Name index

Achenbaum, W. A. 273
Addison, J. 3, 22, 25, 32–33, 36, 262
Amenyi, T. 266
Amenta, E. 273
Anderson, J. 31–34
Archer, J. C. 265
Ashenfelter, O. 24–26, 32, 35, 41, 91, 118, 246–47, 258
Atiyah, P. 220, 229, 231–2, 275
Atleson, J. 161
Avery, R. 120
Bain, G. 258–59
Bausor, R. 265
Beck, N. 93
Becker, G. 33, 36
Beiber, O. 269
Bell, D. 23
Berger, M. 259
Bernstein, L. 21–25, 258
Berry, B. 259, 270
Bierman, L. 249
Blades, L. 221
Block, R. 31, 33, 131, 271
Bluestone, B. 45, 62, 68–69, 155, 242, 260, 271, 277
Bok, D. 28, 58, 131, 265, 273
Bork, R., Jud. 267
Borts, G. 32, 258
Bowles, S. 265
Brown, E. 21, 273
Busman, G. 34
Carrer, J., Pres. 163–65, 180, 201–202, 204–205, 273
Cavanagh, T. 95
Chafetz, I. 34
Childs, W. 274
Chubb, J. E. 38
Ciccone, C. 194, 272
Clark, S. 270
Claggett, W. 94
Clay, W., Rep. 209
Cline, W. 268
Cohen, S. 263
Converse, P. 95
Connerton, P. 155, 157
Cooke, W. 8, 34
Cox, A. 28–29, 196, 273
Cyert, R. 45
Davis, M. 58
De Bernardo, M. A. 267, 269, 271
Dear, M. 154, 265
DeNisi, A. 33
Denison, R. 273
Dicken, P. 52, 152
Dickens, W. 6, 9, 17, 20, 23–24, 34, 131–32, 155, 246–47, 259
Dirksen, Sen. 199–200
Downs, A. 14
Dworkin, R. 47, 77, 154, 160–1, 172, 176, 178, 229
Eakin, P. 48
Eisenhower, D. Pres. 196
Ellwood, D. 30, 94, 140, 276
Elsheikh, F. 259
Ely, J. 271
Ephblin, D. 185
Epstein, R. 218, 221, 229, 231–32, 275
Erlenborn, J. Rep. 105
Name index

Faith, R. 36
Fanning, Brd. mem. 270
Farber, H. 6, 111, 240, 245, 247, 258
Feinman, J. 217
Fine, G. 30, 94, 140, 276
Finegold, K. 273
Finnis, J. 47
Fiorina, M. 93, 120
 Fiorito, J. 3, 32, 259
Fischer, B. 259, 260, 263, 270, 272
Flamm, K. 172
Flanagan, R. 94, 159
Florida, R. 260
Foley, W. 116
Ford, G. Pres. 202–203, 274
Fox, J. 266
Frankel, K. 131, 159
Fraser, C. 34
Freeman, Justice 218–19, 233, 275
Freeman, R. 4, 34, 69, 131, 133, 240, 259, 266, 272
Freiberg, B. 34, 155
Fried, C. 229, 231–32, 275
Gertler, M. 8, 39, 103, 135, 258–59, 261, 269
Getman, J. 5, 131–32, 135, 155
Gifford, C. 10
Gildea, Rep. 242, 277
Glendorn, P. Arb. 80, 263
Gold, L. 269
Goldberg, S. 131–32, 135
Goldfield, M. 5, 158–59, 240, 245
Goldwater, Sen. 197
Gordon, D. 263
Gordon, R. 144, 264
Gorman, R. 273
Gould, W. 28, 161, 184, 269
Greer, C. 3, 32
Gregory, C. 274
Gregory, D. 7, 258
Grossman, G. 271
Grunwald, J. 172
Grunderson, M. 266
Halberstam, D. 68, 263
Hamermesh, D. 173
Hanson, R. 270
Harrison, B. 45, 62, 68–69, 135, 164, 242, 259, 260, 262–63, 271, 277
Harr, H. L. 154
Hatch, O. Sen. 209, 214, 272
Hedlund, J. 269
Hemenon, H. 33, 118, 131
Herman, J. 131–32, 136
Hibbs, D. 93
Hicks, J. R. 271
Hill, R. 69
Hirsch, B. 3, 25, 32–33, 36
Hirschman, A. 41
Horowitz, L. 270
Hotz, V. 120
Hoxie, R. 31, 38, 40, 120, 259
Hutchinson, A. 47
Huxley, C. 267
Hyck, T. 33
Hyde, A. 153
Irving, J. 163
Isard, W. 258
Jacoby, S. 217
Javits, Sen. 201, 204
Jenkins, Brd. mem. 270
Jevons, W. 210
Johnson, L. B. Jr., Pres. 197, 199, 200–201, 276
Johnston, R. 93, 265, 272
Kaldor, N. 271
Kamber, V. 271, 274
Kanter, S. 262
Karl, B. 273
Karper, M. D. 271
Kaplan, I. Jud. 136, 166
Kassalow, F. 258–9, 260, 263, 272
Katz, H. 69, 163, 274
Katznelson, I. 98
Keiger, K. 271
Kennedy, D. 162
Kettler, D. 267
Key, V. O. Jr. 265
Kiewiet, D. 93, 104, 109, 122, 127
Name index

