

Concurrent Sessions

.01 Occupational Licensing and Public Policies (Symposium)

Chair: Rebecca Allensworth, Vanderbilt Law School

Presenters: Nicholas Carollo, Federal Reserve Board of Governors; Jason Hicks, University of Victoria; Andrew Karch and Morris M. Kleiner, University of Minnesota—*The Origins and Evolution of Occupational Licensing in the United States*

Ryan Nunn, Tyler Boesch and Katherine Lim, Federal Reserve Bank of Minneapolis—*Racial Disparities in Occupational Licensing*

David Mitchell, Ball State University and Moiz Bhai, University of Arkansas at Little Rock—*New Evidence on Occupational Licensing Reform on the Earnings and Labor Supply of Nurse Practitioners*

Mengjie Lyu and Tingting Zhang, University of Illinois at Urbana-Champaign and Hua Ye, Sun Yat-sen University—*Labor Market Impacts of Occupational Licensing and Delicensing: New Evidence from China*

Discussants: Darwynn Deyo, San Jose State University

Edward J. Timmons, West Virginia University

Maria Koumenta, Queen Mary University of London

Alicia Plemmons, West Virginia University

.02 New Research on Minimum Wage Increases (Symposium)

Chair: Kate Bahn, The Washington Center for Equitable Growth

Presenters: Ashvin Gandhi, University of California, Los Angeles and Krista Ruffini, Georgetown University—*Minimum Wages and Employment Composition*

Michael Reich, University of California, Berkeley and Jesse Wursten, KU Leuven—*Racial Inequality and Minimum Wages in Frictional Labor Markets?*

Nirupama Rao, University of Michigan and Max Risch, Carnegie Mellon University—*How Do Small Firms Accommodate Minimum Wage Increases? Evidence from Matched Employer-Employee Tax Returns*

Carmen Sanchez Cumming, The Washington Center for Equitable Growth; Daniel Muhammad and Yi Geng, Washington DC Office of Revenue Analysis; and Corey Husak, Sen. Bob Casey (D-PA), U.S. Senate—*Left Out: Measuring Minimum Wage Effects on Wage Earners and the Self-employed Using Tax Data from Washington, DC*

Discussants: Orley Ashenfelter, Princeton University

Ben Zipperer, Economic Policy Institute

.03 Recent Trends in Contract Work in U.S. Labor Markets: Measurement and Implications (Symposium)

Chair: David Autor, Massachusetts Institute of Technology

Presenters: Annette Bernhardt, University of California, Berkeley; Christopher Campos, University of Chicago; Allen Prohofsky, Franchise Tax Board; Aparna Ramesh, University of California-Berkeley; and Jesse Rothstein, University of California, Berkeley—*The "Gig" Economy and Independent Contracting: Evidence from California Tax Data*

Matthew Dey, U.S. Bureau of Labor Statistics and Susan N. Houseman, W.E. Upjohn Institute for Employment Research—*Domestic Outsourcing in U.S. Manufacturing and its Implications for Occupational Upskilling and Sorting*

Andy Garin, Harvard University; Emilie Jackson, Michigan State University; and Dmitri K. Koustas, University of Chicago—*The Evolution of Platform Gig Work, 2019-2020*

Emma van Inwegen, MIT Sloan School of Management; Apostolos Filippas, Fordham University; and John J. Horton, MIT Sloan School of Management—*The Experimental Imposition of a Worker Level Minimum Wage*

.04 Social Interactions at Work (Symposium)

Chair: Abigail Wozniak, Federal Reserve Bank of Minneapolis

Presenters: Matthew Harvey, University of Washington -Tacoma; David Nickerson, Temple University; and Abigail Wozniak, Federal Reserve Bank of Minneapolis—*Cross-Race Differences in the Response to Unequal Treatment*
Jeff Flory, Claremont McKenna College; Andreas Leibbrandt, Monash University; Christina Rott, Vrije Universiteit; and Olga Stoddard, Brigham Young University—*Signals from on High and the Power of "Growth Mindset": A Natural Field Experiment in Attracting Minorities to High-Profile Positions*

Conrad Miller, University of California, Berkeley and Ian M. Schmutte, University of Georgia—*The Dynamics of Referral Hiring and Racial Inequality: Evidence from Brazil*

Amalia Miller, University of Virginia; Ragan Petrie, University of Texas A&M; and Carmit Segal, University of Zurich—*Does Workplace Competition Increase Labor Supply: Evidence from a Field Experiment*

