

# Self Employed Workers Organize Law Policy And Unions

*Self-Employed Workers Organize* **Self-employed Workers Organize Basic Guide to the National Labor Relations Act** *Sex Worker Unionization* [Why Labor Organizing Should be a Civil Right](#) **American Rubber Workers & Organized Labor, 1900-1941** **Working for Justice We Can't Eat Prestige Public Workers** **Fundamentals of Business (black and white)** [Can Unions Survive?](#) [Can Unions Survive?](#) **The Supreme Court on Unions** [Worker Centers United States Code Managing the Margins](#) [Organizing Workers in Mexico, a NAFTA Issue](#) **Organizing Matters National Public Employment Relations Act, 1974** *Women in Trade Unions* **Why Unions Matter** *Getting Shafted Can the Working Class Change the World?* **Workfare Workers Organize Union Maids Not Wanted Who Rules America Now?** *Precarious Employment* **Why Informal Workers Organize** *State "right-to-work" Laws* **The American Federationist Business Law I Essentials** [Scaling Migrant Worker Rights](#) *Occupational Outlook Handbook* **American Federationist A Framework for Human Resource Management** *Call Centers and the Global Division of Labor* [Unfair Advantage](#) **The Employee Promise Unfulfilled Labor and the New Deal**

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[Scaling Migrant Worker Rights](#) Feb 27 2020 As international migration continues to rise, sending states play an integral part in "managing" their diasporas, in some cases even stepping in to protect their citizens' labor and human rights in receiving states. At the same time, meso-level institutions--including labor unions, worker centers, legal aid groups, and other immigrant advocates--are among the most visible actors holding governments of immigrant destinations accountable at the local level. The potential for a functional immigrant worker rights regime, therefore, advocates to imagine a portable, universal system of justice and human rights, while simultaneously leaning on the bureaucratic minutiae of local enforcement. Taking Mexico and the United States as entry points, *Scaling Migrant Worker Rights* analyzes how an array of organizations put tactical pressure on government bureaucracies to holistically defend migrant rights. The result is a nuanced, multilayered picture of the impediments to and potential realization of migrant worker rights.

*Sex Worker Unionization* Jul 26 2022 Sex Worker Unionisation examines the challenges and opportunities offered by unionisation for Sex Workers. Exploring unionisation projects undertaken by Sex Workers in most major economies, this ground-breaking study shows how sex-workers have collectively sought to control and organise their work and working lives by co-determining the wage-effort with their de facto employers. It highlights the range of significant obstacles that have impeded their progress, including owner hostility, state regulation and the sway of radical feminism that is present in many unions. Outlining a more efficacious model for sex worker unionisation based upon combining occupation unionism and social movement unionism, this pioneering and controversial new book offers an important study of business organization in a unique industry.

**Working for Justice** Apr 23 2022 Working for Justice, which includes eleven case studies of recent low-wage worker organizing campaigns in Los Angeles, makes the case for a distinctive "L.A. Model" of union and worker center organizing. Networks linking advocates in worker centers and labor unions facilitate mutual learning and synergy and have generated a shared repertoire of economic justice strategies. The organized labor movement in Los Angeles has weathered the effects of deindustrialization and deregulation better than unions in other parts of the United States, and this has helped to anchor the city's wider low-wage worker movement. Los Angeles is also home to the nation's highest concentration of undocumented immigrants, making it especially fertile territory for low-wage worker organizing. The case studies in Working for Justice are all based on original field research on organizing campaigns among L.A. day laborers, garment workers, car wash workers, security officers, janitors, taxi drivers, hotel workers as well as the efforts of ethnically focused worker centers and immigrant rights organizations. The authors interviewed key organizers, gained access to primary documents, and conducted participant observation. Working for Justice is a valuable resource for sociologists and other scholars in the interdisciplinary field of labor studies, as well as for advocates and policymakers.

