Francine D. Blau is the Frances Perkins Professor of Industrial and Labor Relations and Labor Economics at Cornell University. She is also a research associate of the National Bureau of Economic Research (Cambridge, Mass.) and a research fellow of CESifo (Munich).

Lawrence M. Kahn is Professor of Labor Economics and Collective Bargaining in the School of Industrial and Labor Relations at Cornell University. He is also research fellow of CESifo (Munich).