

In Critical Solidarity

The Newsletter of the Labor and Labor Movements Section of the ASA

Vol. 2, No. 1, Summer 2002

Section Web Page: www.bgsu.edu/dept/soc/prof/mason/ASA

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Message from Outgoing Section Chair--Judy Stepan-Norris

As my term as Acting Chair comes to an end, I would like to share with our members some thoughts on where we've been and where we might want to go in the future.

In 1997, in Toronto, activist sociology labor scholars gathered to discuss creating a venue to share on-going research, encourage new work on labor and labor movements (especially among graduate students), and enter into a dialogue with labor organizers and leaders. The group debated whether to initiate a formal ASA section, or to continue to meet informally. The majority favored establishing an ASA section, and so we proceeded down that path.

The group nominated a set of representatives to pursue the project. These representatives created the necessary documents (proposal, constitution and by-laws), and the section was granted "section-in-formation" status in 2000. At the following business meeting, we elected a set of acting officers. After enrolling over 300 members, we were granted formal section status in 2001. This year, we had our first formal election of officers, which resulted in the election of a committed and skilled set of officers who are ready to carry our section to the next level. The biggest tasks on the agenda include establishing a set of awards for the section to give out each year, and determining how best to accomplish the goal of dialogue with the labor movement.

Thus far, we have only briefly addressed the award issue. At a previous business meeting, there was support for a book/paper award, a graduate student paper award, and a sociology labor practice (or activist) award. None of these awards have been named--we are prevented from awarding them until we have been in existence three years--and the criteria for the practice award have not been established. These are important and exciting decisions to make at upcoming meetings.

With regard to dialogue with the labor movement, we have much work to do. We have experimented with several ideas in the past few years, but haven't yet settled on a method or methods by which this goal can be met systematically. The most comprehensive effort (organized by Dan Clawson in the year prior

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From the Editor

Welcome to the second annual issue of “In Critical Solidarity,” the newsletter of the now officially-recognized ASA Section on Labor and Labor Movements!

Besides providing an update with developments in the Section—see Judy Stepan Norris’ piece that begins on the front page—and program and titles of papers to be presented at the ASA Annual Meeting in Chicago, there are two special items in this issue.

First is Heidi Gottfried’s look at organizing workers in non-traditional ways in Japan, as an effort to overcome the limitations of enterprise-based unionism. This provides an introduction for those of us not aware of these innovative efforts to confront workers’ issues in that country, such as no work, which are out of the purview of the traditional unions.

Second is my report of the International Sociological Association’s RC 44 (Research Committee on Comparative Labor Movements) activities at the World Congress of Sociology that took place during July in Brisbane, Australia. I got involved with RC 44 at the last

World Congress—in Montreal in 1998—and a last-minute National Science Foundation/ASA travel grant helped me travel to Brisbane. While there, I presented a paper and attended all 12 of the RC 44 sessions: this gives an overview to some of the interesting research being done by colleagues in a wide range of countries. Hopefully, this will help entice some of our Section members to join the ISA and RC 44, with an eye to attending to presenting at the next World Congress, in Durban, South Africa in July 2006.

Others items will be of interest as well. There are reports of interesting projects being developed, as well as a number of announcements about events/developments that will hopefully be of interest to a wide number of members. Also, there is a listing of Section members’ scholarly work, covering publications, grants and awards, during the period between mid-2001 and mid-2003.

In short, I hope this issue will help prepare people for the interesting sessions planned for the ASA in Chicago. I hope to see everyone here!

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Section Highlights, ASA Annual Meeting, Chicago: August 16-19

Below are events specifically organized, in whole or in part, by the Labor and Labor Movements Section. All sessions are listed on the ASA web site. Locations provided were taken from the web site in late July—information was current as of July 23, 2002. Additional details are provided below in this Newsletter: Roundtables are listed on page 8.

Sunday, August 18, 8:30-9:30 am: Section Roundtables, Event #329 (Palmer House).

