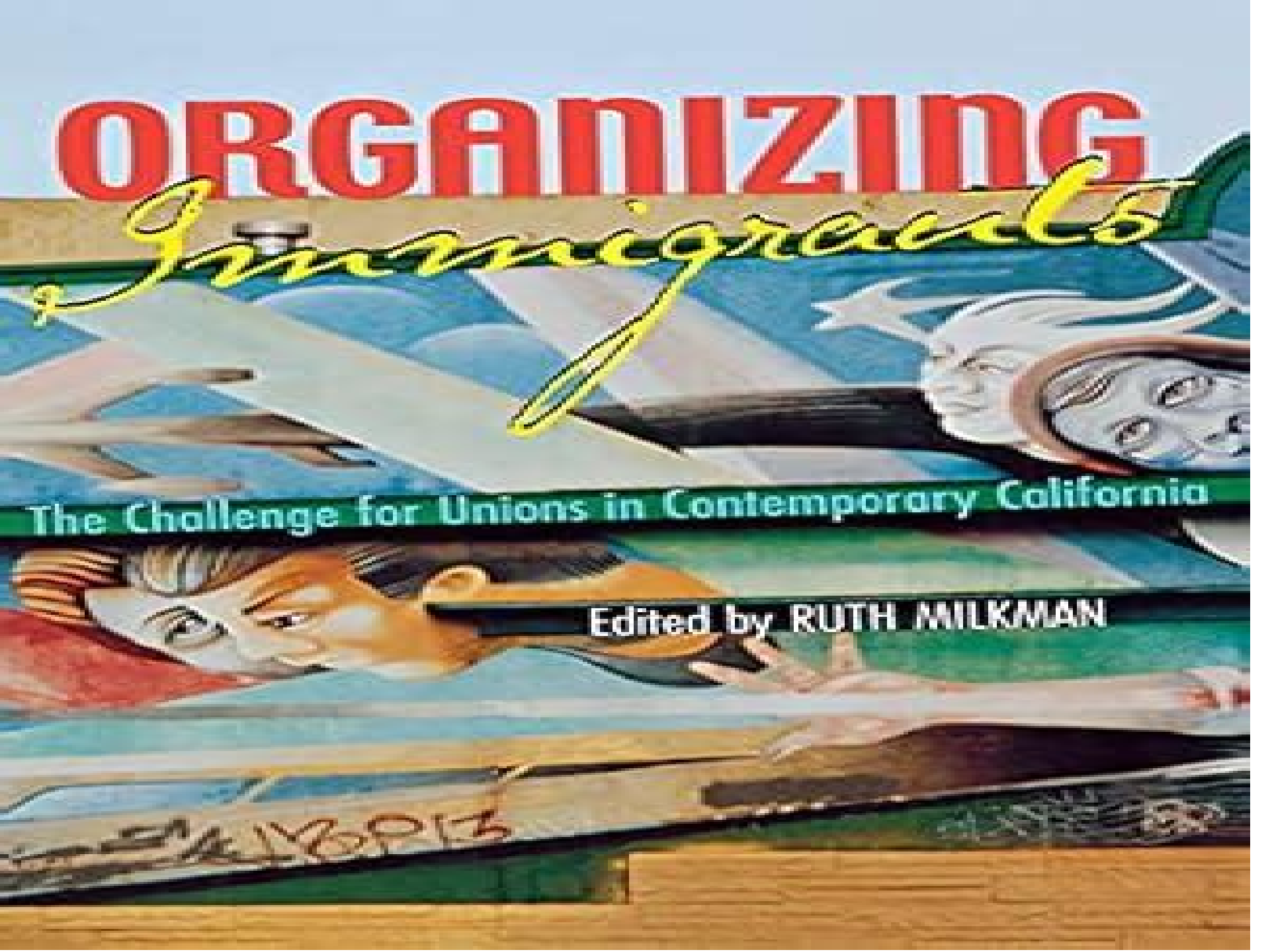


# ORGANIZING

# *Immigrants*

The Challenge for Unions in Contemporary California

Edited by RUTH MILKMAN



# Organizing Immigrants The Challenge For Unions In Contemporary California

**Steven J. Gold, Stephanie J. Nawyn**



## **Organizing Immigrants The Challenge For Unions In Contemporary California:**

**Organizing Immigrants** Ruth Milkman, 2018-09-05 Recruiting the growing numbers of immigrants into union ranks is imperative for the besieged U S labor movement Nowhere is this task more pressing than in California where immigrants make up a quarter of the population and hold many of the manual jobs that were once key strongholds of organized labor The first book to offer in depth coverage of this timely topic *Organizing Immigrants* analyzes the recent history of and prospects for union organizing among foreign born workers in the nation s most populous state Are foreign born workers more or less receptive to unionization than their native born counterparts Are undocumented immigrants as likely as legal residents and naturalized citizens to join unions How much does the political cultural and ethnic background of immigrants matter What are the social political and economic conditions that facilitate immigrant unionization Drawing on newly collected evidence the contributors to this volume explore these and other questions analyzing immigrant employment and unionization trends in California and examining recent strikes and organizing efforts involving foreign born workers The case studies include both successful and unsuccessful campaigns innovative and traditional strategies and a variety of industrial and service sector settings

*Organizing Immigrants* Ruth Milkman, 2000 Comprises nine papers which explore the recruitment of immigrant workers into trade unions in different industries in California USA mainly during the 1990s Includes chapters on the relationship between immigrant status and unionization both nationally and in California and innovative tactics used by unions to recruit new workers

Unions in a Globalized Environment Bruce Nissen, 2016-09-16 How can American unions survive in our increasingly globalized business environment With the trend toward multinational corporations free trade pacts and dismantling import barriers organized labor has been steadily losing ground in the United States This book argues that to reverse this trend U S unions must create ties with workers and unions in other countries and include the ever increasing number of immigrant workers in their ranks And it calls for a shift toward social movement unionism which would change unions orientation from exclusively market focused and more toward social issues and rights

