

In Critical Solidarity

Vol. 12, No. 1

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Newsletter of the Labor and Labor Movement Section of the ASA

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American Sociological Association

FROM THE CHAIR



Happy belated New Year! As promised, we're trying to get the newsletter out more frequently and I'd again like to thank Mark Sherry for producing this edition so quickly. Thanks too to section members who contributed articles and news to share. We're happy to feature your labor and labor movement work in our newsletter, so please contact Mark Sherry (markdsherry@yahoo.com) with any contributions.

This edition includes many exciting developments in labor scholarship and labor movements worldwide, from an article by Prof. Byoung-Hoon Lee of Chung-Ang University in Seoul on the South Korean railway workers' struggle to the announcement of a brand new MPS program in Labor and Global Workers' Rights being launched by Penn State University. Also included are book reviews, new publications and updates on labor struggles both in the US and abroad.

I am particularly excited that our section has continued to engage labor issues on a global scale. In fact, we hope to deepen our section's on-going labor scholar exchange with our colleagues from the China Association of Work and Labor (CAWL) of the Chinese Sociological Association through a newsletter exchange. Starting in the next issue of *In Critical Solidarity*, we will feature a new section that highlights labor issues in China, and the work of our section members conducting research there. We have proposed to our counterparts in the CAWL to also use the space to print translations of their work, so that labor scholars in the US and those working primarily in English will have access to the latest research on China and labor issues. For those interested in contributing material for this new section of the newsletter – or just want to get involved - please contact Sarah Swider (sswider@gmail.com), who will be coordinating the collection of material and lead a team of translators.

And finally, we would love to have more original articles and contributions from section members (comments, book reviews, announcement, etc.).

The next newsletter will be published on 1 April 2014. So please send in submissions for the next edition by 24 March 2014 to Mark Sherry (markdsherry@yahoo.com).

In Solidarity,

Steve McKay
smckay@ucsc.edu

MINIMUM WAGE

Mark Sherry, The University of Toledo

President Obama said in his State of the Union address that he would like to see the minimum wage raised to \$10.10. He said he would not wait for Congress to do it, so he will issue an executive order requiring government contractors pay their workers at least \$10.10 an hour. His decision was supported by a [new economic study](#) released on Jan. 14 and backed by 75 economists including several Nobel Laureates, suggesting that raising the minimum wage to \$10.10 will have net benefits for the economy.

There is some fascinating more data in a recent ABC News article about the minimum wage in the US:

- About 1.6 million people work for the minimum wage.
- The minimum wage now is \$7.25; a person who works for the minimum wage earns about \$15,000 per year for full-time work. That is below the poverty line for a worker supporting a family of two. A minimum wage of \$10.10 would mean earning about \$21,000 per year.
- Another 2 million people earn less than the minimum wage – including waiters, and others who rely on tips. Their minimum is lower — \$2.13 an hour. Obama supports boosting the minimum for tipped workers to \$7.07.

<http://abcnews.go.com/Politics/wireStory/questions-answer-obamas-wage-plan-22272058>

There are a lot of interesting articles on another site, as well:
<http://www.raisetheminimumwage.com/sites/nelp2/index.php/pages/research>



**Big Business, Corporate Profits,
And The Minimum Wage**

COLLEGE FOOTBALL PLAYERS SEEK TO UNIONIZE FOR HEALTH BENEFITS

Mark Sherry

College football players don't get health insurance, workmen's compensation or pensions. And they don't get paid for their labor. For the first time ever, footballers at Northwestern are petitioning for union representation. They want health benefits and protections, including after graduation. The players have some support from the United Steelworkers (the largest union in the US), but opposition from the NCAA.

For them to unionize, at least 30% of the group must join the petition. This does not look like being a problem. But the NLRB will also assess whether or not student-athletes are, in fact, eligible to unionize.

NYU GRAD STUDENTS UNIONIZE

Mark Sherry

A similar struggle among students around the nation involves graduate students seeking fair compensation, working conditions, and benefits. For instance Graduate students at New York University (NYU) have voted to unionize. They voted 620 to 10 to affiliate with the United Automobile Workers (UAW).

NATIVE AMERICAN ACTRESS STANDS UP FOR DOMESTIC WORKERS

Mark Sherry

Native American actress Misty Upham was nominated for a Screen Actors Guild award for her role in the film *August: Osage County*. But it's not just her acting abilities that are gaining her widespread respect. She has written an amazing blog in support of the rights of domestic workers. You really should read this! <http://www.thedailybeast.com/witw/articles/2014/01/17/native-american-actress-misty-upham-talks-about-her-role-as-domestic-worker-in-august-osage-county.html>

One of the many powerful quotes in the article: "I was paying my bills as a housecleaner. Any domestic worker will tell you that caring for people's homes and families is important work, but it's also physically and emotionally demanding work. There are good days and nice employers, who offer you ice water when you arrive on a hot summer day, a sandwich at lunchtime, cleaning products that aren't too toxic, and respectful conversation. I am lucky that on that day, my boss was one of these employers, and actually to this day, among the best employers I've ever had. These individuals make you feel human, and there are many of them. And then there are bad days and really tough employers. People who insist you work all day and then refuse to pay you a fair wage, or deny you your wages altogether; the ones who fire you without cause or warning, or force you to work overtime with no additional compensation. Most painful are the employers who don't seem to see you at all, as if you are not human, less than them."

