

A TWENTIETH-CENTURY FUND BOOK

RIGHTS AT WORK

EMPLOYEE RIGHTS IN THE POST-1945 ERA



RICHARD EDWARDS

Rights At Work Employment Relations In The Post Union Era

Bruce E. Kaufman



Rights At Work Employment Relations In The Post Union Era:

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 **Government**

Regulation of the Employment Relationship Bruce E. Kaufman, 1997 Ever since the emergence of industrial relations as a field in the late 1920s three different approaches to labor problems have been focal points for research and debate according to Bruce E Kaufman What he refers to as employers solutions involve personnel management workers rely on unionism and collective bargaining and the third component the community depends on government regulation in the form of protective labor legislation and social insurance programs Kaufman contends that government regulation has contributed significantly to the remarkable progress made during the twentieth century in achieving a more productive and humane workplace As labor problems have changed debate about the efficacy of government regulation has continued In this volume some of the most distinguished scholars in industrial relations frame the current issues develop theoretical insights and provide an objective review of the empirical evidence 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

Working in Restructured Workplaces Daniel B. Cornfield, Karen Campbell, Holly J. McCammon, 2001-07-27 What are the contemporary trends in workplace restructuring and the sociological impact on workers lives Around what concepts will work be organized and groups and individuals motivated

in their work into the new century To give you definition and answers to these contemporary questions the editors of the sociological quarterly *Work and Occupations* assembled *Working in Restructured Workplaces* It addresses contradictory influences in contemporary workplace restructuring its impact on workers lives and the direction and nature of future changes in the workplace This authentic collection of sociological thought and research consists of previous works in *Work and Occupations* and some commissioned specifically for this book to focus on the nature causes and consequences of workplace restructuring The editors introduce a new concept of workplace restructuring to broaden your perspective and then assess implications for workers and their lives The chapters address four major themes Reconfiguring workplace status hierarchies Casualization of employment relationships Restructuring and worker marginalization Comparative labor responses to global restructuring The last two chapters chart new research agendas on the boundaries and durability of workplace restructuring

State of the Union Nelson Lichtenstein, 2012-10-26 In a fresh and timely reinterpretation Nelson Lichtenstein examines how trade unionism has waxed and waned in the nation's political and moral imagination among both devoted partisans and intransigent foes From the steel foundry to the burger grill from Woodrow Wilson to John Sweeney from Homestead to Pittston Lichtenstein weaves together a compelling matrix of ideas stories strikes laws and people in a streamlined narrative of work and labor in the twentieth century The labor question became a burning issue during the Progressive Era because its solution seemed essential to the survival of American democracy itself Beginning there Lichtenstein takes us all the way to the organizing fever of contemporary Los Angeles where the labor movement stands at the center of the effort to transform millions of new immigrants into alert citizen unionists He offers an expansive survey of labor's upsurge during the 1930s when the New Deal put a white male version of industrial democracy at the heart of U S political culture He debunks the myth of a postwar management labor accord by showing that there was at most a limited unstable truce Lichtenstein argues that the ideas that had once sustained solidarity and citizenship in the world of work underwent a radical transformation when the rights centered social movements of the 1960s and 1970s captured the nation's moral imagination The labor movement was therefore tragically unprepared for the years of Reagan and Clinton although technological change and a new era of global economics battered the unions their real failure was one of ideas and political will Throughout Lichtenstein argues that labor's most important function in theory if not always in practice has been the vitalization of a democratic ethos at work and in the larger society To the extent that the unions fuse their purpose with that impulse they can once again become central to the fate of the republic *State of the Union* is an incisive history that tells the story of one of America's defining aspirations

Industrial Relations: Approaches to industrial relations and trends in national systems John E. Kelly, 2002 This set is designed to capture both the complexity of the field of industrial relations globally as well as bringing out the continuing relevance of competing theoretical approaches to the subject

The Future of the American Labor Movement Hoyt N. Wheeler, 2002-09-16 Publisher Description **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 *Healthy Work* Namir Khan, Nina Nakajima, Willem H. Vanderburg, 2004-11-08 The latest in a series focused on improving health conditions this volume addresses work environments bringing together diverse sources of literature that support preventive approaches to work design and organization This reference provides an overview of relevant literature to engineers managers accountants occupational health and safety specialists and industrial hygienists so that they and other professionals can understand what has caused our workplaces to become primary sources of physical and mental illness By focusing on diagnostic and prescriptive approaches managers can implement designs and decisions that prevent or greatly reduce undesired and harmful effects Other titles in the series include *Healthy Cities* *Sustainable Production* *Sustainable Energy* *The New American Workplace* Eileen Appelbaum, Rosemary Batt, 2018-08-06 Despite formidable obstacles a small but growing number of U S companies recognize that today s domestic and international markets require them to transform their production process On the basis of more than ten years of survey data and the evidence of case studies Eileen Appelbaum and Rosemary Batt analyze the experiences of these companies Their findings reveal two distinct and coherent models of the new American workplace One is an American version of team production which combines the principles of sociotechnical systems with those of quality engineering and which decentralizes the management of work flow and decision making The other is an American version of lean production which relies more heavily on managerial and technical expertise and on centralized coordination and decision making The authors explain the organizational models from which high performance firms in the United States