**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

**Varieties of Unionism** Carola Frege, John Kelly, 2004-08-19 As unions face an ongoing crisis all over the industrialized world they have often been portrayed as outmoded remnants of an old economic structure This book argues that despite structural shifts in the economy and in politics unions retain important functions for capitalist economies as well as for political democracy Union revitalization in the face of their current difficulties is therefore of fundamental importance The book charts the strategies unions are using to respond to global union decline and to revive their fortunes in five countries US UK Germany Italy and Spain providing a wide range of institutional settings union structures identities and union responses It provides a

rich source of documentation about union activity but more importantly it goes beyond description to address two of the big questions in comparative research How can we explain cross country differences of union responses to global decline And how effective are these actions in helping to revitalize the labour movements Union strategies and union revitalization outcomes varied strongly across countries and were shaped by national industrial relations institutions as well as by the interactions between union employer and state strategies These findings support the argument for national divergence of the varieties of capitalism literature and challenge the globalization thesis which predicts a degree of convergence in the fate of union movements across the advanced capitalist world There is no single revitalization strategy that works well for all union movements the same strategy is likely to produce different results in different countries Moreover evidence for variation in revitalization outcomes emerges most clearly when we adopt a multi dimensional conceptualization of revitalization moving beyond union membership and density to embrace economic and political power as well as the institutional dimension of union reform Despite serious revitalization attempts in all countries the scale of revitalization is extremely modest when compared to the great upsurges of unionism in history Varieties of Unionism presents important research and analysis of union strategy for academics and graduate students of Industrial Relations Management Politics Political Economy and Sociology

**Union Organizing** Gregor Gall,2003-08-29 After many years of indifferent decline trade union membership is now being revitalized strategies known as union organizing are being used to recruit and re energize unions around the globe This book considers exactly how trade unions are working to do this and provides a much needed evaluation of these rebuilding strategies By comparing historical and contemporary case studies to assess the impact of various organizing campaigns this book assesses the progress of unions across Europe and America It raises key debates about the organizing culture and considers the impact of recent union recognition laws on employers and the government s Fairness at Work policy A topical and in depth study into the experiences of trade unions across Europe and America this is a comprehensive and thought provoking book which is essential reading for those in the industrial relations field