KOREAN RAILWAY WORKERS' STRUGGLE UNDER ATTACK FROM THE NEOLIBERAL STATE

Byoung-Hoon Lee

Byoung-Hoon Lee is a professor at the department of Sociology, Chung-Ang University in Seoul, South Korea. His recent research interest is in labor solidarity, organizing precarious workers, and community union movement.

The Korea Railway Workers Union (KRWU) engaged upon 22 day strike, starting from December 9th and ending on December 31st. This was the longest strike action launched by the KRWU, protesting against Park Geun-hye government's unilateral policy step to privatize the railway industry. President Park, the eldest daughter of Park, Jung-hee, who was the despotic president of Korean developmental regime (1961-1979), was elected in December 2012, drumming up strong support from conservative political groups and elderly people.

The Korean railway system has been run by a public enterprise, Korail. In last June, however, Park's government announced the establishment of an independent enterprise operating a part of Korea train express (KTX) lines, newly constructed in the Seoul metropolitan area. The government officially maintained that it is necessary to introduce market competition into the railway system in order to improve the Korail's profitability and reduce its financial debt. The government's announced plan provoked widespread opposition from the KRWU and NGO groups, in that this policy action would cause irrevocable damage to the principle of public service in the railway system and go to privatization as its next step. Against a backdrop of union's opposition and public concern, Park's government made a decision to establish the independent enterprise separated from the Korail on last December 5th. The KRWU came out on strike to protest against the government's unilateral action on December 9th.

Park's government declared the strike illegal and took hard-line steps to break the KRWU's strike by dismissing 8,565 union members taking part in the strike action and issuing arrest warrants for 194 union officials, including union leaders. The government and Korail management put in scabs (including army forces) to replace strikers and filed a damage suit, imposing a colossal amount of damages compensation (15.9 billion Korean Won, approximately amounting to 15 million US Dollars) on the KRWU. Moreover, on December 22nd a force of 5,000 police, without a warrant, attacked the headquarters of the Korean Confederation of Trade Unions (KCTU), a national center of Korean unions, with which the KRWU is affiliated, in order to arrest union leaders. The raid by the police troops failed to catch KRWU leaders, and instead arrested 135 KCTU members who attempted to block their entry. The police attack to the KCTU headquarters triggered big anger among organized labor and widespread criticism from civil society movements. On December 28th The KCTU and its affiliates campaigned anti-Park demonstrations to protest against the government's union suppression and railway privatization, in which many civil NGOs and opposing parties participated in.

The Federation of Korean Trade Unions (FKTU), another national center, announced its decision to stop policy dialogue with Park's government and joined the KCTU-led demonstrations. (As displayed in the below picture, around 100,000 people gathered at the KCTU-led ant-Park demonstrations on December 28th) In addition, International Transport Workers' Federation (ITF) and many national centers of foreign countries (such as TUC in UK, CUT in Brazil, ACTU in Australia, and TCTU in Taiwan) sent their strong support for struggle of the KCTU and KRWU against Park's government.



"KCTU members and 'netizens' got together again in Seoul plaza under the slogan "Step down, Park! Stop privatization! Abolish Repression on union movement!" Not only in Seoul but also in many other cities around the country, rallies are being held simultaneously." (from KCTU Facebook)



As confrontation between the KRWU and the government escalated extremely, leading politicians of the ruling party (Saenuri) and the major opposing party (Minjoo) made a joint attempt to have dialogue with union leaders. The KRWU reached an agreement with those political party representatives and called off its strike on December 31st. The

agreement includes the establishment of a tripartite subcommittee in the Parliament to discuss about how to develop the railway system. Despite the agreement, however, Park's government and Korail management are trying to impose punishments on striking workers and union officials, including police arrests and company-level disciplinary action. The police and public persecution office prosecuted KRWU officials, who surrendered themselves to justice, for illegal strike action. They requested a grant from the court to imprison those union officials prior to the trial, but the court rejected this request.

Although the KRWU ended strike action, the KCTU continues their anti-Park struggles to protest against the government's union suppression and railway privatization. Former presidents and senior advisers of the KCTU engaged in one-week hunger strike (between January 2nd and 8th). Yesterday (January 9th) around 20,000 workers and citizens participated in the second KCTU-led protest rallies. The KCTU schedules the 3rd protest rallies on January 18th and plans to call "people's general strike" to demand President Park's resignation on February 25th, which is the 1st anniversary of Park's government.

