

In Critical Solidarity

Vol. 14, No. 2
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ASA Labor and Labor Movement Newsletter

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Notes from the Chair, Nancy Plankey-Videla



Dear friends,

Thank you all for the opportunity to work with you this past year. It has been a productive and rewarding year. **Together**, we have increased our membership, fortified the mentorship program, deepened our efforts at public sociology through the *Works in Progress* blog, a relationship with 3 other sections

(Organizations, Occupations and Work; Economic Sociology; and Inequality, Poverty and Mobility), spear-headed an amicus brief from labor-related scholars to the NLRB in support of graduate student collective bargaining, organized great panels for the Seattle ASA meetings, and taken the lead in organizing, with other sections and organizations, a fabulous pre-conference "Precarious Work: Domination and Resistance in the US, China, and the World." Special thanks to Shannon Gleeson, Carolina Bank-Muñoz, Matt Vidal, Chris Rhomberg, Barry Eidlin, Leslie Bunnage, Josh Bloom, Chris Tilly, and Valarie Bell.

Please come to the business meeting on Saturday morning so you can have a voice as we can plan next year's sessions. Make sure to take full advantage of the section's 3 sessions and the roundtables. This year we did something a little bit different, taking advantage of so many great labor scholars and activists gathered for the meetings. Frances Fox Piven (CUNY), Jono Shaffer (SEIU), Maida Rosenstein (UAW), Pablo Gaston (University of California, Berkeley) and Tom Juravich (University of Massachusetts, Amherst) will discuss current challenges and strategies in the labor movement in the invited session "Power by Disruption: Strikes, Comprehensive Campaigns, and Beyond."

See you in Seattle! I am looking forward to wonderful conversations and plans next year under the leadership of Chris Rhomberg!

In solidarity,

Nancy Plankey-Videla



Notes from the Newsletter Editor, Valarie J. Bell

A year has passed very quickly since I took over the position of newsletter editor. While I have enjoyed my brief time, it is time for me to pass this opportunity on to another person. I am in my final year of my doctoral studies and currently working on my dissertation as I manage teaching duties and the unavoidable job hunt. We all have our limits. I thank you all for your assistance and contributions during this past year, and I wish you all the very best for future success. As always,

In service and solidarity,

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Faculty Strike for April 13th at California State Universities Called Off After CFA's Tentative Agreement Approved by Board of Trustees



The faculty at the California State University's 23 campuses, 26,000 professors, counselors, librarians and coaches, had announced a five-day strike beginning Wednesday April 13 and ending April 19. At issue was salary, with faculty asking for a 5 percent increase, while the administration has proposed a 2 percent increase. The faculty were victorious with their **Five-for-Five** campaign with CFA active members voting 97% in favor of the Tentative Agreement regarding faculty salary.

This Tentative Agreement includes a 5% General Salary Increase (GSI) for all faculty on June 30, 2016; a 2% GSI for all faculty on July 1, 2016; a 3.5% GSI for all faculty on July 1, 2017; a 2.65% Service Salary Increase for eligible faculty, and other gains.

The current three-year contract, approved by members in 2014, had settled all issues but pay for years two and three. The Chancellor's Office insisted that faculty pay was not among their budget priorities; faculty pay has been stagnant since 2008.

Faculty at CSU have the lowest pay among the three institutions of public higher education in California. As of Fall 2013, tenure-line UC faculty earned on average \$130,031 and at community colleges an average \$89,727; Faculty at the CSU system earned on average \$84,339. Like many other universities, more than fifty percent of the faculty are on contingent contracts, and if all faculty are included then the average earnings are \$45,000.

The last phase of the bargaining process, fact-finding, ended in the second half of March with the publishing of a fact-finding report. When this report was published, faculty planned to engage in strike action, hence the announced April 13th date.

CSU Chancellor Timothy White's administration is giving every indication that they want to fight their faculty, provoke a strike and corrode public higher education in California.

Nonetheless, the California State University Board of Trustees approved a recommendation from its Collective Bargaining Committee to ratify the Tentative Agreement with CFA, thus ending the latest chapter in the long, difficult contract talks that have characterized labor relations in the CSU for nearly two decades.