Discussants: Ragan Petrie, University of Texas A&M

Zoe Cullen, Harvard Business School

Alex Bartik, University of Illinois at Urbana-Champaign

Amanda Agan, Rutgers University

.05 Older Workers and Retirement, Part I (Symposium)

Chair: Teresa Ghilarducci, The New School for Social Research

Presenters: Owen Davis, The New School for Social Research—*Employer-Provided Health Insurance Costs and the Demand for Older Workers: Evidence from Administrative Data*

Leah R. Abrams, Tufts University; Kristen Harknett, University of California, San Francisco; and Daniel Schneider, Harvard Kennedy School—*Older Workers with Unpredictable Schedules: Implications for Well-being and Job Retention*

Beth C. Truesdale, W.E. Upjohn Institute for Employment Research—*Navigating the Run-up to Retirement: Evidence from Narrative Survey Data*

Richard W. Johnson, Urban Institute—*Age Disparities in Reemployment among Displaced Workers: Variation over Time and across Groups*

Discussants: Matthew Rutledge, Boston College

Siavash Radpour, The New School for Social Research

.06 Older Workers and Retirement, Part II (Symposium)

Chair: Susan N. Houseman, W.E. Upjohn Institute for Employment Research

Presenters: Laura Quinby, Boston College; Glenn Springstead, Social Security Administration; and Gal Wettstein, Boston College—*Is the Scarring from Unemployment Worse for Black Workers?*

Brian Asquith, W.E. Upjohn Institute for Employment Research—*Why Are Older Workers Moving Less While Working Longer?*

Joelle Abramowitz, University of Michigan—*Measuring Work among Older Adults: The Role of Retirement Transitions*

Siavash Radpour, The New School for Social Research—*Older Workers and Retirement Security: A Review*

Discussants: Beth C. Truesdale, W.E. Upjohn Institute for Employment Research

Owen Davis, The New School for Social Research

.07 Labor Market Shocks on College Students and Recent Graduates (Symposium)

Chair: Jesse Rothstein, University of California, Berkeley

Presenters: Johnathan G. Conzelmann and Steven W. Hemelt, University of North Carolina; Brad Hershbein, W.E. Upjohn Institute for Employment Research; Shawn M. Martin, University of Michigan; and Andrew Simon, University of Chicago—*Skills, Majors and Jobs: Does Higher Education Respond*

Russell Weinstein, University of Illinois at Urbana-Champaign—*Graduating from a Less Selective University During a Recession: Evidence from Mobility Report Cards and Employer Recruiting*

Diane Whitmore Schanzenbach, Northwestern University and Sarah Turner, University of Virginia—*Limited Supply and Lagging Enrollment: Production Technologies and Enrollment Changes at Community Colleges during the Pandemic*

Discussants: Joseph G. Altonji, Yale University

Miguel Urquiola, Columbia University

Celeste K. Carruthers, University of Tennessee

.08 Tax Credits, Labor Supply, and Intergenerational Transfers (Symposium)

Chair: Hilary Hoynes, University of California, Berkeley

Presenters: Emily Wiemers, Syracuse University; Katherine Micheltore, University of Michigan; and Anna Wiersma Strauss, Syracuse University—*The EITC and Intergenerational Transfers of Time and Money*

Gabrielle Pepin, W.E. Upjohn Institute for Employment Research and Yulya Truskinovsky, Wayne State University—*Not Just for Kids: Child and Dependent Care Credit Benefits for Elder Care*

Jacob Bastian, Rutgers University—*Tax Credits in Rural and Economically Distressed Areas: More Bang Per Buck?*

Kye Lippold, U.S. Department of the Treasury—*The Effects of the Child Tax Credit on Labor Supply*

Discussants: Yulya Truskinovsky, Wayne State University

Tatiana Homonoff, New York University

.09 Labor Market Institutions (Symposium)

Chair: Eliza Forsythe, University of Illinois at Urbana-Champaign

Presenters: Samuel Young and Sean Yixiang Wang, Massachusetts Institute of Technology—*Unionization, Employer Opposition, and Establishment Closure*

Cynthia Doniger, Board of Governors of the Federal Reserve System and Desmond J. Toohey, University of Delaware—*These Caps Spilleth Over: Equilibrium Effects of Unemployment Insurance*

John C. Haltiwanger, University of Maryland; Henry R. Hyatt and James R. Spletzer, U.S. Census Bureau—*The Role of Industry in Increasing Earnings Inequality: Reconciling Results from the CPS and the LEHD*

Discussants: Aaron J. Sojourner, University of Minnesota

Jose Mustre-del-Rio, Federal Reserve Bank of Kansas City

Christian vom Lehn, Brigham Young University

.10 Random Assignment in the U.S. Army (Symposium)

