

Labor Relations Striking A Balance Schildore

In the twentieth century, large companies employing many workers formed the bedrock of the U.S. economy. Today, on the list of big business's 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, fissioning--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.

Private-sector collective bargaining in the United States is under siege. Many factors have contributed to this situation, including the development of global markets, a continuing antipathy toward unions by managers, and the declining effectiveness of strikes. This volume examines collective bargaining in eight major industries--airlines, automobile manufacturing, health care, hotels and casinos, newspaper publishing, professional sports,

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telecommunications, and trucking--to gain insight into the challenges the parties face and how they have responded to those challenges. The authors suggest that collective bargaining is evolving differently across the industries studied. While the forces constraining bargaining have not abated, changes in the global environment, including new security considerations, may create opportunities for unions. Across the industries, one thing is clear--private-sector collective bargaining is rapidly changing.

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, Invisible Objectives* 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, Invisible Objectives* 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

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is a must-read in these most critical times.

An Introduction to Labor Law is a useful primer that explains the basic principles of the federal law regulating the relationship of employers to labor unions. In this updated third edition, which features a new introduction, Michael Evan Gold discusses the law that applies to union organizing and representation elections, the duty to bargain in good faith, economic weapons such as strikes and lockouts, and the enforcement of collective bargaining agreements. Gold describes the structure and functions of the National Labor Relations Board and of the federal courts in regard to labor cases and also presents a number of legal issues presently in contention between labor and management.

This Understanding treatise examines the multifaceted and complex law of private-sector Labor Law. Because Understanding Labor Law focuses on relations between management and labor in the private sector, it deals primarily with the National Labor Relations Act, as amended, and its interpretation and application by the federal courts and the National Labor Relations Board. The book is organized in a format that is consistent with the organization of most Labor Law courses. At the end of each chapter is a section titled "Chapter Highlights," summarizing some of the major doctrines discussed in the chapter. This eBook features links to Lexis Advance for further legal research options.

Labor Relations Striking a Balance

Labor Relations: Striking a Balance, 1st Edition, by John Budd presents labor relations as a system for striking a balance between the employment relationship goals of efficiency, equity, and voice, and between the rights of labor and management. Budd's Labor Relations broadens the narrow process focus of existing labor relations texts by placing the discussion of

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contemporary U.S. processes into the context of underlying themes - what are the goals of labor relations, are those goals being fulfilled, and are reforms needed. This textbook replaces the tired paradigm of "labor relations equals detailed work rules" with the dynamic paradigm of "labor relations equals balancing workplace goals and rights." Labor law, union organizing, bargaining, dispute resolution, and contract administration are central topics, but these processes are not presented as self-evidently good. These topics are placed in the broader context of the goals of the employment relationship, conflicting rights, and the environment of the 21st Century. This broader context serves to make labor relations more engaging and relevant to students. It also allows instructors to raise important "big picture" ideas while covering the applied business functions and strategies of the existing processes..

This provocative book by the leading historian of the National Labor Relations Board offers a reexamination of the NLRB and the National Labor Relations Act (NLRA) by applying internationally accepted human rights principles as standards for judgment. These new standards challenge every orthodoxy in U.S. labor law and labor relations. James A. Gross argues that the NLRA was and remains at its core a workers' rights statute. Gross shows how value clashes and choices between those who interpret the NLRA as a workers' rights statute and those who contend that the NLRA seeks only a "balance" between the economic interests of labor and management have been major influences in the evolution of the board and the law. Gross contends, contrary to many who would write its

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obituary, that the NLRA is not dead. Instead he concludes with a call for visionary thinking, which would include, for example, considering the U.S. Constitution as a source of workers' rights. *Rights, Not Interests* will appeal to labor activists and those who are trying to reform our labor laws as well as scholars and students of management, human resources, and industrial relations.