- Sunday, August 18, 9:30-10:10 am: **Section Business Meeting** (Palmer House).
- Sunday, August 18, 10:30 am: **Section Paper Session**, Event #367 (Palmer House):

“Bridges or Chasm: Labor Movements Across the North-South Divide” (co-sponsored by the ASA Section Political Economy of the World System). Organizers: *Peter B. Evans*, University of California, Berkeley, and *Robert J.S. Ross*, Clark University. Table Presider: *Robert J.S. Ross*.

- *Jennifer Bickham Mendez*, College of William and Mary, and *Joe H. Bandy*, Bowdoin College, “A Place of Their Own? Women Organizers Negotiating National and Transnational Civil Society in the Maquilas of Nicaragua and Mexico.”
 - *Gay W. Seidman*, University of Wisconsin, Madison, “Monitoring International Corporate Behavior: Lessons from the Sullivan Principles.”
 - *Joel P. Stillerman*, Grand Valley State University, “The NAFTA Labor Side Accords and Cross-Border Activism.”
 - *Peter B. Evans*, University of California, Berkeley: DISCUSSANT.
- Sunday, August 18, 4:30 pm: **Section Paper Session**, Event #450 (Palmer House):
- “New Strategies and Directions for Organized Labor in the 21st Century.” Organizer: *Hector L. Delgado*, University of La Verne.
- *Mary Tuominen*, Denison University, “Society Says I’m Just a Babysitter.”
 - *Richard D. Sullivan*, University of California, Santa Barbara, “Exploring the Contour of the New Labor Movement.”
 - *Andrew W. Martin*, Pennsylvania State University, “Putting Organization Back in Organizing.”
 - *David Jacobs*, Ohio State University, “Gender, Race, and the Politics of Class Organization.”

DON’T FORGET:

Labor and Labor Movements and PEWS will co-host a reception, Saturday night, August 17th, 8-10 pm, in the Palmer House Hilton, Private Dining Room 7.

Session Roundtables on Labor and Labor Movements: Sunday, August 18, 8:30 am

1. Union Member Mobilization and Union Political Strategy. Table Presider: *Michael P. Armato*, New York University.
 - *Michael P. Armato* and *Jeff Goodwin*, New York University, "Voice or Money? Explaining Support for Unionizing Among Graduate Students at New York University."
 - *Leslie A. Bunnage*, University of California, Irvine, "Social Location and the Formation of Political Agendas: Examining Experience, Privilege, and Commitment Among Union Summer Activists."
 - *Tracy Fang-hui Chang*, University of Alabama, Birmingham, "Bringing the Members Back In: The Impact of Members' Involvement in Grievance Resolution."
2. Historical Analysis of Labor Movements. Table Presider: *Stuart Eimer*, Widener University.
 - *Stuart Eimer*, Widener University. "When Unions Trump Class: The Dilemmas of the New York City CIO."
 - *Jonathan Cutler*, Wesleyan University, "The Past and Future of the Fight for a Shorter Work Week: Lessons from UAW Local 600."
3. Strikes and Labor Movement. Table Presider: *Marc D. Dixon*, Ohio State University.
 - *Marc D. Dixon* and *Vincent J. Roscigno*, Ohio State University, "Status, Networks, and Social Movement Participation: The Case of Striking Workers."
 - *George Hobor*, University of Arizona, "A Multiple Indicator Assessment of Hegemonic Crisis."
4. Labor and Gender Equity. Table Presider: *Yukiko Senda*, Dokkyo University.
 - *Yukiko Senda*, Dokkyo University, "Why Japanese Experienced Female Clerical Workers Claim for Pay Equity: Fairness Under Course-Based Management System."
 - *Heather A. Wendt*, United States Census Bureau, "The Impact of Career Orientation on Women's Lifetime Labor Force Achievements: Evidence from the Wisconsin Longitudinal Study."
5. Labor Solidarity Across Race, Religion, and Cultural Divides. Table Presider: *Maria F. Gritsch*, University of California, Los Angeles.
 - *Maria F. Gritsch*, University of California, Los Angeles, "Explaining Unionized Workers' Capacity for Collective Resistance: What the UAW Does & Does Not Do to Promote Solidarity."
 - *Rudy Preston*, University of California, Davis, "Organizing, Local Political Fields, and Globalization: Comparing California's Justice for Janitors Campaigns."
6. Legal, Technological, and Organizational Constraints (and Possibilities) for Labor. Table Presider: *Russell Olwell*, Eastern Michigan University.
 - *Russell Olwell*, Eastern Michigan University, "Two Responses to Hazard: Hanford and Oak Ridge Workers' Framing Occupational Health and Safety Issues, 1942-2001."
 - *Cesar F. Rosado*, Princeton University, "Labor's Legal Arena of Struggle: How the Wagner Act is Used in Puerto Rico."
 - *Doowon Suh*, Korea University, "Efficacy of Social Movement Organization and Interorganizational Coalition."
7. Labor and Global Labor Market Segmentation. Table Presider: *Carolina Bank*, University of California Riverside.
 - *Carolina Bank*, University of California, Riverside, "Latino Capital, Latino Labor: Tortilla Production in Los Angeles and Tijuana."
 - *Chigon Kim*, University of Dayton, "Moderating Effects of Unionization on Job Insecurity and Labor Turnover in the Flexible and Segmented Work Force."
 - *Scott B. Martin*, Columbia University, "Upgrading Employment and Overcoming Dualism in Global Commodity Chains in Latin America: Towards a Research Agenda."

