

RESTORING
THE PROMISE
OF AMERICAN
LABOR LAW

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Restoring The Promise Of American Labor Law

Fiona Colgan, Sue Ledwith



Restoring The Promise Of American Labor Law:

Restoring the Promise of American Labor Law Sheldon Friedman, 1994 The product of an October 1993 conference on labor law reform jointly sponsored by the School of Industrial and Labor Relations at Cornell U and the Department of Economic Research at the AFL CIO this volume both argues the need for fundamental reform of the legal and institutional underpinnings of Monthly Labor Review United States. Bureau of Labor Statistics, 2006 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **Labor Embattled** David Brody, 2005 Explores recent developments affecting American workers in light of labor's past Of special concern is the erosion of the rights of workers under the modern labor law which Brody argues is rooted in the original formulation of the Wagner Act Brody explains how the ideals of free labor free speech freedom of association and freedom of contract have been interpreted and canonized in ways that unfailingly reduce the capacity for workers collective action while silently removing impediments to employers coercion of workers He combines legal and labor history to reveal how laws designed to undergird workers rights now essentially hamstring them Publisher web site Reorganizing the Rust Belt Steve Lopez, 2004-04-05 This gripping insider's look at the contemporary American trade union movement shows that reports of organized labor's death are premature In this eloquent and erudite narrative Steven Henry Lopez demonstrates how despite a hostile legal environment and the punitive anti unionism of U S employers a few unions have organized hundreds of thousands of low wage service workers in the past few years The Service Employees International Union SEIU has been at the forefront of this effort in the process pioneering innovative strategies of grassroots mobilization and protest In a powerful ethnography that captures the voices of those involved in SEIU nursing home organizing in western Pennsylvania Lopez illustrates how post industrial low wage workers are providing the backbone for a reinvigorated labor movement across the country Reorganizing the Rust Belt argues that the key to the success of social movement unionism lies in its ability to confront a series of dilemmas rooted in the history of American labor relations Lopez shows how the union's ability to devise creative solutions rather than the adoption of specific tactics makes the difference between success and failure

Fulfilling the Pledge Roger C. Hartley, 2024-02-13 An insightful and evidence based assessment of our urgent need to enact labor law reform and how to achieve it Millions of non union workers want unionization but our current labor management relations law conspires to deny them meaningful opportunities to secure collective workplace representation The resulting low rates of collective bargaining impose economic political and social costs on us all In Fulfilling the Pledge Roger Hartley addresses the plight of American workers who face a grim uncertain future as the digital workplace reshapes the hierarchical post World War II industrial relations system that once gave workers a voice Through empirical evidence and the lens of law and policy Hartley examines what industrial sociologists call the chronic representation gap and clarifies how a wide ranging movement could build a vocal constituency for the congressional enactment of labor law reform The pledge

made in the 1935 National Labor Relations Act to encourage establishment of industrial democracy where workers possess a voice in their places of work remains unfulfilled Speaking to policymakers scholars historians and the average citizen Fulfilling the Pledge makes a compelling case for collective workplace representation that serves the greater good even as American labor relations law continues to undermine collective bargaining by workers and becomes an increasingly significant political and social issue

Nonstandard Work Françoise J. Carré, 2000 Comprises a collection of papers which discuss the decline of the standard employment relationship and the emerging new employment arrangements Focuses on the 1990s

The Cambridge Handbook of Labor and Democracy Angela B. Cornell, Mark Barenberg, 2022-01-20 We are currently witnessing some of the greatest challenges to democratic regimes since the 1930s with democratic institutions losing ground in numerous countries throughout the world At the same time organized labor has been under assault worldwide with steep declines in union density rates In this timely handbook scholars in law political science history and sociology explore the role of organized labor and the working class in the historical construction of democracy They analyze recent patterns of democratic erosion examining its relationship to the political weakening of organized labor and in several cases the political alliances forged by workers in contexts of nationalist or populist political mobilization The volume breaks new ground in providing cross regional perspectives on labor and democracy in the United States Europe Latin America Africa and Asia Beyond academia this volume is essential reading for policymakers and practitioners concerned with the relationship between labor and democracy

Worker Centers Janice Ruth Fine, 2006 As national policy is debated a locally based grassroots movement is taking the initiative to assist millions of immigrants in the American workforce facing poor pay bad working conditions and few prospects to advance to better jobs Fine takes a comprehensive look at the rising phenomenon of worker centers fast growing institutions that improve the lives of immigrant workers through service advocacy and organizing from publisher information