Kim, J.-H. 260
Kinder, D. 93
Kirkland, L. 250
Klare, K. 159, 196
Kochan, T. 69, 274
Kokkenenberg, E. 9, 35
Kolchin, M. 33
Kornhauser, R. 25
Kovacs, K. 260
Kovner, J. 28
Kramer, M. 275
Kushrin, R. M. 270
LaCapra, D. 276
Lahne, H. 28
Lauria, M. 47, 260
Lawler, J. 14, 131, 259, 271
Lawrence, R. 68, 172, 277
Lazear, E. 17, 260, 262
Le Louarn, J.-Y. 33
Leahy, D. J. 259
Leamer, E. 276
Lehmbruch, G. 80, 189
Leijonhufvud, A. 261
Leonard, J. 6, 9, 17, 20, 24, 246
Lester, R. 3, 35, 37–38, 40, 235, 259
Lipset, S. 93, 272
Lloyd, P. 52, 152
Long, Sen. 274
Lucas, R. 36, 120, 261
Lynch, L. 34
McCloskey, D. 46
McDonald, C. 272
McFadden, D. 266
McGovern, Sen. 200
Machiavelli, N. 262
McKenzie, R. B. 218
McKersie, R. 69, 274
McMullin, E. 46
Malin, M. 275
Mann, T. E. 263
Mansfield, Sen. 200
March, J. G. 265
Marshall, A. 220
Marshall, F. R. 91, 158, 173
Marston, S. 58
Massey, D. 8, 258
Mead, Rep. 91, 236, 262
Medoff, J. 4, 240, 259, 266
Mieszkowski, P. 277
Miller, R. 33
Mills, D. 251
Mills, H. 21, 275
Mitchell, D. 118
Mobley, W. 33
Moe, T. 157, 270
Montgomery, E. 259, 265
Moore, W. 25, 30, 245
Morishima, M. 261
Morris, C. 21, 151, 161, 175, 196, 263
Mowry, D. 45
Murg, G. 219
Murphy, W. 5, 173, 212
Murray, M. 223, 274
Negrey, C. 69
Neumann, G. 24–55
Newman, R. 30, 245
Nie, R. 92, 105
Nixon, R. M., Pres. 143
Norris, C. 276
Northrup, H. R. 260
Obey, D. 263
Ohanian, R. 223–29, 240, 242–33, 276
Olsen, J. 263
O’Reilly, C. 34
Palomba, C. 30, 64, 223
Palomba, N. 30, 64, 223
Parfit, D. 47
Peet, R. 276
Pencavel, J. 24–26, 32, 35, 46, 93, 118, 246–47, 258
Peters, G. 270
Petterson, P. 38
Pichler, J. 30
Pieore, M. 68
Podgursky, M. 45, 260
Porter, R. 161, 177, 182, 330
Powell, A. C., Rep. 198
Pratt, J. W. 259, 264
Przeworski, A. 184, 264
Price, R. 258
Prosten, R. 31, 34
Smith, Sen. 196
Sobel, I. 27
Sokell, D. 9
St. Antoine, T. 155, 158–59, 180
Stein, J. 52, 258
Stieber, J. 223, 274–75
Stone, K. 24, 28, 67, 71, 113, 252, 264–65
Storper, M. 62, 245, 258, 276
Strasser, F. 275
Strauss, L. 262
Struthers, J. 267
Strucker, J. 94
Summers, C. 231
Sundquist, J. 95
Taylor, C. 46
Taylor, P. J. 265
Thomas, R. 30
Thompson, F., Rep. 197, 202–205, 209
Thullen, J. Von 7, 258
Tollefson, J. 30
Townley, B. 273
Tribe, L. 271
Trigg, R. 47, 276
Trowbridge, A. B. 269, 271
Troy, L. 5–15
Truck, M. 235
Tushnet, M. 271
Unger, R. 47
Urry, J. 258
Verba, S. 92–93, 105
Vox, P. 268
Wakefield, J. 47
Walinski, Jud. 75
Walker, R. S. 62, 258
Walzer, M. 172, 271
Warde, A. 8
Warren, A. 185
Wattenberg, M. 148
Weber, M. 7–9, 258
Weir, M. 273