Recommended by *The Nation*, the *New Republic*, *Current Affairs*, *Bustle*, *In These Times* "Entertaining, tough-minded, strenuously argued." —*The Nation* A thrilling and timely account of ten moments in history when labor challenged the very nature of power in America, by the author called "a brilliant historian" by *The Progressive* magazine Powerful and accessible, *A History of America in Ten Strikes* challenges all of our contemporary assumptions around labor, unions, and American workers. In this brilliant book, labor historian Erik Loomis recounts ten critical workers' strikes in American labor history that everyone needs to know about (and then provides an annotated list of the 150 most important moments in American labor history in the appendix). From the Lowell Mill Girls strike in the 1830s to Justice for Janitors in 1990, these labor uprisings do not just reflect the times in which they occurred, but speak directly to the present moment. For example, we often think that Lincoln ended slavery by proclaiming the slaves emancipated, but Loomis shows that they freed themselves during the

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Civil War by simply withdrawing their labor. He shows how the hopes and aspirations of a generation were made into demands at a GM plant in Lordstown in 1972. And he takes us to the forests of the Pacific Northwest in the early nineteenth century where the radical organizers known as the Wobblies made their biggest inroads against the power of bosses. But there were also moments when the movement was crushed by corporations and the government; Loomis helps us understand the present perilous condition of American workers and draws lessons from both the victories and defeats of the past. In crystalline narratives, labor historian Erik Loomis lifts the curtain on workers' struggles, giving us a fresh perspective on American history from the boots up. Strikes include: Lowell Mill Girls Strike (Massachusetts, 1830–40) Slaves on Strike (The Confederacy, 1861–65) The Eight-Hour Day Strikes (Chicago, 1886) The Anthracite Strike (Pennsylvania, 1902) The Bread and Roses Strike (Massachusetts, 1912) The Flint Sit-Down Strike (Michigan, 1937) The Oakland General Strike (California, 1946) Lordstown (Ohio, 1972) Air Traffic Controllers (1981) Justice for Janitors (Los Angeles, 1990)

New ways of managing conflict are increasingly important features of work and employment in organizations. In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution (ADR) practices,

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drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy. This Handbook gives a comprehensive overview of this growing field, which has seen an explosion of programmes of study in university business and law schools and in executive education programmes.

"Recent teacher walkouts affirm public education as a crucial public benefit and understand the rampant disinvestment in public education not simply as a local issue affecting teacher paychecks but also as a danger to communities and to democracy. In February 2018, 35,000 public school educators and staff walked off the job in West Virginia. More than 100,000 teachers in other states--both right-to-work states, like West Virginia, and those with a unionized workforce--followed them over the next year. From Arizona, Kentucky, and Oklahoma to Colorado and California, teachers announced to state legislators that not only their abysmal wages but the deplorable conditions of their work and the increasingly straitened circumstances of public education were unacceptable"--

Making sure that performance in business enterprise is achieved ethically is no small task. Leaders, managers, and employees at every level of the organization need to utilize systems and processes that support ethical strength, establishing

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a workplace where responsibility, accountability, and doing the right thing are genuinely valued and practiced. Management can help support ethical performance in workers' daily task actions by underscoring the importance of rules and regulations, while also moving to ensure that employees understand and care about doing what's right. Given that most firms only emphasize compliance in ethics training, there is vast room for additional development. Training people to be less bad is not good enough. With the infusion of mandatory requirements for ethics training programs in some firms and self-imposed initiatives in others, we see a range of deliverables. To advance ethics in practice, a closer look at ethics training in the workplace is warranted. This volume attempts to better understand ethics in organizational settings by taking a focused look at the science of ethics training and best practices, areas for concern, specific techniques, application outcomes, how to cultivate an ethical work environment, and considering where opportunities for additional inquiry reside. Managers and practitioners reading this book will garner specific trends and useful techniques that can inform, guide, and improve their efforts to build ethical awareness and effective ethical decisionmaking within their organizations. Academic scholars will find this book useful, providing insight as to where additional research and empirical work is needed.

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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. Compelled by the extent to which globalization has changed the nature of labor relations, Harry C. Katz, Thomas A. Kochan, and Alexander J. S. Colvin give us the first textbook to focus on the workplace outcomes of the production of goods and services in emerging countries. In *Labor Relations in a Globalizing World* they draw lessons from the United States and other advanced industrial countries to provide a menu of options for management, labor, and government leaders in emerging countries. They include discussions based in countries such as China, Brazil, India, and South Africa which, given the advanced levels of economic development they have already achieved, are often described as "transitional," because the labor relations practices and procedures used in those countries are still in a state of flux. Katz, Kochan, and Colvin analyze how labor relations functions in emerging countries in a manner that is useful to practitioners, policymakers, and academics. They take account of the fact that labor relations

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are much more politicized in emerging countries than in advanced industrialized countries. They also address the traditional role played by state-dominated unions in emerging countries and the recent increased importance of independent unions that have emerged as alternatives. These independent unions tend to promote firm- or workplace-level collective bargaining in contrast to the more traditional top-down systems. Katz, Kochan, and Colvin explain how multinational corporations, nongovernmental organizations, and other groups that act across national borders increasingly influence work and employment outcomes.

