

LERA Program, January 4-6, 2013, San Diego, CA

Jan 04, 2013 8:00 am, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association/International Association for Feminist Economics

Gender Inequality: New Views on Exploitation, Poverty, Labor Standard Monitoring and Domestic Violence (J5)

Presiding: Elaine McCrate (University of Vermont)

New Forms of Exploitation: The Synthesis of Mis-recognition and Mal-distribution

Edeltraud Hanappi-Egger (Vienna University of Economics and Business)

The Working Poor: Too Low Wage or Too Many Kids?

Sile Padraigin O'Dorchai (Université Libre de Bruxelles)

Danièle Meulders (Université Libre de Bruxelles)

Womens' Labor Force Participation and Marital Violence in India

Sanjukta Chaudhuri (University of Wisconsin-Eau Claire)

Catherine Emmanuelle (University of Minnesota-Duluth)

Discussants:

Ellen Mutari (Richard Stockton College of New Jersey)

Jan 04, 2013 8:00 am, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

Ownership/Governance of Firms and Employee Outcomes - LERA Competitive Papers (J5)

Presiding: Daniel Marschall (AFL-CIO)

A Longitudinal Analysis of Corporate-Sponsored Retirement Plans and Firm Ownership

J. Adam Cobb (University of Pennsylvania)

Governance Structures, Union Strength and Their Relation to CEO Pay

Muhammad Umar Boodoo (University of Toronto)

Green Microfinance Promoting Green Enterprise Development through Mini Cooperatives

Kazi Abdur Rouf (University of Toronto)

Industry Clusters and Employment Outcomes in Washington State

Colleen Chrisinger (University of Oregon)

Christopher S. Fowler (Pennsylvania State University)

Rachel Garshick Kleit (The Ohio State University)

Martin Kraal (Oregon Employment Department)

Discussants:

Douglas Kruse (Rutgers University)

Jan 04, 2013 8:00 am, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Work Hours: Flexibility, Non-standard Hours, Gradual Retirement - LERA Competitive Papers (J5)

Presiding: Lonnie Golden (Pennsylvania State University-Abington)

Supply of and Demand for Gradual Retirement: Evidence from a German Policy Experiment

Peter Berg (Michigan State University)

Mary Hamman (University of Wisconsin-LaCrosse)

Matthew Piszczek (Michigan State University)

Scarce and Fluctuating Work Hours as a Source of Employment Instability

Susan Lambert (University of Chicago)

Nonstandard Employment and Workplace Profitability

Qian (Lydia) He (University of Toronto)

Jan 04, 2013 10:15 am, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

Differentiation and Change in Low-wage Labor Markets (J5)

Presiding: William M. Rodgers III (Rutgers University)

The Changing Wage Gap Between Undocumented and Documented Farmworkers in the Context of Economic and Policy Trends

Elizabeth Nisbet (Rutgers University)

William M. Rodgers III (Rutgers University)

Home Care Work Across Settings

Candace Howes (Connecticut College)

The Presence of Black Men in Low-Wage Service Work

Algernon Austin (Economic Policy Institute)

Jan 04, 2013 10:15 am, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Putting the Safety Net to the Stress Test: Assessing Private and Public Economic Security During the Great Recession (J5)

Presiding: Sarah Jane Glynn (Center for American Progress)

Inequality and Poverty in the Great Recession: The Extent and the Distribution of Mitigation through Taxes and Transfers

Jeffrey Thompson (Federal Reserve Board)

Timothy Smeeding (University of Wisconsin-Madison)

Workers' Access to Unemployment Insurance: What Explains Policy Changes

Jeffrey Wenger (University of Georgia)

The Asset Price Meltdown and the Wealth of the Middle Class

Edward Nathan Wolff (New York University)

Individual Risk Exposure and Personal Wealth Changes During the Great Recession

Christian E. Weller (University of Massachusetts-Boston)

Discussants:

Sylvia A. Allegretto (University of California-Berkeley)

Bonnie Summers (BlueCross BlueShield Association)

Jan 04, 2013 10:15 am, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association

The Transformation of the Workplace in Japan: Globalization, Corporate Governance, and Unions (J5)

Presiding: Sanford Jacoby (University of California-Los Angeles)

Does the Loss of Spare Time Weaken Kaizen Power in the Workplace?