296

Rees, A. 20, 263
Reich, R. 173, 263
Reid, J. 36
Rissman, E. 24
Roach, S. 260
Roback, J. 222
Roberts, H. 217
Roberts, Justice 275
Robinson, J. 23
Rogoff, K. 264
Roomkin, M. 31, 33, 271
Roosevelt, F. D. R., Pres. vi, 91, 151, 160, 194, 252, 269, 277
Rosenstone, S. 93, 105
Rosow, J. 274
Ross, A. 111, 127
Rottenberg, S. 27
Rusk, J. 94
Sabel, C. 68
Samuelson, P. 238
Sanderson, S. 172
Sandver, M. 33–34, 118, 131
Sarbanes, P. 263
Scharman, C. 219
Schlossberg, S. 15, 31
Schlozman, K. 93
Schmitter, D. 80, 189
Schneider, Rep. 259
Schaerman, J. 265
Scott, A. 9, 258, 269, 276
Scott, J. 15, 31
Scofield, J. 259
Secker, R. 34
Sen, A. 63
Sheflin, N. 5–15
Shister, J. 27, 37, 96, 111, 165
Sibert, A. 264
Simon, H. 266
Skocpol, T. 273
Smith, A. 182
Smith, D. 8
Smith, J. 274
Smith, R. 251
Name index

Weisskopf, T. 263
White, H. 48
Whitman, J. 8, 39, 103, 155, 258, 261, 269
Whittaker, W. 194
Wibley, D. 23
Wilcock, R. 27
Williams, B. 134–35, 172, 262
Williamson, O. 69, 103
Wrigley, N. 265, 267
Wolfgang, R. 93, 103, 265
Woodward, C. V. 265
Yin, R. 46
Young, H. 263
Youngblood, S. 33, 259
Zeckhauser, R. 259, 264
Zimmerman, Brd. mem. 270
Zingale, N. 94
Zolberg, A. 38
Zysman, J. 263
adaptive expectations 120
adjudication 47, 170
dilemmas 164, 166, 169, 243
institutions 169, 243
methods 245
state-by-state pattern 235
adjudication process 4, 170
adjudicative authority 153-54
adjudicative principle 154
adjustment cost 113
adjustment-oriented approach 24
adjustment strategies 45
advance notification of plant closings 45, 260
AFL-CIO 215, 233, 236
AFSCME 10
agent model 83
agglomeration economies 7
aggregate economic model 32
aggregate empirical methodology 32
aggregate macroeconomic variables 26
aggregate price movements 113
alienation, levels of 148
Allentown Local 60
AMC see American Motors Corporation
AMC UAW Locals 82
AMC/Jeep (division) 71, 73, 75
American auto industry 184
American capitalism, organization 68
American corporate leadership, crisis 68
American corporate management 69, 249
American electorate, 92, 97
fragmentation 94, 109
nationalization of 94
American individualism 190
American industry
hollowing-out 250
radical re-organization 175
American (US) labor law, 186, 193, 265
basis 195
institutions 183
structure 211
American (US) labor movement, 3, 4, 24, 34, 38-9, 110, 187, 215
clashes 41, 159
decentralized character 139
decreasing fortunes 148
future 40, 66, 171
institutional framework 172
American labor relations, 59
alternative model 175
decentralized nature 24, 28
future 176
historical legacy 186
legal framework 133-34
structure 212
American liberalism 91
American manufacturing, 68, 260
crisis 69, 173
American Motors Corporation (AMC) 60, 67, 70, 263
American political system 92
American union movement 38, 40, 114
localization 253
American unionism 4, 19, 20, 25, 28,
Subject index

32, 34, 41
government, 20, 28, 140
government, 20, 22, 92, 113
geographical models 22
organization 22
organizing strategies 114
performance 145
spatial organization 113
anti-discrimination provisions 193
anti-labor legislation 196
anti-management sentiment 142
anti-trust commercial trade laws 193
anti-union attitudes 4, 5, 20, 54–55, 141, 144, 146, 155
anti-union campaigns 134
anti-union legislation 210
anti-union strategy 6, 155
arbitration hearings 15, 50, 71, 73
arbitrators 51, 55, 57, 74, 77, 79, 80–81, 83
area-based employment growth 126
organized strategy 124
assembly-line workers 96
associate programs 235–36
Associated Builders and Contractors (ABC) 186
AT&T 10
at-will contracts 231
at-will employees 217, 222, 228
authorization cards 132
auto industry 69, 97, 116
auto union policy 116
autonomy 75, 80
bargaining, expanded terms 175
bargaining, management and labor 166
bargaining agent 51, 156
bargaining procedures 55
bargaining unit 15, 96, 156, 168
bilateral advantage 53
bilateral collective bargaining agreements 86, 165
bilateral power-sharing agreement 79
blue-collar workers 25, 30
Board-directed elections 15
Board’s choice of priorities 166
bounded rationality 266
business climate 61, 66, 262
business cycle 109, 120
business unionism 189
campaign budgets 133
Canadian auto workers 266
capital inflows 172
capital and labor 170, 219
capitalist economy 113
capitalist state, legitimacy of 154
Carter Board 165, 180
case study method 46–47
centralization strategy 115
certification 13, 31, 33, 118
campaign 132
Chicago School of law and economics 182
child employment, regulation of 194
choice-theoretic approach 25
Chrysler (corporation) 70, 184
Civil Rights Act 1968
class antagonisms 186
class-based interests of UAW members 58
class-oriented institutions 92
Clayton Act 195
clerical and white-collar unions 248
campaign strategies 135
patterns 135–37, 139, 145
win rates 137
voting preference 136
closed-shop agreements 30
closure votes 199, 205
collaboration 179, 185–89, 190
COLA adjustment 185
collaborative agreements 175
collaborative enterprise 188
collective action 190, 231, 236–37, 250
collective bargaining 21, 37, 111, 157, 165, 170, 181, 185, 187, 199, 210
agreement(s) 49, 50, 55, 71, 77–8, 81, 153, 170
Subject index

