review will place changes in the structure of white-collar work in the context of changes in employment structures within firms across industrial sectors.

The Evolution of Legal Careers: The Case of Big Law Associates

Christine Riordan (Massachusetts Institute of Technology)

The legal profession, long an example of a well established professional occupation, has been remade by a combination of technology, which permits outsourcing of work, as well as changing economics within Big Law as customers become more sophisticated and demanding regarding staffing a billing. As a consequence the careers of young associates have been transformed with the probability of making partner diminished. At the same time outsourcing of low level work, such as document review, has the potential for enabling associates to do more interesting work that better develops their skills. This paper, based on interviews with a sample of Big Law associates, will explore the changing nature of legal careers and the implications of these changes for the life chances of young lawyers.

The Changing Contours of Managerial Careers: The Case of Non-Profits

Diane Burton (Cornell University)

Jae Eun Lee (Cornell University)

As organizations change their shape and boundaries due to restructuring, layoffs, and outsourcing the nature of managerial work changes as do career trajectories. Through archival research, the paper will link changes in public and private funding to changes in the normative organizational structures within the sector and document shifts in the archetypal career trajectories of the managers who lead non-profit human services organizations. The argument is that as managerial professionals dominate human service organizations, they bring a bureaucratic logic that proliferates administrative roles, increases administrative intensity, and diminishes career prospects for the non-executive professional staff members. The argument is tested through a quantitative longitudinal study of over 200 human service non-profits as well as qualitative interviews with non-profit leaders with different career backgrounds.

Discussants:

Michael J. Piore (Massachusetts Institute of Technology)

10:15 am, Westin Copley, Courier

Growing Older and Working Longer: Implications for Health and Retirement Time (J3)

Presiding: Richard McGahey (New School)

Do Working Conditions at Older Ages Shape the Health Gradient?

Lauren Schmitz (New School)

This paper examines whether working conditions contribute to health disparities at older ages. The impact of occupation on health in the years leading up to retirement is not well understood, partly because it is difficult to untangle the long-term or cumulative effect of a worker's occupational commitment over their lifetime from job demands at older ages. To better estimate the connection between work and health, this study uses a unique and rich panel data set that incorporates health and employment data from ten waves (1992-2010) of the Health and Retirement Study (HRS) with data on objective job demands from the Department of Labor's Occupational Information Network (O*NET), and administrative earnings data from the Social Security Administration's Master Earnings Files (MEF). The MEF contain W-2 earnings records for jobs held before individuals enter the HRS, making it possible to estimate the cumulative effect of earnings over the life cycle on baseline health while also controlling for unobserved heterogeneity that may be correlated with working conditions at older ages. Information on childhood health and socioeconomic status from the HRS is also included to account for factors early on in the life cycle that could influence occupational selection. To isolate the impact of changing workplace characteristics on self-reported health at older ages, physical, environmental, and psychosocial working conditions that matter for health and labor force participation are incorporated into a dynamic panel model. In particular, sub-sample analysis by white collar, blue collar, and service workers on various chronic and acute health conditions will lead to a better understanding of whether working conditions contribute to occupation-specific health gradients in the years leading up to retirement.

Miracle Drug or Daily Vitamin? The Health Effects of Retirement over Time

Kevin Neuman (University of Wisconsin-Stevens Point)

Jason Davis (University of Wisconsin-Stevens Point)

A growing share of the United States population entering traditional retirement ages combined with rapidly rising Medicare costs has increased the necessity of understanding the relationship between health and retirement. While the fact that those in worse health tend to retire earlier has been established, whether retirement influences health has received less attention and has yielded more contradictory results. Using a variety of health measures some researchers have found negative effects, while others have found positive effects. Outside of the different health measures a great deal of the variation in the studies comes from the various methodologies attempting to control for the endogeneity of retirement. The current study extends prior research by examining not just whether a health effect of retirement exists, but also how the health effect evolves over time spent in retirement. Only a few prior studies have attempted to look at longer term effects on health, and even those stopped looking only a few years after retirement. Using the longitudinal Health and Retirement Study and exogenous variation in pension eligibility ages and early retirement windows to control for endogenous retirement, we are able to test for health effects years after the retirement decision while still being able to control for a wide range of demographic, financial, and health characteristics. Preliminary results show strong positive short term effects of retirement on subjective health reports for men with weaker positive effects for women. These results match some of the results from prior research. However, the results show that for men the positive effects persist over time spent in retirement with long term health boosts as well as short term. These results suggest that men do not just experience a miracle cure effect immediately after retirement, but rather systematic health improvements perhaps due to a healthier retirement lifestyle.

Socioeconomic Differences in Retirement Age, Mortality, and Retirement Time: Implications for Retirement Age Policy

Teresa Ghilarducci (New School)

Katherine Moos (New School)

An important dimension of well being is access to time at the end of a one's working life. We identify retirement time as a resource employees consume after permanently exiting the labor market: the time between retiring and dying. There are large socioeconomic differences in retirement time and they appear to have grown over time. The growing inequality of longevity by SES, coupled with the increased labor market effort of lower-income older people has caused retirement time to become more unequally distributed between socioeconomic status groups. The study discusses implications of growing retirement time differentials for one major area of pension policy: the pension eligibility age and retirement incentives.

How Does Retirement Impact Health? Health Behaviors and Investments

Norma B. Coe (University of Washington)

Gema Zamarro (University of Southern California)

Recent work has found that retirement may lead to improvements in health, although the size and significance of this finding varies between studies and countries. However, the underlying mechanism for this health improvement has yet to be identified, making it impossible to draw conclusions about how policy can influence the positive relationship between health and retirement, or whether it is possible to achieve the health gains without leaving the labor force. This paper aims to identify the causal pathways through which health is improved with retirement. We distinguish between behaviors individuals have direct control over (physical activity, eating, drinking, smoking) and those at least partially governed by the health care system (visits to the doctor, preventative care). This paper uses panel data and instrumental variable methods, exploiting variation in statutory retirement ages, to assess how retirement causally affects health-related investments and behaviors using the Health and Retirement Study (HRS) (United States), the English Longitudinal Study of Ageing (ELSA) (England), and the Survey of Health Aging and Retirement in Europe (SHARE) (continental Europe). The findings suggest that the positive relationship between health and retirement is likely caused by a change in health behavior. In both the U.S. and Europe, where we find a positive relationship between health and retirement, we also find a significant increase in the amount of self-reported vigorous exercise for those retiring from non-physical jobs, and a decrease in doctor visits. In England, where we find a weaker effect of retirement on health, we also find no change in vigorous activity. Finally, for the U.S., the only place where information is available, we find that retirement has a positive effect on preventive care, separate from Medicare eligibility. These findings suggest that interventions targeted to get near retirees to exercise more,

Discussants:

Christian E. Weller (University of Massachusetts-Boston)

Richard McGahey (New School)

10:15 am, Westin Copley, North Star

On the Political Economy of Immigration in Europe and in the United States: The Importance of Skill

(J4)

Presiding: Hein De Haas (University of Oxford)

Global Skilled Migration Governance: On the Role of Civil Society Organizations

Petit Pascal (University of Paris Nord)

Global Skilled Migration Governance: On the Role of Civil Society Organizations

High Skills Immigrants in United States: An Approach on Their Professional Status and Migration Interest to United States

Magaly Sanchez-R (Princeton University)

High Skills Immigrants in United States: An Approach on Their Professional Status and Migration Interest to United States

The Changing Nature Migration from the MENA Countries: A Post-Arab Spring Perspective