Jongwon Woo (Saitama University)

Empowerment at the Workplace and IR in Medium-sized Companies in Japan: Case Studies of a Food Company and a Hotel

Shin-O Hiraki (Seinan Gakuin University)

Transformation of the Workplace and Industrial Relations in the Chain Restaurant Industry

Naoki Tsuchiya (Musashi University)

The Change of Kaizen Power at the Workplace and the Role of Non-Regular Workers

Kaoru Kanai (Saitama University)

Discussants:

Teiichi Sekiguchi (Chuo University)

Jan 04, 2013 2:30 pm, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

Assessing the Damage: The Emerging Consequences of the Great Recession (J5)

Presiding: Charles Jeszeck (US Government Accountability Office)

Metropolitan Economies in the Great Recession and After

Howard Wial (University of Illinois-Chicago)

U.S. Women and the Recession: How They Fared and Implications for Their Future Welfare and Retirement Security

Erin Godtland (US Government Accountability Office)

Michael Collins (US Government Accountability Office)

Jennifer Gregory (US Government Accountability Office)

The Insolvency of the UI Program: Current Problems and Future Prospects

Jeffrey Wenger (University of Georgia)

Daniel Smith (New York University)

The Social and Psychological Consequences of Unemployment during the Great Recession: Evidence from the NLSY

Michael Murray (Bemidji State University)

Discussants:

Heather Grob (Saint Martin's University)

Sharon Hermes (US Government Accountability Office)

Jan 04, 2013 2:30 pm, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association

Lessons for Employment Policy in the New Administration (J5) (Panel Discussion)

Panel Moderator: Thomas Kochan (Massachusetts Institute of Technology)

Lisa M. Lynch (Brandeis University)

Matthew J. Slaughter (Dartmouth University)

Daniel J. B. Mitchell (University of California-Los Angeles)

Jan 04, 2013 2:30 pm, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Working Time Developments in Five Countries (J5)

Presiding: Sarah Jane Glynn (Center for American Progress)

Mandatory Work Hours Reduction and Work Sharing in Venezuela

Leon Fernandez Bujanda (Central Bank of Venezuela)

David Fairris (University of California-Riverside)

Hours Reduction and Assessing the Potential for Work Sharing to Promote Employment in US Industries Using VAR Analysis

Stuart Glosser (University of Wisconsin-Whitewater)

Lonnie Golden (Pennsylvania State University-Abington)

More Time Flexibility in the Workplace? A Comparative Study of Japanese and German Corporations

Yoko Tanaka (University of Tsukuba)

Schedule Instability and Unpredictability as Sources of Underemployment Among Hourly Workers in Canada

Elaine McCrate (University of Vermont)

Susan Lambert (University of Chicago)

Julia Henly (University of Chicago)

Discussants:

Deborah M. Figart (Richard Stockton College of New Jersey)

Sarah Jane Glynn (Center for American Progress)

Jan 05, 2013 8:00 am, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Entrepreneurism, Good Jobs, Successful Enterprises, and 21st Century Prosperity (Employment Policy Research Network) (0) (Panel Discussion)

Panel Moderator: Thomas Kochan (Massachusetts Institute of Technology)

Adam Seth Litwin (Johns Hopkins University)

Scott Stern (Massachusetts Institute of Technology)

John Haltiwanger (University of Maryland)

Jan 05, 2013 8:00 am, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association/Union for Radical Political Economics

Insights of Marxist-Radical Thought for Employment Relations Practice and Theory (J5)

Presiding: Rafael Gomez (University of Toronto)

A Marxian Critique of and Alternative to U.S. Industrial Relations Theory and Practice

Michael Hillard (University of Southern Maine)

Richard McIntyre (University of Rhode Island)

Using the Marxist Frame of Reference to Understand Employment Relations in Capitalism

Gregor Gall (University of Hertfordshire)

From Monopoly Capital to Universal Competition: Radicals and Classical Marxists on Industrial Relations

James Devine (Loyola-Marymount University)

Sidney and Beatrice Webb, Fabian Rent Theory, and Labor Exploitation

Bruce E. Kaufman (Georgia State University)

Jan 05, 2013 8:00 am, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

Unions, Immigrant Workers, and the Crisis of Capitalism (J5)

Presiding: Daniel Cornfield (Vanderbilt University)

Unions and Immigrant Workers in the US and Germany

Lee Howard Adler (Cornell University)

Michael Fichter (Free University of Berlin)

