


THE UNIVERSITY OF BRITISH COLUMBIA
Curriculum Vitae Faculty Members

Date: April 20, 2018

Initials: 

1. SURNAME: Bemmels

FIRST NAME: Brian

MIDDLE NAME(S):

2. DEPARTMENT/SCHOOL:

Organizational Behaviour and Human Resources / Sauder School of Business

3. FACULTY:

Commerce and Business Administration

4. PRESENT RANK: Professor

SINCE: Jul 1997

5. POST-SECONDARY EDUCATION

University or Institution	Degree	Subject Area	Date
University of Minnesota	PhD	Industrial Relations	1984
University of Minnesota	BA	Economics	1978

Title of Dissertation and Name of Supervisor

Special Professional Qualifications

6. EMPLOYMENT RECORD

(a) non-UBC Employment

University, Company or Organization	Rank or Title	Dates
University of Alberta	Associate Professor	1989 - 1991
University of Alberta	Assistant Professor	Jan.1984 - 1989

(b) UBC Employment

Rank or Title	Dates
Professor	1997 - present
Associate Professor	1992 - 1997

(c) Date of granting tenure at UBC

January 1, 1992

7. LEAVES OF ABSENCE

University, Company or Organization at which leave was taken	Type of Leave	Dates
University of British Columbia	Sabbatical	Jul 2005 - Dec 2005
University of Alberta, Faculty of Business	Sabbatical	1990 - 1991

8. TEACHING

(a) Areas of special interest and accomplishments

(b) Courses taught at UBC

Session	Course Number	Scheduled Hours	Class Size	Lecture Hours	Tutorial Hours	Lab Hours	Other Hours
SS1 2018	COMM 203 921	3.0	60	Flex			
Winter 2018	COMM 203 207	3.0	68	Flex			
Fall 2017	COMM 203 105	3.0	69	Flex			
SS1 2017	COMM 203 921	3.0	44	Flex			
Winter 2007/2008	COMM 392 103	3.0	108	39.0			0.0
Winter 2007/2008	COMM 392 102	3.0	75	39.0			0.0
Winter 2005/2006 - Winter	IMBA - BAHR 507	20.0	13	20.0			0.0
Winter 2005/2006 - Winter	PT-MBA 507	10.0	35	20.0			0.0
Winter 2005/2006 - Winter	IMBA 507	20.0	24	20.0			0.0
Winter 2004/2005	IMBA 507	20.0	30	20.0			0.0
Winter 2000	MBA 507 P6	3.0	42	20.0			0.0
Summer 2000	COMM 392 921	3.0	51	39.0			0.0
Winter 1999/2000	COMM 392 901	3.0	61	39.0			0.0
Winter 1999/2000	COMM 392 (section 3)	3.0	65	39.0			0.0
Winter 1999	MBA 507 P3	3.0	40	20.0			0.0
Summer 1999	COMM 392 921	3.0	51	39.0			0.0
Winter 1998/1999	COMM 392 (section 5)	3.0	48	39.0			0.0
Winter 1998/1999	COMM 327	3.0	36	39.0			0.0
Winter 1998	MBA 507 P3	3.0	44	20.0			0.0
Winter 1997/1998	COMM 392 (section 4)	3.0	56	39.0			0.0
Winter 1997/1998	COMM 392 (section 5)	3.0	59	39.0			0.0
Winter 1997/1998	COMM 327	3.0	42	39.0			0.0
Winter 1997	MBA 507 P3	3.0	37	20.0			0.0

Winter 1996/1997	COMM 421	3.0	25	39.0			0.0
Winter 1995/1996	COMM 392 (section 5)	3.0	46	39.0			0.0
Winter 1995/1996	COMM 421	3.0	28	39.0			0.0
Winter 1994/1995	COMM 326 (section 3)	2.0	31	26.0			0.0
Winter 1994/1995	COMM 326 (section 4)	2.0	31	26.0			0.0
Winter 1994/1995	COMM 421	3.0	28	39.0			0.0
Winter 1993/1994	COMM 326 (section 1)	2.0	32	26.0			0.0
Winter 1993/1994	COMM 326 (section 2)	2.0	34	26.0			0.0
Winter 1993/1994	COMM 326 (section 3)	2.0	29	26.0			0.0
Winter 1993/1994	COMM 421	3.0	36	39.0			0.0
Winter 1992/1993	COMM 326 (section 4)	2.0	30	26.0			0.0
Winter 1992/1993	COMM 326 (section 1)	2.0	26	26.0			0.0
Winter 1992/1993	COMM 326 (section 3)	2.0	25	26.0			0.0
Winter 1992/1993	COMM 326 (section 5)	2.0	45	26.0			0.0
Winter 1992/1993	COMM 421	3.0	39	39.0			0.0
Winter 1991/1992	COMM 326 (section 4)	2.0	33	26.0			0.0
Winter 1991/1992	COMM 326 (section 1)	2.0	39	26.0			0.0
Winter 1991/1992	COMM 326 (section 2)	2.0	35	26.0			0.0