El Mouhoub Mouhoud (University of Paris-Dauphine)

The Changing Nature Migration from the MENA Countries: A Post-Arab Spring Perspective

Selective Migration Policy Models, Changing Realities of Implementation and the Recruitment of Foreign Students to Become High-Skilled Immigrants

Rey Koslowski (State University of New York-Albany)

Discussants:

Lynne Chester (University of Sydney)

Steven Pressman (Monmouth University)

10:15 am, Westin Copley, Great Republic

The Minimum Wage, Family Income and Poverty: New Research (J3)

Presiding: Patrick Belser (International Labor Organization)

Minimum Wages and the Distribution of Family Incomes

Arindrajit Dube (University of Massachusetts-Amherst)

I use data from the March Current Population Survey between 1990 and 2012 to evaluate the effect of minimum wages on the distribution of family incomes for non-elderly individuals. I find robust evidence that higher minimum wages moderately reduce the share of individuals with incomes below 50, 75 and 100 percent of the federal poverty line. The elasticity of the poverty rate with respect to the minimum wage ranges between -0.12 and -0.37 across specifications with alternative forms of time-varying controls and lagged effects; most of these estimates are statistically significant at conventional levels. For my preferred (most saturated) specification, the poverty rate elasticity is -0.24, and rises in magnitude to -0.36 when accounting for lags. I also use recentered influence function regressions to estimate unconditional quantile partial effects of minimum wages on family incomes. The estimated minimum wage elasticities are sizable for the bottom quantiles of the equivalized family income distribution. The clearest effects are found at the 10th and 15th quantiles, where estimates from most specifications are statistically significant; minimum wage elasticities for these two family income quantiles range between 0.10 and 0.43 depending on control sets and lags. I also show that the canonical two-way fixed effects model used most often in the literature insufficiently accounts for the spatial heterogeneity in minimum wage policies, and fails a number of key falsification tests. Accounting for time-varying regional effects, and state-specific recession effects both suggest a greater impact of the policy on family incomes and poverty, while the addition of state-specific trends does not appear to substantially alter the estimates. I also provide a quantitative summary of the literature, bringing together nearly all existing elasticities of the poverty rate with respect to minimum wages from 12 different papers. The range of the estimates in this paper is broadly consistent with most existing evidence, including for some key subgroups, but previous

Minimum Wages and Poverty

Joseph J. Sabia (San Diego State University)

Richard V. Burkhauser (Cornell University)

Robert Nielsen (University of Georgia)

Policymakers advocating increases in minimum wages often tout their ability to reduce poverty despite scant evidence of their poverty-alleviating effects. A wide body of scholarship has found that higher minimum wages have little effect on poverty rates because (i) many poor individuals do not work (Card and Krueger, 1995; Sabia and Nielsen 2014), (ii) minimum wages may cause adverse employment effects among low-skilled poor workers (Neumark and Wascher 2002; 2008), and (iii) poor target efficiency of minimum wages to the working poor (Burkhauser and Finegan 1996; Burkhauser and Sabia 2007; Sabia and Burkhauser 2010; Sabia and Nielsen 2014). Our new work draws data from the Current Population Survey and Survey of Income and Program Participation to explore the poverty effects of state minimum wages, with particular attention to poverty measurement and spatial heterogeneity. We will also explore the target efficiency of minimum wages over the business cycle.

The Effect of the Minimum Wage on Low Income Workers: What Do We Know?

Dale Belman (Michigan State University)

Paul Wolfson (Dartmouth College)

Although an initial goal of the minimum wage was to provide a minimum standard of living, research on the effect of minimum wage increases on low income families has focused on the more limited issue of whether it lifts families above the poverty threshold. The current research uses the SIPP to investigate whether increases in the minimum wage affect the annual income of low income families and how far up the income distribution such effects, if they are present, reach. The SIPP is uniquely suited to this research because of the depth of its questions on income and household structure and because its longitudinal structure allows following households through increases in the minimum wage. We embed measures of minimum wage change at the federal and state level into conventional models of household income to estimate the impact of the minimum wage on household earned income as well as any indirect effects on the receipt of other forms of income. The effect of the minimum wage on household income likely depends on the place of the household in the income distribution. While low income households income may be greatly affected by minimum wage increases, the minimum wage is likely to have little to no effect on the incomes of high income households. We allow for differences in effect by stratifying our sample into income quartiles and estimating our models with instrumental variable quartile regressions, selection corrected quartile regression, and recentered influence factor regression. Results from these estimates are contrasted with stratifications based on exogenous demographic characteristics such as education, age and gender. We also allow for the minimum wage to have lagged effects and for there to be scarring by state.

Wage Shocks and Technological Substitution

Brian Phelan (DePaul University)

Daniel Aaronson (Federal Reserve Bank of Chicago)

A common criticism of the minimum wage is that it expedites the technological substitution of labor due to changes in the relative prices of labor vis-a-vis capital. While there is anecdotal evidence that technology is replacing some low skill jobs (e.g. Bank Tellers and Cashiers), there has been no explicit attempt to understand the extent to which the minimum wage contributes to this process. In this paper, we use task data from the O*NET to proxy an occupation's substitutability by technology using the degree to which it includes routine tasks. We then examine the differential employment response (by the degree of routinization) to changes in the minimum wage using the Occupational Employment Statistics. To the extent that routinized occupations disappear when the minimum wage increases, we examine the individual employment response to this change using the Survey of Income and Program Participation. Principally, we are interested in the ability of these workers to find new jobs, what type of jobs they find, and the wage effects of this reorganization in the labor market.

Discussants:

Charles Brown (University of Michigan)

Lawrence Kahn (Cornell University)

2:30 pm, Westin Copley, North Star

Prospects for Egalitarian Capitalism: European Lessons for American Industrial Relations? (J5)

Presiding: Thomas A. Kochan (Massachusetts Institute of Technology)

Engaging Business in Broader Social Goals

Cathie Jo Martin (Boston University)

Cathie Jo Martin will discuss mechanisms of engaging businesses in the service of broader social goals, focusing particularly on companies participation in apprenticeship schemes and training programs for disadvantaged workers.

European Social Models during the Great Recession

Andrew Martin (Harvard University)

Andrew Martin will discuss how different European social models have fared during the Great Recession, presenting the main lessons from his forthcoming book.

European Union Strategies toward Labor Market Reforms

Tobias Schulze-Cleven (Rutgers University)

Tobias Schulze-Cleven will analyze recent union strategies toward labor policy reforms in Germany and Denmark, reviewing the choices made on policy content and advocacy efforts, and discussing their respective results.

Discussants:

Adrienne Eaton (Rutgers University)

2:30 pm, Westin Copley, Courier

Unemployment Insurance and Labor Market Outcomes (J4)

Presiding: Stephen A. Woodbury (Michigan State University)

Does Extending Unemployment Benefits Improve Job Quality?