After the Collective Bargaining Committee adopted the recommendation to approve on Tuesday, CFA President Jennifer Eagan said: ***We are pleased that we managed to avoid a strike and come to a reasonable agreement that takes fair and necessary steps toward resolving long-standing and much-aggrieved salary problems for the faculty. It was a difficult year, but we created a good outcome for faculty, students, and the system as a whole.***

Kevin Wehr, Chair of CFA's Bargaining Team, said in public comments to the Trustees Collective Bargaining Committee: ***This tentative agreement brings with it a full year of labor peace. We will begin bargaining 14 short months from now. This next year was intended to offer us all the gift of time, to work together and build a better relationship.***

Thanks very much to **Preston Rudy** of San Jose State University, President of SJSU chapter of CFA, for the substantive content of this report. Further details of the events and milestones related to the CSU faculty's fight for fairness and justice are available at the CFA website: <http://www.calfac.org/april-2016-tentative-agreement> .

“Tenure at Wayne State University”

Charles J. Parrish, President of WSU AAUP-AFT, Local 6075

Thanks very much to Wayne State sociology professor Sarah Swider for providing Charles Parrish's letter. The letter is cited verbatim without alterations.

Faculty tenure has been a cornerstone of academic life for many decades. The *1940 Statement on Tenure and Academic Freedom*, by the American Association of University Professors, became the standard that was adopted throughout higher education by boards of trustees. It stated that tenure had two purposes. These are memorialized at our University in the Board of Governors statute (2.51.01.010) that states: “Tenure is a means to certain ends; (1) Academic freedom and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability.”

In the 2012 contract negotiations, the Administration proposed a new policy on tenure at Wayne State University. Essentially, it was a system under which a faculty member could be identified as a candidate for tenure revocation on one day, come up before an administrative tribunal the next, and fired by the President as soon as the report of the tribunal got to his desk. There was no provision for peer review at any point. The Union would have no role in the process until after the faculty member was fired. A faculty member with tenure could have been dismissed if the program of which he or she was a member was cut in the course of the budget process by administrative fiat. Under the existing rules, the University would have had to declare a “financial exigency” in order to dismiss faculty, and the rules for dismissal are strictly by seniority within rank in the affected unit.

Were the Administration proposals serious? Absolutely! Vigorous opposition and arguments by our Union leadership, from its officers to the Negotiating Team led by Chief Negotiator, Professor Anca Vlasopolos, to widespread outrage, including an Internet petition signed by over 5,000 people nationwide within a few days, forced the withdrawal of the proposal, and the past practice in WSU collective bargaining relative to this issue prevailed, and was written into the new agreement.

Now comes a new threat to tenure at the University, originating in the School of Medicine (SOM). Approximately 42 faculty members in the SOM have received letters that notify them that questions their right to continue as Wayne State faculty members. They are being called into a meeting with the Dean, during which “options will be discussed.” Moreover, the recipients are notified that they are candidates for termination, clearly one of the options in the minds of administrators. In addition, the Administration informed the local media that the financial crisis that is being experienced by the Wayne State School of Medicine (SOM) is being caused by “unproductive faculty.” Yet, the analyses presented by Vice President for Health David Hefner and his colleague, Dwight Monson, in a number of venues, showed that the origins of the problems were the fall in revenue from the provision of patient services from the UPG, the poor contract with the Detroit Medical Center (DMC) negotiated some years ago, and other past deficiencies.

It is the Union's view that a primary responsibility for the crisis in the SOM lies with its past administrative leadership and managerial practices, with unproductive faculty trailing well behind these causes. Nevertheless, the present leadership of the SOM and the University responded to the crisis by identifying a sizeable number of faculty members for possible termination.

I have met with almost all of the 25 faculty members who received the letter in the first round, many of whom were surprised to get one. Here are a few examples:

1. One professor was given a substantial raise for research by his unit's salary committee in each of the past two years;
2. Another who has published nearly 20 articles in the last three years, was granted tenure in 2014 and, now, in 2016, got a letter from the Dean; and
3. A third professor, when asked the last time he met with his chair to discuss his work, said it was in 2012, four years ago.