Gender, Diversity and Trade Unions Fiona Colgan, Sue Ledwith, 2003-09-02 The pressures of globalization and diversity are increasingly requiring organizations to rethink their priorities and methods In this collection leading researchers examine the debates and developments on gender diversity and democracy in trade unions in eleven countries Offering an authoritative basis for comparative analysis this book is essential reading for researchers teachers trade unionists and students of industrial relations and equal opportunities along with all those concerned with ensuring that modern organizations reflect and represent the needs and concerns of a diverse workforce

Knocking on Labor's Door Lane Windham, 2017-08-01 The power of unions in workers lives and in the American political system has declined dramatically since the 1970s In recent years many have argued that the crisis took root when unions stopped reaching out to workers and workers turned away from unions But here Lane Windham tells a different story Highlighting the integral often overlooked contributions of women people of color young workers and southerners Windham reveals how in the 1970s workers combined old working class tools like unions and labor law with

legislative gains from the civil and women's rights movements to help shore up their prospects Through close up studies of workers campaigns in shipbuilding textiles retail and service Windham overturns widely held myths about labor's decline showing instead how employers united to manipulate weak labor law and quash a new wave of worker organizing Recounting how employees attempted to unionize against overwhelming odds Knocking on Labor's Door dramatically refashions the narrative of working class struggle during a crucial decade and shakes up current debates about labor's future Windham's story inspires both hope and indignation and will become a must read in labor civil rights and women's history

Employment with a Human Face John W. Budd, 2018-07-05 John W Budd contends that the turbulence of the current workplace and the importance of work for individuals and society make it vitally important that employment be given a human face Contradicting the traditional view of the employment relationship as a purely economic transaction with business wanting efficiency and workers wanting income Budd argues that equity and voice are equally important objectives The traditional narrow focus on efficiency must be balanced with employees entitlement to fair treatment equity and the opportunity to have meaningful input into decisions voice he says Only through a greater respect for these human concerns can broadly shared prosperity respect for human dignity and equal appreciation for the competing human rights of property and labor be achieved Budd proposes a fresh set of objectives for modern democracies efficiency equity and voice and supports this new triad with an intellectual framework for analyzing employment institutions and practices In the process he draws on scholarship from industrial relations law political science moral philosophy theology psychology sociology and economics and advances debates over free markets globalization human rights and ethics He applies his framework to important employment related topics such as workplace governance the New Deal industrial relations system comparative industrial relations labor union strategies and globalization These analyses create a foundation for reforming employment practices social norms and public policies In the book's final chapter Budd advocates the creation of the field of human resources and industrial relations and explores the wider implications of this renewed conceptualization of industrial relations

Rekindling the Movement Lowell Turner, Harry C. Katz, Richard W. Hurd, 2018-05-31 From gloomy times in the 1980s the American labor movement has returned to apparent prominence through the efforts of a new generation of energetic and progressive leaders A distinguished group of authors examines this resurgence and the potential of American unions with sympathetic yet critical eyes Experts from a wide variety of disciplines industrial relations political science economics and sociology identify the central developments analyze the strengths and weaknesses of the new initiatives and assess the progress made and the prospects for the future Though all agree on the importance of unions their opinions of the success of current renewal efforts diverge greatly The interdisciplinary and comparative approach of Rekindling the Movement is both challenging and enlightening Rather than merely trumpeting pet opinions contributors provide hard evidence and causal analysis grounded in realistic perspectives to back up suggestions for the improvement of the new labor

movement Their straightforward observations about what is and is not possible what does and does not work will be of great practical value for policymakers and union leaders New Rules for a New Economy Stephen A. Herzenberg, John A. Alic, Howard Wial, 2018-08-06 Three quarters of the American workforce is now employed in services a substantial portion in low paying dead end jobs Can the service economy do as well by the American worker as the old manufacturing economy Can the widely shared prosperity that accompanied steady increases in productivity and performance in manufacturing be replicated in the services They can and they will the authors of this timely book contend but only if outmoded policies and practices are brought into line with the new economy New Rules for a New Economy explains why this must be accomplished and how we can start The authors call for new decentralized institutions suited to a dynamic economy in which change is constant and rapid In particular they see a need for job ladders and worker associations that cut across firm boundaries These institutions would foster individual and collective learning mark out career paths and facilitate coordination among both individuals and organizations in a networked economy The authors propose new rules to reshape labor market institutions and policy improving economic performance and opportunities for workers Unusual in providing a comprehensive theoretical perspective that is grounded in detailed case research this book points the way to a better future not just for elite knowledge workers but for everyone **Nonunion Employee Representation** Bruce E. Kaufman, Daphne Gottlieb Taras, 2016-07-08 Examines the history contemporary practice and policy issues of non union employee representation in the USA and Canada The text encompasses many organizational devices that are organized for the purposes of representing employees on a range of production quality and employment issues *Research Handbook of Comparative Employment Relations* Michael Barry, Adrian Wilkinson, 2011-01-01 Besides a well written introduction by the two editors the book presents seventeen other chapters some by well known writers on the subject or related social sciences This is a substantial resource book for scholars and students of comparative ER especially for those who look towards the evolution of ER in the new economic world that is in formation and in a comparative perspective the book contains intellectually stimulating analyses of employee relations realities across the globe Scholars belonging to different disciplinary perspectives from which ER has been studied in the past will also find in it a good reference material of comparative analyses The publishers too deserve accolades for their professionalism and first rate copy editing and production Debi S Saini Vision the Journal of Business Perspectives The book is a comprehensive volume of studies on employment relations in a wide variety of settings an enriching compendium Silvia Florea Management of Sustainable Development The Research Handbook of Comparative Employment Relations is an essential resource for those seeking to understand contemporary developments in the world of work and the way in which employment relations systems are evolving around the world Special consideration is given to the impact of globalisation and the role of multinational corporations including their consequences for the fate of workers rights under existing national systems of employment relations ER regulation This Handbook is unique in taking an explicitly