Meanwhile, it is noteworthy that RC44 has made a meaningful move to show international solidarity supporting Korean workers' struggle. In particular, Chris Tilly (UCLA) organized a petition campaign demanding to stop the Korean government's union suppression and neoliberal railway restructuring, and more than 100 foreign labor researchers on the RC44 and other international network joined the petitions. Chris placed a petition on President Park's Facebook page, (<https://www.facebook.com/ghpark.korea>), and sent the other petition to a number of KORAIL executives by e-mail. The petitions are illustrated in the below box, and were also delivered to the KCTU and civil NGOs, who are very grateful for RC44's international solidarity campaigns. I believe that this petition campaign is the first action that RC44 members demonstrated for cross-country labor solidarity. I would like to take this chance to express my deep thanks to Chris Tilly, Jennifer Chun, and all RC44 members, participating in the solidarity action.



Here is the message Chris Tilly sent to President Park and the KORAIL officials:

Dear President Park and officials of Korea Rail Corporation:

I have started a petition of distinguished labor scholars from around the world supporting the Korean Railway Workers Union right to strike, condemning recent repressive actions by the government of the Republic of Korea, and urging the government to open a social dialogue on privatization of KORAIL. There are two versions of the petition with almost the same wording. One is from scholars in the United States, and one is from global scholars.

As of right now, 77 scholars have signed the USA petition, and 24 from eight countries have signed the global petition. The two petitions are still "live" and can be viewed at <http://www.ipetitions.com/petition/support-striking-korean-railroad-workers-and-the> and <http://www.ipetitions.com/petition/support-striking-korean-railroad-workers-and-the-2> . This is a significant outcry from the US and global community of labor scholars. It appears the petition does not give access to a full list of signatories, but I would be happy to send a list.

I urge you to take the views of these prominent labor scholars seriously, to reconsider recent actions against the KRWU trade union, and to open a social dialogue as the petition suggests. Sincerely,

Dr. Chris Tilly (dated on January 5th, 2014)

As noted above, the Korean workers struggles against the neoliberal state go on. You may find the updates of the KCTU-led struggles and their international solidarity networking in the English KCTU facebook (<https://www.facebook.com/kctueng>). I hope that you keep showing warm solidarity to Korean workers struggles to stop neoliberal railway restructuring and anti-union suppression, until they win through in the end.

DIPLOMATIC IMMUNITY FOR VIOLATING WORKERS' RIGHTS

The former deputy- consul general for the Indian Government in the US, Devyani Khobragade, was indicted by a US grand jury for visa fraud and underpaying her domestic help. She was allowed to return to India on the grounds of diplomatic immunity.

The IUF (International Union of Food Workers) has stated "Sangeeta's case is emblematic of the routine abuse of domestic workers in general and, as many cases over the years have shown, their abuse by government and diplomatic officials."

MORE LABOR STRUGGLES

Mark Sherry

- **226 Kellogg's Workers in Memphis have been locked out** since October and are seeking support. It is easy to sign an online letter to Kellogg's management. The website is: http://www.iuf.org/cgi-bin/campaigns/show_campaign.cgi?c=821
- **Protests against "NAFTA on Steroids"**. From Labor Notes: Workers across the U.S., Canada, and Mexico will unite in an [Inter-Continental Day of Action](#) Friday to stop a massive new trade agreement, the Trans-Pacific Partnership—commonly referred to as “NAFTA on steroids.” In the U.S., the immediate fight is to block a bill that would grant the president “fast track” authority to sign off on the TPP. Defeating fast track would likely stop the TPP. Fast track is designed to swiftly pass trade deals, circumventing the standard Congressional procedures of hearings, debates, and resolutions. See more at: <http://www.labornotes.org/2014/01/protests-across-north-america-aim-block-nafta-steroids#sthash.9N4fDGNC.dpuf>
- **Walmart charged.** The federal government charged Walmart with illegally firing and disciplining workers who went on strike. Walmart disciplined or fired around 60 others. Sacked workers brought their claim to the National Labor Relations Board. The charges claim Walmart unlawfully threatened employees with reprisal if they engaged in strikes and protests; unlawfully threatened, disciplined, and/or terminated employees for having engaged in legally protected strikes and protests; and unlawfully threatened, surveilled, disciplined, and/or terminated employees in anticipation of or in response to employees' other protected concerted activities.

GRAD STUDENTS ORGANIZE AT UCONN

Todd Vachon

Graduate employees at the University of Connecticut are in the early stages of an organizing drive to win collective bargaining rights for the over 2,000 TAs, RAs and GAs employed by the university. Major issues include frequent and arbitrary changes to health benefits, student fees, and terms of employment. The graduate student organizing committee has elected to align with the United Auto Workers union (UAW) and hopes to carry the union's recent success at NYU (and past success at UMass) into Connecticut to build greater industrial strength for graduate employees in the region! Learn more and show your support online at: <http://uconngradunion.wordpress.com/> and on Facebook at: <https://www.facebook.com/groups/673610045992527/>

In Solidarity,
 Todd Vachon
 Sociology Representative
 UConn GEU-UAW Organizing Committee



NEW YORK TIMES MAP OF POVERTY IN THE US

Mark Sherry

Useful Teaching tool!