Migration, Precarity, and Global Governance Carl-Ulrik Schierup,Ronaldo Munck,Branka Likić Brborić,Anders Neergaard,2015 This volume examines the inter relationship between migration and trade unions in the age of globalisation

**The Changing Role of Unions** Phanindra V. Wunnava,2016-07-08 With the trend toward multinational corporations free trade pacts and dismantling import barriers organized labour has been steadily losing ground in the United States To reverse this trend this book argues that US unions must create ties with unions in other countries

**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 **What Unions No Longer Do** Jake Rosenfeld,2014-02-10

From workers wages to presidential elections labor unions once exerted tremendous clout in American life In the immediate post World War II era one in three workers belonged to a union The fraction now is close to one in five and just one in ten in the private sector The only thing big about Big Labor today is the scope of its problems While many studies have explained the causes of this decline What Unions No Longer Do shows the broad repercussions of labor s collapse for the American economy and polity Organized labor was not just a minor player during the middle decades of the twentieth century Jake Rosenfeld asserts For generations it was the core institution fighting for economic and political equality in the United States Unions leveraged their bargaining power to deliver benefits to workers while shaping cultural understandings of fairness in the workplace What Unions No Longer Do details the consequences of labor s decline including poorer working conditions less economic assimilation for immigrants and wage stagnation among African Americans In short unions are no longer instrumental in combating inequality in our economy and our politics resulting in a sharp decline in the prospects of American workers and their families **Undocumented Immigrants in the United States** Anna Ochoa

O'Leary,2014-02-25 This two volume reference work addresses the dynamic lives of undocumented immigrants in the United States and establishes these individuals experiences as a key part of our nation s demographic and sociological evolution This two volume work supplies accessible and comprehensive coverage of this complex subject by consolidating the insights of hundreds of scholars who have studied the issues of undocumented immigration in the United States for years It provides a historical perspective that underscores the exponential growth of the undocumented population in the last three decades and presents a more nuanced more detailed and therefore more accurate portrait of undocumented immigrants than is available in general media Also included are recommended resources that will serve researchers seeking more information on topics regarding undocumented immigrants *The New Oxford Handbook of Economic Geography* Gordon L. Clark,Maryann P.

Feldman,Meric S. Gertler,Dariusz Wójcik,2018 The first fifteen years of the 21st century have thrown into sharp relief the challenges of growth equity stability and sustainability facing the world economy In addition they have exposed the inadequacies of mainstream economics in providing answers to these challenges This volume gathers over 50 leading scholars from around the world to offer a forward looking perspective of economic geography to understanding the various building blocks relationships and trajectories in the world economy The perspective is at the same time grounded in theory

and in the experiences of particular places Reviewing state of the art of economic geography setting agendas and with illustrations and empirical evidence from all over the world the book should be an essential reference for students researchers as well as strategists and policy makers Building on the success of the first edition this volume offers a radically revised updated and broader approach to economic geography With the backdrop of the global financial crisis finance is investigated in chapters on financial stability financial innovation global financial networks the global map of savings and investments and financialization Environmental challenges are addressed in chapters on resource economies vulnerability of regions to climate change carbon markets and energy transitions Distribution and consumption feature alongside more established topics on the firm innovation and work The handbook also captures the theoretical and conceptual innovations of the last fifteen years including evolutionary economic geography and the global production networks approach Addressing the dangers of inequality instability and environmental crisis head on the volume concludes with strategies for growth and new ways of envisioning the spatiality of economy for the future

Re-Union David Madland, 2021-05-15 In Re Union David Madland explores how labor unions are essential to all workers Yet union systems are badly flawed and in need of rapid changes for reform Madland's multilayered analysis presents a solution a model to replace the existing firm based collective bargaining with a larger industry scale bargaining method coupled with powerful incentives for union membership These changes would represent a remarkable shift from the norm but would be based on lessons from other countries US history and current policy in several cities and states In outlining the shift Madland details how these proposals might mend the broken economic and political systems in the United States He also uses three examples from Britain Canada and Australia to explore what there is yet to learn about this new system in other developed nations Madland's practical advice in Re Union extends to a proposal for how to implement the changes necessary to shift the current paradigm This powerful call to action speaks directly to the workers affected by these policies the very people seeking to have their voices recognized in a system that attempts to silence them

