



# INDUSTRIAL RELATIONS RESEARCH ASSOCIATION PHILADELPHIA CHAPTER

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"To promote exchange of ideas and encourage research in all aspects of labor and industrial relations."

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**TUESDAY, MARCH 9, 2004, AT THE VESPER CLUB  
223 South Sydenham Street, Philadelphia, Pennsylvania**

**SOCIAL HOUR (with light Hors d'oeuvres) 5:30 p.m. // PROGRAM: 6:30 p.m.**

### *What Does the New Generation of Workers Think About the Benefits of a Unionized Workplace?*

The issues and challenges of "age diversity" have become a hot topic in today's workplaces. We currently have workers from at least four different age groups trying to work together effectively. Many of the Chapter's members are either from the traditionalist or the Baby Boomer group (born 1900-1964). Workers currently entering the workplace are from the Gen-Xers or the Millennials group (born after 1965). Existing research indicates that each age group has different expectations and values about work and working.

What do these new workers think about unions and unionized workplaces? What practical impact might that have on labor-management relations? At the Chapter's March 2004 meeting, student groups from Rowan University will be presenting the results of their research focusing on identifying the knowledge, attitudes, and perceptions of the newest groups of workers about unions and their benefits to employers and workers. Members will get to respond to the same surveys that were used in the studies and we can compare our results with those of the newest workers and discuss what effect these differences might have on labor-management relations in the near future.

Also at the March meeting, please note that the nomination committee will advise the Chapter members of the procedure it is planning to utilize in selecting the individuals to be nominated for office for the upcoming year.

Finally, as a reminder, the Chapter plans to distribute program notices via e-mail only beginning in September 2004, except for those members who opt-out by requesting to continue to receive a hard copy. To continue receiving a paper notice through regular mail, please contact Chapter Secretary Gary Tocci, Esq., Reed Smith LLP, 1650 Market Street, Suite 2500, Philadelphia, PA 19103. If you have an e-mail address, but have not been receiving program notices via e-mail, **please send your current e-mail address to [jnadler@reedsmith.com](mailto:jnadler@reedsmith.com).**

Reservations for the March meeting can be made by calling 610.660.3373. **Please make your reservation by Monday, March 8.** The cost of the meeting is \$27.00.

We hope you can attend.

Margaret R. Brogan, Esq.  
Chapter President