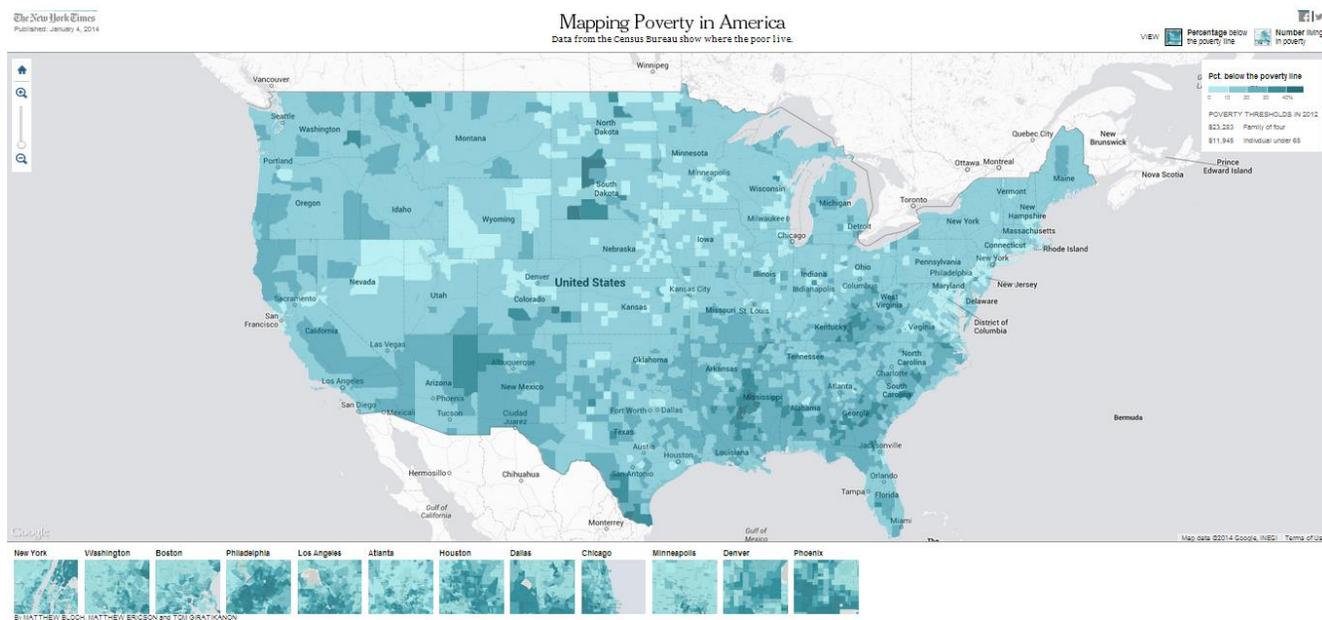
The New York Times published a map of poverty in the US, with color-coded breakdowns by State, and this may be useful for some of you in your teaching.

The Times indicates that Data came from the Census Bureau to “show where the poor live”.

Called “Mapping Poverty in America”, the website can be found at:

<http://www.nytimes.com/newsgraphics/2014/01/05/poverty-map/>

Here is a screenshot of the map.



Pct. below the poverty line



POVERTY THRESHOLDS IN 2012

\$23,283 Family of four

\$11,945 Individual under 65

NEW MPS PROGRAM IN LABOR AND GLOBAL WORKERS' RIGHTS

The Center for Global Workers' Rights at Penn State University, in coordination with the Global Labour University, is launching a new, 12 month MPS program in Labor and Global Workers' Rights (pending final program approval by Penn State).

The program, designed for mid-career labor practitioners, will focus on strategic corporate research and campaigns, international and comparative employment relations systems, and workers' rights in the global economy.

It is scheduled to start in August 2014.

The application deadline is March 1, 2014.

A limited number of assistantships will be awarded to qualified applicants in need of financial support. For more information, please see <http://www.global-labour-university.org/323.html> or write lgwr@psu.edu.

Search: People | Departments | Penn State



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About the Center

The Center for Global Workers' Rights (CGWR) works to move the research agenda on sweatshops, labor standards, and labor rights forward by organizing academic exchanges and events, promoting research, and creating a network of scholars, practitioners, and activists working on these issues around the world.

CGWR Newsletters



Thanks to Mark Anner, Director, Center for Global Workers' Rights for this notification!

UPCOMING CONFERENCE: WOMEN AND ECONOMIC SECURITY

The University of Michigan Center for the Education of Women is hosting a major conference on Women, Work, and Economic Security in May.

You can see the following websites for more information

<http://www.cew.umich.edu/progevents/women-and-economic-security-changing-policy-and-practice-conference-sheryl-wudunn-keynote>

and also at

<http://www.cew.umich.edu/progevents/breakout-sessions/20140108>.