Unions and Immigrant Workers in the UK and France

Lowell Turner (Cornell University)

Identities, Education, Coalition Building: A Four-Country Comparative Analysis

Gabriella Alberti (Leeds University)

Jane Holgate (University of Leeds)

Discussants:

Ana Avendano (AFL-CIO)

Stefania Marino (University of Manchester)

Jan 05, 2013 10:15 am, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association

Persistently High Unemployment (J5)

Presiding: Sylvia Allegretto (University of California-Berkeley)

Unemployment After the Great Recession: An Update

Michael W. L. Elsby (University of Edinburgh)

Bart Hobijn (Federal Reserve Bank of San Francisco)

Ayşegül Şahin (Federal Reserve Bank of San Francisco)

Robert Valletta (Federal Reserve Bank of San Francisco)

Revisiting Okun's Law

Michael Reich (University of California-Berkeley)

The Labor Market Four Years into the Crisis: Assessing Structural Explanations

Jesse Rothstein (University of California-Berkeley)

Discussants:

Bhaskar Mazumder (Federal Reserve Bank of Chicago)

Heidi Shierholz (Economic Policy Institute)

Michael Ash (University of Massachusetts-Amherst)

Jan 05, 2013 10:15 am, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

The Impacts of Public Sector Pay Reforms in a Context of Austerity: Evidence from Europe (J5)

Presiding: Elaine McCrate ()

Public Sector Pay Reforms in Europe and the Implications for Social Cohesion

Damian Grimshaw (University of Manchester)

Jill Rubery (University of Manchester)

Shrinking the State: The Decade of De-nationalisation in Germany

Gerhard Bosch (University of Duisberg-Essen)

The Swedish Welfare State at the Crossroads? The Impact of Decentralisation of Wage Setting and Increased Competition

Dominique Anxo (Linnaeus University)

Discussants:

Jeffrey H. Keefe (Rutgers University)

Jan 05, 2013 10:15 am, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Union Members as Citizens (J5)

Presiding: John Logan (San Francisco State University)

Organized Labor's Civic Niche

Rolland Zullo (University of Michigan)

Union Decline, Voter Mobilization, and the Declining Political Power of the Working Class

Jake Rosenfeld (University of Washington)

Does Workplace Voice Compliment or Substitute Civic Engagement? Evidence from Britain, Canada and the U.S.

Alex Bryson (Policy Studies Institute)

Rafael Gomez (University of Toronto)

How Political Organizations Use Experiments to Optimize Union Voter Contact: Two Examples from the Field

Jennifer Green (Analyst Institute)

Discussants:

Aaron Sojourner (University of Minnesota)

Marick Masters (Wayne State University)

Jan 05, 2013 2:30 pm, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association/Union for Radical Political Economics

Essential Elements of a Genuine "Jobs and Wages" Policy Agenda (J5)

Presiding: Charles J. Whalen (Congressional Budget Office)

Addressing Financialization and Economic Insecurity: Municipal Finance and Labor Relations in the New Millennium

David A. Zalewski (Providence College)

Why Wage Policy is an Essential Ingredient in a Democratic Society

Oren Levin-Waldman (Metropolitan College of New York)

Job Stability and Economic Recovery: The Role of Non Standard and Contingent Work

Barbara Wiens-Tuers (Pennsylvania State University-Altoona College)

Policies to Reduce the Gender Wage Gap

Marlene Kim (University of Massachusetts-Boston)

Full Employment and Social Justice: An Affordable and Productive Plan

Fadhel Kaboub (Denison University)

Discussants:

Dorene Isenberg (University of Redlands)

William M. Dugger (University of Tulsa)

Jan 05, 2013 2:30 pm, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

The Incidence of Non-standard Employment and Its Consequences for Firms and Workers (J5)

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

Temporary to Permanent Employment, the Effect of Economic Recovery, the Previous Work Experiences and the Local Placement Office

Nobuko Nagase (Ochanomizu University)

Masaaki Mizuochi (Mie University)

Temp Help in the U.S. Labour Market during the Recent Recession

Susan N. Houseman (W E Upjohn Institute for Employment Research)

Carolyn Heinrich (University of Texas)

From Non-standard to Standard Employment: What Are the Chances for Recent Immigrants, Women and Visible Minorities?