(c) Graduate Students Supervised and/or Co-Supervised

Student Name	Program	Start Year	Finish Year	Role	Other Supervisors/ Committee Members
Michael Read	Ph.D.	2004	2011	Principal supervisor/committee chair	Danielle Van Jaarsveld Richard E. Mosher
Graham Brown	Ph.D.	2000	2005	Co-supervisor/committee member	Co-Supervisor - Dan Skarlicki, Principal Supervisor - Sandra Robinson
Dora Lau	Ph.D.	1994	2001	Principal supervisor/committee chair	Co-Supervisors - David Tindall, Co-Supervisors - Sandra Robinson
Kevin Au	Ph.D.	1991	1995	Principal supervisor/committee chair	Co-Supervisor - Ilan Vertinsky, Co-Supervisor - Larry Moore

Janice R. Foley	Ph.D.	1990	1994	Co-supervisor/committee member	Co-Supervisor - Keith Murnighan, Principal Supervisor - Mark Thompson
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(d) Continuing Education Activities

(e) Visiting Lecturer (indicate university/organization and dates)

(f) Other

9. SCHOLARLY AND PROFESSIONAL ACTIVITIES

(a) Areas of special interest and accomplishments

(b) Research or equivalent grants (indicate under COMP whether grants were obtained competitively (C) or non-competitively (NC))

Granting Agency	Subject	COMP	\$ Per Year	Year	Principal Investigator	Co-Investigator
SSHRC	Role of Grievance Procedures in Restoring Justice Perceptions	C	\$19,171	2007 - Apr 2010	Bemmels, Brian	
UBC-HSS Sauder School of Business	Applicability of Coaching Theory and Practice to Management Coaching	NC	\$1,000	Apr 2008 - Mar 2010		Read, Michael; Bemmels, Brian
UBC-HSS	Development of an Employee Coachability Scale	NC	\$2,400	2006	Bemmels, Brian	Read, Michael
UBC-HSS	Retailiation in Grievance Procedures	NC	\$2,100	2003	Bemmels, Brian	brown, graham
UBC-HSS	An International Comparison of Strike Activity	NC	\$2,000	2000	Bemmels, Brian	
UBC-HSS	Union Organizing Strategies for Small Employers	NC	\$1,700	1999	Bemmels, Brian	

SSHRC	Justice Theory and Grievance Procedures	C	\$59,400	1998	Bemmels, Brian	
UBC-HSS	The Usage of Expedited Dispute Resolution Procedures	NC	\$2,000	1998	Bemmels, Brian	
UBC-HSS	The Future of Work	NC	\$1,425	1997	Bemmels, Brian	
BC Provincial Government	Profile of Employment in British Columbia	NC	\$7,000	1997	Bemmels, Brian	
CLAMS	Employee Perceptions of Employment Equity Programs	C	\$4,500	1996	Bemmels, Brian	Lau, Dora
CIBS	Effects of Exit and Voice on Management Behaviors	C	\$1,800	1996		Bemmels, Brian; Au, Kevin
UBC-HSS	Exit/Voice Decisions and Organizational Performance	NC	\$1,500	1996	Bemmels, Brian	
UBC-HSS	Reinstatement after Discharge	NC	\$1,400	1995	Bemmels, Brian	
UBC-HSS	Absenteeism	NC	\$1,500	1994	Bemmels, Brian	
SSHRC	Decision Making in Grievance Procedures	C	\$53,000	1993	Bemmels, Brian	
UBC-HSS	Union Organizing	NC	\$1,200	1992	Bemmels, Brian	
SSHRC	Grievance Initiation	C	\$23,000	1990	Bemmels, Brian	
U of Alberta	Unions and Technological Change	C	\$2,900	1990		Reshef, Yonatan; Bemmels, Brian
U of Alberta	Organizing Tactics	C	\$2,750	1990	Bemmels, Brian	
U of Alberta Fellowship	Grievance Filing Behavior	C	\$7,000	1989	Bemmels, Brian	