☑ Women and Economic Security Conference: Changing Policy and Practice; Sheryl WuDunn, Keynote Speaker

Topic Areas: Special Events

Date: May 14, 2014 - 10:00am - May 16, 2014 - 1:00pm

Location: Rackham, 915 E. Washington St., Ann Arbor, MI 48109-1070

**WOMEN &
ECONOMIC
SECURITY** CONFERENCE
CHANGING POLICY & PRACTICE
May 14-16, 2014 Rackham Auditorium

This 3-day interdisciplinary, multi-sector conference will focus on identifying and combating barriers that women living in poverty face as they seek economic security and mobility. National researchers and practitioners will join U-M faculty, bringing multiple perspectives to this complex concern with policy recommendations as the expected outcome. **Women & Economic Security** is a joint conference, presented by the Center for the Education of Women (CEW), University of Michigan and the National Council for Research on Women (NCRW). Use Hashtag: #MakeEndsMeet

[Conference Agenda](#) | [Opening Day with Keynote Sheryl WuDunn](#) | [Conference Information](#)
[Breakout Sessions](#) | [Conference Registration](#) | [About the Speakers/Sponsors](#)

M | **CEW** CENTER FOR THE
EDUCATION OF WOMEN
UNIVERSITY OF MICHIGAN

CEW celebrates
50
1964-2014

BOOK REVIEW
BY PEGGY KAHN, UNIVERSITY OF MICHIGAN AT FLINT

Ruth Milkman and Eileen Appelbaum, *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy* (Cornell University Press, 2013). 151 pages.

The U.S. has long lagged behind comparable countries in providing statutory job-protected paid care leave, a key element of work-family reconciliation policy. Paid care leave can be understood as granting employment rights, supporting (especially women's) workforce participation, encouraging family care, and investing in children. With the 1993 passage of the Family and Medical Leave Act, the U.S. legislated for the first time substantive federal family and medical leave rights, granting up to 12 weeks unpaid job-protected leave in a year. But the limits of the act proved to exclude many workers in policy or practice. The Act covers only larger employers and only workers who meet individual work-history eligibility requirements. The most recent survey indicates that only 59% of workers are covered and eligible. Because the leave is unpaid, lower paid workers, even if they are covered and eligible, cannot easily use it. National political polarization and deadlock have blocked ongoing efforts to strengthen the act, and attempts to expand leave have shifted to states and localities.

In *Unfinished Business*, Milkman and Applebaum document the first state-level extension of paid family caregiving leave: California's Paid Family Leave passed in 2002 and implemented in mid-2004. The Paid Family Leave program provides up to six weeks of partial wage replacement to workers who take time off to care for a new child or seriously ill family member. Financed by a payroll tax exclusively on workers, the program builds on California's long-standing State Disability Insurance system, which already had made it possible for pregnant women to take leaves about 4 weeks before giving birth and six to eight weeks after with some wage replacement. Its coverage is nearly universal and includes many precariously employed low-wage workers; claimants must only have earned \$300 or more in wages at a private sector employer in the state during any quarter in the period prior to the claim. It defines care-eligible family members as child, spouse, parent or domestic partner.

The book's introduction explains the case for paid leave in relation to rising female labor force participation, population ageing, men's increased participation in caregiving, as well as positive impacts of leave-taking, noting the pronounced class gap in access to paid work-family policy and other sorts of paid leave (sick days, vacation days). The second chapter examines the politics of family leave in the U.S. at both federal level and in the state of California. The growing pressure on working families across social class has created a deep reservoir of support for work-family policies, making it possible to construct broad political coalitions against aggressive business and Republican political elite opposition. The third chapter looks at issue of implementing the law, including the complex issue of legal interactions and benefits coordination on the one hand and the issue of take-up rates on the other. Chapter Four shows that while organized business mounted a strong campaign against "mega job-killing," small-business-destroying,

fraud- and abuse-inviting paid leave, these negative impacts never materialized. In this important part of the book, the authors contribute to the “business case” for paid leave. In the fifth chapter, the authors explain that the policy, meant to level the leave-taking playing field across the income divide, ended up reproducing it to some degree, while also leading to better outcomes for those who used it. The very groups with limited access to other sources of wage replacement, low-wage workers, Latinos, Blacks and young workers, had especially low awareness of the policy and still found the replacement levels too low to meet household needs. They and other workers also feared negative repercussions at work, a set of anxieties heightened by general economic insecurity and high unemployment rates. However, Milkman and Applebaum also find substantial health-related benefits and family satisfaction when workers used PFL. The book’s conclusion suggests key principles for national policymakers in designing strengthened family leave policies.