We find the Administration's manner of proceeding questionable. Not only was the public attack on the SOM faculty a false step, but the financial hole into which the past leaders of the SOM dug the School is much deeper than can be filled by eliminating 40 or so faculty members. If all of the faculty members who have been targeted by the Administration were somehow discarded, the annual savings would be about \$8 million. The amount that the SOM and UPG was in deficit in the last fiscal year was on the order of \$29 million. We are told that in the present year the SOM is accumulating a deficit at the rate of one to two million dollars a month. The causes of the shortfall are diverse, including a fall in revenue from the practice plans, a deficit in the money transferred to the FMRE, and a failure of the responsible administrators to assure that an adequate portion of researcher salaries are being routinely assigned to grants.

University administrators have the responsibility to be knowledgeable about the performance of faculty members on a regular basis. A departmental chair has the responsibility for identifying any problems within the department, and correcting them. If a faculty member is failing "to perform academic assignments competently," the chair has the responsibility of providing guidance and counseling to that faculty member on how to improve her or his performance. Such guidance and counsel should be documented. The leadership of the SOM should be able to provide evidence that chairs were directed to provide such guidance and counseling. It is hardly defensible for the Administration to not be able to provide evidence that there were managerial efforts to ameliorate perceived faculty deficiencies short of threatening to revoke their tenure.

The Union's response to the present situation has been to file a policy grievance demanding that states, in part:

"On or about March 23, 2016, Dean Jack D. Sobel, M.D., sent the attached letter to approximately 42 members of the School of Medicine faculty. The letter alleges that, 'Unfortunately your lack of scholarly and research productivity over the last few years is of concern.' For most recipients, this is the first formal notice that 'a lack of scholarly and research productivity' is of managerial concern.

He also asserts that dismissal proceedings may be brought for 'failure to perform academic assignments competently.' There is no specificity as to what the 'assignments' are and who made the 'assignments' and when they were made. There is the threat of termination without having any previous warning that failure to complete 'assignments'

competently will lead to termination. Further, there is no standard of 'competently' specified with respect to the putative 'assignments.' The letter concludes with an offer to discuss 'options.'

The Dean's letter threatens the dismissal of a tenured faculty member. The Board of Governors statute that governs dismissal of tenured faculty members states that the basis of the action must be adequate cause (BOG Statute, Section 2.51.01.190). The lack of clear specificity in these charges means that they do not rise to the standard of adequate cause, as designated by the Board of Governors statute on dismissal of a tenured faculty member.

In addition, the clear option is that affected faculty now, or in the past few years, should have received the benefit of Article XXIV, Section C of the Agreement. Section C. 4. is clear that each unit salary committee, chaired by the departmental chair, has a strict obligation to judge if the faculty member is 'performing in scholarly/creative activity below the unit factors and norms,' and to make recommendations for improvement, as needed, in faculty performance. The Chair/Director/Dean then has an obligation to establish a mentoring committee that is to follow the ameliorative procedures laid out in the Agreement to address such alleged shortcomings.

On information and belief, the Union alleges that this procedure, outlined in Article XXIV, Section C, has not been used to any extent within the School of Medicine. Implementation and exhaustion of Section C is a condition precedent to the application of BOG statute Section 2.51.01.190, which is incorporated by reference in Article VII of the Agreement. The action described in the Dean's letter, if implemented, will nullify the job protection procedures set forth in Article XXIV.

On information and belief, the Union alleges that some faculty members have been discriminated against on the basis of age. At least one faculty member has been told to either retire or tenure revocation dismissal proceedings will be begun against him."

Righting the ship at the SOM is a difficult and daunting task. There is little doubt that many steps have been taken by Dean Jack Sobel, Vice President for Health Affairs Hefner, and President Roy Wilson. There have been changes in management personnel. The challenge of the Liaison Committee on Medical Education (LCME) accreditation crisis was met by bringing a new Vice Dean, Dr. Richard Baker, to reform the curriculum. He has already been effective enough to meet much of the criticism that the LCME committee leveled against the SOM. His efforts were recognized by the LCME, and the SOM is well on the way to modernizing its curriculum. The change in the leadership of the UPG, the largest practice plan, by appointing the experienced Lisa Keane as President of the UPG and Vice Dean for Clinical Affairs, is a particularly useful step forward. The transparency in financial affairs brought to the University by Vice President Hefner and his colleague, Dwight Monson, is a giant leap in the right direction. It is unfortunate that the process of dealing with the faculty has been so dysfunctional. The Union hopes that its defense of the rights of the faculty to due process under the provisions of the Collective Bargaining Agreement can be a basis for progress in coping with the SOM crisis in a fair manner.

