

FROM THE EDITOR

This issue covers a variety of topics. Our lead article deals with the finality of labor arbitration awards. Although arbitration awards are supposed to provide a final and binding resolution to a dispute, our first article discusses an exception to this rule of finality. In the area of labor-management relations it is settled law that when an arbitration award deals with a matter that is also a matter of public policy, the award may not be final and the plaintiff may have more than “one bite of the apple.” Kathleen and Edward Pereles discuss this doctrine and strategies for dealing with the underlying issue.

The next two articles come from Kansas State University. In the first of these, Diane Swanson and Professor Emeritus Robert Paul describe the concept of organizational pain, its implications for the organization and the individual, and they propose a number of remedies. Then Robert Paul (again) and Brian Niehoff provide us with an article on the causes and prevention of white-collar crime in organizations.

Then we return to the labor relations arena. In Volume 9, Number 1, Brandy Scott reviewed employee use of electronic mail, and concluded that when the employee uses the employer’s e-mail system, he or she has very little protection. Professor Sharlene McEvoy discusses an important exception to this proposition that has been carved out by the National Labor Relations Board. Then, in Volume 9, Number 2, I introduced something new to the journal: a discussion of a significant issue with an open invitation to the readers to respond. Gladys Gruenberg, Professor Emeritus from St. Louis University has taken up our challenge in her response to our discussion of *Hooters of America v. Phillips*.

This issue closes with a cumulative index by author and subject for the nine years of the *JIER*’s existence.

Charles J. Coleman
Editor