Arash Nekoei (Harvard University)

Contrary to the predictions of standard reservation-wage search models, empirical studies consistently find that an extension of unemployment insurance (UI) increases unemployment duration without improving subsequent wages. Our paper addresses this puzzle in two steps. First, using administrative data from Austria and an age-based regression discontinuity design, we show that an extension of UI eligibility by nine weeks increases the average reemployment wage by a statistically significant 0.5%. The magnitude of this effect is consistent with the behavior of an optimizing agent since new higher wages tend to persist. We find that the UI effect on both unemployment durations and reemployment wages is larger for individuals with a high ex-ante likelihood of benefit exhaustion and for those laid off during local industry-specific downturns. Second, we show both theoretically and empirically that the UI effect on expected wage is determined by two offsetting forces: (i) agents on UI increase their reservation wages, which raises subsequent wages, but (ii) they also stay unemployed longer and thus experience a greater decrease in job opportunities, which reduces subsequent wages. Together, these results show that UI does have an economically significant impact on job quality consistent with theoretical predictions. Connecting these results to a normative model of UI points to an overlooked welfare benefit: UI increases future tax revenue through higher wages. We show that this positive fiscal externality is of the same order of magnitude as the traditional negative moral-hazard externality emphasized in prior work. These results suggest that taking gains in job quality into account could significantly change the optimal generosity of UI.

The Effects of Relaxing the Work Search Requirement on Job Match Quality

Marta Lachowska (W.E. Upjohn Institute)

Merve Meral (University of Massachusetts-Dartmouth)

Stephen A. Woodbury (Michigan State University)

The work search requirement has been a central part of unemployment insurance (UI) in the United States since the system began in the 1930s. Although necessary to reduce the moral hazard associated with UI, it could also pressure workers into accepting a relatively poor job match, leading to lower long-term earnings. The aim of this research is to examine the effects of eliminating the work search requirement on post-unemployment job match quality. Specifically, we use data from the 1986-87 Washington Alternative-Work Search experiment merged with nine years of follow-up wage records to estimate the causal effects of eliminating the work search requirement on UI claimants post-unemployment tenure, long-term employment, and earnings. For UI claimants as a whole, the findings suggest that eliminating the work search requirement had little influence, either positive or negative, on long-term outcomes.

Unemployment Insurance and Disability Insurance in the Great Recession

Andreas Mueller (Columbia University)

Till von Wachter (University of California-Los Angeles)

Jesse Rothstein (University of California-Berkeley)

Disability insurance (DI) applications and awards are countercyclical. One potential explanation is that unemployed individuals who exhaust their Unemployment Insurance (UI) benefits use DI as a form of extended benefits. We exploit the haphazard pattern of UI benefit extensions in the Great Recession to identify the effect of UI exhaustion on DI application, using both aggregate data at the state-month and state-week levels and microdata on unemployed individuals in the Current Population Survey. We find no indication that expiration of UI benefits causes DI applications. Our estimates are sufficiently precise to rule out effects of meaningful magnitude.

Work Sharing as an Alternative to Cyclical Layoffs

Susan N. Houseman (W.E. Upjohn Institute)

Recent public debate about long-term unemployment has focused mainly on provision of extended unemployment benefits to support family incomes following a job loss. Strategies for preventing unemployment in the first place have not received comparable attention. In other countries, work-sharing has been used successfully to reduce layoffs during downturns, slowing the flow of people who become unemployed in the first place, but work-sharing has been little used in the United States. This paper describes the design and implementation of a study that is using randomized controlled trials of policies to encourage Oregon employers to use work-sharing. These policies include innovative ways to increase employer awareness of the work-sharing program and its benefits to employers. The purpose of the study is to better understand the reasons for low program take-up and to evaluate the effectiveness of strategies to increase employer use.

Discussants:

Wayne Vroman (Urban Institute)

Zhuan Pei (Brandeis University)

2:30 pm, Westin Copley, Helicon

Using Meta-Analysis to Understand Labor Market Issues (J4)

Presiding: Dale Belman (Michigan State University)

Meta-Regression Analysis: Seeing through the Biases of Economics

Tom Stanley (Hendrix College)

Meta-analysis is a statistical analysis of an entire empirical literature that has been applied to labor economics for a quarter century (Jarrell and Stanley, 1990). It seeks to summarize and evaluate what we know about a given empirical question, phenomenon, or effect. Meta-regression analysis (MRA) provides a rigorous, objective alternative to conventional narrative reviews (Stanley, 2001). Unlike those labor economists who ignore findings that do not conform to their ideology, meta-analysts are obligated to statistically analyze all relevant research or to give explicit reasons (Stanley et al., 2013). MRA was designed as a statistical method to identify and correct the ubiquitous biases made famous by Leamer's Let's take the con out of econometrics (Stanley and Jarrell, 1989). We outline meta-regression models of misspecification and publication bias and their validation, illustrating how MRA has proven essential in understanding labor economics: gender wage discrimination, the efficiency-wage hypothesis, and the employment consequences of the minimum wage (Stanley and Jarrell, 1998; Doucouliagos and Stanley, 2009; Krassoi Peach and Stanley, 2009).

What Do Unions Do? A Meta-Analytic Structural Equation Model (MASEM) of the Effects of Unions on Firm Performance

Patrice Laroche (ESCP Europe Business School)

Chris Doucouliagos (Deakin University)

Economists have spent decades seeking to understand the economic effects of unions. A widely held position is that unions increase wages in many countries (Blanchflower and Bryson, 2003). However, there is still disagreement fueled by contradictory research findings over the question of whether or not the net economic and social effects of unions are positive (Doucouliagos and Laroche, 2009). Specifically, a lack of consensus exists on several key issues regarding the impact of unions on worker's productivity and firm performance. The purpose of this study is to shed new light on the effects of unions on firm performance with the help of several meta-analytic techniques. Meta-analysis is becoming a commonly used technique for summarizing results from empirical studies that investigate relationships between similar variables. Structural equation modeling (SEM) is also a widely used tool in the social sciences. By applying an appropriate transformation on the data, meta-studies can be analyzed as subjects in a structural equation model. Two steps are involved in Meta-Analytic SEM (MASEM). The first requires pooling elements of correlation matrices across meta-studies. The second step involves analyzing the resulting pooled matrix by using SEM techniques. This paper proposes a model to integrate different meta-analyses on the economic effects of unions into the SEM framework (Doucouliagos and Laroche, 2003a, b, c, 2009, 2013; Jarrell and Stanley, 1990; Bamberger et al., 1999; Mathieu and Zajac, 1990; Cotton and Tuttle, 1986; Fuller and Hester, 1998). It also considers some practical benefits of using the SEM approach to conduct a meta-analysis. Specifically, the MASEM can be used to handle missing covariates and to quantify the heterogeneity of effect sizes.

A Meta-Analysis of Recent Active Labor Market Programs

David Card (University of California-Berkeley)

Jochen Kluge (Humboldt Universität-Berlin)

Andrea Weber (University of Mannheim)

This paper presents a meta-analysis of recent microeconomic evaluations of active labor market policies. Our sample contains 199 separate program estimates of the impact of a particular program on a specific subgroup of participants drawn from 97 studies conducted between 1995 and 2007. For about one-half of the sample we have both a short-term program estimate (for a one-year post-program horizon) and a medium- or long-term estimate (for 2 or 3 year horizons). We categorize the estimated post-program impacts as significantly positive, insignificant, or significantly negative. By this criterion we find that job search assistance programs are more likely to yield positive impacts, whereas public sector employment programs are less likely. Classroom and on-the-job training programs yield relatively positive impacts in the medium term, although in the short-term these programs often have insignificant or negative impacts. We also find that the outcome variable used to measure program impact matters. In particular, studies based on registered unemployment are more likely to yield positive program impacts than those based on other outcomes (like employment or earnings). On the other hand, neither the publication status of a study nor the use of a randomized design is related to the sign or significance of the corresponding program estimate. Finally, we use a subset of studies that focus on post-program employment to compare meta-analytic models for the effect size of a program estimate with models for the sign and significance of the estimated program effect. We find that the two approaches lead to very similar conclusions about the determinants of program impact.