**Why Informal Workers Organize** Jul 02 2020 Informal workers make up over two billion workers or about 50% of the global workforce. Surprisingly, scholars know little about informal workers' political or civil society participation. An informal worker is anyone who holds a job and who does not pay taxes on taxable earnings, does not hold a license for their work when one is required, or is not part of a mandatory social security system. For decades, researchers argued that informal workers rarely organized or participated in civil society and politics. However, millions of informal workers around the world start and join unions. Why do informal workers organize? In countries like Bolivia, informal workers such as street vendors, fortune tellers, witches, clowns, gravestone cleaners, sex workers, domestic workers, and shoe shiners come together in powerful unions. In South Africa, South Korea, and India, national informal worker organizations represent millions of citizens. The data in this book finds that informal workers organize in nearly every country for which data exists, but to varying degrees. This raises a related question: Why do informal workers organize in some places more than others? The reality of informal work described in this book and supported by surveys in 60 countries, over 150 interviews with informal workers in Bolivia and Brazil, ethnographic data from multiple cities, and administrative data upends the conventional wisdom on the informal sector. The contrast between scholarly expectations and emerging data underpin the central argument of the book: Informal workers organize where state officials encourage them to.

**The Supreme Court on Unions** Oct 17 2021 Labor unions and courts have rarely been allies. From their earliest efforts to organize, unions have been confronted with hostile judges and antiunion doctrines. In this book, Julius G. Getman argues that while the role of the Supreme Court has become more central in shaping labor law, its opinions betray a profound ignorance of labor relations along with a persisting bias against unions. In *The Supreme Court on Unions*, Getman critically examines the decisions of the nation's highest court in those areas that are crucial to unions and the workers they represent: organizing, bargaining, strikes, and dispute resolution. As he discusses Supreme Court decisions dealing with unions and labor in a variety of different areas, Getman offers an interesting historical perspective to illuminate the ways in which the Court has been an influence in the failures of the labor movement. During more than sixty years that have seen the Supreme Court take a dominant role, both unions and the institution of collective bargaining have been substantially weakened. While it is difficult to measure the extent of the Court's responsibility for the current weak state of organized labor and many other factors have, of course, contributed, it seems clear to Getman that the Supreme Court has played an important role in transforming the law and defeating policies that support the labor movement.

**Labor and the New Deal** Jun 20 2019

*Call Centers and the Global Division of Labor* Oct 25 2019 Call centers have come, in the last three decades, to define the interaction between corporations, governments, and other institutions and their respective customers, citizens, and members. The offshoring and outsourcing of call center employment, part of the larger information technology and information-technology-enabled services sectors, continues to be a growing practice amongst governments and corporations in their attempts at controlling costs and providing new services. While incredible advances in technology have permitted the use of distant and offshore labor forces, the grander reshaping of an international political economy of communications has allowed for the acceleration of these processes. New and established labor unions have responded to these changes in the global regimes of work by seeking to organize call center workers. These efforts have been assisted by a range of forces, not least of which is the condition of work itself, but also attempts by global union federations to build a bridge between

international unionism and local organizing campaigns in the Global South and Global North. Through an examination of trade union interventions in the call center industries located in Canada and India, this book contributes to research on post-industrial employment by using political economy as a juncture between development studies, the sociology of work, and labor studies.

**The American Federationist** Apr 30 2020 Includes separately paged "Junior union section."

**The Employee** Aug 23 2019 In the present age of temp work, telecommuting, and outsourcing, millions of workers in the United States find themselves excluded from the category of "employee"—a crucial distinction that would otherwise permit unionization and collective bargaining. Tracing the history of the term since its entry into the public lexicon in the nineteenth century, Jean-Christian Vinel demonstrates that the legal definition of "employee" has always been politically contested and deeply affected by competing claims on the part of business and labor. Unique in the Western world, American labor law is premised on the notion that "no man can serve two masters"—workers owe loyalty to their employer, which in many cases is incompatible with union membership. *The Employee: A Political History* historicizes this American exception to international standards of rights and liberties at work, revealing a little known part of the business struggle against the New Deal. Early on, progressives and liberals developed a labor regime that, intending to restore amicable relations between employer and employee, sought to include as many workers as possible in the latter category. But in the 1940s this language of social harmony met with increasing resistance from businessmen, who pressed their interests in Congress and the federal courts, pushing for an ever-narrower definition of "employee" that excluded groups such as foremen, supervisors, and knowledge workers. A cultural and political history of American business and law, *The Employee* sheds historical light on contemporary struggles for economic democracy and political power in the workplace.