Network Organizations: A New Face of Union Representation in Japan

Heidi Gottfried
College of Urban, Labor and Metropolitan Affairs
Wayne State University

New network forms as forms of unions have emerged to represent workers in non-standard forms of employment. Networks mobilize resources beyond the individual and facilitate communicative action as a mode for linking the micro-politics of cross-border alliances (Lenz, 1999). The network union representing temporary workers reflects the historical and social patterning of labor politics in Japan. Grassroots organizing in Japan took the form of community unions by which individual temporary workers could affiliate.

Japanese women and immigrants have forged citywide network unions; such unions facilitate cross-organizational borders between workers who share a similar employment status as temporary and part-time workers. These grass roots organizations create an alternative space precluded by the structure of enterprise unions in Japan, although they lack resources and suffer the inherent weakness of their small size. Since their inception over the past two decades, these types of unions have sprouted around Japan and together they have formed the National Network of Community Unions, “which is helping to promote a geographic model of unionism...” (Dean and Guevara 2001: 72). In August 1979, the Tokyo Union was established. Since then, the union’s ranks have swelled to more than 900 members and the unions have responded to over 2,000 inquiries each year (Dean and Guevara 2001: 73). Of the membership, there are 100 dispatched temporary workers.

The unions represent individual workers and engage in community-based campaigns to improve conditions for workers as a whole. One such campaign has focused on transportation expenses, which other workers, both full-time regular and part-time workers, can exempt from taxes (Dean and Guevara 2001: 73). The unions also attempt to empower individual workers in their negotiation for better contracts. In addition, Japanese network unions offer hotlines – a common method for eliciting feedback – so workers can consult experts on workplace problems. A union official interviewed in 1998 mentioned receiving numerous phone calls from temporaries whose employment was terminated in mid-contract.

Interestingly, Tokyo Union formed its own temporary staffing agency, Staff Forum, in 1999. Dean and Guevara (2001: 75) describe Staff Forum as a new initiative to secure employment, to improve working conditions, to offer skill training and to provide minimum wages. The staffing agency earns a lower profit margin of 25 percent compared to most private competitors’ 30 percent margin. This staffing agency is a novel solution to a perceived problem; it attempts to prevent abuses by both user companies and temporary agencies (Gottfried forthcoming).

In general, Japanese enterprise unions’ responses to organizing non-standard work and workers have ranged from hostility to ambivalence. A survey of unions in Japan revealed that “more than half reported ‘no prioritization’ of women, temporary, fixed term or agency workers” (Dean and Guevara 2001: 72). Traditional unions have been slow to change orientations toward non-standard employees. Thus, only a small percentage of workers belong to any type of union in Japan.