A Meta-Analysis of the Effect of the Minimum Wage on Employment and Hours

Paul Wolfson (Dartmouth College)

Dale Belman (Michigan State University)

The first three chapters of our book, *What Does the Minimum Wage Do?*, surveys the literature on the response of some aspect of employment to the minimum wage. We consider more than 70 articles on employment and find results that range between large, statistically significant negative effects to small, statistically significant positive effects. In some instances, qualitative results vary within an article as researchers apply a variety of methods to different data, time periods, and definitions of the minimum wage. The variety of techniques, data sets and time periods pose challenges in developing a qualitative synthesis of the state of the research. In this paper we performed a meta-analysis to generate a transparent statistical summary and assessment of the effect of the minimum wage across studies. Drawing on the approach of Stanley and Doucouliagos (2012) to obtain estimates of the average elasticity of employment and hours with respect to the minimum wage, controlling for the effects of techniques, differences between outcomes for employment and hours, the reliability of the standard errors, and dependence between estimates from the same study. In some models we distinguish the effects on young workers and from those at eating and drinking places, and also between studies of the United States and other countries. We find some evidence that increases in the minimum wage result in small reductions in employment. Considering all meta-estimates, a 10 percent increase in the minimum wage is associated with a reduction in employment of between 0.0 and 2.6 percent. Somewhat less than half of the estimates are statistically significant, and more than half of those find an employment decline near the bottom of a range of "0.1 and "0.03 percent. The United States faces a far more favorable situation. Of the 16 estimates for the U.S.,

Discussants:

Tom Stanley (Hendrix College)

4:45 pm, Westin Copley, North Star

LERA Plenary: Rules of Engagement: Promoting Prosperity Through Labor Standards Enforcement

(J8)

Presiding: William Rodgers III (Rutgers University)

Contemporary Challenges of Securing Strong Labor Standards

David Weil (U.S. Department of Labor)

Contemporary Challenges of Securing Strong Labor Standards

Functionality of United States Labor Markets

Janice Fine (Rutgers University)

Functionality of U.S. Labor Markets

Jan 04, 2015

8:00 am, Westin Copley, Great Republic

Dissecting Job Search: Economic Approaches to Employers Screening Workers and Workers Screening Jobs (J2)

Presiding: Paul Osterman (Massachusetts Institute of Technology)

The Value of Employer Reputation in the Absence of Contract Enforcement: A Randomized Experiment

Alan Benson (University of Minnesota)

Aaron Sojourner (University of Minnesota)

Akhmed Umyarov (University of Minnesota)

This study examines the quantity and quality of work provided to employers in online markets, depending on the employer's reputation. We do so by creating employers on Amazon Mechanical Turk (AMT), an online labor market (OLM) with no enforcement of task completion in which employers can engage in wage theft. In this setting, opportunism by employers is potentially deterred by workers' public and private information regarding the likelihood of such theft based on feedback left by other workers. We manipulate public reputation by changing ratings on Turkopticon, a widely-used third-party application that allows workers to rate employers. We manipulate private reputation by subsequently inviting workers to do another job task. We examine whether the employer endowed with a good reputation is more quickly able to attract high quality workers and produce high quality work.

Screening, Monitoring, and Sorting across Occupations

Eliza Forsythe (W.E. Upjohn Institute for Employment Research)

The tasks performed in a job are fundamental to a firm's ability to observe worker quality and incentivize worker performance. I explore the frictionless matching equilibrium in a labor market in which firms hire from a common pool of heterogeneous workers of unknown ability for jobs with heterogeneous observational capacity. I show that how much information a job provides about worker ability is a substitute for screening while the amount of information a job provides about worker effort is complementary with screening. When workers have heterogeneous expected ability, jobs that provide poor information about ability and/or good information about effort compete for and match with high expected-ability workers, bidding up their wages. This mechanism leads to three dimensions of worker sorting across occupations: productivity, quality of signals about ability, and quality of signals about effort which in turn have implications for wage dispersion within and between occupations.

The Impacts of Covenants Not to Compete: New Evidence from an Employee-Level Survey

Evan Starr (University of Illinois-Urbana-Champaign)

This paper addresses several of the key issues in the debate over the use and enforcement of covenants not to compete (non-competes). Using novel survey data, we characterize the utilization, implementation, and impacts of covenants not to compete (non-competes) in the employment relationship. We provide the first estimates of the incidence of non-competes across occupations and industries, and document the various processes by which employees agree to them. We estimate the impact of state level non-compete enforcement intensity on the likelihood of signing a non-compete, and the impact of signing a non-compete on employee compensation, promotion rates, firm-sponsored training, and employee-level effort. Lastly, we consider the extent to which non-competes distort job mobility decisions and misallocate labor across firms.

Is Credit Status a Good Signal of Productivity?

Andrew Weaver (Massachusetts Institute of Technology)

Many employers screen new hires by examining the credit reports of job applicants. The practice has sparked debate, with opponents asserting that it amounts to discrimination and proponents maintaining that it is an important tool for employers to assure the quality of new employees. To date, little evidence exists on the validity of credit status as a screening device. The issue is complicated both by the lack of available data and the difficulty in establishing causality. This paper uses a unique identification strategy along with credit proxy variables in a national dataset to test whether credit status reveals information about an employee's character that is predictive of employee productivity. The paper finds that the character-related portion of credit status is not a significant predictor of worker productivity.

Discussants:

Chris Stanton (University of Utah)

Colleen Manchester (University of Minnesota)

Conrad Miller (Princeton University)

Hye Jin Rho (Massachusetts Institute of Technology)

8:00 am, Westin Copley, North Star

Public Employment after the Financial, Fiscal, and Political Storm (J4)

Presiding: David Lewin (University of California-Los Angeles)

Overlooking and Oversight: A Lack of Oversight is Placing New Jersey Residents and Assets at Risk

Janice Fine (Rutgers University)

Patrice Mareschal (Rutgers University)

Examines lack of oversight of privatized services in New Jersey

Public Sector Bargaining: Tumultuous Times--An Update

Robert Hebdon (McGill University)

Joseph Slater (University of Toledo)

Marick Masters (Wayne State University)

Examines the impact of changes in the political and legal environment on public sector collective bargaining

The Impact of State Labor Reforms on Public Employee Compensation

Jeffrey Keefe (Rutgers University)

This paper will examine the comparative changes for public employees' wages and total compensation in states that changed their labor laws and those that did not.

Discussants:

David Lewin (University of California-Los Angeles)

8:00 am, Westin Copley, Courier

Worker Ownership Policies: Models for Technology, Retirement Security, and the Broader Economy (J3)

Presiding: Douglas L. Kruse (Rutgers University)

Does Cooperation Require Co-Laboring? How Organizational Authority Moderates the Efficient Structure of Project Teams

Trevor Young-Hyman (University of Wisconsin-Madison)

This paper examines how the distribution of authority within organizations impacts the structure and effectiveness of team-based work. In a wide range of contexts, teams are organized to solve complex and uncertain problems, yet we have little understanding of the way that their structure and performance is informed by their organizational context. The distribution of authority has been examined as a determinant of innovative capacity, yet we know little about its influence on teams. I argue that different types of teams function more effectively in the context of different distributions of organizational authority. In particular, teams can be structured to achieve two types of benefits: (a) workers from different occupational groups can work collaboratively to align goals and incentives or (b) different occupational groups can work separately to deepen their task-specific knowledge. I hypothesize that teams in a firm with broadly distributed authority are more likely to yield successful outcomes when occupational groups within the team work separately. I analyze a dataset of projects from two competitors in the custom automated manufacturing equipment industry. While similar in a range of dimensions, one firm is a worker cooperative with broadly distributed authority and the other is a traditional small business with concentrated authority. Results support the hypothesis that task-oriented teams generate more profitable projects in the worker cooperative, while teamwork-oriented teams yield higher profits in the narrowly-held firm. To illuminate the processes behind the relationship between authority and teams, I provide qualitative evidence from fieldwork conducted in the two firms.