contract 180
coercion 151
institution 233
institutional system 182
integrity 254
local nature 74
negotiations 71
pattern 71
system 54, 58
collective bargaining process 66, 164, 166, 168
collective bargaining rights 158, 166
Commerce Clause 114
Commercial Code 114
common justice 167
common law adjudication 233
common law of contract 77
common law contracts 77
common law doctrine 216, 220
common law employment contracts 226
common law employment doctrine 226–27
common law principles 78
common-site picketing 202, 204, 207–208, 210
communication industry 97
Communication Workers Union 10
community alliances 241
community context 120
community economic development 61, 64
community loyalties 67
community mobilization 53
community values and benefits 27
competitive capitalism 182
concession packages 50
Congress and the President, relationship 209
congressional elections 95, 208
court elections 15, 98
conservatism of national labor law 159
construction industry 97
collective bargaining 203, 210
general contractors and subcontractors 202
unions 79
context and structure 111
contract negotiations 56, 71, 76
contract ratification 28, 96
contract theory
coherent theory 233
distinctive theory 259
liberal theory 229–231
contract between the UAW and Mack Trucks 50
contractual relations 104
Convention Appeals Committee 73–74, 263
cooperative interest bargaining 188
coopeative restructuring programs 67
corporate ineffectiveness 249
corporate location strategies 6
corporate-wide restructuring plans 67
corporatism 79, 80, 189, 190
cost of organizing workers 58
craft representation 116
cross-community competition for jobs 239
cross-correlation analysis 34, 121, 269
cross-local solidarity 266
Davis-Bacon Act 28, 97
decertification 13, 33–34
decentralization 28, 35
forces 235, 244
IBEW strategy 123
structural–legislative imperative 245–47
decision making
method 153
process 168
deindustrialization 6, 68
Diamond-Star Motor Company 184
dichotomous variable 118
discharge suits against employers 222
discrimination 196
displaced workers 3, 45, 85
distributive justice 176, 271
divided loyalties 61, 84
division of labor 9
double-breasting 210
early retirement schemes 86
economic adjustment 261
Keynesian model 261
Subject index 301

structural changes 20
union’s share 4
employment-at-will 216-18, 219, 220-21, 229, 274-75
abstract principle 220
application 222
changing status 217
common law tradition 223
court appeal 234
doctrine 178, 216
exemptions 217, 220, 222-23, 232, 234, 236-37
origin 217
employment contracts 218
new forms 236
non-union situations 229
theory 233
employment growth 10, 33, 126, 243-44
employment relations 8, 16, 218
enterprise growth strategy 126
trepreneurial function of management 167
envy test 178
equality of opportunity 177-79, 181, 187
equality of resources 177-78, 187
expedited elections 15, 213
Fair Labor Standards Act 194
federal district court 51, 55, 73-74
federal labor law 28, 151, 159
failure 235
interpretation 245
purpose 210
revision 202
see also labor law reform
federal labor relations policies 235, 251
federal legislative agenda 209
Ford (corporation) 184
Ford administration 202
General Dynamics 70
General Motors (Corporation) (GM) 69, 184
good faith 14, 78
good faith bargaining 21
geography of voting 91, 95
index 7
industrial and geographical shifts 109
rates of decline 144
relocation 240

© Cambridge University Press
www.cambridge.org
grievance arbitration 24, 39, 74–75, 96, 244, 264