Japanese networks operate autonomously as union organizations. The network grew out of the social patterning of decentralized unionization in Japan. Networks aggregate micro-political processes and develop strategies beyond a single organizational logic (in this case unions), relying on and mobilizing horizontal information and communication. Networks tend to support flexibility and efficiency as they make possible the pooling and sharing of resources over time; basic resources include information,

services, time and money. Such networks foster cooperation for sharing information and for promoting individual and collective interests.

The persistent rise of temporary employment has stimulated union innovation of network organization (Gottfried and Hayashi 1998). Traditional union organization proved ill suited to represent a mobile workforce scattered across work sites. Networks as grassroots organizations sprouted up as alternatives to Japanese unions that were designed to protect core employees at the enterprise-level and could not easily accommodate organization of temporary workers. These unions will likely continue to grow in the dire economic climate.

References

Dean, Amy and Poncho Guevara. 2001. "New Economic Challenge to Japan's Trade Union Movement." Working USA, Vol. 4, No. 4, Spring: 59-83.

Gottfried, Heidi. Forthcoming. "Temp(t)ing Bodies: Shaping Gender in Japan." Sociology.

Gottfried, Heidi and Nagisa Kato-Hayashi. 1998. "Gendering Work: Deconstructing the Narrative of the Japanese Economic Miracle," Work, Employment and Society, Vol. 12, No. 1: 25-46.

Lenz, Ilse. 1999. "Globalization and the Formation of Semi-Publics." International Conference on Rationalisation, Organisation, Gender Proceedings. Sozialforschungsstelle Dortmund.

Judy Stepan-Norris (Continued from First Page)

to earning our formal status) was arranging for sociologists with ongoing labor movement-related projects to meet individually with a labor union leader (Andy Levin, then AFL-CIO Organizing Director) to discuss the mutual interests of sociological scholarship and the labor movement's needs. Another year, we solicited labor leaders to speak on high-profile invited ASA panels. And last year, we co-sponsored an ASA tour of the Los Angeles garment industry sweatshops. These efforts constitute a good start, but I would like to see us divert more energy and resources to fulfilling our overall goal of meaningful dialogue with the labor movement.

Thanks are due to all of the dedicated activists who helped get this section off the

ground, including all of the "founding members" as well as our acting officers. I would also like to encourage all members to take ownership of this section and remain active in shaping its course.

I hope that you will join us in facing these challenges by sharing your ideas on these issues at our business meeting, scheduled for Sunday morning, August 18 at 9:30 at the Palmer House Hilton. Also, please forward any ideas on these topics to me by e-mail (jstepann@uci.edu) before the meeting, so we can use them to help structure our discussion. And don't forget to come have some fun at our jointly sponsored (with PEWS) reception, which will be held on Saturday night, 8-10, also at the Palmer House.

A Report from ISA's World Congress of Sociology, Brisbane, July 2002:

RC 44 Rocks!

Kim Scipes
Ph.D. Candidate
University of Illinois at Chicago

RC 44, the Research Committee of the International Sociological Association (ISA) that focuses on Comparative Labor Movements, just completed a very successful set of sessions at this year's World Congress of Sociology in Brisbane. Provocative papers spanning the world of labor, intensive interaction, respectful yet critical exchanges, and warm personal relations typified the set of meetings held last month.

Papers were given by researchers from countries as diverse as Australia, Belgium, Brazil, Canada, India, the Netherlands, New Zealand, South Africa, South Korea, the United Kingdom, and the United States. In addition to reports from these countries, we also heard discussions about and research findings from labor in China, Indonesia, the Philippines, and Zambia. While most of the papers focused on an individual labor movement and/or developments in a single country, some took comparative approaches, while one of the most interesting projects was a look at the global "white goods" (such as refrigerators and stoves) industries across a number of countries, showing how changes in the industry were effecting labor.

