

Capsule Reviews

reviewed by Book Review Editor

Elkouri and Elkouri: *How Arbitration Works, Fifth Edition*, co-edited by Edward P. Goggin and Martin M. Volz (BNA Books, 1997. 1,266 pp. \$135.00).

This latest edition of what is widely considered to be the standard text on arbitration continues the exploration of the workings of labor-management arbitration and the full range of questions and problems that confront parties and arbitrators begun in the initial volume. Goggin and Volz supplement the work of Frank and Edna Elkouri, who co-authored the first four editions, by adding sections discussing the use of polygraph evidence, examining employment at will and arbitration, and reviewing Supreme Court cases relevant to arbitration issues. They also supply a new listing of jurisdictions that have adopted the Uniform Arbitration Act. Main topics in the volume also include: arbitration and its setting; the legal status and scope of arbitration; the tribunal system; grievances; standards for interpreting contract language; precedent value of awards; custom and past practice; discharge and discipline; and arbitration's place as an industrial and public employment institution. Those who practice in the field already know that *Elkouri and Elkouri* is an invaluable resource; the uninitiated should consider this essential source as the starting point for any analysis of arbitration precedent in the private and public sectors. A supplement to this edition will be published this summer.

Nijole V. Benokraitis, *Subtle Sexism: Current Practice and Prospects for Change* (Sage Publications, 1997. 338 pp. \$29.95).

In this book Benokraitis argues that subtle sexism, which is often dismissed as tradition or disguised as custom, has replaced much of the blatant sex discrimination that federal law has managed to erase. The author and the other contributors to the work detail how this type of discriminatory behavior that lies "just below the surface" devalues women, dismisses many of their accomplishments, and limits their effectiveness in

a variety of social and professional settings. The book starts its examination of the continuing significance of sexism by summarizing the various types of sex discrimination that women still encounter on a daily basis and then explores subtle processes in our daily interactions. Other sections look at subtle sexism in organizational settings and as a form of social control, before exploring how to change practices that promote this sort of behavior. Practitioners will find chapters on the gender gap in court decisions and comparable worth in salary between men and women to be especially thought provoking. Because the book is meant to be used in a variety of disciplines, from labor and employment law to women's studies, *Subtle Sexism* is also the rare text that is actually an enjoyable read.

Helen S. Farmer and Associates, *Diversity & Women's Career Development* (Sage Publications, 1997, 344 pp. \$26.95).

In this work Farmer and her co-writers use a perceptive mix of qualitative and quantitative data in an attempt to discern what effects cultural and economic background, as well as gender, have on a woman's career development. At the heart of the book is a study that looked at high school students in 1980 and subsequently followed up on their lives and careers in 1990 and 1993. Realizing that quantitative data would not suffice to give real meaning to this extensive longitudinal study, Farmer and her research team also conducted long interviews with the participants to create a rich texture that is usually missing from studies of this sort. The first chapter outlines the social learning theoretical framework underlying the longitudinal study on which the book is based, and it describes the procedures used in the study, the participants, and the interview protocol. The rest of the work examines the stories of the different men and women who participated in the survey. Chapters cover a diverse range of subjects, including discussions of aspirations versus goals achieved, reports on the way in which ethnic discrimination affected the career development of women of color, gender differences in the life stories of these men and women, the stories of children of immigrants, and the influence of family on the career development of participants. The book ends with suggestions on how to tear down the numerous barriers to success that many people face today, and it provides useful insights for anyone from a guidance counselor to a human resource development professional.