U of Alberta	Gender Effects in Grievance Arbitration	C	\$11,000	1987	Bemmels, Brian	
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(c) Research or equivalent contracts (indicate under COMP whether contracts were obtained competitively (C) or non-competitively (NC))

(d) Invited Presentations

Institution	Title	Date
15th World Congress of the International Industrial Relations Association (IIRA)	Seminar on the ILO Declaration on the Social Justice for a Fair Globalization	2009

(e) Other Presentations

Institution	Title	Date
15th World Congress of the International Industrial Relations Association (IIRA)	Restorative Justice Perspectives on Grievance Procedures	2009
Academy of Management	Bias in Third Parties' Procedural Justice Judgments: The Victim's Reaction	Aug 2004
Academy of Management	A Third-Party Observer's Reaction to Employee Mistreatment: The Influence of the Visibility of the Victim's Suffering on Fairness Perceptions and Retribution Justice	Aug 2002
Canadian Industrial Relations Association	Analysis of Work Stoppages in British Columbia	Jun 1997
Bargaining Group	Interindustry Variation in Grievance Rates	Oct 1994
Canadian Industrial Relations Association	The Determinants of Shop Stewards' Satisfaction with Grievance Procedures	Jun 1994
Canadian Industrial Relations Association	Employee Involvement in Technological Changes	Jun 1992
Canadian Industrial Relations Association	The Effect of Unionization on Workplace Innovations	Jun 1991
International Industrial Relations Association	The Minnesota Model	Sep 1986
North American Economics and Finance Association,	Wage Leadership in Canadian Industry	Jul 1986

(f) Other

(g) Conference Participation (organizer, keynote speaker, etc.)

Role	Conference Name	City	Date
Local Organizer	Organized Annual Conference for Canadian Industrial Relations Association	Vancouver	Jun 2008
Planner	Major role in organizing a conference sponsored by CLAMS and Canadian		Oct 1996

	Workplace		
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10. SERVICE TO THE UNIVERSITY

(a) Memberships on committees, including offices held and dates

Position	Committee Name	Dates
Member	Sauder APT Full and Associate Professor Committee	2017-2018
Coordinator	OBHR PhD Program	2017- 2018
Senior Associate Dean	Academic Programs (full time)	2009 - 2015
Member	UBC Enrolment Executive Committee	2009 - 2015
Member	UBC Senate Curriculum Committee	2009 – 2015
Member	UBC Senate Admissions Committee	2009 – 2015
Member	UBC Centre for Teaching and Learning Technology Advisory Committee	2009 – 2015
Member	UBC Student Evaluation of Teaching Committee	2009 – 2015
Member	UBC COOP Advisory Committee	2009 – 2015
Member	UBC Learning Technology Advisory Committee	2009 – 2015
Member	UBC Student Academic Systems Initiative Steering Committee	2013 – 2015
Member	UBC Graduate and Post-Doctoral Studies Policy Committee	2013 – 2015
Member	UBC Learning Spaces Advisory Committee	2013 – 2015
Member	Sauder Information Technology Governance Committee	2009 – 2015
Ex Officio Member	Sauder Academic Programs Teaching and Learning Committee	2012 - 2015
Member	UBC Workplace Experiences Survey Development Committee	2008 - 2010
Member	UBC - Academic Leadership Development Program Advisory Committee	2008 - 2010
Member	UBC - Focus on People Executive Steering Committee	2008 - 2010
Academic Director	Executive MBA	2007 - 2010
Academic Director	Early Career Masters Program	2007 - 2010
Academic Director	International MBA	2005 - 2010
Chair	Organizational Behavior and Human Resources Division	2006 - 2009
Chair	Awards and Performance Advisory Committee	2005 - 2009
Chair	Sauder Supplementary Salary Agreement Advisory Committee	2005 - 2006
Member	Senate Committee on Continuing Education	2002 - 2005
UBC Senator	UBC Senator	2002 - 2005
Member	Senate Appeals Committee on Student Discipline	2002 - 2005
Member	UBC Enrolment Management Committee	2001 - 2005
Member	Senate Curriculum Committee	2000 - 2005
Associate Dean	Academic Programs (full time)	2000 - 2005
Member	Kuwait Project - Member of Outer Circle for Commerce	2002 - 2004
Member	Several ad hoc Committees (Revise Policy 71; Strike Planning	2002 - 2003