Chair: Susan Payne Carter, U.S. Military Academy West Point

Presenters: James V. Marrone, RAND Corporation; Rebecca S. Zimmerman, U.S. Department of Defense; Louay Constant and Marek Posard, RAND Corporation; and Katherine L. Kuzminski, Center for a New American Security—*Organizational and Cultural Causes of Army First-Term Attrition*

Michael S. Kofoed and Carl J. Wojtaszek, U.S. Military Academy West Point—*Sensitivity of Charitable Giving to Realized Income Changes: Evidence from Military Bonuses and the Combined Federal Campaign*

Jonathan M.V. Davis, University of Oregon; Kyle Greenberg, U.S. Military Academy West Point; and Damon Jones, University of Chicago—*An Experimental Evaluation of Deferred Acceptance*
Jesse Bruhn, Brown University; Kyle Greenberg and Matthew Gudgeon, U.S. Military Academy West Point; Evan Rose, University of Chicago; and Yotam Shem-Tov, University of California, Los Angeles—*The Effects of Combat Deployments*

Discussants: Jennifer Heissel, Naval Postgraduate School
Susan Payne Carter, U.S. Military Academy West Point

.11 Labor Market Competition and the Political Economy (Symposium)

Chair: Sydnee Caldwell, Microsoft Research

Presenters: Bryan A. Stuart, Federal Reserve Bank of Philadelphia; Christopher Goetz, U.S. Census Bureau; and Brad Hershbein, W.E. Upjohn Institute for Employment Research—*Local Labor Markets Left Behind? How Recessions Reshape Employment Dynamics Among Firms and Workers*

Takuya Hiraiwa, University of Maryland; Michael Lipsitz, Federal Trade Commission; Evan Starr, University of Maryland; and Bledi Taska, Burning Glass Technologies—*Do Firms Value Court Enforcement of Noncompete Agreements? A Revealed Preference Approach*

Hyeri Choi and Ioana Marinescu, University of Pennsylvania—*The Impact of Labor Market Concentration on Unemployment and Underemployment*

Samuel Dodini, Kjell Salvanes and Alexander Willén, Norwegian School of Economics—*The Dynamics of Power in Labor Markets: Monopolistic Unions versus Monopsonistic Employers*

Discussants: Evan Starr, University of Maryland
Hyeri Choi, University of Pennsylvania

.12 Firm Power and the Law: Wage Discrimination, Non-Competes, and Visas (Symposium)

Chair: Kate Bahn, The Washington Center for Equitable Growth

Presenters: Brianna L. Alderman, Roger D. Blair and Perihan Saygin, University of Florida—*Monopsony, Wage Discrimination, and Public Policy*

Natarajan Balasubramanian, Syracuse University; Evan Starr and Shotaro Yamaguchi, University of Maryland—*Bundling Employment Restrictions and Value Capture from Employees*

Candice Yandam Riviere, The University of Chicago Law School—*Regulatory Changes and Labor Market Concentration in the U.S. Agriculture Sector: Evidence from H-2A Workers*

Jed DeVaro, California State University, East Bay and Peter Norlander, Loyola University of Chicago—*Wage Theft, Market Power, and Outsourcing: The Case of H-1B Workers*

Discussants: Roger D. Blair, University of Florida
Peter Norlander, Loyola University of Chicago

.13 LERA Best Papers I: Racial Disparities in Policies and Institutions (Symposium)

Chair: Conrad Miller, University of California, Berkeley

Presenters: Yang Jiao, Young Harris College; Yi Lu, Tsinghua University; and Xiaohan Zhang, Federal Reserve Bank of Dallas—*Racial Disparity in Labor Market Response to the EITC*

Julie Hotchkiss, Federal Reserve Bank of Atlanta and Kalee Elise Burns, Georgia State University—*Migration Constraints and Disparate Responses to Changing Job Opportunities*

Brandy Edmondson, University of Minnesota—*Bigger than Black and White: Cultural Capital and Employment Discrimination*

Discussants: Junjie Guo, University of Wisconsin Madison
Abigail Wozniak, Federal Reserve Bank of Minneapolis
Andrea Kim, Sungkyunkwan University

.14 LERA Best Papers II: Regulation, Training, and Wages (Symposium)

Chair: Russell Weinstein, University of Illinois at Urbana-Champaign

Presenters: Jesse Wursten, KU Leuven and Michael Reich, University of California, Berkeley—*Small Business and the Minimum Wage*

Sangeun Ha, Copenhagen Business School—*Outsourcing Workplace Safety*

Shomik Ghosh, Boston University—*The Effect of Occupational Licensing on the Gender Wage Gap*