**The Integration of Immigrants into American Society** National Academies of Sciences, Engineering, and Medicine, Division of Behavioral and Social Sciences and Education, Committee on Population, Panel on the Integration of Immigrants into American Society, 2016-04-17 The United States prides itself on being a nation of immigrants and the country has a long history of successfully absorbing people from across the globe The integration of immigrants and their children contributes to our economic vitality and our vibrant and ever changing culture We have offered opportunities to immigrants and their children to better themselves and to be fully incorporated into our society and in exchange immigrants have become Americans embracing an American identity and citizenship protecting our country through service in our military fostering technological innovation harvesting its crops and enriching everything from the nation's cuisine to its universities music and art Today the 41 million immigrants in the United States represent 13.1 percent of the U.S. population The U.S. born children of immigrants the second generation represent another 37.1 million people or 12 percent of

the population Thus together the first and second generations account for one out of four members of the U S population Whether they are successfully integrating is therefore a pressing and important question Are new immigrants and their children being well integrated into American society within and across generations Do current policies and practices facilitate their integration How is American society being transformed by the millions of immigrants who have arrived in recent decades To answer these questions this new report from the National Academies of Sciences Engineering and Medicine summarizes what we know about how immigrants and their descendants are integrating into American society in a range of areas such as education occupations health and language      Union Recognition Gregor Gall,2006-01-16 Several thousand new trade union recognition agreements have been signed since 1997 representing a major development within industrial relations in Britain This has resulted from the interaction of union organizing efforts and the statutory union recognition provisions of the Employment Relations Act 1999 However for trade unions recognition alone is not enough a vital issue is whether having gained union recognition trade unions are now effectively delivering upon the promises and prospects of union recognition These essays examine the substantive outcomes of these new agreements in regard to union representation and collective bargaining In particular they explore the impact on terms and conditions of employment employers behaviour and strategy the nature of the union management bargaining relationship the building of workplace unionism While the collection focuses primarily on Britain the germane issues are also looked at in the context of Australia Canada and the U S A Conceptually and theoretically Union Recognition offers contributions which develop our understanding of the relationship between workplace and national unionisms and of mobilization theory

**Anti-Immigration in the United States** Kathleen R. Arnold,2011-09-23 A comprehensive treatment of anti immigration sentiment exploring debate policies ideas and key groups from historical and contemporary perspectives Anti Immigration in the United States A Historical Encyclopedia is one of the first encyclopedias to address American anti immigration sentiment Organized alphabetically the two volume work covers major historical periods and relevant concepts as well as discussions of various anti immigration stances Leading figures and groups in the anti immigration movements of the past and present are also explored Bringing together the work of distinguished scholars from many fields including legal theorists political scientists anthropologists geographers and sociologists the work covers aspects and issues related to anti immigration sentiment from the establishment of the republic to contemporary times For each time period there is a focus on key groups representing both actors and those acted upon Political concerns of the time are also discussed to broaden understanding of motivation In addition entries explore the role of race gender and class in determining immigration policy and informing public sentiment      *Hidden Lives and Human Rights in the United States* Lois Ann Lorentzen,2014-07-23 The most comprehensive collection of essays on undocumented immigration to date covering issues not generally found anywhere else on the subject Three fascinating volumes feature the latest research from the country s top immigration scholars In the

United States the crisis of undocumented immigrants draws strong opinions from both sides of the debate For those who immigrate concerns over safety incorporation and fair treatment arise upon arrival For others the perceived economic political and cultural impact of newcomers can feel threatening In this informative three volume set top immigration scholars explain perspectives from every angle examining facts and seeking solutions to counter the controversies often brought on by the current state of undocumented immigrant affairs Immigration expert and set editor Lois Lorentzen leads a stellar team of contributors laying out history theories and legislation in the first book human rights sexuality and health in the second and economics politics and morality in the final volume From family separation to human trafficking to notions of citizenship this provocative study captures the human costs associated with this type of immigration in the United States questions policies intended to protect the American way of life and offers strategies for easing tensions between immigrants and natural born citizens in everyday life