Member	UBC Committee to Revise Undergraduate English/Writing Requirements	2001 - 2002
Member	Campus Advisory Board on Student Development	2000 - 2002
Chair	Appointments, Promotions and Tenure Committee (Associate and Full)	1999 - 2000
Chair	Appointments, Promotions and Tenure Committee (Associate and Full)	1999 - 2000
Member	Appointment, Promotion and Tenure (APT) Committee	Jul 1999 - Jun 2000
Co-Director	Centre for Labour and Management Studies	1997 - 1999
Member	Behavioral Sciences Screening Committee for Research Involving Human Subject	1992 - 1999
Member	Appointment, Promotion and Tenure (APT) Committee	Jul 1997 - Jun 1998
Research Director	Centre for Labour and Management Studies	1995 - 1997
Chair	Industrial Relations Management Division	1994 - 1997
Member	Faculty of Commerce Research Development Committee	1995 - 1996
Coordinator	MBA Specialization Coordinator-HR	1995 - 1996
Member	MBA Policy Committee	1995 - 1996
Member	Faculty of Commerce Representative to Faculty of Education	1991 - 1992

(b) Other service, including dates

University of Alberta

- Personnel Administration Certificate Program Advisory Committee 1984-91
- Library Committee 1985-91
- Computing Committee 1984-87
- Committee for the Development of an Industrial Relations Major and Minor in the Ph.D. in Business 1984/85
- Undergraduate Studies Policy Committee 1984/85

11. SERVICE TO THE COMMUNITY

(a) Memberships on scholarly societies, including offices held and dates

Role	Society Name	Dates
Member	Labour and Employment Relations Association	
Member	Academy of Management	
Member	Canadian Industrial Relations Association	
Member	International Industrial Relations Association	

(c) Memberships on scholarly committees, including offices held and dates

Role	Committee Name	Institution	Dates
Executive Committee	Canadian Industrial Relations Association	Canadian Industrial Relations Association	2001 - 2005

(d) Memberships on other committees, including offices held and dates

Role	Committee Name	Institution	Dates
Secretary/Treasurer	B. C. Industrial Relations Association	B. C. Industrial Relations Association	2007 - 2010
Secretary/Treasurer	B. C. Industrial Relations Association	B. C. Industrial Relations Association	1992 - 1997

(e) Editorships (list journal and dates)

(f) Reviewer (journal, agency, etc. including dates)

Journal/Agency	Role	Dates
Research Methods Division, Academy of Management Annual Meetings	Ad Hoc Reviewer	1993
Labor Studies Journal	Ad Hoc Reviewer	
Journal of Management Education	Ad Hoc Reviewer	
Journal of Labor Research	Ad Hoc Reviewer	
Logistics and Transportation Review	Ad Hoc Reviewer	
Managerial Decision Economics	Ad Hoc Reviewer	
SSHRC Research Grant Applications	Ad Hoc Reviewer	
Technology Studies	Ad Hoc Reviewer	
Relations Industrielles/Industrial Relations	Ad Hoc Reviewer	
Quarterly Review of Economics and Business	Ad Hoc Reviewer	
Journal of Labor Economics	Ad Hoc Reviewer	
Journal of Human Resources	Ad Hoc Reviewer	
Canadian Journal for Higher Education	Ad Hoc Reviewer	
Applied Economics	Ad Hoc Reviewer	
Academy of Management Journal	Ad Hoc Reviewer	
Canadian Business Economics	Ad Hoc Reviewer	
Employee Relations	Ad Hoc Reviewer	
Industrial Relations	Ad Hoc Reviewer	
Industrial and Labor Relations Review	Ad Hoc Reviewer	
Human Relations	Ad Hoc Reviewer	
International Human Resource Management Review	Ad Hoc Reviewer	

(g) External examiner (indicate universities and dates)

(h) Consultant (indicate organization and dates)

(i) Other service to the community

External Reviewer for the Ivey School of Business, Western Ontario University 2015