group interests 190

hard cases 47

heartland strategy 124–25, 127–28

historical materialism 8

Hobbs Act, amendment 209

House Subcommittee on Labor–Management Relations 195, 211

IBEW see International Brotherhood of Electrical Workers

implicit contracts 222–23

income polarization 260

individual choice 36

individual and collective welfare 47

individual interests 190

individual-orientated voter model 33

individuals, nature of 231

industrial concentration 140

industrial democracy 37, 39, 252

industrial heartland 20

industrial structure 140

industrial unions 3, 135, 245, 244, 247–49, 250, 259

industry strategy 123, 125

injunctions 74–75, 264

institutional barriers 94

institutional structure 26

institutional variables 102

integrity of unions 39, 66

internal labor market policies 85


geographical diversity 109

home domain 132

interpretive practice, dilemma 161–62, 167

intimidation 132

intra-corporation shifts of laid-off workers 85

intra-union solidarity 241, 243

job advancement 27

job classification 185

job creation 260

job displacement 85

job loss 68

job rationing 67, 83–84, 86

job security 27, 223

job specification 97

joint determination 175

joint venture agreements 184

just cause 128

just society 176–77

justice standards 179

theory 162, 176–77, 183

Kaiser Corporation 71

Kaldor–Hicks compensation principle 271

Kenosha transierees 83

labor climate 258

labor code 195, 222

labor contract 55

labor costs 7, 55

labor law 211, 253; see also American labor law


campaign 246, 251

constituency 208

hearings 214

historical voting pattern 209

labor law reform bill 193–94, 204–209

labor law reform movement 193–94, 214–15

labor legislation 21, 113, 175, 195

labor market

dual 27

geographical 8

local 21, 27–28

non-metropolitan 27

labor movement 134, 250, 272; see also American labor movement

labor relations 8, 38–39, 173, 185

crisis 173

tagit 7

gender 22

institutional forms 115

intervention 177
Subject index

303

model 175, 184
labor relations climate 64
labor relations in the RTW states 242
labor relations system 174, 183–84
American 24, 113, 117, 176
European and Australian 113
labor–management collaboration, new forms 216
labor–management relations 69
climate 252
decentralization 335
model 242
regulation 5–6
rules 242
system 69, 210
Labor–Management Relations Act 201
labor-saving investment 68
laissez-faire economic theorists 220
Landrum–Griffin Act 196, 210
legal environment 116
legal equality 181
legal practice, dilemma 167
legislative principle 154
legitimacy 51, 58, 153–54
legitimate agents 81
legitimate business decisions 168
liberal theory 237
Freudian 230
moral component 231
lifetime employment 227
literacy tests 94
litigation 50, 223
litigation explosion 139, 161
local autonomy 79
local bargaining unit 74
local business climate 62
local class relations 9
local context 20, 29, 38
local customary labor practices 223
local economic development 30
local economic interests 58
local economic variables 102, 128, 140, 146
local election environment 140
systematic institutional 95
nonsystematic 95, 127–28
local electoral choice 91
local electoral performance of unions 247
local electoral process 25
local government rescue plans 45
local institutional context 28–29
local institutional effects 31
local labor practices 113–14
local labor relations 38–39, 171, 179, 187
climate 105
model 183
restructuring 183
local non-union employees 223
local political advantage 78
local sacrifice 59
local social-status effects 94
local union(s) 53, 67, 84, 96
local union leadership 53
local wages and employment effects 142
variables 104
locally oriented strategies 128
location 7–8, 49, 52, 116, 153, 169, 170, 172
analysts 32
decision making 65, 170
decision-making process 32, 152–53
theorists 7, 52, 62
theory see location theory
location and labor relations 6
location theory 7–9, 52, 153, 261
conventional 8, 152, 258
neoclassical 153
new 238
loyalty to the community 84
to the union 122
to the union leadership 84
Mack Trucks (Corporation) 49, 50–52,
57, 59, 63, 67, 260–61
macroeconomic voter model 120
management anti-union activities 138
management attitudes 34
management behaviour 138
sketch theory 132
management consultants 33, 66, 105,
130–31, 146, 247
management election propaganda 131, 155
management organizations 214
management prerogatives 166
manufacturing industry 96, 160, 262
marginal product of labor 113
margins
of loss 143–44
of victory 142–44
of victory/defeat (loss) 33, 139, 140, 147
market prices 52, 153
marxian analytics 263
master contract(s) 38, 50, 86, 97, 242
material equality 181
material status 177
materialist theory of justice 178
maximum economic growth 161, 181
Mazda Motor Company 284
migration 27
minimum standards of employment 194
misrepresentations
criteria 135
impact of 134
model of national unionism 38
moral judgements 162
multi-plant corporations 47, 69
multi-plant unions 69, 84
mutual consent 78
National Association of Manufacturers 108
national economic cycle 104
National Education Association 10
National Intergroup 69
National Labor Board 151
national labor law policy 212
national labor policy 200
National Labor Relations Act (NRLA) 21, 31, 54, 67, 151, 158, 160, 193, 250, 252
goals 158, 166
interpretation 174
management violations 211
moral coherence 159
rationale 161
reform 175
National Labor Relations Board (NLRB) 28, 31, 34, 39, 54, 69, 91, 105, 114, 118, 130, 134, 145, 147,
adjudicative apparatus 147
adjudicative integrity 135, 271
adjudicative process 155, 157–58
administration 214
appeal procedures 251
decisions 159, 244
integrity 153, 158–59, 163, 169, 170, 172, 176, 183, 252
jurisdictional standard 13
reform 5
role 8
statutory responsibilities and limits 160
National Right To Work Committee 198, 205, 251
National Right-To-Work Legal Defense Foundation 186
negotiations 49, 74, 78, 115
neoclassical assumptions 52, 57, 132
neoclassical economic theory 7, 182
neoclassical firm 52
neoclassical location analysts 56
neoclassical location theory 153; see also location theory
neoclassical theoretical tools 8
neoclassical theory 52
New Deal 294, 273
New Deal labor legislation 195
New Deal legislation 234
Nissan experiment 185
Nixon’s wage and price controls 143
NLRB see National Labor Relations Board
non-close elections 131, 137–39, 145
non-mandatory bargaining issues 180
non-represented workers 253
non-RTW settings 135
non-RTW states 142, 242
nonsystematic component 122, 223
local elections 95
voters’ choices 93
nonsystematic local effects 104, 146
### Subject index

