

CHALLENGES AND CHOICES FACING AMERICAN LABOR

EDITED BY
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Challenges And Choices Facing American Labor

Ray M. Tillman, Michael S. Cummings



Challenges And Choices Facing American Labor:

The State and the Labor Market Samuel Rosenberg, 2012-12-06 In the two decades before the mid 1970s macroeconomic policies in Western Europe were frequently accompanied by policies of direct wage restraint in the pursuit of acceptable levels of employment inflation and international competitiveness The same period witnessed a proliferation of social welfare programs elements of which were sometimes commingled with demand management and pay policies in trilateral bargaining processes involving governments unions and employers In the wake of such subsequent developments as the oil price shocks sharply intensified international competition and slowing of growth rates in productivity however governments resorted more frequently to deflationist macroeconomic policies and also to policies aimed directly at increasing inflexibility in wage determination and the deployment of labor by the firm It is a major theme of this very interesting book that these labor market policies have not been demonstrably or at least sufficiently effective in combating the high rates of unemployment which have been prevalent in most of the countries of Western Europe since the late 1970s This theme emerges from the chapters on labor market developments and policies in six countries of Western Europe the United States and Hungary a welcome addition to this type of scholarship as well as another set of chapters devoted to specific policy areas In effect Samuel Rosenberg and his colleagues an international team of nineteen economists and sociologists are repeating in concrete terms a sermon preached by Keynes over a half century ago *The Transformation of American Industrial Relations* Thomas A. Kochan, Harry C. Katz, Robert B. McKersie, 2018-08-06 Originally published in 1986 The Transformation of American Industrial Relations became an immediate classic creating a new conceptual framework for understanding contemporary industrial relations in the United States In their introduction to the new edition the authors assess the evolution of industrial relations and human resource practices focusing particularly on the policy implications of recent changes They discuss the diverse forms of work restructuring in the American economy the reasons why the diffusion of participatory work reorganization has been so modest work practices among sophisticated nonunion employers union membership declines and public policy debates *Unions in a Contrary World* David Peetz, 1998-11-09 This book explains the decline in trade union participation looking at both macro and micro levels **The Disappearing South?** Robert P. Steed, Laurence W. Moreland, Tod A. Baker, 2012-10-09 There is widespread agreement that the South has changed dramatically since the end of World War II the essays in The Disappearing South address the ongoing debate There is widespread agreement that the South has changed dramatically since the end of World War II Social demographic economic and political changes have altered significantly the region long considered the nation's most distinctive There is less agreement however about the extent to which the forces of nationalization have eroded the major elements of Southern distinctiveness Although this volume does not purport to settle the debate on Southern political change it does present a variety of recent evidence that helps put this important debate into perspective In the process it helps clarify the

contemporary politics of the South for readers ranging from the scholar to the more casual observer The essays in *The Disappearing South* address the ongoing debate Contributors in addition to the editors include E Lee Bernick Earl Black Merle Black Lewis Bowman Edward G Carmines Patrick Cotter Thomas Eamon Douglas G Feig John C Green James L Guth William E Hulbary Anne E Kelley Lyman A Kellstedt David M Olson John Shelton Reed Harold Stanley James G Stovall John Theilmann Stephen H Wainscott and Allen Wilhite

Strikebreaking and Intimidation Stephen H. Norwood, 2003-04-03 This is the first systematic study of strikebreaking intimidation and anti unionism in the United States subjects essential to a full understanding of labor's fortunes in the twentieth century Paradoxically the country that pioneered the expansion of civil liberties allowed corporations to assemble private armies to disrupt union organizing spy on workers and break strikes Using a social historical approach Stephen Norwood focuses on the mercenaries the corporations enlisted in their anti union efforts particularly college students African American men the unemployed and men associated with organized crime Norwood also considers the paramilitary methods unions developed to counter mercenary violence The book covers a wide range of industries across much of the country Norwood explores how the early twentieth century crisis of masculinity shaped strikebreaking's appeal to elite youth and the media's romanticization of the strikebreaker as a new soldier of fortune He examines how mining communities perception of mercenaries as agents of a ribald sexually unrestrained new urban culture intensified labor conflict The book traces the ways in which economic restructuring as well as shifting attitudes toward masculinity and anger transformed corporate anti unionism from World War II to the present

U.S. Labor Law and the Future of Labor-management Cooperation, 1987

Internal Labor Markets and Manpower Analysis Peter B.