Moral philosophy, business ethics, and the employment relationship / John W. Budd and James G. Scoville -- The social welfare objectives and ethical principles of industrial relations / Bruce E. Kaufman -- Kantian ethical thought / Norman E. Bowie -- Non-western ethical frameworks: implications for human resources and industrial relations / James G. Scoville, John J. Lawler, and Xiang Yi -- Globalization and business ethics in employment relations / Hoyt N. Wheeler -- The technological assault on ethics in the modern workplace / Richard S. Rosenberg -- The ethics of human resource management / Elizabeth D. Scott -- Ethical challenges in labor relations / John T. Delaney -- Ethical practice in a corporation: the Allina case / Jonathan E. Booth, Ronald S. Heinz, and Michael W. Howe -- Ethical practice in a labor union: the UAW

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case / Linda Ewing -- The critical failure of workplace ethics / Gordon Lafer. In *Get Paid What You're Worth*, Robin L. Pinkley and Gregory B. Northcraft tell you how you can begin getting paid what you're worth--today! -Learn why there may be more money available for you than you think -Find out how to "expand the pie" so you earn higher compensation -Get the confidence to turn your strategic thinking into specific action -Benefit from a panel of negotiations experts and their decades of experience John Budd continues to present the most dynamic, engaging approach to understanding labor relations in the 21st century with *Labor Relations*, 4/e. This textbook presents labor relations as a system for balancing employment relationship goals (efficiency, equity, and voice) and the rights of labor and management. By weaving these themes with the importance of alternative perspectives on the nature of the employment relationship throughout the text, students can learn not only how the traditional labor relations processes work, but also why these processes exist and how to evaluate whether they are working. In this way, students can develop a deeper understanding of labor relations that will help them successfully navigate a contemporary labor relations system that faces severe pressures requiring new strategies, policies, and practices.

Labor relations are not just about negotiating thick contracts and work rules. Traditional labor relations textbooks are dominated by rich descriptions of the how, what, and where of the major labor relations processes - what's missing is the WHY. Labor

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relations processes and work rules are simply a means to more fundamental objectives. What are these objectives? Under what conditions are collectively bargained work rules a desirable or undesirable method for achieving these objectives? In the 21st century world of work, are there better ways of pursuing these objectives? These are the central and engaging questions of labor relations - questions ignored by textbooks that narrowly focus on how the existing labor relations processes and detailed work rules operate in practice. The labor relations system is in flux. Designing new policies, practices, and strategies that are effective hinges on a deep understanding of the employment relationship and the past, present, and future of labor relations. Budd 5e replaces the tired paradigm of "labor relations equal detailed work rules" with the dynamic paradigm of "labor relations equal balancing workplace goals and rights." This is not to say that the existing processes are unimportant. Labor law, union organizing, bargaining, dispute resolution, and contract administration are central topics that are thoroughly covered in the heart of the 5th edition using diverse historical and contemporary examples. This edition includes diverse material to provide for a diverse perspective to labor relations. Budd focuses on how traditional labor relations processes (like negotiating contacts) work and also WHY these processes exist. The author encourages students to consider whether there are better ways of achieving these objectives - with traditional unions, with new types or unions, or without any unions at all. Budd presents labor relations as a system for balancing employment

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relationship goals (efficiency, equity, and voice) and the rights of labor and management. By weaving these themes with the importance of alternative perspectives on the nature of employment relationship throughout the text, students can learn not only how the traditional labor relations processes work, but also why these processes exist and how to evaluate whether they are working. In this way, students can develop a deeper understanding of labor relations that will help them successfully navigate a contemporary labor relations system that faces severe pressures requiring new strategies, policies, and practices.

Labor Relations: Development, Structure, Process by John Fossum presents the history and development of labor relations, bargaining structures and issues, and the process of negotiations and contract administration. The 11th edition addresses the increasing importance of health care costs, access, legislation, and regulation. Fossum explores the structure and internal politics of union organizations, union organizing and union avoidance, while reflecting and balancing the viewpoints of both labor and management, including economic, institutional, and behavioral perspectives.