Short and lucidly written, *Unfinished Business* has remarkable breadth and depth, in areas of women’s employment, work-family politics and policy, California labor and the PFL coalition, the specific design of the program, and its impacts and outcomes. The authors have done a huge amount of research, initiating between the passage of the law and its implementation a series of large surveys of workers and employers and how they managed family events to which the law was applicable. The book makes many contributions to the ongoing social science analysis of, and advocacy campaigns surrounding, work-family policy, primarily the area of extended care leave. Milkman and other authors have written elsewhere about the California labor movement and labor politics that contributed to the coalition’s success, a theme treated only briefly in this book.

WE’RE LOOKING FORWARD TO SEEING YOU AT THE ASA CONFERENCE!

109th ASA Annual Meeting

“Hard Times: The Impact of Economic Inequality on Families and Individuals”

August 16-19, 2014

Hilton San Francisco Union Square and Parc55 Wyndham Hotel, San Francisco, CA



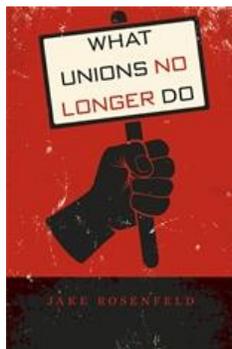
In San Francisco, we will also continue our tradition of working with a local union for our section reception – in this case, we’ll be partnering with UNITE HERE Local 2, a local with a long history of progressive unionism and worker/community organizing that dates back over 100 years.

NEW PUBLICATIONS

NEW BOOKS

Jake Rosenfeld (2014) “What Unions No Longer Do”, Harvard University Press.

Publisher’s description:



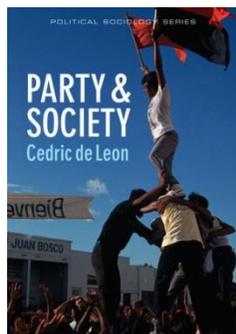
From workers’ wages to presidential elections, labor unions once exerted tremendous clout in American life. In the immediate post-World War II era, one in three workers belonged to a union. The fraction now is close to one in ten, and just one in twenty in the private sector—the lowest in a century. The only thing big about Big Labor today is the scope of its problems. While many studies have attempted to explain the causes of this decline, *What Unions No Longer Do* lays bare the broad repercussions of labor’s collapse for the American economy and polity.

Organized labor was not just a minor player during the “golden age” of welfare capitalism in the middle decades of the twentieth century, Jake Rosenfeld asserts. Rather, for generations it was the core institution fighting for economic and political equality in the United States. Unions leveraged their bargaining power to deliver tangible benefits to workers while shaping cultural understandings of fairness in the workplace. The labor movement helped sustain an unprecedented period of prosperity among America’s expanding, increasingly multiethnic middle class.

What Unions No Longer Do shows in detail the consequences of labor’s decline: curtailed advocacy for better working conditions, weakened support for immigrants’ economic assimilation, and ineffectiveness in addressing wage stagnation among African-Americans. In short, unions are no longer instrumental in combating inequality in our economy and our politics, and the result is a sharp decline in the prospects of American workers and their families.

Cedric de Leon (2013) “Party and Society”, Polity Press

Publisher’s description:

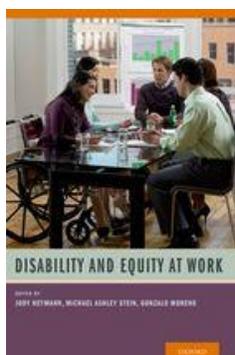


Political parties are central to democratic life, yet there is no standard definition to describe them or the role they occupy. "Voter-centered" theoretical approaches suggest that parties are the mere recipients of voter interests and loyalties. "Party-centered" approaches, by contrast, envision parties that polarize, democratize, or dominate society. In addition to offering isolated and competing notions of democratic politics, such approaches are also silent on the role of the state and are unable to account for organizations like Hamas, Hezbollah, and the African National Congress, which exhibit characteristics of parties, states, and social movements simultaneously.

In this timely book, Cedric de Leon examines the ways in which social scientists and other observers have imagined the relationship between parties and society. He introduces and critiques the full range of approaches, using enlivening comparative examples from across the globe. Cutting through a vast body of research, de Leon offers a succinct and lively analysis that outlines the key thinking in the field, placing it in historical and contemporary context. The resulting book will appeal to students of sociology, political science, social psychology, and related fields.

Jody Heymann, Michael Ashley Stein, and Gonzalo Moreno (2014) “Disability and Equity at Work”, Oxford University Press USA.

Publisher’s Description:



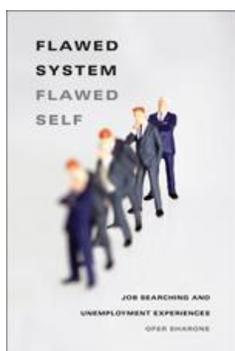
Despite international and national guarantees of equal rights, there remains a great deal to be done to achieve global employment equality for individuals with disabilities. In OECD countries, the employment rate of persons with disabilities was just over 40%, compared to 75% for persons without a disability; in many low- and middle-income countries, the employment rates are even lower. There are numerous reasons why persons with disabilities fare poorly in the labor market; Disability and Equity at Work is the first book to document what can be done to improve this imbalance.

