

Fighting For Partnership Labor And Politics In Unified Germany Cornell Studies In Political Economy

Noteworthy Books in Industrial Relations and Labor Economics
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Industrial & Labor Relations Review

Noteworthy Books in Industrial Relations and Labor Economics

In response to the tragedy of the Ludlow Massacre, John D. Rockefeller Jr. introduced one of the nation's first employee representation plans (ERPs) to the Colorado Fuel and Iron Company in 1915. With the advice of William Mackenzie King, who would go on to become prime minister of Canada, the plan—which came to be known as the Rockefeller Plan—was in use until 1942 and became the model for ERPs all over the world. In *Representation and Rebellion* Jonathan Rees uses a variety of primary sources—including records recently discovered at the company's former headquarters in Pueblo, Colorado—to tell the story of the Rockefeller Plan and those who lived under it, as well as to detail its various successes and failures. Taken as a whole, the history of the Rockefeller Plan is not the story of ceaseless oppression and stifled militancy that its critics might imagine, but it is also not the story of the creation of a paternalist panacea for labor unrest that Rockefeller hoped it would be. Addressing key issues of how this early twentieth-century experiment fared from 1915 to 1942, Rees argues that the Rockefeller Plan was a limited but temporarily effective alternative to independent unionism in the wake of the Ludlow Massacre. The book will appeal to business and labor historians, political scientists, and sociologists, as well as those studying labor and industrial relations.

Choice

The American Flint

In 1991, Columbia University's one thousand clerical workers launched a successful campaign for justice in their workplace. This diverse union -- two-thirds black and Latina, three-fourths women -- was committed to creating an inclusive movement organization and to fighting for all kinds of justice. How could they address the many race and gender injustices members faced, avoid schism, and maintain the unity needed to win? Sharon Kurtz, an experienced union activist and former clerical worker herself, was welcomed into the union and pursued these questions. Using this case study and secondary studies of sister clerical unions at Yale and Harvard, she examines the challenges and potential of identity politics in labor movements. With the Columbia strike as a point of departure, Kurtz argues that identity politics are valuable for mobilizing groups, but often exclude members and their experiences of oppression. However, Kurtz believes that identity politics should not be abandoned as a component in building movements, but should be reframed -- as multi-identity politics. In the end she shows an approach to organizing with great potential impact not only for labor unions but for any social movement.

Modern Manufacturing, a Partnership of Idealism and Common Sense

Books recommended for undergraduate and college libraries listed by Library of Congress Classification Numbers.

The Railroad Trainman

The Union Boot and Shoe Worker

Transnational Cooperation Among Labor Unions

The book begins with a call for changing the social and political barriers existing in unionized work settings and emphasizes the critical need for union-management cooperation in the present context of international competition. The authors discuss the deterioration of U.S. industry in such fields as automobiles, heavy equipment, steel, and air transportation and illustrate how internal cooperative relations may ultimately fail because of overemphasis on communication problems, the reactive nature of the OD process, and the inability to achieve a true partnership.

Still Fighting the Civil War

The Shoe Workers' Journal

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, 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. Developments in the management of individual and collective conflict at work are addressed, as are innovations in both unionized and non-union organizations and in the private and public sectors. New practices for managing conflict in organizations are set in the context of trends in workplace conflict and perspectives on how conflict should be understood and addressed. Part 1 examines the changing context of conflict management by addressing the main frameworks for understanding conflict management, the trend in conflict at work, developments in employment rights, and the influence of HRM on conflict management. Part 2 covers the main approaches to conflict management in organizations, addressing both conventional and alternative approaches to conflict resolution. Conventional grievance handling and third-party processes in conflict resolution are examined as well as the main ADR practices, including conflict management in non-union firms, the role of the organizational ombudsman, mediation, interest-based bargaining, line and supervisory management, and the concept of conflict management systems. Part 3 presents case studies of exemplars and innovators in the field, covering mediation in the US postal service, interest-based bargaining at Kaiser-Permanente, 'med-arb' in the New Zealand Police, and judicial mediation in UK employment tribunals. Part 4 covers international developments in conflict management in Germany, Japan, The United States, Australia, New Zealand, the United Kingdom and China. This Handbook gives a comprehensive overview of this growing field, which has seen an huge increase in programmes of study in university business and law schools and in executive education programmes.

Current Law Index

Includes critical reviews.

Labor and Administration

Organized labour faces many challenges in the increasingly global economy, including the portability of technology and capital, and lowered trade barriers. This text, however, presents evidence that unions can survive and grow if labour is willing to co-operate across national borders. The book is a study of such co-operation as an effective weapon against the exploitation of workers in today's world.