Labor in a wide range of industries was considered. Reports covered aerospace; education at both the secondary and tertiary levels; health care; meatpacking; railroads; shipping, dock workers and port reconstruction; steel; telecommunications; and white goods; as well as non-traditional

"industries" such as traditional fisher folk, golf caddies and home workers.

Two areas of concern received considerable attention. First was casualization, which is a growing problem world wide: approximately one-fourth of all Australian workers, for example, are casuals, having defined employed periods and few if any benefits. The second issue of concern was labor's relations with "progressive" governments. The situations in South Africa and South Korea were particularly examined.

The focus of sessions gives a good idea of the wide range of topics under consideration. Session themes included new labor internationalisms (including a paper by Eddie Webster and Rob Lambert on SIGTUR, the Southern Initiative on Globalization and Trade Union Rights, which is a project by "southern" unions to create a network of labor movements in countries as diverse as Australia, Bangladesh, Brazil, Hong Kong, India, Indonesia, New Zealand, Pakistan, Philippines, South Africa, South Korea, Sri Lanka, Thailand and Zimbabwe); organizing young workers; globalization, manufacturing and the labor movement; women and trade unions; dilemmas of political exchange--governing in a liberalizing world (looking at developments in South Africa); new strategic directions and rank-and-file democracy; trade unions and casualization; state restructuring and the implications for labor; unions and labor law

reforms; the sociology of work and labor movements in the new millennium; a joint session with RC 48 (social movements) on relationships among parties, movements, labor and ethnic organizations in the pursuit of social change; and a special session on unions at the crossroads: ambivalent legacies and rising challenges.

One of the persistent “refrains” of the sessions, however, was that labor was being attacked in country after country. This is not simply a problem of developing countries, but of the so-called developed ones as well. Globalization was a consistent theme, and casualization of labor another. However, one criticism that I made was that the context of neo-liberalism was generally unexamined, although its effects were noted by all, whether identified or not.

A special quality of RC 44 was the warm interpersonal relations that were widely shared. This is partly the result of passionate concern with the well-being and future development of labor--this was evident in all papers. Also, unlike most RCs, most participants in RC 44 are engaged with their research subject (labor) on an on-going basis in their respective countries, so there is an uncommon degree of collectivity in the Research Committee.

Along with that, one of the most interesting things about RC 44 is the geographical representativeness of its members. The North/South membership is almost equal, something that is very unusual within the ISA. However, at this Congress, most of the participants were from South Africa and Australia, with Brazil, Canada, South Korea, the UK and the US also having multiple representatives actively participating.

In short, an intellectually stimulating, wide-ranging, and critical examination of the world of labor, done in an atmosphere of mutual respect. I attended all 12 of the RC 44 sessions, and found this the finest set of academic paper sessions in which I’ve ever participated.

RC 44 will next be meeting in Sao Paulo in 2003, in conjunction with SIGTUR’s biannual conference and the National Congress of the CUT, the militant Brazilian labor center.

The next ISA World Congress will meet in Durban, South Africa in July 2006. While Brisbane was the first meeting below the Equator, Durban will be the first ISA Congress in a developing country. It promises to be extremely interesting in general, as I’m sure there will be a much greater representation of people of color, and will especially feature the participation of sociologists from across Africa. I expect the colleagues in RC 44 will make this an especially interesting conference, and I would hope that a large number of Labor & Labor Movement Section members will join, attend and participate.

For those who might be interested, RC 44’s web site is at:
www.wits.ac.za/fac/arts/swop/rc.htm.

Papers presented at Brisbane are to be posted on the web site in the near future, although no date has been yet announced.

Section Members' Scholarly Work: Publications, Grants, Awards, Mid-2001 to Mid-2003

Multiple-authored publications are listed only once, and by first author.