The Oxford Handbook of American Sports Law takes the reader through the most important controversies and critical developments in law and U.S. sports. Over the course of 30 chapters, leading scholars explore this expanding and captivating area of law. The Handbook is the first book to gather dozens of perspectives on sports law controversies in the United States, and will be of interest to those who study and

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practice sports law, as well as journalists, broadcasters, and legally minded sports fans. The Oxford Handbook of American Sports Law incorporates analysis of key historical events in sports law-such as the rise of free agency in professional sports and the concept of "amateurism" for college athletes-and their broader context. Contemporary legal controversies in U.S. sports and their accompanying questions are also of central importance: In a sensible legal system, how would long-term neurological injuries from contact sports be addressed? How would the use of racially insensitive team names be resolved? How would a seemingly trivial dispute over air pressure in footballs be studied from the competing perspectives of players, teams, and leagues? The Oxford Handbook of American Sports Law weighs not just the facts, but how courts and lawmakers ought to consider the most important questions at stake. The essays in this volume also canvass the types of legal controversies in sports likely to surface in the future. This is particularly true of law and technology matters, including those related to broadcasting and streaming. Legal doctrine has been and will continue to be forced to adapt to these developments, and the Handbook both forecasts coming debates and outlines where the law may be headed.

This volume highlights the recent state of collective bargaining in eight different industries across both the private and public sectors.

This comprehensive textbook provides an introduction to collective bargaining and labor relations with a focus on developments in the United States. It is appropriate for

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students, policy analysts, and labor relations professionals including unionists, managers, and neutrals. A three-tiered strategic choice framework unifies the text, and the authors' thorough grounding in labor history and labor law assists students in learning the basics. In addition to traditional labor relations, the authors address emerging forms of collective representation and movements that address income inequality in novel ways. Harry C. Katz, Thomas A. Kochan, and Alexander J. S. Colvin provide numerous contemporary illustrations of business and union strategies. They consider the processes of contract negotiation and contract administration with frequent comparisons to nonunion practices and developments, and a full chapter is devoted to special aspects of the public sector. An Introduction to U.S. Collective Bargaining and Labor Relations has an international scope, covering labor rights issues associated with the global supply chain as well as the growing influence of NGOs and cross-national unionism. The authors also compare how labor relations systems in Germany, Japan, China, India, Brazil, and South Africa compare to practices in the United States. The textbook is supplemented by a website (ilr.cornell.edu/scheinman-institute) that features an extensive Instructor's Manual with a test bank, PowerPoint chapter outlines, mock bargaining exercises, organizing cases, grievance cases, and classroom-ready current events materials.

Originally published in 1989, this book analyses the economic and political position of the small firm in the 1980s, and in particular the relationship between small and large

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firms in an advanced capitalist economy. Focusing on the printing and clothing industries, it examines the industrial relation practices in these two contrasting sectors and shows that apparent industrial relations harmony – for example, the lack of strikes – should be put down to the powerlessness of the workforce rather than to contentment. Labor Relations: Development, Structure, Process by John Fossum presents the history and development of labor relations, bargaining structures and issues, and the process of negotiations and contract administration. The 12th edition addresses the increasing importance of health care costs, access, legislation, and regulation. Fossum explores the structure and internal politics of union organizations, union organizing and union avoidance, while reflecting and balancing the viewpoints of both labor and management, including economic, institutional, and behavioral perspectives.

Never HIGHLIGHT a Book Again! Virtually all of the testable terms, concepts, persons, places, and events from the textbook are included. Cram101 Just the FACTS101 studyguides give all of the outlines, highlights, notes, and quizzes for your textbook with optional online comprehensive practice tests. Only Cram101 is Textbook Specific. Accompanys: 9780073404899 .