Chapters in this volume address all relevant facets of this topic and include:

- Extensive examination of the factors contributing to inequitable access to work among persons with disability
- Analysis of the economic benefits of increasing employment equity
- Successful employment strategies at every stage of a worker's career
- Evidence-based recommendations and in-depth case studies of innovative policies and programs around the world.

Ofer Sharone (2013) “Flawed System/Flawed Self: Job Searching and Unemployment Experiences” University of Chicago Press.

Author’s description:

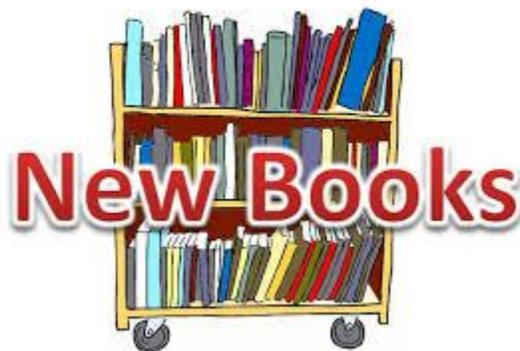


Although unemployment is currently in the public spotlight, little is known about the day-to-day experiences of unemployed job seekers or how they vary. While most studies of unemployment and job searching rely on survey data, this book delves beneath the numbers and explores the world of job searching and unemployment through in-depth interviews and observations at job-search support organizations.

Unemployment experiences are neither universal nor simple reflections of particular cultural or economic conditions. This book's cross-national and cross-class comparisons reveal how different labor-market institutions give rise to different job-search "games," and how playing these games generates very different unemployment experiences. American white-collar job seekers engage in a "chemistry game" focused on interpersonally connecting with potential referrers and hiring managers. In this game getting hired requires much more than presenting one's skills; one must present *oneself*, the person behind the skills. Yet, a cross-national comparison reveals that the focus on rapport is not inherent to white-collar job searching in advanced economies. Israeli job seekers looking for similar work under similar economic conditions are engaged in a very different "specs game," which focuses on presenting one's skills and credentials and requires *masking* the person behind the skills. While Americans often compare job interviews to first dates, most Israelis compare interviews to oral exams.

Different job search games result in different unemployment experiences. The chemistry game renders American white-collar job seekers vulnerable to highly personalized forms of self-blame, with unemployed workers often feeling personally "flawed" or "defective." By contrast, Israeli job seekers engaged in the specs game report feeling dehumanized and angry at the hiring system. Losing at the chemistry game produces *self*-blame; losing at the specs game produces *system*-blame. The book's core contribution is to show that understanding variations in unemployment experiences requires looking beyond global economic forces or national cultures and closely examining the specific institutions that structure the day-to-day activities and strategies of job searching. At a broader level, this book develops a theory of the mechanisms that link objective social structures and subjective experiences.

**THE NEXT NEWSLETTER WILL BE PUBLISHED
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NEW ARTICLES

From the Newsletter Editor Mark Sherry: I haven't included new articles before, but after people contacted me inquiring whether they could highlight their work, I was happy to do so.

Michael Fichter and Dimitris Stevis (2013) Global framework agreements in the USA: an assessment of their implementation and impact, Bonn: FES.

PDF-Link <http://library.fes.de/pdf-files/id/10401.pdf>

Author's description:

Global Framework Agreements, signed and implemented by labor and management, are a means of setting minimum standards and organizing unions in Transnational Corporations, largely European, and their worldwide production and supply networks. Their implementation around the world has not been an easy process, particularly so in the USA. In the following study we argue that implementation in the US, and elsewhere, has resulted only from union pressure, both locally and through transnational collaboration involving unions from other countries and Global Union Federations.

Coley, Jonathan. 2014. "Narrative and Frame Alignment in Social Movements: Labor Problem Novels and the 1929 Gastonia Strike." *Social Movement Studies*. ([http://www.tandfonline.com/doi/full/10.1080/14742837.2013.873861#](http://www.tandfonline.com/doi/full/10.1080/14742837.2013.873861#.UuqphnmEzwl).UuqphnmEzwl)

Publisher's Abstract: Research on social movements and frame alignment has shed light on how activists draw new participants to social movements through meaning making. However, the 'framing perspective' has failed to interrogate how the form or genre in which frames are deployed affects the communication of meaning. The burgeoning literature on social movements and narrative would seem to point to one discursive form of importance to meaning making in social movements, but scholars have failed to connect their insights with the literature on framing. In this article, I analyze five novels published in response to a 1929 communist-led strike in Gastonia, North Carolina. I argue that labor movement activists deployed these long-form narratives for the purposes of 'frame alignment,' specifically 'frame amplification' and 'frame transformation,' and I show how these narratives conveyed frames in ways that other discursive forms could not. The study raises new questions about the selection and reception of discursive forms in social movements.