2016 YTD LABOR IN SOLIDARITY

While we have a very long way to go to achieve the promised American Dream, the year 2016 is already shaping up as a big year with labor fighting for every inch of ground, for their families, for human dignity, and for their rights as Americans. Let's recap a few of the most important so far in 2016.

1. "In a win for unions, appeals court reverses ruling that threw out teacher tenure in California." *Los Angeles Times*, April 14, 2016. See the full story on this major win for teachers at <http://www.latimes.com/local/lanow/la-me-ln-court-rejects-bid-to-end-teacher-tenure-in-california-marking-huge-win-for-unions-20160414-story.html>
2. **California State University faculty win their "Five-for-Five" campaign.** See our story on p. 6.
3. **Campus Labor Actions aside from Faculty actions in Tennessee:**
United Campus Workers part of Communication Workers of America at the University of Tennessee system and Tennessee Board of Regents have been organizing since 2015 against Governor Haslam's plan to outsource facility services. We have also been linking our efforts to the Tennessee legislature's multiple bills to defund the Office of Diversity and Inclusion at UT Knoxville's campus.
<http://www.tennessean.com/story/news/politics/2015/10/30/tennessee-workers-protest-any-haslam-privatization-plan/74884218/>
<http://www.knoxnews.com/news/local/campus-workers-question-haslam-on-outsourcing-at-dedication-event-308f5ba9-1cc4-1e7f-e053-0100007f33-375916561.html>
4. **Baumgartners turn over Paper Machinery to surprised employees:**
MILWAUKEE, May 2, 2016—A family with some of Milwaukee's deepest manufacturing roots has decided to turn its company over to the people it credits most for its success. The families of Donald Baumgartner and his son, John, owners of **Paper Machinery Corp.**, handed the **65-year-old Milwaukee company over to stunned employees Monday through an employee stock ownership plan, a change that could put hundreds of thousands of dollars into the retirement accounts of some longtime workers.** Paper Machinery says it's the world's leading manufacturer of machines used to produce paperboard cups and containers for brands like McDonald's, KFC, Starbucks and Tim Hortons. The announcement of the change was made at an employee meeting in a big party tent in front of the company headquarters, with plenty of beer, food and a jazz band. See the full story at <http://www.usatoday.com/story/money/nation-now/2016/05/02/baumgartners-turn-over-paper-machinery-surprised-employees/83856376/>

5. **Fair Pay for Postdocs:** The Department of Labor's recently announced revisions to the Fair Labor Standards Act (FLSA) will make more than 4 million currently exempt U.S. workers eligible for overtime pay, unless their salaries are raised. Among them are an estimated 37,000 to 40,000 junior scientists. For the full story see http://www.huffingtonpost.com/francis-s-collins-md-phd/fair-pay-for-postdocs-why_b_10011066.html

Thanks to Michelle Christian for providing the updates on actions in Tennessee.

2016 ANNUAL MEETINGS & CONFERENCES

American Sociological Association (ASA) 111th Annual Meeting

Rethinking Social Movements:

Can Changing the Conversation Change the World?

Seattle, WA, August 20-23

Registration after 7/8/2016 on site

Member \$260

Non-member \$470

Student Member: \$150

CONFERENCE WEBSITE: http://www.asanet.org/AM2016/am_2016.cfm .