ESOPs and Retirement Security

Loren Rodgers (National Center for Employee Ownership)

The debate about the effectiveness of employee ownership as a retirement plan often revolves around portfolio theory. The application of diversification changes dramatically given data showing that ESOP participants have on average, more than twice as much value in their company-sponsored retirement plans than non-ESOP participants. This session examines the actual patterns of income and assets among participants in employee stock ownership plans versus non-ESOP workers using a unique national dataset from the US Department of Labor's Form 5500 administrative. The implications for retirement security are discussed.

Defining Employee Ownership: Four Meanings and Two Models

Christopher Mackin (Ownership Associates)

The ownership of companies by a broad base of employees, best known by the familiar though still awkward label of employee ownership, earns a generally sympathetic hearing from the public and the press but remains an outlier concept in contemporary economic discussions. This paper pinpoints one of the core challenges facing employee ownership research and discussion; competing definitions of the term ownership. In addition to fleshing out the distinctive character of each definition offered, we will argue that the debate among them is embedded within two underlying models or theories of property. Surfacing both competing definitions and underlying models will hopefully help clarify the contemporary debate and the policy implications.

Wages vs. Ownership: Which Is More Efficient for the Firm?

Dan Weltmann (Rutgers University)

Firms may pay higher wages than they need to; as a result, they hire fewer workers than they could, which results in unemployment. And yet, research shows that firms do so because higher wages encourage higher productivity as well as other positive worker behaviors. The increased productivity pays for the higher wages, thus making those higher wages more efficient for the firm. One important aspect of efficiency wages is the type of compensation involved: wages versus ownership. Wages and ownership may motivate workers in different ways, thus leading to different outcomes in employee behaviors and consequently firm performance. Employee ownership as efficiency wages has not been looked at before, and given its potential to affect employee behavior, firm performance, and unemployment it is worth investigating. I use a unique dataset from the National Bureau of Economic Research Shared Capitalism Research project to analyze these issues.

Discussants:

Daphne Berry (University of Hartford)

Sanjay Pinto (Columbia University)

10:15 am, Westin Copley, North Star

Employment Relations in the Healthcare Setting (J4)

Presiding: Jason Hockenberry (Emory University)

Nurse Unions and Patient Outcomes

Arindrajit Dube (University of Massachusetts-Amherst)

Ethan Kaplan (University of Maryland)

Owen Thompson (University of Wisconsin-Milwaukee)

We estimate the impact of nurse unions on health care quality using patient discharge data and the universe of hospital unionizations in California between 1996 and 2005. We find that hospitals with a successful unionization effort outperform hospitals where such an effort fails in 12 of 13 nurse sensitive patient outcomes measures. We also find that hospitals with a unionization drive are establishments with a declining quality. When such declines are accounted for using hospital-specific trends, we find unionized hospitals also outperform hospitals without any union election in 12 of 13 outcome measures. The timing of the quality improvement is consistent with a causal impact: the largest changes occur precisely in the year of unionization. The biggest improvements are found in the incidence of metabolic derangement, pulmonary failure, and central nervous system disorders such as depression and delusion, where the estimated changes are roughly between 15% and 60% of the mean incidence for those measures. Dynamic estimates confirm that the improvements in health care outcomes occur within the first two years following nurse unionization.

Wage Dispersion and Firm Financial Performance: Evidence from Non-Profit Hospitals

Nathan Dong (Columbia University)

Does wage dispersion provide incentives for competition or perceptions of unfairness among workers? Prior literature suggests that pay distribution and pay equity are important factors incentivizing employees as in the models of tournament and cohesive cooperation. If non-profit organizations rely more on intrinsically motivated employees because they can not afford paying higher salary than their for-profit counterparts, they will be more likely to exhibit wage dispersion as part of their organizational strategies. The employee wage dispersion data from 48 non-profit hospitals in Maryland provides an ideal test bed to examine the relation between worker wage dispersion and firm financial performance. Using this data set, along with hospital financial statements, this paper finds a positive effect of wage dispersion among low-skill workers on profitability and a negative effect of wage dispersion among high-skill workers on profitability. Interestingly, the staff size in each skill category tends to offset the aforementioned effects.

More Battles among Licensed Occupations: Estimating The Effects of Scope of Practice and Direct Access on the Chiropractic, Physical Therapist, and Physician Labor Market

Edward Timmons (Saint Francis University)

Jason Hockenberry (Emory University)

Christine Piette Durrance (University of North Carolina)

Primary care physicians, chiropractors, and physical therapists (PTs) all may potentially treat patients experiencing back and neck pain. In this paper, we examine how changes in chiropractic scope of practice and PT direct access to patients influence the wages of each practitioner. Our results suggest that expansions in chiropractic scope of practice increase average chiropractor wages. Our results also suggest that PT direct access to patients increases physician wages at the bottom of the wage distribution, but slightly reduces physician wages at the top of the wage distribution.

Who Cares About the Health of Health Care Professionals? An 18-Years Longitudinal Study of Work Demands, Health, Job Satisfaction

Amit Kramer (University of Illinois-Urbana-Champaign)

Jooyeon Son (University of Illinois-Urbana-Champaign)

Who Cares about the Health of Health Care Professionals? An 18-Years Longitudinal Study of Work Demands, Health, Job Satisfaction

Discussants:

Christine DePasquale (Emory University)

Seth Richards-Shubik (Carnegie Mellon University)

Morris Kleiner (University Of Minnesota)

James Burgess (Boston University)

10:15 am, Westin Copley, Courier

Inequality and Its Effect on Economic Growth (J1)

Presiding: Heather Boushey (Center for American Progress)

Entrepreneurship Trends in an Age of Rising Wealth Inequality

Christian E. Weller (University of Massachusetts-Boston)

Many people consider striking out on their own rather than working for somebody else. The possibility of starting and growing one's business either on a full-time or part-time basis has gained increasing relevance as wage and salary employment has become less stable over time. But, start-ups and growing small businesses often have to rely on their owners' assets for initial and ongoing financing due to persistent credit market imperfections. Smaller shares of households may have the necessary assets to start and grow a business nowadays than in the past as wealth inequality has grown. This paper considers the evidence of the link between the distribution of personal assets and entrepreneurship and provides some estimates of the magnitude of "missing" entrepreneurs if wealth inequality had not risen from 1989 to 2013.

Debt and Inequality: Is Growing Indebtedness Laying the Foundation for Future Instability?

Jeffrey Thompson (Federal Reserve Board)

Households of all ages have experienced an increase in their debt levels over the past three decades. People may have used debt to build wealth, e.g. by buying a house or starting a business, during their working careers, thus contributing to faster economic growth and more long-term economic stability. Alternatively, large amounts of debt could have detrimental effects on the economy, particularly if it is concentrated among economically vulnerable populations. The chance of loan default rates would consequently increase, possibly reverberating through the economy and the labor market as bankruptcies and bank failures eventually proliferate. This paper considers the rise of debt in connection to income trends and households' economic vulnerabilities.