<table>
<thead>
<tr>
<th>Non-union employee handbooks</th>
<th>222</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-union employment contracts</td>
<td>233–34</td>
</tr>
<tr>
<td>Non-union employment relations</td>
<td>216–17</td>
</tr>
<tr>
<td>Non-union settings</td>
<td>216</td>
</tr>
<tr>
<td>Non-union workers</td>
<td>188</td>
</tr>
<tr>
<td>Norris–LaGuardia Act</td>
<td>195</td>
</tr>
<tr>
<td>Northern core-industry strategy</td>
<td>126</td>
</tr>
<tr>
<td>Northern Democrats</td>
<td>199</td>
</tr>
<tr>
<td>Northern Democrats and Republicans</td>
<td>208</td>
</tr>
<tr>
<td>Northern non-core sectors</td>
<td>114</td>
</tr>
<tr>
<td>Opportunity costs</td>
<td>174</td>
</tr>
<tr>
<td>Ordinary least square (OLS) regression</td>
<td>120</td>
</tr>
<tr>
<td>Model</td>
<td>266</td>
</tr>
<tr>
<td>Organizational strategies</td>
<td>115</td>
</tr>
<tr>
<td>Organized labor</td>
<td>26</td>
</tr>
<tr>
<td>6, 8, 35, 141, 164, 180, 202, 205–206, 209, 214, 248</td>
<td></td>
</tr>
<tr>
<td>Crisis</td>
<td>5, 239, 240–41, 243–45, 247, 251</td>
</tr>
<tr>
<td>Decline</td>
<td>4, 6, 41, 193, 240</td>
</tr>
<tr>
<td>Federal regulation</td>
<td>195</td>
</tr>
<tr>
<td>Future</td>
<td>68, 189, 248</td>
</tr>
<tr>
<td>Political climate</td>
<td>24</td>
</tr>
<tr>
<td>Role</td>
<td>171</td>
</tr>
<tr>
<td>(Union) organizing strategies</td>
<td>112–14, 116–17, 122, 125, 127</td>
</tr>
<tr>
<td>Area-based employment growth</td>
<td>126</td>
</tr>
<tr>
<td>Model</td>
<td>127</td>
</tr>
<tr>
<td>Out-sourcing</td>
<td>53</td>
</tr>
<tr>
<td>PHCS see Preferential Hiring and Corporate Seniority</td>
<td></td>
</tr>
<tr>
<td>Pareto optimal</td>
<td>52</td>
</tr>
<tr>
<td>Partisan political elections</td>
<td>91, 95, 97, 104, 108, 148</td>
</tr>
<tr>
<td>Pension plans</td>
<td>45</td>
</tr>
<tr>
<td>Pennsylvania Supreme Court</td>
<td>220</td>
</tr>
<tr>
<td>Petitions</td>
<td>13, 20, 133</td>
</tr>
<tr>
<td>Picketing</td>
<td>197, 202</td>
</tr>
<tr>
<td>Place-sensitive strategy</td>
<td>146</td>
</tr>
<tr>
<td>Plant closing(s)</td>
<td>45, 48–49, 56, 155</td>
</tr>
<tr>
<td>Advance notification</td>
<td>4–5, 260</td>
</tr>
<tr>
<td>Decline</td>
<td>41</td>
</tr>
<tr>
<td>Plant closing(s) and relocations(s)</td>
<td>54, 62, 69, 164, 241</td>
</tr>
<tr>
<td>Plant closing legislation</td>
<td>218, 248</td>
</tr>
<tr>
<td>Poll taxes</td>
<td>94</td>
</tr>
<tr>
<td>Population trends</td>
<td>208</td>
</tr>
<tr>
<td>Post-election issues</td>
<td>15</td>
</tr>
<tr>
<td>Power of corporations</td>
<td>220</td>
</tr>
<tr>
<td>Pragmatic sense of law</td>
<td>220</td>
</tr>
<tr>
<td>Preferential Hiring and Corporate Seniority</td>
<td></td>
</tr>
<tr>
<td>Plan</td>
<td>67, 71–72, 73</td>
</tr>
<tr>
<td>Program</td>
<td>83, 261</td>
</tr>
<tr>
<td>Provision</td>
<td>73–74, 78–79, 80</td>
</tr>
<tr>
<td>Prehiring agreements</td>
<td>186</td>
</tr>
<tr>
<td>Presidential elections</td>
<td>93, 104</td>
</tr>
<tr>
<td>Principals and agents</td>
<td>36, 40</td>
</tr>
<tr>
<td>Probability of winning</td>
<td>124–26, 128</td>
</tr>
<tr>
<td>Probit model(s)</td>
<td>120, 266–67</td>
</tr>
<tr>
<td>Procedural justice</td>
<td>271</td>
</tr>
<tr>
<td>Procedural rationality</td>
<td>266</td>
</tr>
<tr>
<td>Product cycle</td>
<td>62</td>
</tr>
<tr>
<td>Production</td>
<td>9, 52</td>
</tr>
<tr>
<td>Production systems</td>
<td>38</td>
</tr>
<tr>
<td>Productivity improvement</td>
<td>50</td>
</tr>
<tr>
<td>Productivity value of labor</td>
<td>113</td>
</tr>
<tr>
<td>Profit maximization</td>
<td>52, 133</td>
</tr>
<tr>
<td>Property rights</td>
<td>55</td>
</tr>
<tr>
<td>Pro-union votes</td>
<td>118, 144</td>
</tr>
<tr>
<td>Public policy</td>
<td>175</td>
</tr>
<tr>
<td>Public policy exemptions</td>
<td>221; see also employment-at-will</td>
</tr>
<tr>
<td>Public policy makers</td>
<td>176</td>
</tr>
<tr>
<td>Public standards of equality</td>
<td>178</td>
</tr>
<tr>
<td>Quantity adjustment</td>
<td>261</td>
</tr>
<tr>
<td>Quasi-legal objectives</td>
<td>174</td>
</tr>
<tr>
<td>Quasi-union conditions</td>
<td>216</td>
</tr>
<tr>
<td>Railway Labor Act</td>
<td>195</td>
</tr>
<tr>
<td>Ratification votes</td>
<td>50</td>
</tr>
<tr>
<td>Rational expectation</td>
<td>36, 161, 265</td>
</tr>
</tbody>
</table>
Subject index