Labor and Labor Movements Section Events at ASA

FRIDAY AUGUST 19

9am-6pm **Pre-conference (with many great co-sponsors) on "Precarious Work: Domination and Resistance in the US, China, and the World."**
The complete program is online
at <http://irle.ucla.edu/events/PrecariousWork.php>. The registration deadline is tomorrow FRIDAY, AUGUST 5. The conference is free to all, but there is a small charge if you wish to receive a box lunch.
*Broadway Performance Hall, Seattle Central College, in downtown Seattle

6-8:30pm **Reception** for section and mini-conference on Precarious Work
*Broadway Performance Hall, 1625 Broadway Avenue

SATURDAY AUGUST 20

8:30-9:15am **LLM Refereed Roundtables**

*Washington State Convention Center, Level Six, Room 608, Level Six

Table 01. Worker Cultures, Identities & Prospects for Resistance

The Fight to Globalize Labor: Transnational Labor, Free Trade Agreements, and International Law, Andrew Wolf, University of Wisconsin-Madison (Presider)

The determinants of class identity in Latin America: a comparative study of Argentina and Chile, Rodolfo Gaston Elbert, Instituto Gino Germani, Universidad de Buenos Aires; Pablo Perez-Ahumada, University of California-San Diego

Identity, Solidarity, Opposition: Dimensions of Resistance in Big-Box Retail,
Peter R. Ikeler, SUNY College at Old Westbury

Table 02. States, Workers and Labor Movements: East Asian Context

Seeing Ghosts: The Struggle for Thai Migrant Workers' Rights in South Korea, Sudarat Musikawong, Siena College (Presider)

Chinese and Ecuadorian Workers in China's Construction Project: Group Interactions and the Effect on Subordination, Ruijie Peng, University of Texas at Austin

From political enchantment to legal logic: A discursive analysis of contentious labor politics in China, Xiuying Cheng, University of California, Berkeley

Table 03. Social Movements and Labor Solidarity

Turtles & Teamsters Revival? Analyzing Labor Unions' Environmental Discourse from the 2014 People's Climate March, Lauren Contorno, Northeastern University (Presider)

Foul Weather Friends: Short-Term and Intentionally Limited Coalitions, Amanda Pullum, Duke University

Bringing the KMU Back Into Labor Discussions, Kim Scipes, Purdue University North Central

Table 04. Changing Employment Structures and the Impacts on Workers
The "Caddie Question": Informalizing Formal Labor at Golf Clubs in Bangalore, India, Patrick Inglis, Grinnell College (Presider)

Workers' Views on Plant Closures: The Global Context of Production, Norene Pupo, York University; Hart Walker, York University

Geographical panorama of the stable employment in México, 2005 to 2015, Yolanda Ornelas, Universidad de Guadalajara; Song Yang, University of Arkansas

Table 05. Worker and Union Strategies and Structures: The United States in an International Context

Moral Contention and Labor Conflict: Nurse Organizing and the Corporatization of Care, Pablo Gaston, University of California, Berkeley (Presider)

As the World Turns: Actors on the Stage of Transformational Social Change, Melanie E. L. Bush, Adelphi University

Revisiting Union Decline: What Caused Organized Labor's Crisis? Nathan Meyers, University of Massachusetts, Amherst

Table 06. Worker and Union Strategies and Structures: Beyond the US

Migrants of Lujiazui: Spotlights of Hidden Power Structures in Labor Conditions in Shanghai, Emily Helen Yen, UCLA (Presider)

Mobilizing and educating via social media: How Swedish trade unions use YouTube, Katrin Uba, Uppsala University; Jenny Jansson, Uppsala University

Intractable subjective outcomes of labor mobilizations: A prolonged case from Turkey, Alpan Birelma, Bogazici University

Table 07. Immigrant Labor Experiences in the United States

Challenging Barriers and Advancing Equity: The Experiences of Immigrant and Refugee Women Employed in Hospitals, Dan Zuberi, University of Toronto (Presider)

Who Works Here? Non-family labor and immigrant labor on U.S. dairy farms, Rebecca L. Schewe, Syracuse University; Bernadette White, Syracuse University

