

A TWENTIETH-CENTURY FUND BOOK

RIGHTS AT WORK

EMPLOYEE PROTECTION IN THE POST-LOVE CANAL ERA



RICHARD EDWARDS

Rights At Work Employment Relations In The Post Union Era A Twentieth Century Fund

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Rights at Work Richard Edwards, 2011-09-01 With growing international competition American firms have been gaced with increasing pressures to produce better products cut costs and improve efficiency As a result American employers have changed many of their long standing labor priorities Work force stability has become less important long term commitments have become less attractive and labor costs especially fringe benefits have come under increased scrutiny With this large reorganization of work forces and priorities Americans are again faced with the significant questions of what rights workers have and should have in the workplace In the current environment employers have a greater need for highly motivated hard working skilled employees and have often developed innovated forms of management to enlist these worker s support So too national legislation has granted workers new rights in recent years such as mandatory early notification of plant closings greater rights for workers with disabilities and increased protection for older workers State legislators have also enacted expanded protection for workers and state courts have been rewriting basic legal doctrines governing workers rights in ways that favor employees In this book Richard Edwards explores workers rights and the institutions that have defined and are now enforcing them He looks closely at the decline of American unions and its effect on traditional rights As unions have been transformed from major institutional players in the American economy to much more marginal brokers enrolling only a small minority of American workers political support for workers rights has diminished Edwards also traces the American state courts and the ongoing revision of the legal interpretations of employment contracts and employers promises a development which he believes may revolutionize traditional employment law *Rights at Work* cuts through the debate between employers groups and workers advocates to find a new common ground Edwards argues that a new system of employment relations offers a win win opportunity and he proposes some innovative public policy strategies that could protect workers rights while enhancing employers ability to succeed in a highly competitive global market

The New Unionism Charles C. Heckscher, 2018-09-05 In his visionary analysis Charles Heckscher argues for associational unionism a model outside the tradition of American labor law Rejecting the usual boundary between workers and management Heckscher defines a genuinely new system of representation that encourages multilateral negotiation involving management different groups of employees and other interested parties such as consumers or environmentalists *The New Unionism* a Twentieth Century Fund Book was first published in 1988 This edition includes a new introduction by the author in which he reviews the significance of recent economic and political trends and addresses some of the criticisms of the concept of an associational union

Markets and Power Eric A. Schutz, 2016-07-01 In what ways do the actions and economic behavior of today s multinational corporations resemble the functioning and processes of the old command economics of the Soviet Union By ignoring questions about power relations in markets mainstream neoclassically oriented economists conclude that there are no significant power structures operating in market systems to control allocation and distribution This book argues

to the contrary that there are fundamental and systemic power structures monopoly access to information or finance employer power etc at work in market economies which affects their ability to achieve real competition in much the same way as state controlled command economies hinder business activities Thus for example the biggest firms at the hubs of financial networks wield a kind of shaping power upon large numbers of relatively autonomous firms not only upon those that belong to the networks but also on the many firms outside them that are also affected

Combating the Illegal

Employment of Foreign Workers OECD,2000-08-07 This publication brings together a selection of the papers delivered at the seminar on Preventing and combating the employment of foreigners in an irregular situation It analyses the economic and political challenges posed by illegal immigration and examines and compare the measures taken *BNA's Employee Relations Weekly* ,1993-07 Annual Report Twentieth Century Fund,1995 **Rethinking Workplace Regulation**

Katherine V.W. Stone,Harry Arthurs,2013-02-14 During the middle third of the 20th century workers in most industrialized countries secured a substantial measure of job security whether through legislation contract or social practice This standard employment contract as it was known became the foundation of an impressive array of rights and entitlements including social insurance and pensions protection against unsociable working conditions and the right to bargain collectively Recent changes in technology and the global economy however have dramatically eroded this traditional form of employment Employers now value flexibility over stability and increasingly hire employees for short term or temporary work Many countries have also repealed labor laws relaxed employee protections and reduced state provided benefits As the old system of worker protection declines how can labor regulation be improved to protect workers In *Rethinking Workplace Regulation* nineteen leading scholars from ten countries and half a dozen disciplines present a sweeping tour of the latest policy experiments across the world that attempt to balance worker security and the new flexible employment paradigm Edited by noted socio legal scholars Katherine V W Stone and Harry Arthurs *Rethinking Workplace Regulation* presents case studies on new forms of dispute resolution job training programs social insurance and collective representation that could serve as policy models in the contemporary industrialized world The volume leads with an intriguing set of essays on legal attempts to update the employment contract For example Bruno Caruso reports on efforts in the European Union to constitutionalize employment and other contracts to better preserve protective principles for workers and to extend their legal impact The volume then turns to the field of labor relations where promising regulatory strategies have emerged Sociologist Jelle Visser offers a fresh assessment of the Dutch version of the flexicurity model which attempts to balance the rise in nonstandard employment with improved social protection by indexing the minimum wage and strengthening rights of access to health insurance pensions and training Sociologist Ida Regalia provides an engaging account of experimental local and regional pacts in Italy and France that allow several employers to share temporary workers thereby providing workers job security within the group rather than with an individual firm The volume also illustrates the power of governments to influence labor

market institutions Legal scholars John Howe and Michael Rawling discuss Australia's innovative legislation on supply chains that holds companies at the top of the supply chain responsible for employment law violations of their subcontractors Contributors also analyze ways in which more general social policy is being renegotiated in light of the changing nature of work Kendra Strauss a geographer offers a wide ranging comparative analysis of pension systems and calls for a new model that offers flexible pensions for flexible workers With its ambitious scope and broad inquiry Rethinking Workplace Regulation illustrates the diverse innovations countries have developed to confront the policy challenges created by the changing nature of work The experiments evaluated in this volume will provide inspiration and instruction for policymakers and advocates seeking to improve worker's lives in this latest era of global capitalism Journal of Economic Literature ,1994 Invisible Hands, Invisible Objectives Stephen F. Befort, John W. Budd, 2009-06-01 The global financial crisis and recession have placed great strains on the free market ideology that has emphasized economic objectives and unregulated markets The balance of economic and noneconomic goals is under the microscope in every sector of the economy It is time to re think the objectives of the employment relationship and the underlying assumptions of how that relationship operates Invisible Hands Invisible Objectives develops a fresh holistic framework to fundamentally reexamine U S workplace regulation A new scorecard for workplace law and public policy that embraces equity and voice for employees and economic efficiency will reveals significant deficiencies in our current practices To create one the authors a legal scholar and an economics and industrial relations scholar blend their expertise to propose a comprehensive set of reforms tackling such issues as regulatory enforcement portable employee benefits training programs living wages workplace safety and health work family balance security and social safety nets nondiscrimination good cause dismissal balanced income distributions free speech protections for employees individual and collective workplace decision making and labor unions Invisible Hands Invisible Objectives is not just another book that sketches a reform agenda The book provides the much needed rubric for how we think about employment policy specifically but also economic policy more generally It is a must read in these most critical times **A Companion to 20th-Century America** Stephen J. Whitfield, 2008-04-15 A Companion to 20th Century America is an authoritative survey of the most important topics and themes of twentieth century American history and historiography Contains 29 original essays by leading scholars each assessing the past and current state of American scholarship Includes thematic essays covering topics such as religion ethnicity conservatism foreign policy and the media as well as essays covering major time periods Identifies and discusses the most influential literature in the field and suggests new avenues of research as the century has drawn to a close

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