External reviewer for Rotman School of Business, University of Toronto 2015

12. AWARDS AND DISTINCTIONS

13. OTHER RELEVANT INFORMATION

THE UNIVERSITY OF BRITISH COLUMBIA
Publications Record

Date: April 25, 2018 Initials: 

SURNAME: Bemmels

FIRST NAME: Brian

MIDDLE NAMES(S):

1. REFEREED PUBLICATIONS

(a) Journals

Bemmels, B., Brown, G., Barclay, L. (2010). The Importance of Policy in Organizational Justice Perceptions. *Human Relations*, 63, 1587-1609

Bemmels, B., Lau, D. (2001). Satisfaction with Grievance Procedures: Local Union Leaders' Perspectives. *Journal of Labor Research*, 24(3), 653-667.

Au, K., **Bemmels, B.** (2000). Determining the Effects of Exit, Voice, Loyalty, and Neglect on Changing a Dubious Decision. *Advances in International and Comparative Management*, 13, 205-225.

Bemmels, B., Foley, J. (1996). Grievance Procedure Research: A Review and Theoretical Recommendations. *Journal of Management in Medicine*, 22(3), 359-384.

Javidan, M., **Bemmels, B.**, Stratton-Devine, K., Dastmalchian, A. (1995). Superior and Subordinate Gender and the Acceptance of Superiors as Role Models. *Human Relations*, 48(11), 1271-1284.

Bemmels, B. (1995). Shop Stewards' Satisfaction with Grievance Procedures. *Industrial Relations*, 34(1), 578-592.

Bemmels, B. (1995). Dual Commitment: Unique Construct or Epiphenomenon. *Journal of Labor Research*, 16(4), 401-422.

Reshef, Y., Stratton-Devine, K., **Bemmels, B.** (1994). The Impact of Manufacturing Employees on Technological Changes. *Economic and Industrial Democracy*, 15(4), 505-530.

Bemmels, B. (1994). The Determinants of Grievance Initiation. *Industrial and Labor Relations Review*, 47(2), 285-301.

Reshef, Y., **Bemmels, B.**, Wolfe, R. (1993). The Effect of Unionization on Workplace Innovations. *Economic and Industrial Democracy*, 14(1), 109-131.

Bemmels, B., Reshef, Y., Stratton-Devine, K. (1991). The Roles of Supervisors, Employees, and Stewards in Grievance Initiation. *Industrial and Labor Relations Review*, 45(1), 15-30.

Bemmels, B., Reshef, Y. (1991). Manufacturing Employees and Technological Change. *Journal of Labor Research*, 12(3), 231-246.

Bemmels, B. (1991). "Attribution Theory and Discipline Arbitration. *Industrial and Labor Relations Review*, 44(3), 548-562.

- Bemmels, B.** (1991). Gender Effects in Grievance Arbitration. *Industrial Relations*, 30(1), 150-162.
- Bemmels, B.** (1990). The Effect of Grievants' Gender and Arbitrator Characteristics on Arbitration Decisions. *Labor Studies Journal*, 15(2), 48-61.
- Bemmels, B.** (1990). Arbitrator Characteristics and Arbitrator Decisions. *Journal of Labor Research*, 11(2), 181-192.
- Bemmels, B., Zaidi, M.** (1990). Wage Leadership in Canadian Industry. *Applied Economics*, 22, 553-567.
- Reshef, Y., **Bemmels, B.** (1989). Political and Economic Determinants of Strikes in Israel. *Economic and Industrial Democracy*, 10(1), 35-57.
- Bemmels, B.** (1988). Gender Effects in Discharge Arbitration. *Industrial and Labor Relations Review*, 42(1), 63-76.
- Bemmels, B.** (1988). Gender Effects in Grievance Arbitration: Evidence from British Columbia. *Academy of Management Journal*, 31(3), 699-706.
- Bemmels, B.** (1988). The Effect of Grievants' Gender on Arbitrators' Decisions. *Industrial and Labor Relations Review*, 41(2), 251-262.
- Bemmels, B.** (1987). How Unions Affect Productivity in Manufacturing Plants. *Industrial and Labor Relations Review*, 40(2), 241-253.
- Bemmels, B., Fisher, E., Nyland, B.** (1986). Canadian-American Jurisprudence on 'Good Faith' Bargaining. *Relations Industrielles/ Industrial Relations*, 41(3), 596-620 .