Job-to-Job Mobility: Implications for Growth

Marshall Steinbaum (University of Chicago)

Long-run data on labor market dynamics covering multiple business cycles is now available, and it shows a distinct trend of declining job-to-job mobility for the employed and a decrease in the job finding rate for the unemployed. That points to a structural slackening of the labor market and a polarization that forces some people to cling to the jobs they have and others to exit the labor force entirely, or to delay entering it. Widely documented wage stagnation and polarization in human capital acquisition are consistent with that slackening. Since the labor market is the primary historical means of social mobility, that trend implies long-run stagnation and further increases in inequality. Furthermore, there is some evidence that causation may run from labor market health to long-run growth.

Discussants:

Georgianna Melendez (University of Massachusetts-Boston)

Damon Silvers (AFL-CIO)

10:15 am, Westin Copley, Great Republic

Labor Economist at Work: Honoring the Life and Work of Casey Ichniowski (J8)

Presiding: Thomas A. Kochan (Massachusetts Institute of Technology)

Public Sector Unionization

Richard Freeman (Harvard University)

Public Sector Unionization

Insider Economics

Kathryn L. Shaw (Stanford University)
Sports Analytics
Ann Bartel (Columbia University)

Discussants:

Harry Holzer (Georgetown University)
Joel Cutcher-Gershenfeld (University of Illinois-Urbana-Champaign)

2:30 pm, Westin Copley, Courier

Financial Market Developments and Labor Relations (J5)

Presiding: Christian E. Weller (University of Massachusetts-Boston)

Structural Change in Employment Relations, the Financialization of the Corporation, and the Erosion of Middle-Class Jobs

William Lazonick (University of Massachusetts-Lowell)

Since the beginning of the 1980s, employment relations in U.S. industrial corporations have undergone three major structural changes which I summarize as rationalization, marketization, and globalization that have permanently eliminated middle-class jobs. From the early 1980s, rationalization, characterized by plant closings, eliminated the jobs of unionized blue-collar workers. From the early 1990s, marketization, characterized by the end of a career with one company as an employment norm, placed the job security of middle-aged and older white-collar workers in jeopardy. From the early 2000s, globalization, characterized by the movement of employment offshore, left all members of the U.S. labor force, even those with advanced educational credentials and substantial work experience, vulnerable to displacement. As these changes became embedded in the structure of U.S. employment, business corporations failed to invest in new, higher value-added job creation on a sufficient scale to provide a foundation for equitable and stable growth in the U.S. economy. On the contrary, with superior corporate performance defined as meeting Wall Street's expectations for quarterly earnings per share, companies turned to massive stock repurchases to manage their own corporations stock prices. Trillions of dollars that could have been spent on innovation and job creation in the U.S. economy over the past three decades have instead been used to buy back stock for the purpose of manipulating the company's stock price. This financialized mode of corporate resource allocation has been legitimized by the ideology, itself a product of the 1980s and 1990s, that a business corporation should be run to maximize shareholder value. Through their stock-based compensation, corporate executives who make these decisions are themselves prime beneficiaries of this focus on rising

Investors as Managers: Private Equity and Employment Relations

Eileen Appelbaum (Center for Economic and Policy Research)

Rosemary Batt (Cornell University)

The law defines private equity firms as investors, yet they typically behave as managers of the companies they buy and employers of workers in those companies. This is particularly evident in the active role they play in negotiating collective bargaining agreements with unions in the portfolio companies they own. In this chapter, we examine the labor strategies of private equity firms across a wide swath of companies in different industries. We find that the attitudes and strategies of private equity firms are varied and complex not unlike those found among employers in publicly-traded companies. They range from union-friendly to hostile to agnostic. What ties private equity employers together is their determination to extract higher than average returns. For union workers, this often means giving up wages and benefits that they have fought hard to win and maintain. And private equity owners are often behind a portfolio company's decision to resort to bankruptcy courts to shift pension liabilities to the Pension Benefit Guarantee Corporation. Yet because private equity firms are defined as shareholders, they are not held accountable for their actions despite the fact that they are clearly the decision makers in many deals negotiated with unions. We explore the implications of this new form of enterprise control for research in labor and employment relations.

The Unintended Effects of 401(k)s on Employers and the Macroeconomy

Teresa Ghilarducci (New School)

Joelle Saad-Lessler (New School)

Employers used 401(k) plans to shift risk and lower pension costs. But, now that the workforce is aging existing 401(k) plans present serious concerns for employers. Many workers are not saving adequately for retirement and many employers can already anticipate that an older population will not be able to continue buying the products that companies are generating. Companies are consequently looking at slower future domestic growth. This trend is further exacerbated by pro-cyclical employment fluctuations that arise from pro-cyclical fluctuations in employees retirement accounts. Employees are often reluctant to leave employment during recessions because their account balances are low and conversely workers leave in expansions, when employers are often in need for skilled workers, because account balances are large. Employers often get saddled with higher labor-related costs than would be the case with an alternative retirement system. A mandated, guaranteed retirement account, managed by a government agency, may be such an alternative retirement system. It could go a long way to help employers manage their pension costs and workforce challenges. Such a secure retirement savings vehicle with regular contributions from employers and employees also reduces the macroeconomic fluctuations in aggregate demand. A mandated secure pension also eliminates the pro-cyclical fluctuations in labor supply. Employers support for pension reform is fueling movement at the state level. California passed the Secure Choice Pension Plan primarily because employers were in favor of it and could overcome financial firms' opposition. This chapter will detail the data on employer concerns arising from individualized retirement savings such as 401(k) plans and show how a mandated, guaranteed retirement account could address these concerns.

Financial Market Developments and the New Relevance of Employee Stock Ownership

Dan Weltmann (Rutgers University)

Joseph Blasi (Rutgers University)

Broad-based individual property ownership has played a major role in U.S. economic history. The idea of workers owning the businesses where they work is not new. In America's early years, Washington, Adams, Jefferson, and Madison believed that the best economic plan for the Republic was for citizens to have some significant ownership stake in the land, which was the main form of productive capital. This article traces the development of that share idea in American history and brings its message to today's economy, where business capital has replaced land as the source of wealth creation. The growth of financial products and services has potentially made it easier for employees to have an ownership stake in American businesses. This article addresses several key issues that arise: What is the track record of worker ownership? Can worker ownership be implemented with modest risks for workers? How would worker ownership look in publicly-traded stock market companies and privately-held small businesses? What are the parameters for success of employee ownership and of the potential and consequences of conflicts internal to the firm arising from employee ownership? What is the role of the union under worker ownership?