- 9:30-10:10am LLM Business Meeting**
*Washington State Convention Center, Level Six, Room 608, Level Six
- 10:30am-12:10pm Invited Session. Power by Disruption: Strikes, Comprehensive Campaigns, and Beyond** with Frances Fox Piven, CUNY; Jono Shaffer, SEIU; Maida Rosenstein, UAW; Pablo Gaston, University of California, Berkeley; Tom Juravich, University of Massachusetts, Amherst; Presider Tamara Kay
*Washington State Convention Center, Level Three, Room 310, Level Three
- 2:30 - 4:10pm Paper Session. Barriers and Opportunities for Building A Labor Movement across Differences of Race, Gender, and Legal Status**
*Washington State Convention Center, Level Three, Room 308, Level Three
- Beyond The LA Model? Understanding The Evolution of Immigrant Worker Organizations Through A Resource-Based Model, Davide Gnes, University of Amsterdam; Walter Nicholls, University of California-Irvine; Floris Vermeulen, University of Amsterdam
- Development of Labor NGOs in China: “Managed Co-optation”
Kan Wang, China Institute of Industrial Relations
- Gender Composition in Contentious Collective Action: Women’s Strike Participation in Gilded Age America--Harmful, Helpful, or Both? Anna Weller Jacobs, Vanderbilt University; Larry W. Isaac, Vanderbilt University
- Reconstituting Strike Theory for the 21st Century: A Comparative Approach
Chris Rhomberg, Fordham University; Steven H. Lopez, Ohio State University
- Presider: Leslie A. Bunnage, Seton Hall University
- 4:30-6:10pm Paper Session. Open Topic on Labor and Labor Movements**
*Washington State Convention Center, Level Three, Room 308
Into the Unknown: Worker-led Collective Bargaining in China, Patricia Chen, University of Michigan

Race Differences in Motivations for Joining Labor Unions: The Role of Instrumental and Prosocial Beliefs, Clayton M. Gumber, Florida State University; Irene Padavic, Florida State University

The Universalizing Effects of Unionism: Policy, Inequality and Disability, Michelle Lee Maroto, University of Alberta; David Nicholas Pettinicchio, University of Toronto *WILL BE UNABLE TO ATTEND*

Workers' Movements in Decline or Renewal? Dynamics of Labor Unrest in South Korea, 1998-2013, Minhyoung Kang, Johns Hopkins University

Presider: Erin Michaels, CUNY

2017 American Sociological Association (ASA) 112th Annual Meeting

Culture, Inequalities, and Social Inclusion Across the Globe?

Montréal, Québec, Canada, August 12-15

**PROPOSALS CURRENTLY BEING ACCEPTED FOR INVITED
PANELS FOR 2017 MEETING**

CONFERENCE WEBSITE: <http://www.asanet.org/AM2017/AM2017.cfm> .

Precarious Work:

Domination and Resistance in the U.S., China, and the World

Seattle, WA, August 19

CONFERENCE WEBSITE:
<http://irle.ucla.edu/events/2014/PrecariousWorkRegistration.php>.

If you know of any other meetings or conferences

that might be of interest, please let us know at
vbell4@twu.edu.

NEW ARTICLES

Michelle Christian. 2015. "Tourism Global Production Networks and Uneven Social Upgrading in Kenya and Uganda." *Tourism Geographies*. DOI: 10.1080/14616688.2015.1116596

Michelle Christian. 2016. "Protecting Tourism Labor? Sustainable Labels and Private Governance." *GeoJournal*. DOI: 10.1007/s10708-016-9717-z.

Scott North and Rika Morioka. 2016. "North, Hope Found in Lives Lost: Karoshi and the Pursuit of Worker Rights in Japan." *Contemporary Japan* 28(1): 59–80. Free online at <http://www.degruyter.com/downloadpdf/j/cj.2016.28.issue-1/cj-2016-0004/cj-2016-0004.xml>

Marcel Paret 2015 pieces:

"Apartheid Policing: Examining the US Migrant Labor System Through a South African Lens." *Citizenship Studies*. 19(3-4):317-334.

"COSATU and Community Struggles: Assessing the Prospects for Solidarity," in *COSATU in Crisis: The Fragmentation of an African Trade Union Federation*, edited by Vishwas Satgar and Roger Southall. Sandton: KMM Review.

"Failed Redistribution or Failed Administration? Official Union Narratives of Community Protest in South Africa." *Politikon: South African Journal of Political Studies* 42(3): 345-366.

"Labor and Community Struggles, 1994-2014," Pp. 34-47 in *New South African Review 5: Beyond Marikana*, edited by Gilbert M. Khadiagala, Prishani Naidoo, Devan Pillay, Roger Southall. Johannesburg: Wits University Press.

"Precarious Labor Politics: Unions and the Struggles of the Insecure Working Class in the United States and South Africa." *Critical Sociology* 41(4-5): 757-784.