(b) Conference Proceedings

- Bemmels, B., Brown, G., Barclay, L.** (2004). The Effect of Policy on Fairness Perceptions. *Proceedings of the Proceedings of the Annual Academy of Management Meetings, New Orleans, 2004.*

(c) Research Volumes

- Skarlicki, D.P., Brown, G., & **Bemmels, B.** (2012). The Impact of a Victim's Reaction to Unfair Treatment on Third Parties' Emotion and Retribution: A Moral Perspective. In L. Neider and C. Schriesheim (Eds), *Research in Management, Volume 9, Perspectives on Justice and Trust in Organizations.* 77-107.

2. NON-REFEREED PUBLICATIONS

(a) Journals

(b) Conference Proceedings

- Bemmels, B., Reshef, Y.** (1991). The Behavior Patterns of Supervisors, Employees, and Stewards Related to Grievance Initiation. *Proceedings of the In Proceedings of the 27th Conference of the Canadian Industrial Relations Association, Victoria, B. C, 1991.*

Bemmels, B., Reshef, Y. (1990). Manufacturing Employees and Technological Change. *Proceedings of the Proceedings of the 26th Conference of the Canadian Industrial Relations Association, Laval, Quebec, 1990.*

Bemmels, B. (1985). Increasing Productivity at Unionized Organizations. *Proceedings of the Improving Productivity Through Labour Management Cooperation, Proceedings of a Conference at the University of New Brunswick, University of New Brunswick, 1985.*

Bemmels, B. (1985). Managerial Efficiency, Unions, and Productivity: An Integrative Analysis of Productivity at Manufacturing Plants. *Proceedings of the Industrial Relations Research Association, Proceedings of the Thirty-Seventh Annual Meeting, Madison, Wisconsin, 1985.*

(c) *Other*

3. BOOKS

(a) *Authored*

(1997). In T. Knight, B. Bemmels (Eds.), *Organizational Practices and the Changing Employment Relationship.*

(b) *Edited*

(c) *Chapters*

Skarlicki, D.P., Brown, G., & **Bemmels, B.** (2012). The Impact of a Victim's Reaction to Unfair Treatment on Third Parties' Emotion and Retribution: A Moral Perspective. In L. Neider and C. Schriesheim (Eds), *Research in Management, Volume 9, Perspectives on Justice and Trust in Organizations.*

Thompson, M., **Bemmels, B.** (2003). Industrial Relations in British Columbia: The Parties Match the Mountains.. In M. Thompson, J. Rose, A. Smith (Eds.), *Regionalism in Industrial Relations in Canada.*

Bemmels, B. (1997). Exit, Voice, and Loyalty in Employment Relationships. . In D. Lewin, D. Mitchell, M. Zaidi (Eds.), *In The Human Resource Management Handbook.*

Bemmels, B. (1992). Behavioral Issues in Grievance Arbitration. . In M. Gordon (Ed.), *Workplace Topics.* Washington, D. C: AFL-CIO.

Bemmels, B. (1991). Research on Gender Effects in Arbitration. In William Kaplan, Jeffrey Sack, and Morley Gunderson (editors), . *Labour Arbitration Yearbook.* Toronto: Butterworths.

Bemmels, B. (1988). Labour Relations." In G. T. Milkovich, W. F. Glueck, R. T. Barth, and S. L. McShane, . *Canadian Personnel/Human Resource Management.* Plano Texas: Business Publications, Inc.,.

Bemmels, B., Zaidi, M. (1988). Industrial Relations: The Minnesota Model." In Jack Barbash and Kate Barbash (editors), . *Theories and Concepts in Comparative Industrial Relations.* Columbia, S.C: University of South Carolina Press.

4. PATENTS

5. SPECIAL COPYRIGHTS

6. ARTISTIC WORKS, PERFORMANCES, DESIGNS

7. OTHER WORKS

(a) Misc.

Bemmels, B. (1992). *Reply to Comment by Caudill and Oswald (1c).*

Bemmels, B., Barnacle, P. (1992). *Book Review of Arbitration of Discharge Grievances in Ontario (1c).*

Bemmels, B. (1987). *Minimizing the Impact of Labour Disputes on Business.*

Bemmels, B. (1986). *Managerial Efficiency, Unions, and Productivity at Manufacturing Plants.*

Bemmels, B. (1983). *Bargaining Theory and Work Stoppages in United States Industries.*