**Can Unions Survive?** Dec 19 2021 "Defines the challenges facing the movement and offers comprehensive prescriptions for its successful transformation."

—*The George Washington Law Review* A valuable analysis of the rise, fall, and—hopefully—the revival of unionism in America. [The book] distills into readable form a mass of legal and empirical analysis of what has been happening in the workplaces of the United States and other industrial democracies. Most important, Craver has drawn a blueprint of what must be done to save collective bargaining in this century—must reading for scholars, lawmakers, and, especially, union leaders themselves. —Paul C. Weiler, Harvard Law School  
Author of *Governing the Workplace: The Future of Labor and Employment Law*  
"A thoroughly researched, insightful, and readable look at why American unions have declined. . . . This is a very informative analysis of a vital topic, and it will have a multidisciplinary appeal to anyone interested in union- management relations. —Peter Feuille, Institute of Labor and Industrial Relations, University of Illinois  
When employees at firms like Greyhound and Eastern Airlines walk out to protest wage and benefit reductions, they are permanently replaced and their representative labor unions destroyed. Every year, the threat or drama of a high-profile strike—in air traffic control towers, at Amtrak, or at Caterpillar—makes national headlines and, every year, several hundred thousand unrepresented American employees are discharged without good cause. During the past decade, employer opposition to unions has increased. Industrial and demographic changes have eroded traditional blue-collar labor support, and class-based myths have discouraged organization among white-collar workers. As the American labor movement begins its second century, it is confronted by challenges that threaten its very existence. Is the decline of the American labor movement symptomatic of a terminal condition? In this work, Charles Craver presents an incisive analysis of the current state of the American labor movement and a manifesto for how this crucial institution can be revitalized. Journeying with the reader from the inception of labor unions through their heyday and to the present, Craver examines the roots of their decline, the current factors which contribute to their dismal condition, and the actions that are needed—such as the recruitment of female and minority employees and appeals to white-collar personnel—that are necessary to ensure union viability in the 21st century. Craver thoughtfully discusses what labor organizations must do to organize new workers, to enhance their economic and political power, and to adapt to modern-day advances and to an increasingly global economy. He also suggests changes that must be made in the National Labor Relations Act. This book is essential reading for lawyers, scholars, and policy-makers, as well as all those concerned with the future of the labor movement.

*State "right-to-work" Laws* Jun 01 2020

*Occupational Outlook Handbook* Jan 28 2020

**American Federationist** Dec 27 2019

**Getting Shafted** Jan 08 2021 For over forty years I have been writing pamphlets and newsletters to try and inspire the southern worker to think about the group and not just the individual, to organize in some way to gain more power and traction to balance out the power that has long worked against them. It's been an uphill battle, the southern mind set is highly individualistic and at the same time believes that the only help he or she needs in the work place is from God. In recent years the average worker has been able to get enough credit to buy a car and a house and although it keeps him perpetually in debt he seems satisfied with the crumbs and the credit that falls from the table. There is a desperate need to update our thinking so that we don't have to die in debt and so that there will be money and property to leave to our children. There is a lot of stress in the southern family and it's been there so long that most everyone thinks its the norm. But in this wealthy nation with the top one percent having forty percent of the money something needs to be done to right the concept of equality. Individual action will not get the job done. There's about ninety nine of us to one of them but that still doesn't even up the score. Why? Because they have money power, property power and the power of influence. It might well take five hundred are even five thousand to balance out the power against just one of them. It will take brains, persistence and strategy and a lot of people time to change thing for the better. It can be done with all the modern social tools but we will have to learn to say the right things to the right people and we will have to say them over and over. My hope is that we can change the conversation; listen to a group of your fellow workers here in the south and you will see that the conversation is not moving toward a solution. The average southern worker is not steeped enough in our history to understand that history is repeating itself. What to do? If only we could get something to take off and really go viral, something that becomes a game changer. Will it happen? It hasn't yet! The south has dug in generation after generation. They will not be moved but they desperately need to gain a new focus on the future and how group action can bring about positive change. What can you do to move us in the right direction?