Reagan administration 4, 151
anti-union stance 251
conservative ideology 214
labor relations policies 171
Reagan Board 151, 167–68, 174, 180–81; see also Reagan NLRB
Reagan NLRB 5, 31, 155, 155, 163–64, 167, 180, 212, 242, 271
logic 177
management bias 132
real interest rates 172
regional director(s) 13, 15, 31, 98, 186
regional sentiment and RTW status 199
regulatory environment 111, 136, 170, 191
regulatory system 243, 252
relocation 38, 56–57, 59, 62, 64–5, 167
corporate strategy 57
costs of production explanation 56
decision 52, 54–55, 165
employment 240
history 155
work 132, 154–57, 166
Renault corporation 49
representation, costs 113, 123, 125, 128–29, 133
certification process 105
closeness 136
organization 100
definition 106
employer resistance 252
employers’ activities 214
geographical diversity 66, 110, 118
managements’ behavior 213–14
local 7, 13, 95, 104
model 32, 239
non-systematic local component 127, 139
organization of 112–113
outcomes of 46, 118, 121, 128, 139, 246
patterns of 17, 101
role of propaganda 269
rules 13
size 108
structure 119, 128
union performance 3–6, 13, 19, 20, 41, 162, 231, 233, 239, 246
voters 127
representation election conduct, regulatory regimes 134
representation election process 7, 23, 39, 91, 97, 105, 109, 131, 148, 168, 211, 245, 249, 252
restructuring 3, 6, 43–46, 69, 71, 87, 116, 177–78, 239, 242–44, 258; see also restructuring programs
governmental allocation of 242, 248
institutional context 68
restructuring and deindustrialization 173
restructuring programs 67, 69, 85–86, 242
multi-plant 85
regulation 248
Retail, Wholesale and Department Store Union 130
rights theory of justice 178, 181
rights theory of society 238
right-to-work (RTW) effect 246
laws 64, 94, 113, 196, 223, 237, 245
legislation 30, 119, 123, 139, 140, 196, 200–201, 217, 245–47, 268, 276
options 5
settings 115
states 29, 108, 142, 242
satisfaction 23, 25
perspective 25
school 30
variables 25
Saturn Project 59, 96, 154, 185–86, 216, 252
agreement 69, 184, 187–88
co-determination agreement 187
model 175, 179
secondary boycott 194, 202, 204
Section 14(b) 196, 212; see also Taft–Harley Act
Subject index