Anil Verma (University of Toronto)

Qian (Lydia) He (University of Toronto)

Discussants:

Peter Berg (Michigan State University)

Jan 05, 2013 2:30 pm, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Union Members as Political Leaders (J5)

Presiding: Alexander J.S. Colvin (Cornell University)

Union Power: The Role of Labor Organizations in American Politics

Marick Masters (Wayne State University)

The South African Experience with Trade Unions and Democratic Access: A Tale for all Countries?

Ian Sakinofsky (Ryerson University)

Unions and the Politicization of Non-Elites: Toward an Understanding of Labor's Promotion of Worker Participation in Politics

Michael Wasser (American Rights at Work)

J. Ryan Lamare (American Rights at Work)

Do Unions Promote Members' Electoral Office Holding? Evidence from Correlates of State Legislatures' Occupational Shares

Aaron Sojourner (University of Minnesota)

Discussants:

Rafael Gomez (University of Toronto)

Jake Rosenfeld (University of Washington)

Jan 06, 2013 8:00 am, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Employment of Women, Minorities, Immigrants Session I--LERA Competitive Papers (J5)

Presiding: Marlene Kim (University of Massachusetts-Boston)

Correlates of Career Satisfaction - The Immigrants' Experience

Margaret Yap (Ryerson University)

Between Unfair and Illegal: Standardizing Employee Relations in the Modern Office

Allison Elias (University of Virginia)

Jan 06, 2013 8:00 am, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

The Future of Public Sector Collective Bargaining (J4)

Presiding: Daniel J.B. Mitchell (University of California - Los Angeles)

Does Teacher Pay Affect Teacher Performance? Evidence from Wisconsin and Illinois

Craig Olson (University of Illinois at Urbana-Champaign)

Are State and Local Public Employees Over-Compensated?: Comparisons Using National and State Level Evidence

Jeffrey Keefe (Rutgers University)

Effects of Deep Recession on Public Sector, Pay, Benefits and Employment

David Lewin (University of California-Los Angeles)

Toward a New Grand Bargain: Collaborative Approaches to Labor-Management Reform

Thomas A. Kochan (Massachusetts Institute of Technology)

Barry Bluestone (Northeastern University)

Discussants:

Dale Belman (Michigan State University)

Paula B. Voos (Rutgers University)

Jan 06, 2013 8:00 am, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association

The Impact of Mental and Emotional Health, Stress and Disability over the Business Cycle (J5)

Presiding: Alice Kassens (Roanoke College)

The Impact of Clinical Depression on the Labor Market Outcomes of Young Adults during Economic Downturn

Alice Kassens (Roanoke College)

William M. Rodgers III (Rutgers University)

The Effects of Disability on Earnings in China and the United States over the Business Cycle

Samuel Myers (University of Minnesota)

Ding Sai (Chinese Academy of Social Sciences)

Revisiting the Long-Term Unemployment and Mental Health Causality Quandary: A New -- Resilient Population -- Approach and Results

Tim Diette (Washington and Lee University)

Arthur Goldsmith (Washington and Lee University)

Darrick Hamilton (The New School)

A Study to Identify the Effects of Candidate and Employer Recessionary Stress on the Quality of Hire, Candidate Fit and Hiring Efficiency

John Chaisson (Thought Leadership Institute)

Discussants:

Alvin Headen, Jr. (North Carolina State University)

Lauren Appelbaum (University of California-Los Angeles)

Jan 06, 2013 10:15 am, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

Artistic Careers and the Creative Workforce (J5)

Presiding: Steven J. Tepper (Vanderbilt University)

Artistic Careers and Creative Workforce: Synthesis and Future Directions

Steven J. Tepper (Vanderbilt University)

Bill Ivey (Vanderbilt University)

Elizabeth Long Lingo (Vanderbilt University)

The Space Between the Notes: The Connections and Capitals of Jazz Musicians in Three Metropolitan Areas

Timothy J. Dowd (Emory University)

Diogo L. Pinheiro (Georgia Institute of Technology)

Making the Intern Economy: Role and Career Challenges of the Music Industry Intern

Alexandre Frenette (City University of New York Graduate Center)

Agents of Arts Trade Union Revitalization: Corporate and Entrepreneurial Generations of Nashville Arts Union Activists

Daniel B. Cornfield (Vanderbilt University)

Discussants:

Bill Ivey (Vanderbilt University)

Jan 06, 2013 10:15 am, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

International Perspectives on Employment Relations - LERA Competitive Papers (J5)