Doeringer, Michael J. Piore, 2020-08-26 This book provides a description of a number of institutional features of the U S labor market and prompts an analytical debate about the origins of the institutions it describes and their significance for the operation of the U S economic system

"If the Workers Took a Notion" Josiah Bartlett Lambert, 2018-08-06 Once a fundamental civic right strikes are now constrained and contested In an unusual and thought provoking history Josiah Bartlett Lambert shows how the ability to strike was transformed from a fundamental right that made the citizenship of working people possible into a conditional and commercialized function Arguing that the executive branch rather than the judicial branch was initially responsible for the shift in attitudes about the necessity for strikes and that the rise of liberalism has contributed to the erosion of strikers rights Lambert analyzes this transformation in relation to American political thought His narrative begins before the Civil War and takes the reader through the permanent striker replacement issue and the alienation of workplace based collective action from community based collective action during the 1960s *If the Workers Took a Notion* maps the connections among American political development labor politics and citizenship to support the claim that the right to strike ought to be a citizenship right and once was regarded as such Lambert argues throughout that the right to strike must be protected He challenges the current law turn in labor scholarship and takes into account the role

of party alliances administrative agencies the military and the rise of modern presidential powers *Union-free America* Lawrence Richards,2008 A stimulating study of how antiunionism has shaped the hearts and minds of American workers

Worker Activism After Successful Union Organizing Linda Markowitz,2015-05-20 Shows how different levels of worker participation during a union organizing campaign influence the perceptions and actions of those same workers after the campaign ends and thereby the long term effectiveness and success of the organizing effort Drawing on historical and current examples the author analyzes the political and economic contexts within which today's unions are organizing including a detailed examination of the impact of the Wagner Act *Work, Self and Society* Catherine Casey,2013-01-11

Despite recent interest in the effects of restructuring and redesigning the work place the link between individual identity and structural change has usually been asserted rather than demonstrated Through an extensive review of data from field work in a multi national corporation Catherine Casey changes this She knows that changes currently occurring in the world of work are part of the vast social and cultural changes that are challenging the assumptions of modern industrialism These events affect what people do everyday and they are altering relations among ourselves and with the physical world This valuable book is not only a critical analysis of the transformations occurring in the world of work but an exploration of the effects of contemporary practices of work on the self **Democracy at Work** Lowell Turner,2018-09-05

West Germany from 1949 to 1990 was a story of virtually unparalleled political and economic success This economic miracle incorporated a well functioning political democracy expanded to include a social partnership system of economic representation Then the Wall came down Economic crisis in the East industrial collapse massive layoffs a demoralized workforce triggered gloomy predictions Was this the beginning of the end for the widely admired German model Lowell Turner has extensively researched the German transformation in the 1990s Indeed in 1993 he was at the factory gates at Siemens in Rostock for the first major strike in post Cold War eastern Germany In that strike and in a series of other incisively analyzed workplace and job developments in eastern Germany he shows the remarkable resilience and flexibility of the German social partnership and the contribution of its institutions to unification His controversial and to some radical findings will stimulate debate at home and abroad Moving from world markets to the shop floor this book is an ambitious and comprehensive analysis of the fate of contemporary unions in industrial societies The international results of intensified competition and technological advance have stimulated much policy debate but Lowell Turner is interested in clarifying a phenomenon that is far less widely understood the political effects of new work organization on labor and management Noting that the same cluster of production innovation and technological change has produced widely contrasting crossnational industrial relations outcomes Turner provides a detailed systematic study of the politics of new work organization at selected auto plants in the United States and Germany He then examines in a more schematic fashion the telecommunications and apparel industries of those countries as well as developments elsewhere Exploring diverse patterns of union management relations he demonstrates the

importance of existing national institutions and patterns of labor management state bargaining as sources of variation in work reorganization and in the collective representation of workers interests Particular national institutions of worker interest representation he argues shape managerial decisions and hence national industry responses to intensified competition in world markets His industry by industry comparison explains why the American labor movement has declined in influence over the last decade while the labor movements in Germany and several other countries have not Further observations on the situation in Britain Italy Sweden and Japan give depth and specificity to the terms of his argument Most important perhaps Turner s analysis shows the conditions necessary for stable industrial relations settlements and a resurgence of union influence in the contemporary world economy As interest grows in international business and comparative industrial relations Democracy at Work will attract the attention of political scientists economists sociologists and industrial and labor relations specialists as well as representatives of labor business and government