307

Section 14(b), repeal 197, 200, 207, 212, 246, 276
campaign 197, 200
opposition of business group 198
self-interest 36
seniority 50, 72, 83, 85
rights 70, 73
system 72
transfers 83–88
Service Employees Union 10
service industry 96
service unions 10, 241
service workers 129
Sherman Act 195
shop-floor hostility 77
southern campaigns 96
southern core sectors 125
southern culture 10
southern interests 203
southern problem 91
southern Republicans 208
southern strategy 23, 122–23, 125, 129
southern voting laws 265
spatial diversification 242
spatial division of labor 9, 62
spatial economic differentiation 8
spatial economy 52, 144
spatial heterogeneity 40
spatial hierarchy 35
spatial price equilibrium 152
spatial scale effect 93
spatial–temporal adjustment 261
spill-over effects 58–59, 176, 188
state business incentives 63
state courts 216
state economic development policy 64
state employment policies 216
state-level regulations, differences 8
state of nature 182
statutory criteria 164
step-down test of means 264
stipulated election agreement 35
stipulated elections 15, 31, 98, 119, 142, 268
strength of unions 181
strike fund 58
structural–legislative imperatives 244
structural organization of union power 37
structural school 23, 25
structure and context 128–19
Subcommittee on Health and Safety 211
Subcommittee on Labor–Management
relations 211
substantive choice, dilemmas 164, 166
substantive justice 176, 181
model 187
substantive rationality 266
sunbelt 62
Supreme Court’s opinion in First
National Maintenance 165
switching of work, limitations 45
Taft–Hartley amendments 5, 28–29, 40,
91, 111, 134, 159, 171, 196, 202, 206,
246, 253, 259
Tax Reform Act 120
Teamsters union 10, 258
termination procedures 221
Toledo AMC/Jeep employees 73
tort liability 232
Toyota (Corporation) 184
transfer rights 51, 55
trust and reciprocity 186
UAW see United Auto Workers
unemployed auto workers 129
unemployment
mid-western auto towns 144
rates 33
variable 24
unemployment and inflation 93
unfair dismissals 213
unfair labor practice(s) 158–59, 161,
163, 202, 211, 269
charge(s) 55, 136, 156, 162, 163,
165–66
employers’ 132, 136, 147
explosion 5, 136
union behavior, 37–38, 112
model 36, 104, 111, 113
union as a bureaucratic entity 111
union and community solidarity 62
308

**Subject index**

union as a confederation of Locals 60
union dissatisfaction with the NLRA and the NLRB 253
union as economic agent 36
union-free environment 16, 61, 133
union growth and decline 20, 22–23, 147
aggregate models 139
macro determinants 93
patterns 253
union–industry effect 142
union leadership 189, 248
union loyalty 146
union membership 4, 116
cost and benefit 24
decline 20, 240
union movement 23, 28, 35, 109, 110, 162, 253
collapse 234, 250
decreasing electoral fortunes 147
future 87
geography 253
union organization, model 110
union organizing techniques 28, 105, 148
union as a political institution 36, 70, 127, 129, 147
union power, 112, 265
union as quasi-firm 57
union security 252–53
union security agreement 199
union shop agreement 196
union solidarity 58–59, 62, 67, 239, 243
union strength, geographical patterns 156
union wage and benefit concession 45
unionism 6, 23, 108, 258
see also American unionism; industrial unions
unionization (American) 9–13, 15, 23, 26, 28, 32
aggregate national studies 118
corporatist form 79
cost 133
decline 6, 13, 24
geography 223
level 4, 9, 11–12, 19, 20, 30, 41, 116, 140
models 32, 40, 110
patterns 3, 9, 13, 30, 258
process 20, 22, 26, 41
rates 11–13, 20, 26, 31, 63–64, 276
RTW law (legislation) 30
rules 24
trend 27
unions and management 175
home domain of 132
International 50–51, 55, 59, 60–61, 67, 70
Locals 49, 59, 67, 70, 81
performance of 125
UAW–GM agreement 272
United Food and Commercial Workers
XI, 10, 130, 270
United Steelworkers of America xxvii, 6, 9
unorganized workers 254
associates programs 256
policy for 234
US Chamber of Commerce 198
US Court of Appeals 156, 270
US District Court 78
US economy 67, 171–72, 249, 263
changing structure 6
impact of international trade 172
relative prosperity 20
US Supreme Court 165
decisions 155–66, 168, 180, 202
US trade problems 249
utilitarian theory of justice 177
voluntary associations 92
voter participation rates 95, 148
voting behavior 92, 95
wage(s)
distribution 45
downward pressure of 27
manufacturing 33
nominal 103
real 35–36
Subject index

repayment 78
social 8
wage concessions 50, 60, 180
wage differentials 34
wage growth 143
wage–membership function 57
wage policies of Locals 58
wages and conditions 97
wages and profits 104
Wagner Act 23, 28, 32, 37, 40, 86, 91, 211, 251, 258–59, 161, 169, 177, 195, 212, 218, 244, 252, 259, 264, 273
deradicalization 159
elements 160
goals 234, 253
origins 211
wealth maximization 161

welfare of communities 241
welfare of separate agents 169
welfare of unions 241
Westinghouse Corporation 155
win rates 19, 101–104, 109, 147
see also representation elections:
union performance
winning unit size 107
work displacement 43
work dissatisfaction 34
worker mobilization 105
working-class collective consciousness 58
working-class democracy 58
working-class movements 58
working-class solidarity 58