

# Union Recognition

Organising and bargaining outcomes

Edited by Gregor Gall

# Union Recognition Organising And Bargaining Outcomes

**Rhonda F. Levine**



## **Union Recognition Organising And Bargaining Outcomes:**

**Union Recognition** Gregor Gall,2006-01-16 Several thousand new trade union recognition agreements have been signed since 1997 representing a major development within industrial relations in Britain This has resulted from the interaction of union organizing efforts and the statutory union recognition provisions of the Employment Relations Act 1999 However for trade unions recognition alone is not enough a vital issue is whether having gained union recognition trade unions are now effectively delivering upon the promises and prospects of union recognition These essays examine the substantive outcomes of these new agreements in regard to union representation and collective bargaining In particular they explore the impact on terms and conditions of employment employers behaviour and strategy the nature of the union management bargaining relationship the building of workplace unionism While the collection focuses primarily on Britain the germane issues are also looked at in the context of Australia Canada and the U S A Conceptually and theoretically Union Recognition offers contributions which develop our understanding of the relationship between workplace and national unionisms and of mobilization theory

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*The Future of Union Organising* G. Gall,2009-07-07 While union organising has developed over time and in many different environments it has become apparent that a number of key problems have developed Evaluating its efficacy in terms of union strategies tactics styles and resources this title outlines a number of strategies for improving these deficiencies

### **Union Revitalisation in Advanced Economies** G.

Gall,2009-04-08 After a decade of union organizing in Britain the time has come to make a thoroughgoing assessment of it This book evaluates the efficacy of the union organising in terms of union strategies tactics styles and resources and assesses the impact of differing regulatory regimes on union organizing

*Industrial Relations* Trevor Colling, Mike Terry,2010-09-07 This revised edition of *Industrial Relations Theory and Practice* follows the approach established successfully in preceding volumes edited by Paul Edwards The focus is on Britain after a decade of public policy which has once again altered the

terrain on which employment relations develop Government has attempted to balance flexibility with fairness preserving light touch regulation whilst introducing rights to minimum wages and to employee representation in the workplace Yet this is an open economy conditioned significantly by developing patterns of international trade and by European Union policy initiatives This interaction of domestic and cross national influences in analysis of changes in employment relations runs throughout the volume

**Sex Worker Union Organising** Gregor Gall,2006-07-11 This is the first study of the emerging phenomenon of sex workers asserting that they are entitled to workers rights Drawing on examples from Australia Britain Canada Germany The Netherlands New Zealand and the USA the book analyzes the contexts for this struggle and the opportunities and challenges facing these unionization projects

**The Economic and Labour Relations Review** ,2005

*The Future of Unions and Worker Representation* Anthony Forsyth,2022-01-13 This book charts the path to revitalisation for trade unions in Australia the USA the UK and Italy It examines the examples of innovation and digital campaigning that are enabling unions to build new forms of worker power and overcome decades of declining membership wrought by neoliberalism globalisation and hostility from employers and the state The study evaluates the responses of unions in each country to falling membership levels since the 1980s It considers the US organising model and its adoption in Australia and the UK comparing this with the strategies of Italian unions which have been more deliberately focused on precarious and migrant workers The increasing reliance of US unions on community alliances as seen in the Fight for 15 and similar campaigns is scrutinised along with new union prototypes like Hospo Voice in Australia the Independent Workers Union of Great Britain and SI Cobas in Italy The book includes an in depth analysis of union responses to the gig economy in the four countries and the emergence of self organised worker collectives to combat this exploitative business model The vital role played by unions in defending the interests of workers during the COVID 19 pandemic is also examined As well as highlighting the most successful union initiatives to meet the challenges of the past 30 years the book assesses the strengths and deficiencies of the legal framework for union representation in the four nations It identifies the labour law reforms needed to rebuild collectivism but argues that more is needed than favourable laws This cross national study provides a rich basis for identifying the combination of reforms strategies and linkages required to ensure that unions can remain relevant for a new generation of digitally active workers

**Community Unionism** J. McBride,I. Greenwood,2009-05-14 This book examines the concept of community unionism which argues that the future of the labour movement and industrial relations lies with the community and local labour markets Providing a conceptual overview of the term the book uses international case studies and draws on faith based organizations to explore the issue

**Union Organizing** Gregor Gall,2003-08-29 After many years of indifferent decline trade union membership is now being revitalized strategies known as union organizing are being used to recruit and re energize unions around the globe This book considers exactly how trade unions are working to do this and provides a much needed evaluation of these rebuilding strategies By comparing historical and

contemporary case studies to assess the impact of various organizing campaigns this book assesses the progress of unions across Europe and America It raises key debates about the organizing culture and considers the impact of recent union recognition laws on employers and the government's Fairness at Work policy A topical and in depth study into the experiences of trade unions across Europe and America this is a comprehensive and thought provoking book which is essential reading for those in the industrial relations field

**Worker Needs and Voice in the US and the UK** Alex Bryson, Richard B. Freeman, 2006 Workers have responded differently to declining union density in the US and UK US workers have unfilled demand for unions whereas many UK workers free ride at unionized workplaces To explain this difference we create a scalar measure of worker needs for representation and relate desire for unionism to this measure and to the choices that the US and UK labor relations systems offer workers Our measure of needs has similar properties across countries and is the single most important determinant of worker desire for unions and collective representation Conditional on needs we find that in both countries workers are more favourable to unions when management is positive toward unions but also favor them when management strongly opposes unionism compared to management having a neutral view Much of the difference in the response of US and UK workers to declining unionism appears to be due to the different institutional arrangements for voice that the countries offer to workers

**Class Struggle and the New Deal** Rhonda F. Levine, 1988 In this reassessment of New Deal policymaking Rhonda Levine argues that the major constraints upon and catalysts for FDR's policies were rooted in class conflict Countering neo Marxist and state centred theories which focus on administrative and bureaucratic structures she contends that too little attention has been paid to the effect of class struggle

Industrial and Labor Relations Review, 2010 *Industrial & Labor Relations Review*, 1996 Success in Organizing, Failure in Collective Bargaining René Pérez Rosenbaum, 1991

**An Introduction to Collective Bargaining and Industrial Relations** Harry Charles Katz, Thomas A. Kochan, 2004 Covers key topics in industrial relations and collective bargaining using a conceptual framework based on the strategic functional and workplace levels This book includes discussion on International and comparative labor relations and reorganizations in the process and outcome of bargaining including the participatory process

Labor in the New Urban Battlegrounds Lowell Turner, Daniel B. Cornfield, 2007 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

The Right to Organise and to Bargain Collectively Council of Europe, 2001 C Trade union activities

**Flexibility at Work** Valeria Pulignano, 2008-09-02 This book examines the most recent transformations in the automobile industry In particular it analyzes the impact of the new forms of industrial restructuring on production organization and the organization of labor and employee relations within Fiat in Italy Volkswagen in Brazil and Renault and MCC Smart in France These case studies illustrate the most recent radical changes in the industry outsourcing and modular organisation and show how they have affected lean production

**Joyce in the Belly**

**of the Big Truck; Workbook** Joyce A. Cascio, 2005-05

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