
Labor Relations Striking A Balance Schildore

Reform of the National Labor Relations Act to Encourage Collective Bargaining in the Private Sector
 An Introduction to Labor Law
 Work, Family, Life
 A Story of the Shirtwaist Makers' Strike in New York
 Why People Earn What They Earn and What You Can Do Now to Make More
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 An Introduction to U.S. Collective Bargaining and Labor Relations
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VALENCIA CURTIS

Reform of the National Labor Relations Act to Encourage Collective Bargaining in the Private Sector Stanford University Press

This 1985 book offers a critical examination of the impact of the National Labor Relations Act on American unions. Dr Tomlins examines both the laws from the late nineteenth century and the history of the act's passage. He shows how public policy confined labour's role in the American economy and the problems faced by unions that stem from these laws.

An Introduction to Labor Law University of Hawaii Press

"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.

Harvard University Press

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, 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.

Work, Family, Life Cornell University Press

This is the first textbook to focus on the workplace outcomes of the production of goods and services in emerging...

A Story of the Shirtwaist Makers' Strike in New York Academic Internet Pub Incorporated

CEOs regularly identify strategic execution as their biggest challenge, and the top priority facing today's business leaders. Based on their research with senior executives across a variety of industries—and including firms like Marriott, Microsoft, SunTrust, UPS, and Vail Resorts—Kenneth J. Carrig and Scott A. Snell have distilled the elements that are most critical for execution. This book addresses the challenges of execution, why it matters, and why the approach remains elusive. It introduces an integrated framework for understanding four priorities underlying execution excellence. Ultimately, it all comes down to alignment, agility, ability, and architecture. The authors lay out a process for applying the framework, helping business leaders to diagnose their challenges and to determine their path toward breakthrough performance.

[Why People Earn What They Earn and What You Can Do Now to Make More](#) Springer Nature

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.

Case Studies of Major North American Industries Routledge
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.

How Round-the-Clock Work Is Killing the American Dream Cornell University Press

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, 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.

Collective Bargaining in Labour Law Regimes The New Press
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.

Strike for the Common Good Cornell University Press
John W. Budd contends that the turbulence of the current workplace and the importance of work for individuals and society make it vitally important that employment be given "a human face." Contradicting the traditional view of the employment relationship as a purely economic transaction, with business wanting efficiency and workers wanting income, Budd argues that equity and voice are equally important objectives. The traditional narrow focus on efficiency must be balanced with employees' entitlement to fair treatment (equity) and the opportunity to have meaningful input into decisions (voice), he says. Only through a greater respect for these human concerns can broadly shared prosperity, respect for human dignity, and equal appreciation for the competing human rights of property and labor be achieved. Budd proposes a fresh set of objectives for modern democracies--efficiency, equity, and voice--and supports this new triad with an intellectual framework for analyzing employment institutions and practices. In the process, he draws on scholarship from industrial relations, law, political science, moral philosophy, theology, psychology, sociology, and economics, and advances debates over free markets, globalization, human rights, and ethics. He applies his framework to important employment-related topics, such as workplace governance, the New Deal industrial relations system, comparative industrial relations, labor union strategies, and globalization. These analyses create a foundation for reforming employment practices, social norms, and public policies. In the book's final chapter, Budd advocates the creation of the field of human resources and industrial relations and explores the wider implications of this renewed conceptualization of industrial relations.

[Labor Relations](#) Cornell University Press

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.

A View for the '80s Prentice Hall

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 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..

Two Logics of Trade Union Representation Edward Elgar Publishing

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 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.

The Thought of Work ILR Press

John Budd here 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 labour and management.

Striking a Balance in Labor Law CUP Archive

This book addresses the theme of collective bargaining in different legal systems and explores legal framework of collective bargaining as well as the role of different bargaining models in domestic labour law systems in altogether twenty-one jurisdictions throughout the world. Recent development of collective bargaining regimes can be viewed as part of a larger development of labour law models that face increasing challenges caused by globalization and transition of work and workplaces. The book places particular emphasis on identifying and examining most important development trends affecting domestic labour law regimes and collective bargaining and

regulatory responses thereto. The analysis offered extends to transnational dimension of collective bargaining. As the chapters analyse the influence of the legal frameworks of collective bargaining in different countries they provide unique comparative insight into the topic which is central to understanding the function of labour law.

Pay Cornell University Press

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 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.

Small Isn't Beautiful McGraw-Hill/Irwin

Labor Relations Striking a Balance

Invisible Hands, Invisible Objectives Labor Relations Striking a Balance "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"--Labor Relations Striking a Balance

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.

The Birth of the Japanese Labor Movement Stanford University Press

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

Loose-Leaf for Labor Relations McGraw-Hill Education

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 case / Linda Ewing -- The critical failure of workplace ethics / Gordon Lafer.