Income Diversification as Self-Insurance: Laying out the Policy Challenges

Jeffrey Wenger (University of Georgia)

Christian E. Weller (University of Massachusetts-Boston)

This chapter will demonstrate both the need for and the challenges of providing greater income security for workers through income diversification. Labor market risk has grown at a time of increased financial market pressures on firms. Wages and salaries

2:30 pm, Westin Copley, Great Republic

The Walton and McKersie Behavioral Theory of Labor Negotiations at Fifty: Looking Back and Looking Ahead (J5)

Presiding: Joel Cutcher-Gershenfeld (University of Illinois-Urbana-Champaign)

Industrial Relations Perspective

Thomas A. Kochan (Massachusetts Institute of Technology)

Industrial Relations Perspective

Organizational Psychology Perspective

Max Bazerman (Harvard Business School)

Organizational Psychology Perspective

Negotiation, Gender, and HRM Perspective

Deborah Kolb (Simmons College)

Negotiation, Gender, and HRM Perspective

Dispute Resolution and Industrial Relations Perspective

David Lipsky (Cornell University)

Dispute Resolution and Industrial Relations Perspective

Dispute Resolution, Economics, and Practitioner Perspective

Mary Rowe (Massachusetts Institute of Technology)

Dispute Resolution, Economics, and Practitioner Perspective

Business and Negotiations Perspective

Jim Sebenius (Harvard Business School)

Business and Negotiations Perspective

Discussants:

Robert B. McKersie (Massachusetts Institute of Technology)

Richard Walton (Harvard Business School)

Jan 05, 2015

8:00 am, Westin Copley, Helicon

LERA Papers IV: Stakeholder and Shareholder Voice: Outcomes for Competitiveness, Development, and Social Responsibility (J4)

Presiding: Betty Barrett (Massachusetts Institute of Technology)

The Influence of Employee Unions on Corporate Social Performance

Muhammad Umar Boodoo (University of Toronto)

The Influence of Employee Unions on Corporate Social Performance

Work Organization and Problem Solving in Stakeholder and Shareholder Environments

Heike Nolte (University of Applied Sciences Emden)

Peter Dorman (Evergreen State College)

Work Organization and Problem Solving in Stakeholder and Shareholder Environments

Benefit Corporations: Can Stakeholder Orientation Provide a Business Alternative in a Shareholder Economy?

Paula Wilson (University of Puget Sound)

Heike Nolte (University of Applied Sciences Emden)

Benefit Corporations: Can Stakeholder Orientation provide a Business Alternative in a Shareholder Economy?

Discussants:

Betty Barrett (Massachusetts Institute of Technology)

Alan Benson (University of Minnesota)

Jessica Nembhard (City University of New York)

8:00 am, Westin Copley, North Star

LERA Papers V: Industry and Occupation Studies of Employment Relations (J1)

Presiding: David Lewin (University of California-Los Angeles)

Wage Effects of Unionization and Occupational Licensing Coverage in Canada: Longitudinal Evidence from the SLID

Tingting Zhang (University of Toronto)

Xiaoyu Huang (University of Toronto)

Wage Effects of Unionization and Occupational Licensing Coverage in Canada: Longitudinal Evidence from the SLID

Building Stability and Productivity: Labour Relations in Quebec's Construction Industry (1968-2013)

Pier-Luc Bilodeau (Universite Laval)

Building Stability and Productivity: Labour Relations in Quebec's Construction Industry (1968-2013)

How to Screen Miners' Skills: Recruiting in the Coal Mining in Early Twentieth Century Japan

Mayo Sakai (University of Tokyo)

How to Screen Miners' Skills: Recruiting in the Coal Mining in Early Twentieth Century Japan

Unionism and Productivity in West Virginia Coal Mining: A Second Look

William Boal (Drake University)

Unionism and Productivity in West Virginia Coal Mining: A Second Look

Occupational Migration among United States Truck Drivers

Stephen Burks (University of Minnesota-Morris)

Kristen Monaco (U.S. Bureau of Labor Statistics)

Occupational Migration Among U.S. Truck Drivers

Discussants:

Howard Wial (Brookings Institution)

Peter Orazem (Iowa State University)

8:00 am, Westin Copley, Defender

LERA Papers VII: Employment Relations and Organizational Performance (J5)

Presiding: Phanindra V. Wunnava (Middlebury College)

Empirical Evidence on Diversity and Performance in Teams: The Roles of Task Focus, Status and Tenure

Avner Ben-Ner (University of Minnesota)

John-Gabriel Licht (University of Minnesota)

Jin Park (University of Minnesota)

Empirical Evidence on Diversity and Performance in Teams: The Roles of Task Focus, Status and Tenure

Connecting the Dots: Positive Labor Relations as a Key Component of Port Competitiveness

Jordan Cowman (University of Texas-Dallas)

Jerald Zellhoefer (AFL-CIO)

Connecting the Dots: Positive Labor Relations as a Key Component of Port Competitiveness

Assessing Union Activities and Its Influence on Performance of Unionized Firms in Ghana

Gabriel Dwomoh (Kumasi Polytechnic)

Kofi Kwarteng (Takoradi Polytechnic)

Assessing Union activities and Its influence on Performance of Unionized Firms in Ghana

Relational Coordination: Reviewing the Theory and Evidence

Jody Hoffer Gittel (Brandeis University)

Caroline Logan (Brandeis University)

Relational Coordination: Reviewing the Theory and Evidence

Discussants:

Phanindra V. Wunnava (Middlebury College)

Christine Bishop (Brandeis University)

10:15 am, Westin Copley, North Star

Equity, Access, and Outcomes: New Strategies for Employee/Employer Relations (J5)

Presiding: Janet Boguslaw (Brandeis University)

Beyond Wages: Structuring Inclusion in Wealth Building Employment Opportunities

Janet Boguslaw (Brandeis University)

Hannah Thomas (Brandeis University)

Sara Chaganti (Brandeis University)

Low-wage work is not the only barrier to economic security and prosperity for many. Work without employment capital blunts opportunity and limits prosperity for individuals and the communities where they live. Interviewing young families in the late 1990s, when the economy was growing and prosperous, and again in 2010 during a stagnant economy amid dramatic wealth loss, we were surprised to find that more than two-thirds had seen their wealth increase. The data indicate that many factors were at play. One important observation was that for many of the families that built wealth, the characteristics of their employment- what we call employment capital (benefits, flexibility, and consistent work) facilitated a pathway to accumulating wealth that income alone could not provide. The interview data suggest the link between employment and building wealth and prosperity goes far beyond the paycheck. A puzzle remained, however. African-American families in our interview sample saw their incomes and

educations rise in relation to those of white families and yet their wealth increased at a significantly lower rate. Sorting through the interview data and aligning it with national data as a comparison, it is clear that wealth-building job opportunities are distributed unequally among racial, class, and occupational divides. This paper examines the features and locations of jobs that help families build wealth. It explores what happens when workers do not have jobs with characteristics that build and preserve wealth. It answers the question of why inequities exist in access to those job characteristics and proposes policy solutions to improve work-based pathways to wealth building and economic security. Much has been written about the connection between good jobs, career mobility, and economic security. The lived experiences of families allow us to add a critical new understanding of

Elements of a Culturally Effective Health Care Organization

Laurie Nsiah Jefferson (Brandeis University)

Melanie Doupe Gaiser (Brandeis University)

Cultural and linguistic competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations. Cultural competence is widely accepted as a key component of successful health care delivery, to respond to current and projected demographic changes in the U.S., and to reduce longstanding disparities in the health status and health care for people of diverse racial, ethnic, and cultural backgrounds. It is also a response to regulatory and legal mandates by government and accreditation bodies, and a practice to improve patient safety. The provision of culturally competent care facilitates increased access to care, patient satisfaction, utilization and adherence to care regimens. This paper focuses on the organizational components of cultural competency and provides a theoretical framework for a culturally effective health care organization, which enables, cultivates, reinforces, and supports the delivery of culturally effective and quality health care, through, a shared vision and set of values, as well as through the implementation of deliberate structures, policies, programs, and community interactions. The framework will include: 1) the core elements of a culturally effective health care organization as indicated by leading accreditation bodies, professional organizations, government agencies and think tanks; 2) the definition of each element; and 3) the processes, strategies, and challenges involved in ensuring that these elements become an integral part of organizational policy or practice. The measurements used to assess and evaluate the cultural effectiveness of an organization as well as their impacts on employee productivity, satisfaction, and organizational efficiency and effectiveness will be highlighted based on the literature, including case studies.