"Violence and Democracy in South Africa's Community Protests." *Review of African Political Economy* 42(143): 107-123.

Andreas Pekarek 2016 pieces:

Martin Behrens and Andreas Pekarek. 2016. "Between Strategy and Unpredictability: Negotiated Decision Making in German Union Mergers." *ILR Review* 69(3) 579-604. <http://ilr.sagepub.com/> .

with Peter Gahan. 2016. "Unions and collective bargaining in Australia in 2015." *Journal of Industrial Relations*, published online before print April 19, 2016, doi: 10.1177/0022185616636104: <http://jir.sagepub.com/>.

Jen Schradie. 2015. "Labor Unions, Social Media, and Political Ideology: Using the Internet to Reach the Powerful or Mobilize the Powerless?" *International Journal of Communication*. 19/21, June 1.

NEW BOOKS



Erynn Masi de Casanova (University of Cincinnati)
Buttoned Up: Clothing, Conformity, and White-Collar Masculinity

(ILR/Cornell University Press, 2015)

Who is today's white-collar man? The world of work has changed radically since *The Man in the Gray Flannel Suit* and other mid-twentieth-century investigations of corporate life and identity.

Contemporary jobs are more precarious, casual Friday has become an institution, and telecommuting blurs the divide between workplace and home. Gender expectations have changed, too, with men's bodies increasingly exposed in the media and scrutinized in everyday interactions. In *Buttoned Up*, based on interviews with dozens of men in three U.S. cities with distinct local dress cultures—New York, San Francisco, and Cincinnati—Erynn Masi de Casanova asks what it means to wear the white collar now.

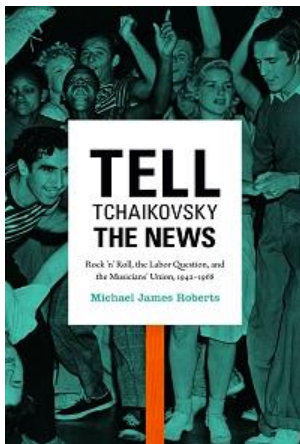
Despite the expansion of men's fashion and grooming practices, the decrease in formal dress codes, and the relaxing of traditional ideas about masculinity, white-collar men feel constrained in their choices about how to embody professionalism. They

strategically embrace conformity in clothing as a way of maintaining their gender and class privilege. Across categories of race, sexual orientation and occupation, men talk about "blending in" and "looking the part" as they aim to keep their jobs or pursue better ones. These white-collar workers' accounts show that greater freedom in work dress codes can, ironically, increase men's anxiety about getting it wrong and discourage them from experimenting with their dress and appearance.

Reviews: See full book review in the August 4, 2016 issue of *Gender & Society*, doi:10.1177/0891243216663194

For details see the publisher website at

<http://www.cornellpress.cornell.edu/book/?GCOI=80140100091120>



Mike Roberts (San Diego State University)

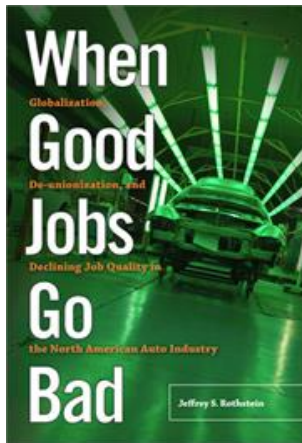
Tell Tchaikovsky the News: Rock'n'Roll, the Labor Question and the Musicians' Union, 1942-1968.

(Duke University Press).

For two decades after rock music emerged in the 1940s, the American Federation of Musicians (AFM), the oldest and largest labor union representing professional musicians in the United States and Canada, refused to recognize rock 'n' roll as legitimate music or its performers as skilled musicians. The AFM never actively organized rock 'n' roll musicians, although recruiting them would have been in the union's economic interest. In *Tell Tchaikovsky the News*, Michael James Roberts argues that the reasons that the union failed to act in its own interest lay in its culture, in the opinions of its leadership and elite rank-and-file members. Explaining the bias of union members—most of whom were classical or jazz music performers—against rock music and musicians, Roberts addresses issues of race and class, questions of what qualified someone as a skilled or professional musician, and the threat that records, central to rock 'n' roll, posed to AFM members, who had long privileged live performances. Roberts contends that by rejecting rock 'n' rollers for two decades, the once formidable American Federation of Musicians lost their clout within the music industry.