**American Rubber Workers & Organized Labor, 1900-1941** May 24 2022 In 1900 the manufacture of rubber products in the United States was concentrated in several hundred small plants around New York and Boston that employed low-paid immigrant workers with no intervention from unions. By the mid-1930s, thanks to the automobile and the Depression, production was concentrated in Ohio, the labor force was largely native born and highly paid, and labor organizations had a decisive influence on the industry. Daniel Nelson tells the story of these changes as a case study of union growth against a background of critical developments in twentieth-century economic life. The author emphasizes the years after 1910, when a crucial distinction arose between big, mass-production rubber producers and those that were smaller and more labor intensive. In the 1930s mass-production workers took the lead in organizing the labor movement, and they dominated the international union, the United Rubber Workers, until the end of the decade. Professor Nelson discusses not only labor's triumph over adversity but also the problems that occurred with union victories: the flight of the industry to low-wage communities in the South and Midwest, internal tensions in the union, and rivalry with the American Federation of Labor. The experiences of the URW in the late 1930s foreshadowed the longer-term challenges that the labor movement has faced in recent decades. Originally published in 1988. The Princeton Legacy Library uses the latest print-on-demand technology to again make available previously out-of-print books from the distinguished backlist of Princeton University Press. These paperback editions preserve the original texts of these important books while presenting them in durable paperback editions. The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905.

**Basic Guide to the National Labor Relations Act** Aug 27 2022

**United States Code** Aug 15 2021

**National Public Employment Relations Act, 1974** Apr 11 2021

**Precarious Employment** Aug 03 2020 'Precarious Employment' explores the nature and dynamics of precarious employment in contemporary Canada.

**Promise Unfulfilled** Jul 22 2019 In 1975, after vigorous campaigning by the United Farm Workers union, the state of California passed the Agricultural Labor Relations Act (ALRA), a pioneering self-help strategy granting farm workers the right to organize into unions. A quarter century later, only a tiny percentage of farm workers in the state belong to unions, and wages remain less than half of those of nonfarm employees. Why did the ALRA fail? One of the nation's foremost authorities on farm workers here explores the reasons behind its unfulfilled promise. Philip L. Martin examines the key features of the farm labor market in California, including the shifting ethnicity of the worker pool and the evolution of the major unions, beginning with the Wobblies. Finally, he reviews the impact of immigration on agriculture in the state. Today, many states look to the California experience to assess whether the ALRA can serve as a model for their own farm labor relations laws. In Martin's view, California's efforts to grant rights to farm workers so that they can help themselves have failed because of continued unauthorized migration and the changing structure of farm employment. Martin argues that alternative policies would make farming

profitable, raise farm worker wages, and still keep groceries affordable.

***Can the Working Class Change the World?*** Dec 07 2020 One of the horrors of the capitalist system is that slave labor, which was central to the formation and growth of capitalism itself, is still fully able to coexist alongside wage labor. But, as Karl Marx points out, it is the fact of being paid for one's work that validates capitalism as a viable socio-economic structure. Beneath this veil of "free commerce" – where workers are paid only for a portion of their workday, and buyers and sellers in the marketplace face each other as "equals" – lies a foundation of immense inequality. Yet workers have always rebelled. They've organized unions, struck, picketed, boycotted, formed political organizations and parties – sometimes they have actually won and improved their lives. But, Marx argued, because capitalism is the apotheosis of class society, it must be the last class society: it must, therefore, be destroyed. And only the working class, said Marx, is capable of creating that change. In his timely and innovative book, Michael D. Yates asks if the working class can, indeed, change the world. Deftly factoring in such contemporary elements as sharp changes in the rise of identity politics and the nature of work, itself, Yates asks if there can, in fact, be a thing called the working class? If so, how might it overcome inherent divisions of gender, race, ethnicity, religion, location – to become a cohesive and radical force for change? Forcefully and without illusions, Yates supports his arguments with relevant, clearly explained data, historical examples, and his own personal experiences. This book is a sophisticated and prescient understanding of the working class, and what all of us might do to change the world.