- Berberoglu, Berch, ed. 2001. Labor and Capital in the Age of Globalization: The Labor Process and the Changing Nature of Work in the Global Economy. Boulder, Co.: Rowman and Littlefield.
- Katz-Fishman, Walda (with Jerome Scott and Ife Modupe). 2001. "Globalization of Capital and Class Struggle" in Berch Berberoglu, ed. Labor and Capital in the Age of Globalization (see above): 179-194.
- Katz-Fishman, Walda, ed. 2002. (With D. Horowitz de Garcia, and J. Scott.) Today's Globalization. Atlanta, GA: Project South.
- Martin, Isaac. 2001. "Dawn of the Living Wage: The Diffusion of a Redistributive Municipal Policy." *Urban Affairs Review*, Vol. 36, No. 4: 470-496.
- Martin, Scott B.
- 2001. "Network Ties and Labor Flexibility in Brazil and Mexico: A Tale of Two Factories" in Rudra Sil and Christopher Candland, eds., The Politics of Labor in a Global Age: Continuity and Change in Late-Industrializing and Post-Socialist Economies. Oxford and New York: Oxford University Press: 192-269.
 - 2002. "Labor, Employment and Globalization" in World at Risk: A Global Issues Sourcebook. Washington, D.C.: Congressional Quarterly Press.
- Pangsapa, Piya.
- 2001. "Integration, Exploitation and Possibilities for Resistance: A Case Study of Female Textile Workers in Thailand." Ph.D. Dissertation, SUNY Binghamton.
 - 2002. Honorable Mention for Dissertation Research, Cheryl Allyn Miller Award, Sociologists for Women in Society.
- Scipes, Kim.
- 2002. First Prize, Racial and Ethnic Minorities Division, Society for the Study of Social Problems, for paper "Labor and Racial Oppression: Differences Between Business and Social Unionism?"
 - 2002. National Science Foundation/ASA Travel Grant to World Congress of Sociology.
 - 2002. "Business versus Social Unionism: Collective Identities in Chicago's Steel and Meatpacking Industries and Their Effects on Racial Oppression, 1933 to 1955." Ph.D. Dissertation, University of Illinois at Chicago (to be completed in early fall).
- Sherman, Rachel. 2002. (see Voss, Kim.)
- Shostak, Art. 2002. "Computer Power and Union Prospects: CyberUnions or Faux Unions?" *Technological Change and Social Planning*.
- Shostak, Art, ed. 2002. The CyberUnion Handbook: Transforming Labor Through Computer Technology, 2nd Ed. New York: M.E. Sharpe.
- Silver, Beverly. 2003. Forces of Labor: Workers' Movements and Globalization Since 1870. Cambridge: Cambridge University Press.
- Sonnenstuhl, William J. (with Samuel B. Bacharach and Peter A. Bamberger). 2001. Mutual Aid and Union Renewal: Cycles of Logics of Action. Ithaca: Cornell University Press/ILR Press.
- Stepan-Norris, Judith and Maurice Zeitlin. 2002. Left Out: Reds and America's Industrial Unions. Cambridge: Cambridge University Press.
- Voss, Kim and Rachel Sherman. 2001. Distinguished Article Award from SSSP's Labor Studies Division for "Breaking the Iron Law of Oligarchy: Tactical Innovation and the Revitalization of the American Labor Movement" (*American Journal of Sociology*, Vol. 106, September 2000: 303-349).
- Wood, Richard L. 2002. Faith in Action: Religion, Race, and Democratic Organizing in America. Chicago: University of Chicago Press.
- Zeitlin, Maurice. 2002. (see Stepan-Norris, Judith.)
- Zeitlin, Maurice and L. Frank Weyher. 2001. "Black and White, Unite and Fight: Interracial Working Class Solidarity and Racial Employment Equality." *American Journal of Sociology*, Vol. 107 (September): 430-467.

SECTION MEMBERS' ON-GOING PROJECTS

Impact of Shift Work on Workers and Their Families

Robert Perrucci and Shelley MacDermid (Purdue University) are working on a three year project funded by the Alfred P. Sloan Foundation to look at the impact of shift work on workers and their families, and the effects of enhanced participation by workers and their families in the design of alternative shift schedules.

This study focuses on a single manufacturing plant that employs about 900 workers on 12 hour shifts doing continuous-production work.