Hyejin Ko, Korean Institute of Health and Social Affairs and Andrew Weaver, University of Illinois at Urbana-Champaign—*Are Employer Training and General Education Substitutes or Complements? Evidence from South Korea*

Discussants: Patrick Nüß, Kiel University
Hye Jin Rho, Michigan State University
Ting Zhang, University of Baltimore
Oren Danieli, Tel-Aviv University

.15 LERA Best Papers III: The Changing Geography and Nature of Work (Symposium)

Chair: Brian Sloboda, Department of Labor

Presenters: Hoyoung Yoo, University of Wisconsin-Madison—*Move in and Get Paid? The Welfare Implications of Work-from-Home Worker Relocation Programs*

Junjie Guo, University of Wisconsin Madison—*Human Capital Externalities and the Geographic Variation in Returns to Experience*

Kevin Wynne and Ting Zhang, University of Baltimore—*Working from Home, Organizational Monitoring, and Individual Outcomes*

Oren Danieli, Tel-Aviv University—*Revisiting U.S. Wage Inequality at the Bottom 50%*

Discussants: Alison Braley-Rattai, Brock University

Kyongji Han, Baylor University

Yang Jiao, Young Harris College

Andrew Weaver, University of Illinois at Urbana-Champaign

.16 LERA Best Papers IV: The When, Where, and Why of Unions (Symposium)

Chair: Tingting Zhang, University of Illinois at Urbana-Champaign

Presenters: Patrick Nüß, Kiel University—*Management Opposition in Times of Crisis*

Alison Braley-Rattai and Larry Savage, Brock University—*Union Responses to Vaccine Mandates in Canada*

Zachary Schaller, Colorado State University and Sarah Thomaz, Independent—*Where Unions Fell: A Historical Geography of Union Formation in the U.S.*

Noah Wexler, University of Minnesota—*Right-to-Work Policies and Monopsonistic Labor Markets in Manufacturing*

Discussants: Noah Wexler, University of Minnesota

Michael Reich, University of California, Berkeley

Shomik Ghosh, Boston University

Hoyoung Yoo, University of Wisconsin-Madison

.17 LERA Best Papers V: Worker Preferences, Sorting, and Mismatch (Symposium)

Chair: Brad Hershbein, W.E. Upjohn Institute for Employment Research

Presenters: Hye Jin Rho, Amanda Chuan, Phillip DeOrtentiis, Maite Tapia and Mevan Jayasinghe, Michigan State University—*Job Preferences among Food Service Workers during Covid-19: Survey Evidence from a Large Public University*

Gabrielle Pepin, W.E. Upjohn Institute for Employment Research and Bryce VanderBerg, Michigan State University—*Occupational Sorting, Multidimensional Skill Mismatch, and the Child Penalty among Working Mothers*

Ting Zhang, University of Baltimore—*Who Continues to Work from Home?*

Elena Falcettoni, Board of Governors of the Federal Reserve System and Vegard M. Nygaard, University of Houston—*A Comparison of Living Standards Across the United States of America*

Discussants: Stephanie Ross, McMaster University

Amalia Miller, University of Virginia

Lonnie Golden, Penn State Abington

Julie Hotchkiss, Federal Reserve Bank of Atlanta

.18 LERA Best Papers VI: Workplace Structure and Stress (Symposium)

Chair: Abigail Wozniak, Federal Reserve Bank of Minneapolis

Presenters: Stephanie Ross, Wayne Lewchuk, Mohammad Ferdosi and Peter Graefe, McMaster University—*Understanding the Impact of COVID-19 on Canadian Workers, Workplaces and Families*

Youngsang Kim and Andrea Kim, Sungkyunkwan University; Tae-Youn Park, Tae-Youn; Eun-Ji Oh and Seung Soo Eo, Sungkyunkwan University—*Downsizing Effects on Subsequent Voluntary Turnover, and the Role of Collective Pay for Performance Practices*

Kyongji Han, Baylor University; Andrea Kim, Sungkyunkwan University; Mee Sook Kim, California State University East Bay; and Minh Kim, Colorado College—*A Climate for Long Work Hour, Job Stress and Organizational Commitment: Why Does Gender Matter?*

Lonnie Golden, Penn State Abington—*Work Hours Mismatches as Part of Job Quality: Effects of Transitions on Workers' Well-Being*

Discussants: Zachary Schaller, Colorado State University

Bryce VanderBerg, Michigan State University

Ting Zhang, University of Baltimore

Brandy Edmondson, University of Minnesota