

REBUILDING LABOR

**ORGANIZING
AND
ORGANIZERS**

**IN THE
NEW UNION
MOVEMENT**

EDITED BY

**RUTH MILKMAN
AND KIM VOSS**

Rebuilding Labor Organizing And Organizers In The New Union Movement

David Lewin, Paul J. Gollan



Rebuilding Labor Organizing And Organizers In The New Union Movement:

Rebuilding Labor Ruth Milkman, Kim Voss, 2004 In *Rebuilding Labor* Ruth Milkman and Kim Voss bring together established researchers and a new generation of labor scholars to assess the current state of labor organizing and its relationship to union revitalization Throughout this collection the focus is on the formidable challenges unions face today and on how they may be overcome publisher description *Young Workers and Trade Unions* A. Hodder, L. Kretsos, 2015-04-21 This book provides an understanding of the processes in which unions engage with young people and views and opinions young people hold relating to collective representation It features a selection of specific national cases of high relevance to contemporary debates of precariousness trade union revitalization strategies and austerity policies *Union Voices* Melanie Simms, Jane Holgate, Edmund Heery, 2012-10-15 In *Union Voices* the result of a thirteen year research project three industrial relations scholars evaluate how labor unions fared in the political and institutional context created by Great Britain's New Labour government which was in power from 1997 to 2010 Drawing on extensive empirical evidence Melanie Simms Jane Holgate and Edmund Heery present a multilevel analysis of what organizing means in the UK how it emerged and what its impact has been Although the supportive legislation of the New Labour government led to considerable optimism in the late 1990s about the prospects for renewal Simms Holgate and Heery argue that despite considerable evidence of investment new practices and innovation UK unions have largely failed to see any significant change in their membership and influence The authors argue that this is because of the wider context within which organizing activity takes place and also reflects the fundamental tensions within these initiatives Even without evidence of any significant growth in labor influence across UK society more broadly organizing campaigns have given many of the participants an opportunity to grow and flourish The book presents their experiences and uses them to show how their personal commitment to organizing and trade unionism can sometimes be undermined by the tensions and tactics used during campaigns **Vulnerability and the Legal Organization of Work** Martha Albertson Fineman, Jonathan W. Fineman, 2017-07-06 This book uses the concepts of vulnerability and resilience to analyze the situation of individuals and institutions in the context of the employment relationship It is based on the premise that both employer and employee are vulnerable to various social economic and political forces although differently so It demonstrates how in responding to those complementary institutional relationships of employer and employee the state unequally and inequitably favors employers over employees Several chapters included in this collection also consider how the state shapes creates and maintains through law the social identities of employer and employee and how that legal regime operates as the allocation of power and privilege This unique and fundamental role of the state in defining the employment relationship profoundly affects the respective abilities and degree of resiliency of actual employers and employees Other chapters explore how attention to the respective vulnerability and resilience of those who do and those who direct work in assessing the employment relationship can raise fundamental questions of social justice and

suggest new avenues for critical engagement with labor and employment law Collectively these pieces articulate a framework for imaging what would constitute an appropriately Responsive State in the employment context and how those interested in social justice might begin to use the concepts of vulnerability and resilience in their arguments

Migration, Precarity, and Global Governance Carl-Ulrik Schierup, Ronaldo Munck, Branka Likic-Brboric, Anders Neergaard, 2015-02-05

Migration Precarity Global Governance explores an understudied but central area within contemporary studies of globalisation and precarisation It relates to the interface between migration global governance and the role of civil society with particular focus on the dilemmas and options of trade unions too often left off the agenda The volume suggests that the trade union movement is undergoing a fundamental debate about revitalisation which could play an important role in terms of the economic political and social integration of migrant workers with implications for the transformation of contemporary societies in general The volume adopts an interdisciplinary and comparative approach emphasizing the complexity of historically grounded social relations It examines international migration as it is impacted by and impacts on globalization social and political struggles and the recurring crisis of capitalism The first part of the book presents five complementary perspectives on the political economy of migration labour and citizenship Part Two offers analyses of the relationship between labour unions and migrant workers Part Three explores the way trade unions migrant organisations and other civil society groupings interact with an incipient global governance regime relating to migration It also examines issues of state and non state actors accountability in relation to human rights claims as well as the impact of the norm of corporate social responsibility

The Future of Union Organising G. Gall, 2009-07-07 While union organising has developed over time and in many different environments it has become apparent that a number of key problems have developed Evaluating its efficacy in terms of union strategies tactics styles and resources this title outlines a number of strategies for improving these deficiencies

Unions in America Gary Chaison, 2005-11-09 Unions in America provides a concise and current introduction to what America s labor unions do and why they do it In this engaging text author Gary Chaison portrays America s unions as complex self governing organizations that are struggling to regain their lost membership bargaining power and political influence This accessible textbook offers an impartial overview of American unions that ranges from the struggle for recognition from employers in their earliest years to their present day difficulties