For more information, please contact Robert Perrucci at perruccir@soc.purdue.edu.

Labor-Management Partnership Agreement at Kaiser Permanente

Susan Eaton (Harvard) and Tom Kochan and Bob McKersie (MIT) are engaged in a project to document and assess the largest labor-management partnership agreement in the country, that between the Coalition of Kaiser Permanente Unions (representing 75,000 members) and Kaiser Hospital and Health Plans. The first partnership agreement was signed in 1997, and in 2000, the parties agreed to a set of national terms that are incorporated into the more than 30 separate collective bargaining agreements. On an on-going basis, labor leaders on and off the “hospital and health clinic” floors are being brought into operational decisions designed to improve the quality of care and jobs offered at Kaiser in its eight regions. This team is now working on an initial case to document the first five years, and now that Kaiser has a new CEO, looking at what the parties hope to accomplish in the next five years. Parts of the agreement involved employment security, as well as union recognition with card check, and this has resulted in over 5,000 new union members

For more information, please contact Susan Eaton at seaton@ksg.harvard.edu.

ANNOUNCEMENTS

Gender and Work Group, Wayne State University

The Research Group on Gender and the Workplace is a part of the Douglas A. Fraser Center for Workplace Issues at the College of Urban, Labor and Metropolitan Affairs, Wayne State University. Through this occasional working paper series, the group seeks to encourage, facilitate and disseminate interdisciplinary research designed to increase our understanding of the complex interactions between gender and public and private workplaces.

Published papers include:

- “Globalization and Regulation: The New Economy and Gender in the UK” by Sylvia Walby, Department of Sociology and Social Policy, Leeds University, UK.
- “New Forms of Employment in Germany: Labor Market Regulation and Its Gendered Implications” by Karin Gottschall, Department of Sociology and the Centre for Social Policy Research, University of Bremen, Germany.

For more information, please contact Heidi Gottfried at Heidi.Gottfried@Wayne.edu. To download published papers, go to www.wayne.edu/culma.

Ph.D. in Sociology with a specialization in Social Justice: University of Windsor, Canada

An exciting new doctoral program with a specialization in Social Justice is being offered at the Department of Sociology and Anthropology at the University of Windsor. The first class will begin in September 2002.

Doctoral students will be accepted into the program with the possibility of a graduate assistantship, tuition waiver, and competitive scholarship totaling more than \$15,000 for the first year. Students will work with faculty who have a wide range of expertise in social justice issues, and will participate in a stimulating intellectual environment for pursuing their own interests in this growing field of specialization.

For further information, please contact Dr. Barry Adam at adam@uwindsor.ca or see the website at www.socialjusticeuniversity.org.

Sociology of Labor : A Symposium

The Summer 2002 (Vol. 27, No. 2) issue of *Labor Studies Journal* features a symposium organized by Heidi Gottfried entitled "New Directions, Old Approaches: Labor Studies at the Crossroads." It is built around two books, Howard Kimeldorf's Battling for American Labor and Ching Kwan Lee's Gender and the South China Miracle, which were the co-winners of the 2000 Distinguished Book Prize from the Labor Studies Division of the Society for the Study of Social Problems (SSSP). It features papers by Peter Meiksins, Larry Isaac, and Karen Shire, in addition to responses by Kimeldorf and Lee. This symposium was initially presented at last year's SSSP conference at Anaheim, and now all of the papers have been collected in this issue of LSJ.

White Racial Identities

There has been considerable interest over the past few years, especially among labor historians, about the concept of white racial identity or "whiteness." A recent issue of *International Labor and Working Class History* (No. 60, Fall 2001) has a major section on "Whiteness and the Historians' Imagination" that might be of considerable interest to members of the Section. It consists of an excellent article by Eric Arnesen by that name that critically interrogates the research done to date in this area by labor historians, and features responses by James Barrett, David Brody, Barbara Fields, Eric Foner, Victoria Hattam, Adolph Reed, Jr., and Julia Stein. This exchange is an excellent entrée into the concept and the work done to date.