The Best Books for Academic Libraries: Social sciences

Labor Relations Reporter

Labour Co-partnership

Introducing the role of urban social context in the field of labor revitalization, this book features global case studies in which strong coalitions have enabled new union influence as well as those in which such coalition building has been

thwarted.

Historical Dictionary of Organized Labor

Workplace Justice

The Way Out

Current contents Arts and Humanities

Creating Labor Management Partnerships

Labor Up-front in the People's Fight Against the Crisis

Organized labor is about the collective efforts of employees to improve their economic, social, and political position. It can be studied from many different points of view—historical, economic, sociological, or legal—but it is fundamentally about the struggle for human rights and social justice. As a rule, organized labor has tried to make the world a fairer place. Even though it has only ever covered a minority of employees in most countries, its effects on their political, economic, and social systems have been generally positive. History shows that when organized labor is repressed, the whole society suffers and is made less just. The Historical Dictionary of Organized Labor looks at the history of organized labor to see where it came from and where it has been. This is done through a chronology, an introductory essay, appendixes, a glossary of terms, and an extensive bibliography. The dictionary section has over 400 cross-referenced entries on most countries, international as well as national labor organizations, major labor unions, leaders, and other aspects of organized labor such as changes in the composition of its membership. This book is an excellent access point for students, researchers, and anyone wanting to know more about organized labor.

Sociological Abstracts

CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences. The database provides abstracts of journal articles and citations to book reviews drawn from over 1,800+ serials publications, and also provides abstracts of books, book chapters, dissertations, and conference papers.

Labor in the New Urban Battlegrounds

The Commercial Telegraphers' Journal

Manufacturing Industries

Fighting for the Union Label

Railway Carmen's Journal

Political Affairs

Personnel Management Abstracts

Convention Proceedings - New York State AFL-CIO, Constitutional Convention

Administration

The Oxford Handbook of Conflict Management in Organizations

The garment industry gained a foothold in Pennsylvania's hard-coal region as mines were closing. "Runaway" factories, especially from Manhattan, set up shop in mining towns where labor was plentiful and unions scarce. By the 1930s, garment factories employed thousands of wives and daughters of unemployed or underemployed coal miners. Organizing these workers proved difficult for the International Ladies' Garment Workers' Union (ILGWU).

Fighting for Partnership

"This is a probing book about the hold of the past, experienced largely as heritage and memory and not as historical understanding, on a whole region and people. Goldfield treats the Lost Cause with unblinking directness. its main strength: the stress on the weight of memory and its enduring links to white supremacy." -- David W. Blight, *Southern Cultures* "Drawing on a wide range of sources as well as contemporary reporting, this deftly written historical analysis takes on a difficult topic with passion, sensitivity, and integrity." -- Publishers Weekly In the updated edition of his sweeping narrative on southern history, David Goldfield brings this extensive study into the present with a timely assessment of the unresolved issues surrounding the Civil War's sesquicentennial commemoration. Traversing a hundred and fifty years of memory, Goldfield confronts the remnants of the American Civil War that survive in the hearts of many of the South's residents and in the national news headlines of battle flags, racial injustice, and religious conflicts. Goldfield candidly discusses how and why white southern men fashioned

the myths of the Lost Cause and Redemption out of the Civil War and Reconstruction, and how they shaped a religion to canonize the heroes and deify the events of those fateful years. He also recounts how groups of blacks and white women eventually crafted a different, more inclusive version of southern history and how that new vision competed with more traditional perspectives. The battle for southern history, and for the South, continues -- in museums, public spaces, books, state legislatures, and the minds of southerners. Given the region's growing economic power and political influence, understanding this struggle takes on national significance. Through an analysis of ideas of history and memory, religion, race, and gender, *Still Fighting the Civil War* provides us with a better understanding of the South and one another.

The Villager

The Writers Directory

A theoretical and political magazine of scientific socialism.

The British National Bibliography

Representation and Rebellion

West Germany from 1949 to 1990 was a story of virtually unparalleled political and economic success. This economic miracle incorporated a well-functioning political democracy, expanded to include a "social partnership" system of economic representation. Then the Wall came down. Economic crisis in the East—industrial collapse, massive layoffs, a demoralized workforce—triggered gloomy predictions. Was this the beginning of the end for the widely admired "German model"? Lowell Turner has extensively researched the German transformation in the 1990s. Indeed, in 1993 he was at the factory gates at Siemens in Rostock for the first major strike in post-Cold War eastern Germany. In that strike, and in a series of other incisively analyzed workplace and job developments in eastern Germany, he shows the remarkable resilience and flexibility of the German social partnership and the contribution of its institutions to unification. His controversial and, to some, radical findings will stimulate debate at home and abroad.

Labor Notes

Stone Cutters' Journal

The Catering Industry Employee

Industrial & Labor Relations Review

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