Vachon, Todd E., and Michael Wallace. 2013. "Globalization, Labor Market Transformation, and Union Decline in U.S. Metropolitan Areas." *Labor Studies Journal* 38:229-255.

Publisher's Abstract: This study analyzes the determinants of total, private, and public sector union density among 191 U.S. metropolitan statistical areas in 2003. In particular, the authors examine the effects of globalization and labor market transformation on metropolitan union density while controlling for labor market structure, the business cycle, and the political climate. The analysis demonstrates that (1) globalization and labor market transformation have crosscutting but, on balance, negative effects on union density; (2) there are both similarities and differences in determinants of private and public sector unionism; and (3) business cycle and labor market structure variables are weak, but political climate variables are strong determinants of union density.

THANKS TO EVERYONE WHO SUBMITTED THEIR NEW WORK! PLEASE EMAIL MARKDSHERRY@YAHOO.COM IF YOU WANT TO SUBMIT FOR FUTURE NEWSLETTERS.

More Labor Conferences

May 9-10, 2014 Work: The Politics of Laboring in American History, Graduate Student Conference, University of Michigan, Department of History. Contact: krinit@umich.edu

June 5-7, 2014 WCSA Conference, How Class Works, SUNY Stone Brook, For more information, see <http://www.stonybrook.edu/workingclass/conference/2014/>

October 16-18, 36th Annual North American Labor History Conference, Wayne State University (Detroit, Michigan)
See <http://nalhc.wayne.edu/Home.html>

IF YOU HAVE A CONFERENCE TO ADVERTISE, TELL US!!!

MEMBER NEWS

Kim Scipes, Purdue University North Central in Westville, IN, is editing a special issue of WorkingUSA: The Journal of Labor and Society that is on “Building Global Labor Solidarity.” Articles that have been accepted include one on a global network of trade unions from the Global South (SIGTUR—the Southern Initiative on Globalization and Trade Union Rights); two on garment worker organizing in Honduras and Bangladesh; one on Canadian workers building international labor solidarity with Palestinian workers by challenging Israeli apartheid; one on a US campaign to build solidarity with injured GM (General Motors) workers in Colombia; and one arguing the need for the AFL-CIO to create a new foreign policy. The issue will be published in June 2014. Scipes and Manny Ness, editor of Working USA, are doing a follow-up collection of articles on the same subject for Pluto Press.

Kim Scipes is also giving a paper at the “Relaunching International Labor Solidarity” conference in Gottingen, Germany in April. Scipes’ paper is “What Can We Learn from the KMU Labor Center of the Philippines?”

Scipes has an on-line “Current Labor Issues Bibliography” at <http://faculty.pnc.edu/kscipes/LaborBib.htm> that is organized and linked by subject matter with lots of material—list totals over 100 pages. A considerable amount of new material has been recently added on “international labor solidarity.”

Scipes has been added to the editorial board of the new journal, Class, Race & Corporate Power, an open-access journal that is being published by the Political Science Department at Florida International University. The announcement of the new journal: "Class, Race and Corporate Power is an academic journal examining the politics of corporate power. This includes an analysis of capital, labor, and race relations within nation-states and the global economy. We encourage contributions that explore these issues within holistic frameworks that borrow from a range of scholarly disciplines." For more information, see the web site at <http://digitalcommons.fiu.edu/classracecorporatepower/>. The new journal is being edited by Ronald W. Cox.

***DO YOU HAVE ANY NEWS THAT YOU'D LIKE TO
SHARE WITH OTHER MEMBERS OF THE SECTION?
PLEASE SUBMIT THEM FOR THE NEXT ISSUE!***

UPJOHN AWARD: 2014 BEST DISSERTATION AWARD

W.E. **UPJOHN INSTITUTE**
FOR EMPLOYMENT RESEARCH

2014 Dissertation Award

The W.E. Upjohn Institute for Employment Research invites submissions for its annual prize for the best PhD dissertation on employment-related issues.

A first prize of \$2,500 is being offered. Up to two honorable mention awards of \$1,000 may also be given.

The Institute supports and conducts policy-relevant research on issues related to employment, unemployment, and social insurance programs.

The dissertation award furthers this mission. The dissertation may come from any academic discipline, but it must have a substantial policy thrust.

Dissertations will be evaluated by a panel of economists using the following criteria:

- Policy relevance
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Any person whose dissertation has been accepted during the 24-month period from July 1, 2012 to June 30, 2014 is eligible for the 2014 prize.

The deadline for submission is July 7, 2014. Applicants must send a 10-page summary of the dissertation and a letter of endorsement from their dissertation advisor to the following address:

Upjohn Institute Dissertation Award
W.E. Upjohn Institute for Employment Research
300 South Westnedge Avenue
Kalamazoo, MI 49007-4686

or by email to communications@upjohn.org

Applicants are advised that they will need to supply a copy of their entire dissertation if they are selected as a finalist, and they may only apply for the award once.

Additional information may be obtained by correspondence sent to the address above or by calling 269/343-5541. Information is also available at www.upjohn.org.

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