have borrowed and outline the policies required to promote more widespread workplace change They contend that U S firms can in fact compete successfully while providing their workers with increased job security livable wages and enhanced job satisfaction Certain to appeal to both union and business leaders this volume also offers crucial insights to policy makers and to scholars of the new American workplace The Representation Gap Brian Towers,1997 This comparative study shows how since the early 1980s British and American employees have experienced a critical weakening of their defenses against the growing managerial prerogative and have borne a greater part of the business and organizational risk The author explains the growth in this representation gap primarily through the withdrawal of public policy support for collective bargaining He argues that this development has serious implications for economic efficiency and competitiveness but above all for the health of the democratic process **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 Alternative Dispute Resolution in the Employment Arena Samuel Estreicher,David Sherwyn,2004-01-01 This volume which reprints the proceedings of the New York University 53rd Annual Conference on Labour features work that provides data to answer many of the questions that form the basis of many of the policy arguments The contributors explore solutions to problems in the American workplace **Sourcebook of Labor Markets** Ivar Berg,Arne L. Kalleberg,2012-12-06 A distinguished roster of contributors considers the state of the art of the field at the turn of the 21st century and charts an ambitious agenda for the future Following what the editors describe as an evolutionist approach to the study of labor markets the chapters address issues of continuity and discontinuity in a wide range of topics including markets and institutional structures employment relations and work structures patterns of stratification in the United States and public policies opportunity structures and economic outcomes **Employee Relations in Context** David Farnham,2000 This volume analyses the issues surrounding employment today and explores the challenges that lie at the heart of the workplace This second edition has been thoroughly revised and updated **The Fissured Workplace** David Weil,2014-02-17 In the twentieth century large companies employing many workers formed the bedrock of the U S economy Today on the list of big business s priorities sustaining the employer worker relationship ranks far below building a devoted customer base and delivering value to investors As David Weil s groundbreaking analysis shows large corporations have shed their role as direct employers of the people responsible for their products in favor of outsourcing work to small companies that compete fiercely with one another The result has been declining wages eroding benefits inadequate health and safety protections and ever widening income inequality From the perspectives of CEOs and investors fissuring splitting off functions that were once managed internally has been phenomenally successful Despite giving up direct control to subcontractors and franchises these large companies have figured out how to maintain the quality of brand name products and services without the cost of maintaining an expensive workforce But from the perspective of workers this strategy has meant stagnation in

wages and benefits and a lower standard of living Weil proposes ways to modernize regulatory policies so that employers can meet their obligations to workers while allowing companies to keep the beneficial aspects of this business strategy

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

Managing Human Resources Alan B. Clardy, 2014-02-25 Students taking a personnel or human resources management course often do not enter the course bursting with curiosity or unbridled enthusiasm After all what kind of excitement can there be in studying how to process payroll check employment references or learn about some arcane government regulation It is unfortunate and ultimately self defeating if such a mindset about human resources persists because in today s business world organizational success and competitive advantage come from the people side of the business a workforce that is highly competent and committed to the success of the organization The key for students in this field is to learn how to use human resources management HRM to achieve this advantage It is important for students to learn to identify develop and manipulate policies and programs to produce desired outcomes A wide range of critical HRM experiences are presented in this book as either exercises applications or experiments all designed to help students see the choices available and experience their implications in managing the organization They also offer examples of how HRM function must operate within a framework of rules and regulations More specifically this book contains over 30 different situations that illustrate both classic and contemporary human resources problems It covers the entire spectrum of HRM from establishing policies and goals through job analysis and evaluation personnel planning selection and appraisal to compensation and benefits training organizational improvement and safety and labor relations Most of the situations described are drawn from the real life experiences of managing human resources including several cases from today s

headlines The case exercises applications and experiments are designed to be used as part of regular classroom instruction and can be used with any textbook The exercises incorporate a number of different learning processes including case discussions self assessments interviews of others data analysis team teaching testing experimental observation program creation and design role playing exercise simulations training and participation in experiments The teacher can use these experiential learning activities to supplement regular classroom instruction the activities clarify crystallize and expand the understanding gained from the lectures Of special interest All of the exercises can be conducted during class times or can be used as homework assignments The instructor s manual is organized for easy use with a summary of each case guidelines for administering each case plus supplemental or background information An exercise planning table links each exercise with the chapters found in a number of the most commonly used HRM textbooks Most of the cases are based on actual events drawn from the author s professional or consulting experience or from events first reported in the national media Each case is intended to replicate and carry a high degree of fidelity to real world conditions as fully as possible The experiments in the book are intended to serve as both discovery processes and illustrations of the procedures and rules invoked in developing human resources systems In many of these experiments students draw on their own background and perspectives to test out various points of view The experiments illustrate some of the underlying research that often serves as the basis for HRM policies and procedures

Middle Class Meltdown in America Kevin T Leicht, Scott T Fitzgerald, 2013-12-17 In accessible prose for North American undergraduate students this short text provides a sociological understanding of the causes and consequences of growing middle class inequality with an abundance of supporting empirical data The book also addresses what we as individuals and as a society can do to put middle class Americans on a sounder footing *Journal of Economic Literature* ,1994

This book delves into Rights At Work Employment Relations In The Post Union Era. Rights At Work Employment Relations In The Post Union Era is an essential topic that must be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Rights At Work Employment Relations In The Post Union Era, encompassing both the fundamentals and more intricate discussions.

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- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Rights At Work Employment Relations In The Post Union Era.

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