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collective bargaining and labor relations with a focus on developments in the United States. It is appropriate for students, policy analysts, and labor relations professionals including unionists,

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managers, and
neutrals. A three-
tiered strategic
choice framework
unifies the text, and
the authors'
thorough grounding
in labor history and
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students in learning
the basics. In
addition to

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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

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Alexander J. S.

Colvin provide

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processes of

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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

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relations systems
in Germany,
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attract, regenerate
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employees by
making the HRM
system itself
sustainable. On the
other hand
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continents explore
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organizations, the
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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

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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

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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 democraci

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es--efficiency,
equity, and
voice--and
supports this new
triad with an
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on scholarship from
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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,

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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

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advocates the
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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"--
In the twentieth
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companies

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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

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base and delivering value to investors.

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small companies that
compete fiercely
with one another.

The result has been
declining wages,
eroding benefits,
inadequate health
and safety
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inequality. From the
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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

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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

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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

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**ended slavery by
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simply
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**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**

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**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
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**condition of
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(Chicago, 1886)

**The Anthracite
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text, students
can learn not
only how the
traditional
labor***

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processes
work, but also
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exist and how
to evaluate
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leaders in
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countries. They
include discussions
based in countries
such as China,

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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

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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

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reveals significant
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not abated,
changes in the
global
environment,
including new
security
considerations,
may create
opportunities for
unions. Across the
industries, one
thing is clear--priv
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bargaining is
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unions; how
union jobs pay
better than
nonunion jobs
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wages of even
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a range of
solutions, from
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others, a
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freedom, a
source of
income, a
method of
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work, to value
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