From longtime New York Times labor correspondent, an in-depth and stirring look at working men and women in America, the challenges they face, and the ways in which they can be re-empowered. In an era when corporate profits have soared while wages have flatlined, millions of Americans are searching for ways to improve their lives, and

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they're often turning to labor unions and worker action, whether #RedforEd teachers' strikes or the Fight for \$15. Wage stagnation, low-wage work, and blighted blue-collar communities have become an all-too-common part of modern-day America, and behind these trends is a little-discussed problem: the decades-long decline in worker power. This decline is reflected in some of the most pressing problems facing our nation today, including income inequality, declining social mobility, the gender pay gap, and the concentration of political power in the hands of the wealthy. In his sweeping, robust new work, Steven Greenhouse rebuts the often-stated view that labor unions are outmoded--or even harmful--by recounting some of labor's victories, and the efforts of several of today's most innovative and successful worker groups. He shows us the modern labor landscape through the stories of dozens of American workers, from G.M. workers to Uber drivers, and we see how unions historically have empowered--and lifted--the most marginalized, including young women garment workers in New York in 1909, black sanitation workers in Memphis in 1968, and hotel housekeepers today. Greenhouse proposes concrete, feasible ways in which workers' collective power can be--and is being--rekindled and reimagined in the twenty-first century. A look at how new technologies can be put to use in the creation of a more just society. Artificial Intelligence (AI) is not likely to make humans redundant. Nor will it create superintelligence anytime soon. But it will make huge advances in the next two decades, revolutionize medicine, entertainment, and transport, transform jobs and

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markets, and vastly increase the amount of information that governments and companies have about individuals. AI for Good leads off with economist and best-selling author Daron Acemoglu, who argues that there are reasons to be concerned about these developments. AI research today pays too much attention to the technological hurdles ahead without enough attention to its disruptive effects on the fabric of society: displacing workers while failing to create new opportunities for them and threatening to undermine democratic governance itself. But the direction of AI development is not preordained. Acemoglu argues for its potential to create shared prosperity and bolster democratic freedoms. But directing it to that task will take great effort: It will require new funding and regulation, new norms and priorities for developers themselves, and regulations over new technologies and their applications. At the intersection of technology and economic justice, this book will bring together experts--economists, legal scholars, policy makers, and developers--to debate these challenges and consider what steps tech companies can do take to ensure the advancement of AI does not further diminish economic prospects of the most vulnerable groups of population.

John Budd continues to present the most dynamic, engaging approach to understanding labor relations in the 21st century with *Labor Relations, 2/e*. Budd's well-received and award-winning presentation shows labor relations as a system for striking a balance between employment relationship goals (efficiency, equity, and voice) and

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between the rights of labor and management. Labor Relations moves beyond a process-based focus in studying this topic by placing the discussion of contemporary U.S. processes into the context of underlying themes: what are the goals of the system; are those goals being fulfilled; and are reforms needed. Central topics are placed in the broader context of the goals of the employment relationship, conflicting rights, and the environment of the 21st Century. Budd's broader context therefore makes labor relations more engaging and relevant to students. It also allows instructors to raise important "big picture" ideas that go beyond mere how-to descriptions.

What is work? Is it simply a burden to be tolerated or something more meaningful to one's sense of identity and self-worth? And why does it matter? In a uniquely thought-provoking book, John W. Budd presents ten historical and contemporary views of work from across the social sciences and humanities. By uncovering the diverse ways in which we conceptualize work—such as a way to serve or care for others, a source of freedom, a source of income, a method of psychological fulfillment, or a social relation shaped by class, gender, race, and power—*The Thought of Work* reveals the wide-ranging nature of work and establishes its fundamental importance for the human experience. When we work, we experience our biological, psychological, economic, and social selves. Work locates us in the world, helps us and others make sense of who we are, and determines our access to material and social resources. By integrating these distinct views, Budd replaces the usual fragmentary approaches to understanding the nature and meaning of work with a comprehensive approach that promotes a deep understanding of how work is understood, experienced, and analyzed.

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Concepts of work affect who and what is valued, perceptions of freedom and social integration, identity construction, evaluations of worker well-being, the legitimacy and design of human resource management practices, support for labor unions and labor standards, and relationships between religious faith and work ethics. By drawing explicit attention to diverse, implicit meanings of work, *The Thought of Work* allows us to better understand work, to value it, and to structure it in desirable ways that reflect its profound importance.

"This textbook presents labour relations as a system for striking a balance between the employment relationship goals of efficiency , equity, and voice and between the rights of labor and management"--

"Discusses reasons why Americans struggle to find balance between work, life, and family commitments, and proposes policy solutions to solve the problem. Includes index, bibliography, and tables"--Provided by publisher.

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