

Selected Labor & Employment Law Capsule Reviews

compiled by the Book Review/Casenote Editor

MARTHA BURK, *CULT OF POWER: SEX DISCRIMINATION IN CORPORATE AMERICA AND WHAT CAN BE DONE ABOUT IT* (Scribner, 2005, 272 pp. \$23.00).

CULT OF POWER is an in-depth account of the firestorm surrounding the Augusta National Golf Club's secret membership roster of high-ranking corporate executives and its refusal to admit women. Dr. Martha Burk lays bare the reasons the closed gates of Augusta National symbolize all the ways women are still barred from the highest echelons of power—in government, social and religious organizations, and most important, in corporate America—and why we must change the system. In a stunning rebuttal to the reductionist claim that Augusta National is just about golf or “private association,” Burk unveils, for the first time, the extraordinary web of business, government, and philanthropic affiliations of Augusta National members. The list is shocking evidence of the impact and influence the members have and damning proof that there is more going on behind club gates than just a game. It really is a “cult of power.” *CULT OF POWER* is an important contribution to our understanding of how the attitudes, rules, processes, and pastimes of corporate America perpetuate an antiquated and unbalanced system. But it also provides real solutions and concrete examples that clearly show what must be done to end gender discrimination and bring about true parity in the workplace. *CULT OF POWER* is a rallying call for all women—a clear-sighted prescription for accountability, meaningful action, and real change.

DAVID H. WEGMAN ET AL., EDS., *HEALTH AND SAFETY NEEDS OF OLDER WORKERS* (National Academies Press, 2005, 301 pp. \$47.95).

This report from the National Research Council and the Institute of Medicine presents the results of a study on the health and safety needs of older workers. Coverage includes such topics as the demographic characteristics of the older workforce; physical and cognitive differences between older and younger workers; and programs and policies related to safety and the older workforce. The volume concludes with detailed recommendations for further research.

FRANK LANDY & EDUARDO SALAS, *EMPLOYMENT DISCRIMINATION LITIGATION : BEHAVIORAL, QUANTITATIVE, AND LEGAL PERSPECTIVES* (J-B SIOP PROFESSIONAL PRACTICE SERIES) (Pfeiffer, 2005, 672 pp. \$75.00).

Highly experienced contributors address a wide variety of topics that lie at the core of today's employment discrimination class action lawsuits. The invaluable advice offered in each chapter makes *EMPLOYMENT DISCRIMINATION LITIGATION* a 'must read' for corporate human resources executives and employment counsel attempting to navigate successfully in an increasingly litigious employment environment. This practical resource includes perspectives from the point of view of both plaintiff and defendant for cases involving questions of race, gender, disability, and age. In addition, it offers an overview of the process by which complaints are filed, the statutes under which they are filed, and the authority represented by case law. *EMPLOYMENT DISCRIMINATION LITIGATION* will illuminate myriad issues such as Daubert motions, class certification issues, the setting of cut scores that will withstand challenge, common statistical analyses of adverse impact, and merit-based issues.