The Transformation of U.S. Unions Ray M. Tillman, Michael S. Cummings, 1999 Primarily investigates how important the 1995 change in the leadership of the AFL CIO the US federation of labor unions may turn out to be for the course of the labor movement The 14 essays advocate a socially conscious grassroots democracy as the crux of union reform and resurgence Labor activists scholars and journalists consider such topics as rank and file organizers reform in the Teamsters and United Auto Workers Justice for Janitors and cross border alliances Paper edition unseen 22 50 Annotation copyrighted by Book News Inc Portland OR

Nonunion Employee Representation Bruce E. Kaufman, Daphne Gottlieb Taras, 2016-07-08 Examines the history contemporary practice and policy issues of non union employee representation in the USA and Canada The text encompasses many organizational devices that are organized for the purposes of representing employees on a range of production quality and employment issues

Rocking the Boat Brigid O'Farrell, 1996 Rocking the Boat is a celebration of strong committed women who helped to build the American labor movement Through the stories of eleven women from a wide range of backgrounds we experience the turmoil hardships and accomplishments of thousands of other union women activists through the period spanning the Great Depression the New Deal World War II the McCarthy era the civil rights movement and the women s movement These women tell powerful stories that highlight and detail women s many roles as workers trade unionists and family members They all faced difficulties in their personal lives overcame challenges in their unions and individually and collectively helped improve women s everyday working lives Maida Springer Kemp came from New York City s Harlem Local 22 of the International Ladies Garment Workers Union to represent the AFL CIO in Africa In Chicago Alice Peurala fought for her job in the steel mill and her place in the steel workers union Jessie De La Cruz organized farm workers in California Esther Peterson organizer educator and lobbyist became an advisor to four U S presidents In chapters based on oral history interviews these women and others provide new perspectives and practical advice for today s working women They share an idealistic and practical commitment to the labor movement As Dorothy Haener of the United

Auto Workers and a founding member of the National Organization of Women said You have to take a look at how to rock the boat You don t want to spill yourself out if you can avoid it but sometimes you have to rock the boat From these women we too learn how to rock the boat

European Union - European Industrial Relations? Wolfgang Lecher,Hans-Wolfgang Platzer,1997-11-06 This book explores the prospects for the emergence of a distinctly European pattern of industrial relations in which the European level organisations representing employers and trade unions gain in importance vis a vis their national organisations In particular the impact of the Social Chapter to the Maastricht Treaty is considered The study

Personnel Literature United States. Office of Personnel Management. Library,1985 *Labor's Power and Industrial Performance* Stavros Gavroglou,1998 Constructs an analytical framework of production politics within which to address such phenomena as the erosion of wages and lost of good jobs in the US in the 1980s the emulation by US companies of production methods from elsewhere and differences and similarities between Japanese and German industrial relations Narrowing the study to the automobile industry argues that variations in labor s fortunes and competitive success can be explained by distinct patterns of labor inclusion in corporate decision making Distributed in the US by Taylor and Francis Annotation copyrighted by Book News Inc Portland OR

Collective Employment Relations Debbie Sanders,Joseph Perry,Richard Saundry,2025-01-28 In an era of rapid technological economic and political change there is a growing awareness of the challenges of income inequality employment insecurity and workplace conflict In this context positive relationships between management and trade unions offer an opportunity to negotiate change and create fairer and more productive workplaces Part of the Palgrave Executive Essentials series this engaging text is the only dedicated resource for executive learners professionals and students of human resources and labour relations providing a strategic management guide to employee relations in the unionised workplace Combining theory with practical examples and tools relating to negotiations with unions and management of a unionised workforce this book is a one stop shop for students instructors and practitioners looking to supplement their understanding of employment relations with hands on knowledge of this vitally important context It includes case studies reflective questions suggested resources and further reading for additional learning It will be a vital resource for executive education courses on employment relations and managing a unionised workforce as well as MBA students and exec MA students as well as the wider practitioner community

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

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