**Workfare Workers Organize** Nov 06 2020

***Women in Trade Unions*** Mar 10 2021 This work offers a varied collection of case studies, from both developing and developed countries, on organizing women workers at national and local level in areas that are difficult to organize - small-scale enterprises, the rural and urban informal sectors, home work, domestic service and export processing zones.; This book is a source of material, lessons and ideas for all those involved in, or planning to embark on, such initiatives.

**Business Law I Essentials** Mar 30 2020 A less-expensive grayscale paperback version is available. Search for ISBN 9781680923018. Business Law I Essentials is a brief introductory textbook designed to meet the scope and sequence requirements of courses on Business Law or the Legal Environment of Business. The concepts are presented in a streamlined manner, and cover the key concepts necessary to establish a strong foundation in the subject. The textbook follows a traditional approach to the study of business law. Each chapter contains learning objectives, explanatory narrative and concepts, references for further reading, and end-of-chapter questions. Business Law I Essentials may need to be supplemented with additional content, cases, or related materials, and is offered as a foundational resource that focuses on the baseline concepts, issues, and approaches.

**Fundamentals of Business (black and White)** Jan 20 2022 (Black & White version) Fundamentals of Business was created for Virginia Tech's MGT 1104 Foundations of Business through a collaboration between the Pamplin College of Business and Virginia Tech Libraries. This book is freely available at: <http://hdl.handle.net/10919/70961> It is licensed with a Creative Commons-NonCommercial ShareAlike 3.0 license.

**Organizing Matters** May 12 2021 Organizing Matters demonstrates the interplay between two distinct logics of labour's collective action: on the one hand, workers coming together, usually at their place of work, entrusting the union to represent their interests and, on the other hand, social bargaining in which the trade union constructs labour's interests from the top down. The book investigates the tensions and potential complementarities between the two logics through the combination of a strong theoretical framework and an extensive qualitative case study of trade union organizing and recruitment in four countries – Austria, Germany, Israel and the Netherlands. These countries still utilize social-wide bargaining but find it necessary to draw and develop strategies transposed from Anglo-American countries in response to continuously declining membership.

**Worker Centers** Sep 16 2021 As national policy is debated, a locally based grassroots movement is taking the initiative to assist millions of immigrants in the American workforce facing poor pay, bad working conditions, and few prospects to advance to better jobs. Fine takes a comprehensive look at the rising phenomenon of worker centers, fast-growing institutions that improve the lives of immigrant workers through service advocacy and organizing.—from publisher information.

**Public Workers** Feb 21 2022 From the dawn of the twentieth century to the early 1960s, public-sector unions generally had no legal right to strike, bargain, or arbitrate, and government workers could be fired simply for joining a union. Public Workers is the first book to analyze why public-sector labor law evolved as it did, separate from and much more restrictive than private-sector labor law, and what effect this law had on public-sector unions, organized labor as a whole, and by extension all of American politics. Joseph E. Slater shows how public-sector unions survived, represented their members, and set the stage for the most remarkable growth of worker organization in American history. Slater examines the battles of public-sector unions in the workplace, courts, and political arena, from the infamous Boston police strike of 1919, to teachers in Seattle fighting a yellow-dog rule, to the BSEIU in the 1930s representing public-sector janitors, to the fate of the powerful Transit Workers Union after New York City purchased the subways, to the long struggle by AFSCME that produced the nation's first public-sector labor law in Wisconsin in 1959. Slater introduces readers to a determined and often-ignored segment of the union movement and expands our knowledge of working men and women, the institutions they formed, and the organizational obstacles they faced.

**Why Unions Matter** Feb 09 2021 In this new edition of Why Unions Matter, Michael D. Yates shows why unions still matter. Unions mean better pay, benefits, and working conditions for their members; they force employers to treat employees with dignity and respect; and at their best, they provide a way for workers to make society both more democratic and egalitarian. Yates uses simple language, clear data, and engaging examples to show why workers need unions, how unions are formed, how they operate, how collective bargaining works, the role of unions in politics, and what unions have done to bring workers together across the divides of race, gender, religion, and sexual orientation. The new edition not only updates the first, but also examines the record of the New Voice slate that took control of the AFL-CIO in 1995, the continuing decline in union membership and density, the Change to Win split in 2005, the growing importance of immigrant workers, the rise of worker centers, the impacts of and labor responses to globalization, and the need for labor to have an independent political voice. This is simply the best introduction to unions on the market.