Employment Networks and Access to Good Jobs: Employment Policy for Social Relations

Jessica Santos (Brandeis University)

In Southern New Hampshire's health care workforce, racial and ethnic minorities are overrepresented in employment settings with lower paying jobs, less stability, and fewer opportunities for advancement. Conversely, they are less likely to work in health care settings which pay well, and offer pathways to prosperity. Traditional approaches to workforce development policy favor a market approach in which employment opportunities depend on a matching process between the supply of workers and the demand for jobs in any given sector. But the local labor market and employment dynamics in New Hampshire's two largest and most diverse cities suggest that social relations also play a key role. This paper presents initial findings from a mixed-method case study of health care workers' career pathways and employment networks. It examines the role that individual and institutional networks play over the course of a worker's career life and whether and how networks influence who has access to good jobs. The paper applies Charles Tilly's concept of "durable inequalities" to networks and employment stratification in Southern New Hampshire's health care workforce. Findings are relevant to other sectors and geographic locations by demonstrating how workforce development and employment policy can move beyond a "supply and demand" framework and respond to the fact that each individual's career pathway is embedded in and influenced by larger social relations. This study informs policy recommendations for employers, workforce development programs, training institutions, and job seekers.

Discussants:

Trinidad Tellez (New Hampshire Office of Minority Health and Refugee Affairs)

Kris McCracken (Manchester Community Health Center)

10:15 am, Westin Copley, Courier

LERA Papers VIII: Micro and Macro Effects of Employer-Provided Job Benefits (J3)

Presiding: James Bang (St. Ambrose University)

Rethinking Employment Relations: The Social Bargain, Pensions, and Price Stability

Aaron Pacitti (Siena College)

Rethinking Employment Relations: The Social Bargain, Pensions, and Price Stability

Is There a Link between Employer-Provided Health Insurance and Job-Mobility? Evidence from Recent Micro Data

Benjamin Chute (Middlebury College)

Phanindra V. Wunnava (Middlebury College)

Is There a Link Between Employer-Provided Health Insurance and Job-Mobility? Evidence from Recent Micro Data

Exploring the Relationship of Employment Benefits to the Financial Burden and Health Outcomes of Certain Blood Cancer Patients

Gregory A. Abel (Dana-Farber Cancer Institute and Harvard University)

Randy Albelda (University of Massachusetts-Boston)

Diana Salas Coronado (University of Massachusetts-Boston)

Exploring the Relationship of Employment Benefits to the Financial Burden and Health Outcomes of Certain Blood Cancer Patients

Discussants:

James Bang (St. Ambrose University)

Françoise Carré (University of Massachusetts-Boston)

Cruz Bueno (Siena College)

10:15 am, Westin Copley, Helicon

LERA/IAFFE Papers II: The Work-Family Interface (J1)

Presiding: Heidi Hartmann (Institute for Women's Policy Research)

Availability of Family-Friendly Work Practices and Implicit Wage Costs: New Evidence from Canada

Ali Fakih (Lebanese American University)

Availability of Family-Friendly Work Practices and Implicit Wage Costs: New Evidence from Canada

The Effects of Cultural Beliefs on Fertility and Work Decisions of Hispanic Women

Manuel Buitrago (American University)

The Effects of Cultural Beliefs on Fertility and Work Decisions of Hispanic Women

The Effect of Paid Family Leave on Employment and Earnings Volatility: Evidence from California

Michael Carr (University of Massachusetts-Boston)

Emily Wiemers (University of Massachusetts-Boston)

The Effect of Paid Family Leave on Employment and Earnings Volatility: Evidence from California

Bringing Home the Bacon: Unpacking the Relationship between Breadwinner Status and Salary

Colleen Manchester (University of Minnesota)

Lisa Leslie (New York University)

Patricia Caulfield Dahm (University of Minnesota)

Bringing Home the Bacon: Unpacking the Relationship between Breadwinner Status and Salary

Discussants:

Alan Benson (University of Minnesota)

Tony Fang (Monash University)

Heidi Hartmann (Institute for Women's Policy Research)

1:00 pm, Westin Copley, North Star

LERA Papers I: Discrimination and Segregation: Measurement, Detection, and Litigation (J8)

Presiding: Barbara Lee (Rutgers University)

Disability Discrimination: A Field Experiment

Mason Ameri (Rutgers University)

Lisa Schur (Rutgers University)

Meera Adya (Syracuse University)

Scott Bentley (Rutgers University)

Douglas L. Kruse (Rutgers University)

Disability Discrimination: A Field Experiment

Gender Segregation at Work in Canada
Sami Bibi (Independent Labor Researcher)
Gender Segregation at Work in Canada

How Viable is Resolving Hispanic Employment Discrimination through Litigation?
Helen LaVan (DePaul University)
How Viable is Resolving Hispanic Employment Discrimination Through Litigation?

Discussants:

Barbara Lee (Rutgers University)
Valerie Wilson (Economic Policy Institute)
William Rodgers III (Rutgers University)

1:00 pm, Westin Copley, Courier

LERA Papers III: Labor and the Macro and Regional Economies (J1)
Presiding: Mark Price (Keystone Research Center)

Economic Development in the Massachusetts Life Sciences Cluster: Shared Prosperity or a Big Tradeoff?
Brandyn Holgate (University of Massachusetts-Boston)
Economic Development in the Massachusetts Life Sciences Cluster: Shared Prosperity or a Big Tradeoff?

CEO Compensation and Mortgage Origination in the Banking Industry
Yuanyuan Sun (University of Illinois-Urbana-Champaign)
CEO Compensation and Mortgage Origination in the Banking Industry

Labor Relations in a Financialized Economy: Investigating the Effects of Corporate and Household Finance
Bert Azizoglu (New School)
Labor Relations in a Financialized Economy: Investigating the Effects of Corporate and Household Finance

Apprenticeship to Entrepreneurship: A Role for Business Schools
Cihan Bilginsoy (University of Utah)
Zhao Jin (University of Utah)
Apprenticeship to Entrepreneurship: A Role for Business Schools

Discussants:

Mark Price (Keystone Research Center)
Susan Christopherson (Cornell University)

1:00 pm, Westin Copley, Great Republic

LERA Papers VI: Job Quality and Job Satisfaction (J4)
Presiding: Françoise Carré (University of Massachusetts-Boston)

Union Membership and Job Satisfaction: First Evidence from French Linked Employer-Employee Data
Patrice Laroche (Europe Business School-Paris)
Union Membership and Job Satisfaction: First Evidence from French Linked Employer-Employee Data

Within and between Firm Trends in Job Polarization: Role of Globalization and Technology
Sari Pekkala Kerr (Wellesley College)
Terhi Maczulskij (University of Jyväskylä)
Mika Maliranta (ETLA)
Within and Between Firm Trends in Job Polarization: Role of Globalization and Technology

The Union Wage Premium in Canada from 1997 to 2013: Is There Variation across the Wage Distribution?

Eyob Fissuh (Human Resources and Skills Development Canada)

The Union Wage Premium in Canada from 1997 to 2013: Is there Variation across the Wage Distribution?

The Effect of Market-Based Policy Change on Job Quality: Direct Care Work in a Context of Managed Care

Elizabeth Nisbet (Rutgers University)

The Effect of Market-Based Policy Change on Job Quality: Direct Care Work in a Context of Managed Care

Discussants:

Peter Dorman (Evergreen State College)

Eileen Appelbaum (Center for Economic and Policy Research)