**Reassessing the Employment Relationship** Edmund Heery, Peter Turnbull, 2010-11-10

Reassessing the Employment Relationship is an edited volume written by leading academics at Cardiff Business School Reflecting on the employment relationship as one of the central institutions of advanced capitalist economies it provides an extensive survey of the changing world of work The book offers a multi disciplinary analysis of the contemporary workplace and focuses on the key influences that are shaping the employment relationship globalization financialization regulation and the search for ethical standards in human resource management There is insightful and authoritative treatment of some of the main developments in the employment relationship such as the rise of knowledge and customer service work increasing income inequality new forms of management control over work the spread of non union industrial relations and the rise to prominence of work life integration Reassessing the Employment Relationship provides a critical yet accessible look at the changing employment relationship and is an indispensable aid to students studying Industrial Relations Human Resource Management Organizational Studies and Business Ethics PAUL BLYTON is Professor of Industrial Relations and Industrial Sociology at Cardiff University UK EDMUND HEERY is Professor of Employment Relations at Cardiff University UK PETER TURNBULL is Professor of Human Resource Management and Labour Relations at Cardiff University UK

**Arise** Jane Holgate, 2021-08-20 Jane Holgate is a brilliant thinker Jane McAlevey In Arise Jane Holgate argues that unions must revisit their understanding of power in order to regain influence and confront capital Drawing on two decades of research and organising experience Holgate examines the structural inertia of today's unions from a range of perspectives from strategic choice leadership and union democracy to politics tactics and the agency afforded to rank and file members In the midst of a neoliberal era of economic crisis and political upheaval the labour movement stands at a crossroads Union membership is on the rise but the turn to organising has largely failed to translate into meaningful gains for workers There is considerable discussion about the lack of collectivism among workers due to casualisation gig work and precarity yet these conditions were standard in the UK when workers built the foundations of the 19th century trade union movement Drawing on history



and case studies of unions developing and using power effectively this book offers strategies for moving beyond the pessimism that prevails in much of today's union movement By placing power analysis back at the heart of workers struggle Holgate shows us that transformational change is not only possible but within reach     *Handbook of International Migration*

Steven J. Gold, Stephanie J. Nawyn, 2013-05-02 This revised and expanded second edition of Routledge International Handbook of Migration Studies provides a comprehensive basis for understanding the complexity and patterns of international migration Despite increased efforts to limit its size and consequences migration has wide ranging impacts upon social environmental economic political and cultural life in countries of origin and settlement Such transformations impact not only those who are migrating but those who are left behind as well as those who live in the areas where migrants settle Featuring forty six essays written by leading international and multidisciplinary scholars this new edition showcases evolving research and theorizing around refugees and forced migrants new migration paths through Central Asia and the Middle East the condition of statelessness and South to South migration New chapters also address immigrant labor and entrepreneurship skilled migration ethnic succession contract labor and informal economies Uniquely among texts in the subject area the Handbook provides a six chapter compendium of methodologies for studying international migration and its impacts Written in a clear and direct style this Handbook offers a contemporary integrated resource for students and scholars from the perspectives of social science humanities journalism and other disciplines

This book delves into Organizing Immigrants The Challenge For Unions In Contemporary California. Organizing Immigrants The Challenge For Unions In Contemporary California is an essential topic that needs to be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Organizing Immigrants The Challenge For Unions In Contemporary California, encompassing both the fundamentals and more intricate discussions.

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    - Chapter 5: Conclusion
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  3. In chapter 2, the author will delve into the foundational concepts of Organizing Immigrants The Challenge For Unions In Contemporary California. The second chapter will elucidate the essential principles that must be understood to grasp Organizing Immigrants The Challenge For Unions In Contemporary California in its entirety.
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