**Union Maids Not Wanted** Oct 05 2020 Housework and domestic service have become popular topics within the scholarly community. . . Van Raaphorst . . . adds to this growing literature by illuminating the efforts to organize domestics in the years from the Civil War to WWII. The book does much more than this however. It surveys the period from early colonization to the 1930s and divides the history of domestic service into four distinct chronological eras. . . The author examines the psychology of housework and assesses the occupation from the perspectives of the employer and employee. Finally, she sketches the seemingly innumerable but inevitably fleeting attempts to better the lot of the domestic either through organization or unionization. Choice Union Maids Not Wanted offers a comprehensive investigation of why the most populous group of the female workforce, domestic workers, was unable to establish long-lasting, powerful unions as have other groups of laborers. The author chronicles the number of colorful yet failed attempts at organization throughout the period of 1870-1940, analyzing the factors which worked together to prevent successful unionization. She systematically examines the psychology and nature of domestic work, union rejection of domestic laborers, employers' opposition to organization, and the frequent disagreements among the domestics themselves. Finally, she demonstrates how these factors affected the orientation of domestic workers to the organized labor movement as a whole and as a force within their own ranks.

**Organizing Workers in Mexico, a NAFTA Issue** Jun 13 2021

**A Framework for Human Resource Management** Nov 25 2019 For undergraduate and graduate courses in human resource management. Dessler's book is written for the general manager in mind who wants to understand fundamental HR practices, methods, topics and relevant legal findings that would be helpful in making future HR decisions, and solving multi-faceted management problems.

**Who Rules America Now?** Sep 04 2020

**Self-employed Workers Organize** Sep 28 2022 A much needed investigation into the working conditions and organizational aspirations of self-employed workers.

**Unfair Advantage** Sep 23 2019 We are not shy about reporting human rights abuses around the globe. We are much more reluctant to recognize them at home. This book exposes the violations of human rights witnessed daily in workplaces across our country. Based on detailed case studies in a variety of sectors, it reveals an "unfair advantage" in U.S. law and practice that allows employers to fire or otherwise punish thousands of workers as they seek to exercise their rights of association and to exclude millions more from laws that protect their rights to bargain and to organize. Unfair Advantage approaches workers' use of organizing, collective bargaining, and strikes as an exercise of basic rights where workers are autonomous actors, not objects of unions' or employers' institutional interests. Both historical experience and a review of current conditions around the world indicate that strong, independent, democratic trade unions are vital for societies where human rights are respected. In Lance Compa's view, human rights cannot flourish where workers' rights are not enforced. While

researching workers' exercise of these rights in different industries, occupations, and regions of the United States, Human Rights Watch found that freedom of association is under severe, often buckling pressure when workers in the United States try to exercise it. Cornell University Press is making this valuable report, originally published in August 2000, available again as a paperback with a new introduction and conclusion that bring the story up-to-date.

**Managing the Margins** Jul 14 2021 Using examples from Canada, the US, Australia and the EU, this work probes national and international regulatory responses to the shift from full-time permanent jobs towards part-time, temporary and self-employment. It analyzes their implications for workers most often precariously employed, particularly women and migrants.

**Self-Employed Workers Organize** Oct 29 2022 A much needed investigation into the working conditions and organizational aspirations of self-employed workers.

**Can Unions Survive?** Nov 18 2021 "Defines the challenges facing the movement and offers comprehensive prescriptions for its successful transformation."