comparative approach by discussing ER developments through a series of paired country comparisons These chapters include a wide selection of countries from all regions looking beyond those that are frequently discussed The expert contributors also examine comparative issues from a range of perspectives including industrial and employment relations political economy comparative politics and cross cultural studies These impressive features make this important reference tool the most comprehensive of its kind Academics and students in final year undergraduate and postgraduate courses interested in employment relations will find this compendium enriching and insightful

Trade Unions and Democracy
Geoffrey Wood, 2017-09-29 Trade Unions and Democracy explores the role of trade unions as products of and agents for democracy As civil society agents unions may promote democracy within the wider society especially in the case of authoritarian regimes or other rigid political systems by acting as watchdogs and protecting hard won democratic gains Established democratic institutions in many advanced societies are facing new challenges The problem with using trade unions for this purpose is that they remain locked in a cycle of political marginalization and decline Beyond this there are ironically serious questions about whether unions themselves internally function as democracies Certainly there are tensions between rank and file membership and an authoritarian leadership with this infighting having possible effects on strategic deals or alliances and member accountability and actions On the other hand trade unions continue to represent a significant component of society within most industrialized countries and in many case they have a demonstrated capacity for working with other elements of civil society Looking forward trade unions may be able to play a vital role in channeling and focusing spontaneous popular upsurges In the process they may revitalize themselves through use of greater internal democracy and become geared toward more diverse constituencies The question is will they fulfill this promise or continue to suffer from internal breakups and external breakdowns Can trade unions save themselves and democracy or will both deteriorate in time Trade Unions and Democracy brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society It explores their capacity to affect political policies to ensure greater accountability and fairness It also explores the nature of and extent to which internal representative democracy actually operates within trade unions themselves Mark Harcourt is a professor in the Department of Strategic Management and Leadership at Waikato University in New Zealand

Trade Unions and Democracy Mark Harcourt, Geoffrey E. Wood, 2004 This book explores the changing role of trade unions as products of and agents for democracy Despite conventionally being portrayed as politically marginalised and in terminal decline trade unions continue to represent a significant component of society within most industrialised countries and have demonstrated a capacity for revival and renewal in the face of difficult circumstances It brings together a distinguished panel of leading and emerging scholars in the field and provides a critical assessment of the current role of trade unions in society their capacity to impact on state policies in such a manner as to ensure greater accountability and fairness and the nature and extent of internal

representative democracy within the labour movement This volume will be of interest to students and academics in industrial relations critical management studies political studies and sociology *Labor Geographies* Andrew Herod,2001-09-24 Discussions of the geographic transformations wrought by capitalism generally treat corporations as the primary agents of spatial change We hear of billions of dollars flowing here factories moving there venture capitalists opening up new markets and workers having to take it or leave it Yet labor too is increasingly thinking and acting geographically whether by struggling to impose national contracts building regional national or international links of solidarity or engaging in debates over local economic development This book provides a comprehensive introduction to the emerging discipline of labor geography Combining innovative theoretical analysis with empirical case studies from around the world Herod examines the spatial contexts and scales in which workers live organize and work to address particular economic and political problems The first book length text of its kind this is an indispensable resource for anyone interested in working class life workers organizations and the contemporary dynamics of capitalism *The Future of Private Sector Unionism in the United States* James T. Bennett,Bruce E. Kaufman,2016-07-08 A study of the long term decline of the labour movement in America exploring the outlook for labour and unions in the 21st century There are insights from contributors from a range of backgrounds academic and non academic domestic and foreign pro and anti union **The Institutional Tradition in Labor Economics** Dell P. Champlin,Janet T. Knoedler,2004 Including the views of both labour and institutional economists this text portrays the institutionalist tradition in labour as it exists today as well as tracing its historical and theoretical origins

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