Key Features Provides a clear and unbiased view of unions to present readers with an impartial perspective Offers readers a current assessment of unions with recent examples and descriptions of emerging or continuing trends in organizing collective bargaining and political action Provides a concise overview of unions that introduces readers to fundamental union activities without overwhelming them with too many details about alternative process outcomes and legal issues Covers a wide range of important topics such as the evolution of unions union structure and growth union government and administration the union as bargaining agent union political activities proposals for union revival and insight on the future of unions Unions in America is an excellent text for

undergraduate and graduate students studying unions and labor relations in a variety of fields including Industrial Relations Human Resource Management Economics and Sociology It will also be a valuable resource for workers managers or anyone else looking for a foundation for understanding the state of unions in America *Uncertain Times* E. Paul Durrenberger,2017-08-15 In this first ever collection of labor anthropology from around the world the contributors to *Uncertain Times* assert that traditional labor unions have been co opted by neoliberal policies of corporate capital and have become service organizations rather than drivers of social movements The current structure of labor unions facilitates corporations need for a stable labor force while reducing their power to prevent outsourcing subcontracting and other methods of undercutting worker security and union power Through case studies from Switzerland Israel Argentina Mexico the United States Greece Sweden Turkey Brazil and Spain the authors demonstrate that this process of neutering unions has been uneven across time and space They also show that the potential exists for renewed union power based on more vociferous and creative collective action These firsthand accounts from activist anthropologists in the trenches as union members and staff as well as academics analyzing policy law worker organizing and community impact illustrate the many approaches that workers around the world are taking to reclaim their rights in this ever shifting labor landscape *Uncertain Times* is the first book to use this crucial comparative ethnographic approach for understanding the new rules of the global labor struggle and the power workers have to change those rules The volume will be of great interest to students and scholars of anthropology sociology of work and labor studies labor union leadership and others interested in developing innovative methods for organizing working people fomenting class consciousness and expanding social movements Contributors Alpan Birelma Emma Braden Maria Eugenia de la O Christopher Kelley Staffan L fving Gadi Nissim Darcy Pan Steven Payne Alicia Reigada Julia Soul Manos Spyridakis Christian Zolniski **We Are the Union** Eric Blanc,2025-02-18 A riveting account of labor s bottom up resurgence providing a roadmap for workers unions and social movements to win widely After decades of union decline and rising inequality an inspiring wave of workplace organizing from Starbucks stores to Amazon warehouses to southern auto factories has thrust unionization into the national spotlight By analyzing this surge and telling the stories of the courageous workers driving it forward *We Are the Union* makes a case for how to overcome business as usual in both corporate America and organized labor Eric Blanc shows that recent struggles have developed a new organizing model worker to worker unionism which builds scalable power by giving rank and filers an unprecedented degree of leadership Through digital tools and ambitious campaigns young worker leaders are turning the labor movement back into a movement and they re winning Rigorously researched and compellingly written *We Are the Union* illustrates how this new grassroots approach can exponentially grow the power of working people to overcome economic exploitation racial injustice and authoritarianism at work and beyond *Recoding Power* Sidney A. Rothstein,2022 Digital transformation increasingly drives economic growth in the rich capitalist democracies but orienting production around digital technologies

is associated with rising inequality and spreading precarity In *Recoding Power* Rothstein outlines three tactics that workers can use to build power in the current episode of economic transition where they otherwise lack access to traditional power resources like unions and institutions for social protection Drawing on four in depth case studies of workers responding to mass layoffs at tech firms in the United States and Germany Rothstein shows how workers can develop creative tactics to recode management s discursive techniques for control transforming them from obstacles into resources for collective action By centering workers lived experiences in the workplace *Recoding Power* develops an account of existing digital transformation illustrating how the path of capitalist development is shaped not by economic necessity but by political creativity

Industrial Relations After Pinochet Indira Palacios-Valladares,2011 In recent decades many countries have implemented neoliberal reforms that have had adverse consequences for unions In Chile this process was particularly sweeping having occurred under the right wing dictatorship of General Augusto Pinochet Despite the transition to democracy in 1990 the labor relations system created by the Pinochet regime is still largely in place Although a number of works have assessed the conditions of unionism in post dictatorship Chile little attention has been paid to the firm level which is where most of the collective bargaining now takes place This book takes a qualitative approach to examining the dynamics of collective bargaining at the firm level in democratic Chile by investigating the causes of variation in the bargaining outcomes of fifty three unions in four firms in the banking manufacturing retail and telecommunications sectors It seeks to explain both variation in individual union bargaining outcomes within firms and aggregate differences in outcomes between firms The book also provides a systematic explanation of the decline of collective bargaining results among Chilean unions in general during the 1990s and early 2000s

Industrial Relations in Canada Fiona McQuarrie,2015-02 Fiona McQuarrie s *Industrial Relations in Canada* received wide praise for helping students to understand the complex and sometimes controversial field of Industrial Relations by using just the right blend of practice process and theory The text engages business students with diverse backgrounds and teaches them how an understanding of this field will help them become better managers The fourth edition retains this student friendly easy to read approach praised by both students and instructors across the country The goal of the fourth edition was to enhance and refine this approach while updating the latest research findings and developments in the field