Presiding: Phanindra V. Wunnava (Middlebury College and IZA)

Convergence versus Divergence of Labour Reorganization in the Neoliberal Era: Underdevelopment of Industrial Unionism in Korea

Taekyoon Lim (University of California-Los Angeles)

The Impact of Dismissal Regulation: Evidence from a Unique Australian Natural Experiment

Paul Oslington (Australian Catholic University)

Benoit Freyens (University of Canberra)

The Effect of Certification Procedure on Union Density in the Canadian Private Sector

Eyob Fissuh (Human Resources and Skills Development-Canada)

Craig Eschuk (Human Resources and Skills Development Canada)

Francesco Galassi (Human Resources and Skills Development Canada)

The Effects of Labor Contracts on Chinese Workers' Welfare and Job Quality

Mingwei Liu (Rutgers University)

Shisong Qing (East China Normal University)

Discussants:

Mark Egan (University of Chicago)

Jan 06, 2013 10:15 am, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association

Unionization and Occupational Licensing: Similarities and Differences (J5)

Presiding: Rafael Gomez (University of Toronto)

Occupational Regulation and Unionization: A Comparison of Two Labor Market Institutions in the UK

Maria Koumenta (University of Cardiff)

Wage Effects of Unionization and Occupational Licensing in the U.S.

Maury Gittleman (U.S. Bureau of Labor Statistics)

Morris Kleiner (University of Minnesota)

De-licensing of Occupations in the U.S.

Robert Thornton (Lehigh University)

Edward Timmons (Saint Francis University)

Discussants:

David Weil (Boston University)

Mindy Marks (University of California-Riverside)

Mark Klee (George Mason University)

Jan 06, 2013 1:00 pm, Marriott Marquis & Marina, Laguna

Labor & Employment Relations Association

Are Asia's Workplaces at the Mercy of New Economic Realities or Not? (J5)

Presiding: Takashi Sakikawa (Niigata University)

Person-Organization Value Fit under Asia's Current Economic Conditions

Kyoto Yamazaki (Kobe University)

New Economic Realities and Diversity at Malaysian Workplaces

Nurhaizal Azam bin Arif (Universiti Utara Malaysia)

Mindsets of Indian Employees in an Indian-Based Japanese Company: A Qualitative Study

Kaushik Chaudhuri (Symbiosis International University)

The Implications of Offshoring for Japanese Firms and Industries

Ryoji Ito (Niigata University)

Employment and Competitive Issues Involving Japanese Financial Conglomerates: A Case Study of Shinsei Bank

Masaharu Kuhara (Kyushu University)

Discussants:

Masayasu Takahashi (Meiji University)

Toshio Takagi (Okinawa University)

Jan 06, 2013 1:00 pm, Marriott Marquis & Marina, Leucadia

Labor & Employment Relations Association

Employment of Women, Minorities, Immigrants Session II - LERA Competitive Papers (J5)

Presiding: Niki Dickerson von Lockette (Rutgers University)

Good Jobs for Working Parents: A Closer Look at Minority and Immigrant Workers

Alison Earle (Brandeis University)

The Stubbornness of Sex Segregation and the Limitations of Equal Opportunity Law

Allison Elias (University of Virginia)

Racial and Ethnic Crowding in Low-Wage Metropolitan Labor Markets

Niki Dickerson von Lockette (Rutgers University)

William Spriggs (Howard University)

Darrick Hamilton (New School University)

Jan 06, 2013 1:00 pm, Marriott Marquis & Marina, Oceanside

Labor & Employment Relations Association

Union Effects in the US and Canada: Tenure, Earnings, and Workplace Stress - LERA Competitive Papers (J5)

Presiding: Peter Berg (Michigan State University)

What Happened to Long Term Employment? The Role of Unions and Environmental Turbulence in Explaining Declines in Worker Tenure

Matthew Bidwell (University of Pennsylvania)

The Impact of Minimum Wage Laws on the Wage Structure: An Updated Analysis of Ripple Effects

Jeannette Wicks-Lim (University of Massachusetts-Amherst)

Could Earnings Inequality be Linked to Declining Union Membership?

Phanindra V. Wunnava (Middlebury College and IZA)

The Union Effect on Perceived Work Stress: Evidence from Canadian General Social Survey

Xiaoyu Huang (University of Toronto)