—The George Washington Law Review A valuable analysis of the rise, fall, and—hopefully—the revival of unionism in America. [The book] distills into readable form a mass of legal and empirical analysis of what has been happening in the workplaces of the United States and other industrial democracies. Most important, Craver has drawn a blueprint of what must be done to save collective bargaining in this century—must reading for scholars, lawmakers, and, especially, union leaders themselves. —Paul C. Weiler, Harvard Law School Author of *Governing the Workplace: The Future of Labor and Employment Law* "A thoroughly researched, insightful, and readable look at why American unions have declined. . . . This is a very informative analysis of a vital topic, and it will have a multidisciplinary appeal to anyone interested in union- management relations. —Peter Feuille, Institute of Labor and Industrial Relations, University of Illinois When employees at firms like Greyhound and Eastern Airlines walk out to protest wage and benefit reductions, they are permanently replaced and their representative labor unions destroyed. Every year, the threat or drama of a high-profile strike—in air traffic control towers, at Amtrak, or at Caterpillar—makes national headlines and, every year, several hundred thousand unrepresented American employees are discharged without good cause. During the past decade, employer opposition to unions has increased. Industrial and demographic changes have eroded traditional blue-collar labor support, and class-based myths have discouraged organization among white-collar workers. As the American labor movement begins its second century, it is confronted by challenges that threaten its very existence. Is the decline of the American labor movement symptomatic of a terminal condition? In this work, Charles Craver presents an incisive analysis of the current state of the American labor movement and a manifesto for how this crucial institution can be revitalized. Journeying with the reader from the inception of labor unions through their heyday and to the present, Craver examines the roots of their decline, the current factors which contribute to their dismal condition, and the actions that are needed—such as the recruitment of female and minority employees and appeals to white-collar personnel—that are necessary to ensure union viability in the 21st century. Craver thoughtfully discusses what labor organizations must do to organize new workers, to enhance their economic and political power, and to adapt to modern-day advances and to an increasingly global economy. He also suggests changes that must be made in the National Labor Relations Act. This book is essential reading for lawyers, scholars, and policy-makers, as well as all those concerned with the future of the labor movement.

**Why Labor Organizing Should be a Civil Right** Jun 25 2022 The economic gains of American workers after World War II have slowly been eroded - in part because organized labor has gone from encompassing one-third of the private sector workers to less than one-tenth. This title deals with the confines of labor law by amending the Civil Rights Act so that it prohibits discrimination against workers

**We Can't Eat Prestige** Mar 22 2022 This story explodes the popular belief that women white-collar workers tend to reject unionization and accept a passive role in the workplace. On the contrary, the women workers of Harvard University created a powerful and unique union—one that emphasizes their own values and priorities as working women and rejects unwanted aspects of traditional unionism. The workers involved comprise Harvard's 3,600-member "support staff," which includes secretaries, library and laboratory assistants, dental hygienists, accounting clerks, and a myriad of other office workers who keep a great university functioning. Even at prestigious private universities like Harvard and Yale, these workers—mostly women—have had to put up with exploitive management policies that denied them respect and decent wages because they were women. But the women eventually rebelled, declaring that they could not live on "prestige" alone. Encouraged by the women's movement of the early 1970's, a group of women workers (and a few men) began what would become a 15-year struggle to organize staff employees at Harvard. The women persisted in the face of patronizing and sexist attitudes of university administrators and leaders of their own national unions. Unconscionably long legal delays foiled their efforts. But they developed innovative organizing methods, which merged feminist values with demands for union representation and a means of influencing workplace decisions. Out of adversity came an unorthodox form of unionism embodied in the Harvard Union of Clerical and Technical Workers (HUCTW). Its founding was marked by an absorbing human drama that pitted unknown workers, such as Kris Rondeau, a lab assistant who came to head the union, against famous educators such as Harvard President Derek Bok and a panoply of prestigious deans. Other characters caught up in the drama included Harvard's John T. Dunlop, the nation's foremost industrial relations scholar and former U.S. Secretary of Labor. The drama was played out in innumerable hearings before the National Labor Relations Board, in the streets of Cambridge, and on the walks of historic Harvard Yard, where union members marched and sang and employed new tactics like "ballooning," designed to communicate a message of joy and liberation rather than the traditional "hate-the-boss" hostility. John Hoerr tells this story from the perspective of both Harvard administrators and union organizers. With unusual access to its meetings, leaders, and files, he examines the unique culture of a female-led union from the inside. Photographs add to the impact of this dramatic narrative. Author note: John Hoerr, a freelance writer, has been a journalist for more than thirty years at newspapers, magazines, public television, and United Press International. A specialist in labor reportage, he is the author of *And the Wolf Finally Came: The Decline of the American Steel Industry*.