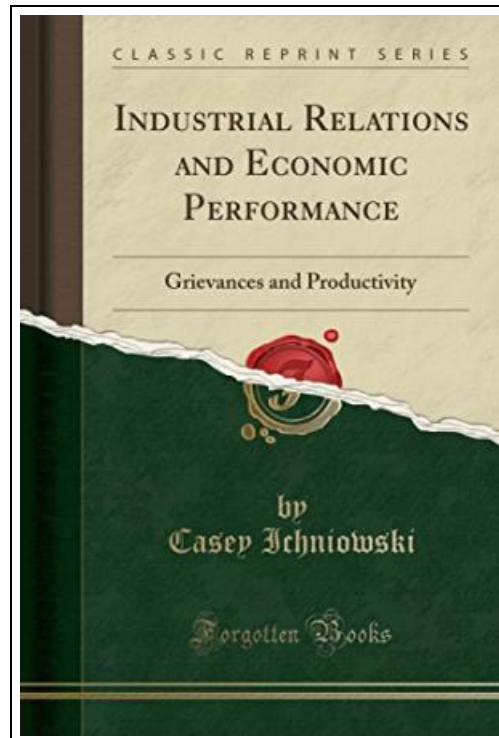


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Forgotten Books, 2018. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****. Excerpt from Industrial Relations and Economic Performance: Grievances and Productivity In the ten unionized mills in this sample, grievances proceed through a four-step process: 1) discussion with department foreman; 2) filing the grievance in writing; 3) discussions with a committee on grievances usually involving the labor relations director or mill manager; and h) arbitration. The grievance rate in this study is defined as total written grievance filed (step 2) per hourly manhour. With the short time periods between step 1 and step 2 specified in the mills collective bargaining agreements, the time when a grievance is filed should be close to the time when the original complaint arose. The specific issues of interpretation that arise from using a grievance rate defined by the grievance activity in step 2 are considered in detail in the theoretical model in this section and the empirical results of the next section. About the Publisher Forgotten Books publishes hundreds of thousands of rare and classic books. Find more at This book is a reproduction of an important historical work. Forgotten Books uses state-of-the-art technology to digitally reconstruct the work, preserving the original format whilst repairing imperfections present in the aged copy. In rare cases, an imperfection in the original, such as a blemish or missing page, may be replicated in our edition. We do, however, repair the vast majority of imperfections successfully; any imperfections that remain are intentionally left to preserve the state of such historical works.

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