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Justice on the Job

Perspectives on the Erosion of Collective Bargaining in the United States

Richard N. Block, *Michigan State University*; Sheldon Friedman, *AFL-CIO*;
Michelle Kaminski, *Michigan State University*; Andy Levin, *AFL-CIO*, Editors

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KALAMAZOO, Mich. – Legislation passed in the United States during the early twentieth century affords workers the right to form unions and bargain collectively. Yet decades of declining union membership point to a weakening of these rights. Is this, indeed, the case? If so, why did this occur and what are the social and economic impacts of a weakened union movement? Are there new ways for unions to regain momentum in organizing new members and in exerting collective bargaining rights?

A new volume from the W.E. Upjohn Institute, *Justice on the Job: Perspectives on the Erosion of Collective Bargaining in the United States*, presents an influential group of researchers who examine the current state of workers' freedom to form unions and bargain collectively. All of the researchers present empirical evidence to support their innovative ideas for advancing workers' rights. The papers were originally presented at a conference co-sponsored by the School of Labor and Industrial Relations at Michigan State University and the AFL-CIO that was held in October 2002. Included are

- **An Introduction to the Current State of Workers' Rights**, Richard N. Block, Sheldon Friedman, Michelle Kaminski, and Andy Levin
- **A Logical Extreme: Proposing Human Rights as the Foundation for Workers' Rights in the United States**, James A. Gross
- **International Elections Standards and NLRB Representation Elections**, David L. Cingranelli
- **Collective Bargaining Rights in the Public Sector: Promises and Reality**, Donald S. Wasserman

- **Significant Victories: An Analysis of Union First Contracts**, Tom Juravich, Kate Bronfenbrenner, and Robert Hickey
- **Bad Service Jobs: Can Unions Save Them? Can They Save Unions?**, Laura Dresser and Annette Bernhardt
- **Dancing with the Smoke Monster: Employer Motivations for Negotiating Neutrality and Card Check Agreements**, Adrienne E. Eaton and Jill Kriesky
- **Supreme Court Supervisory Status Decisions: The Impact on the Organizing of Nurses**, Steven E. Abraham, Adrienne E. Eaton, and Paula B. Voos
- **Law and Collective Bargaining Power: An Experiment to Test Labor Law Reform Proposals**, Gangaram Singh and Ellen Dannin
- **America's Union-Free Movement in Light of International Human Rights Standards**, Roy J. Adams
- **The United States and ILO Conventions 87 and 98: The Freedom of Association and the Right to Bargain Collectively**, Richard McIntyre and Matthew M. Bodah
- **Members-Only Collective Bargaining: A Back-to-Basics Approach to Union Organizing**, Charles J. Morris
- **The Commercial Temp Agency, the Union Hiring Hall, and the Contingent Workforce: Toward a Legal Reclassification of For-Profit Labor Market Intermediaries**, Harris Freeman and George Gonos
- **No More Business as Usual: Using Pension Activism to Protect Workers' Rights**, Jayne Elizabeth Zanglein.

Advance acclaim for *Justice on the Job*

"This timely and important volume demonstrates how our government has undermined the long-standing right of employees to form a union and imposed an unfair cost on countless families and communities. We can't ignore this indispensable right in creating shared prosperity and preserving a just society."

—Sen. Edward M. Kennedy, D-Massachusetts

"If you care about the erosion of the middle class, this book is required reading."

—David Bonior, chair, American Rights at Work

"*Justice on the Job* provides a window on how workers can obtain a brighter future through new approaches to unionization."

—Edward J. McElroy, president, American Federation of Teachers

"*Justice on the Job* offers a comprehensive look at the enormous obstacles facing American workers who seek to organize into unions in the 21st century and explains why solving this crisis plays a vital role in preserving the American dream for working families."

—Judith A. Scott, general counsel, Service Employees International Union

"*Justice on the Job* brings together a superb collection of diverse and important perspectives on the decline of unions and collective bargaining in the United States. But this is no eulogy. Far from resigning themselves to the decline of unions, and beyond diagnosing its causes, the authors of this collection come out swinging with new ideas and new research on how to reverse it."

—Cynthia Estlund, Isidore & Seville Sulzbacher Professor, Columbia Law School

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