Free Labor John Krinsky,2008-09-15 One of former New York City Mayor Rudolph Giuliani s proudest accomplishments is his expansion of the Work Experience Program which uses welfare recipients to do routine work once done by unionized city workers The fact that WEP workers are denied the legal status of employees and make far less money and enjoy fewer rights than do city workers has sparked fierce opposition For antipoverty activists legal advocates unions and other critics of the program this double standard begs a troubling question are workfare participants workers or welfare recipients At times the fight over workfare unfolded as an argument over who had the authority to define these terms and in *Free Labor* John Krinsky focuses on changes in the language and organization of the political coalitions on

either side of the debate Krinsky's broadly interdisciplinary analysis draws from interviews official documents and media reports to pursue new directions in the study of the cultural and cognitive aspects of political activism Free Labor will instigate a lively dialogue among students of culture labor and social movements welfare policy and urban political economy

Union Contributions to Labor Welfare Policy and Practice Paul A. Kurzman, R. Paul Maiden, 2013-12-16 This book focuses on the contributions of organized labor in the development and evolution of workplace human services in America and eight countries around the world Beginning with an overview of labor sponsored social service programs it showcases the achievements by major trade unions in the arena of human services from inception to present The textbook concludes with a summary chapter which conceptualizes and summarizes current achievements and forecasts the future role of the labor movement in the delivery of workplace human services in the United States and abroad It will be of use to those involved in the labor movement as well as practitioners in the fields of social work human services and labor and industrial relations This book was published as a special issue of the Journal of Workplace Behavioral Health *Advances in Industrial and Labor Relations*, 2017 David Lewin, Paul J. Gollan, 2018-02-02 Volume 24 of Advances in Industrial and Labor Relations AILR contains eight papers highlighting important aspects of the employment relationship The papers deal with such themes as shifts in workplace voice justice negotiation and conflict resolution in contemporary workplaces The Right and Labor in America Nelson Lichtenstein, Elizabeth Tandy Shermer, 2016-03-24 The legislative attack on public sector unionism that gave rise to the uproar in Wisconsin and other union strongholds in 2011 was not just a reaction to the contemporary economic difficulties faced by the government Rather it was the result of a longstanding political and ideological hostility to the very idea of trade unionism put forward by a conservative movement whose roots go as far back as the Haymarket Riot of 1886 The controversy in Madison and other state capitals reveals that labor's status and power has always been at the core of American conservatism today as well as a century ago The Right and Labor in America explores the multifaceted history and range of conservative hostility toward unionism opening the door to a fascinating set of individuals movements and institutions that help explain why in much of the popular imagination union leaders are always bosses and trade union organizers are nothing short of thugs The contributors to this volume explore conservative thought about unions in particular the ideological impulses rhetorical strategies and political efforts that conservatives have deployed to challenge unions as a force in U S economic and political life over the century Among the many contemporary books on American parties personalities and elections that try to explain why political disputes are so divisive this collection of original and innovative essays is essential reading **The SAGE Handbook of Industrial Relations** Paul Blyton, Edmund Heery, Nicolas Bacon, Jack Fiorito, 2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPS Georgia State

University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists

Unions and Globalization Peter Fairbrother, John O'Brien, Anne Junor, Michael O'Donnell, Glynne Williams, 2011-09-06 Innovative and offering a sociological analysis of trade unionism in the globalized era this book provides a robust and coherent comparative analysis of the debate surrounding trade unions and their renewal

Organizing at the Margins Jennifer Jihye Chun, 2011-08-11 The realities of globalization have produced a surprising reversal in the focus and strategies of labor movements around the world After years of neglect and exclusion labor organizers are recognizing both the needs and the importance of immigrants and women employed in the growing ranks of low paid and insecure service jobs In Organizing at the Margins Jennifer Jihye Chun focuses on this shift as it takes place in two countries South Korea and the United States Using comparative historical inquiry and in depth case studies she shows how labor movements in countries with different histories and structures of economic development class formation and cultural politics embark on similar trajectories of change Chun shows that as the base of worker power shifts from those who hold high paying industrial jobs to the formerly unorganizable labor movements in both countries are employing new strategies and vocabularies to challenge the assault of neoliberal globalization on workers rights and livelihoods Deftly combining theory and ethnography she argues that by cultivating alternative sources of symbolic leverage that root workers demands in the collective morality of broad based

communities as opposed to the narrow confines of workplace disputes workers in the lowest tiers are transforming the power relations that sustain downgraded forms of work Her case studies of janitors and personal service workers in the United States and South Korea offer a surprising comparison between converging labor movements in two very different countries as they refashion their relation to historically disadvantaged sectors of the workforce and expand the moral and material boundaries of union membership in a globalizing world Asian Canada Is Burning ,2025-02-20 Asian Canada is Burning is an invitation to trouble the mobilization of anti Asian hate in the aftermath of COVID 19 pandemic Bringing together activists organizers academic and artists this book explores the historical and contemporary conditions that make theorizing Asian Canadian feasible Grounded in a transnational queer and feminist lens this book also aims to envision possible futures and solidarities Ultimately this collection is concerned with moments and places of tensions confrontations relations and solidarity We offer stories of insurgent encounters as people who identify as Asian navigate and implicate settler colonial nation state to make new dreams histories and intimacies

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