

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

**Namir Khan, Nina Nakajima, Willem H.  
Vanderburg**



## **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 ad 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

**Employment with a Human Face** John W. Budd, 2004 The objectives of the employment relationship The balancing imperative human rights in conflict Balancing outcomes the environment and human agents Balancing outcomes revisited the ethics of the employment relationship The balancing alternatives workplace governance The new deal industrial relations system The geometry of comparative industrial relations Alternatives to job control unionism Balancing the global workplace

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* 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 reveal 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* 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.

[The Future of the American Labor Movement](#) Hoyt N. Wheeler, 2002-09-16 Publisher Description **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 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.

**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 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

**State of the Union** Nelson Lichtenstein, 2013-08-25 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 This edition includes a new preface in which Lichtenstein engages with many of those who have offered commentary on *State of the Union* and evaluates the historical literature that has emerged in the decade since the book's initial publication He also brings his narrative into the current moment with a final chapter Obama's America Liberalism without Unions

*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

*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

**Healthy Work** Namir Khan, Nina Nakajima, Willem H. Vanderburg, 2004 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

**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

**A Democracy That Works** Stephen Amberg, 2022-11-25 *A Democracy That Works* argues that rather than corporate donations Republican gerrymandering and media manipulation the conservative ascendancy reflects the reconstruction of the rules that govern work that has disempowered workers Using six historical case studies from the emergence of the New Deal and its later overtaking by the conservative neoliberal agenda to today's intersectional social justice movements Stephen Amberg deploys situated institutional analysis to show how real actors created the rules that empowered liberal democracy for 50 years and then how Democrats and Republicans undermined democracy by changing those rules thereby organizing working

class people out of American politics He draws on multidisciplinary studies to argue that when employees are organized to participate at work they are also organized to participate in politics to press for accountable government In doing so the book opens up analytical space to understand the unprecedented threat to liberal democracy in the U S A Democracy That Works is a fresh account of the crisis of democracy that illuminates how historical choices about the role of workers in the polity shaped America s liberal democracy during the 20th century It will appeal to scholars of American politics and American political development labor and social movements democracy and comparative politics

### **Striking Steel**

Jack Metzgar, 2011-01-19 Having come of age during a period of vibrant union centered activism Jack Metzgar begins this book wondering how his father a U S Steel shop steward in the 1950s and 60s and so many contemporary historians could forget what this country owes to the union movement Combining personal memoir and historical narrative Striking Steel argues for reassessment of unionism in American life during the second half of the twentieth century and a recasting of official memory As he traces the history of union steelworkers after World War II Metzgar draws on his father s powerful stories about the publishing work in the mills stories in which time is divided between before the union and since His father Johnny Metzgar fought ardently for workplace rules as a means of giving the men some control over their working conditions and protection from venal foremen He pursued grievances until he eroded management s authority and he badgered foremen until he established shop floor practices that would become part of the next negotiated contract As a passionate advocate of solidarity he urged coworkers to stick together so that the rules were upheld and everyone could earn a decent wage Striking Steel s pivotal event is the four month nationwide steel strike of 1959 a landmark union victory that has been all but erased from public memory With remarkable tenacity union members held out for the shop floor rules that gave them dignity in the workplace and raised their standard of living Their victory underscored the value of sticking together and reinforced their sense that they were contributing to a general improvement in American working and living conditions The Metzgar family s story vividly illustrates the larger narrative of how unionism lifted the fortunes and prospects of working class families It also offers an account of how the broad social changes of the period helped to shift the balance of power in a conflict ridden patriarchal household Even if the optimism of his generation faded in the upheavals of the 1960s Johnny Metzgar s commitment to his union and the strike itself stands as an honorable example of what a collective action can and did achieve Jack Metzgar s Striking Steel is a stirring call to remember and renew the struggle

### **The Reemergence of**

**Self-Employment** Richard Arum, Walter Müller, 2009-01-10 This book presents results of a cross national research project on self employment in eleven advanced economies and demonstrates how and why the practice is reemerging in modern societies While traditional forms of self employment such as skilled crafts work and shop keeping are in decline they are being replaced by self employment in both professional and unskilled occupations Differences in self employment across societies depend on the extent to which labor markets are regulated and the degree to which intergenerational family



relationships are a primary factor structuring social organization For each of the eleven countries analyzed the book highlights the extent to which social background educational attainment work history family status and gender affect the likelihood that an individual will enter and continue a particular type of self employment While involvement with self employment is becoming more common it is occurring for individuals in activities that are more diverse unstable and transitory than in years past

**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

Negotiating Equality for Postal Employees and Uniformity in Labor Relations  
United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Postal Facilities, Mail, and Labor Management,1973

BNA's Employee Relations Weekly ,1993-07

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### **Table of Contents Rights At Work Employment Relations In The Post Union Era**

1. Understanding the eBook Rights At Work Employment Relations In The Post Union Era
  - The Rise of Digital Reading Rights At Work Employment Relations In The Post Union Era
  - Advantages of eBooks Over Traditional Books
2. Identifying Rights At Work Employment Relations In The Post Union Era
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Rights At Work Employment Relations In The Post Union Era
  - User-Friendly Interface
4. Exploring eBook Recommendations from Rights At Work Employment Relations In The Post Union Era
  - Personalized Recommendations
  - Rights At Work Employment Relations In The Post Union Era User Reviews and Ratings
  - Rights At Work Employment Relations In The Post Union Era and Bestseller Lists
5. Accessing Rights At Work Employment Relations In The Post Union Era Free and Paid eBooks
  - Rights At Work Employment Relations In The Post Union Era Public Domain eBooks
  - Rights At Work Employment Relations In The Post Union Era eBook Subscription Services

- Rights At Work Employment Relations In The Post Union Era Budget-Friendly Options
- 6. Navigating Rights At Work Employment Relations In The Post Union Era eBook Formats
  - ePub, PDF, MOBI, and More
  - Rights At Work Employment Relations In The Post Union Era Compatibility with Devices
  - Rights At Work Employment Relations In The Post Union Era Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Rights At Work Employment Relations In The Post Union Era
  - Highlighting and Note-Taking Rights At Work Employment Relations In The Post Union Era
  - Interactive Elements Rights At Work Employment Relations In The Post Union Era
- 8. Staying Engaged with Rights At Work Employment Relations In The Post Union Era
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Rights At Work Employment Relations In The Post Union Era
- 9. Balancing eBooks and Physical Books Rights At Work Employment Relations In The Post Union Era
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Rights At Work Employment Relations In The Post Union Era
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Rights At Work Employment Relations In The Post Union Era
  - Setting Reading Goals Rights At Work Employment Relations In The Post Union Era
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Rights At Work Employment Relations In The Post Union Era
  - Fact-Checking eBook Content of Rights At Work Employment Relations In The Post Union Era
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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