Reviews: See Michel Bertrand's full book review in the Winter 2015 issue of the *Register of the Kentucky Historical Society* 113(1), 138-140.

For details see the publisher website at <https://www.dukeupress.edu/Tell-Tchaikovsky-the-News/>



Jeffrey S. Rothstein (Grand Valley State University)

When Good Jobs Go Bad: Globalization, De-unionization, and Declining Job Quality in the North American Auto Industry

(Rutgers University Press)

When Good Jobs Go Bad exposes the deleterious impact globalization has had on job quality in the North American auto industry. Rothstein argues that the consolidation of the

Mexican and U.S.-Canadian auto industries, the expanding number of foreign automakers in North America, and the spread of lean production have all undermined organized labor and harmed workers. Yet work on the assembly line remains among the most valued of blue-collar jobs.

Focusing on three General Motors plants assembling SUVs—an older plant in Janesville, Wisconsin; a newer and more viable plant in Arlington, Texas; and a “greenfield site” (a brand-new, state-of-the-art facility) in Silao, Mexico—*When Good Jobs Go Bad* shows how globalization has resulted in lower compensation and the intensification of standardized work in the U.S. and Mexico alike, and it explains why workers and their unions struggle to resist.

Reviews: *Rothstein’s comparative analysis, which incorporates the viewpoints of workers, union officials, and management in both countries, sheds new light on labor’s loss of bargaining power in recent decades, and highlights the negative impact of globalization on blue-collar jobs, both good and bad, from the sweatshop to the automotive assembly line.*

"An important and insightful intervention in the discussions of industrial upgrading and the auto industry, Rothstein provides a striking critique of lean production and the decline of good jobs."

—Nancy Plankey-Videla, author, *We Are in This Dance Together*

"[*When Good Jobs Go Bad*] presents an automobile industry in decline. It begins with the North American Free Trade Agreement and recounts dramatic changes in employment and in the work environments at GM, Ford, and Chrysler ... Summing Up: Recommended. Lower-division undergraduates through faculty."

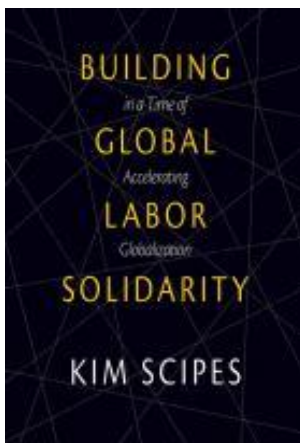
—*Choice*

"It's not just McDonald's and Walmart. Rothstein brilliantly illuminates how even auto assembly jobs—still among the best blue collar jobs—have been steadily degraded by global corporations. An essential contribution to understanding work in the global economy."

—Chris Tilly, director, Institute for Research on Labor and Employment, UCLA

For details see the publisher website at

<http://rutgerspress.rutgers.edu/product/When-Good-Jobs-Go-Bad.5902.aspx>



Kim Scipes (Purdue University-Northwest)

Building Global Labor Solidarity in a Time of Accelerating Globalization (Haymarket Books)

Since the 1980s, the world's working class has been under continual assault by the forces of neoliberalism and imperialism. In response, new labor movements have emerged across the Global South—from Brazil and South Africa to Indonesia and Pakistan.

Building Global Labor Solidarity in a Time of Accelerating

Globalization is a call for international solidarity to resist the assaults on labor's power. This collection of essays by international labor activists and academics examines models of worker solidarity, different forms of labor organizations, and those models' and organizations' relationships to social movements and civil society. Scipes edited this volume, selecting all the pieces, as well as writing the introduction and foreword. This edited volume includes writings from labor activists and scholars from the US, Argentina, Canada and Germany.

Reviews:

"An insightful and edifying discourse on global labor issues, *Building Global Labor Solidarity in a Time of Accelerating Globalization* shines both a practical and theoretical light on how labor movements are unifying workers across the globe to create a more independent economy loosening itself from corporate restraints. Even as the United States elects anti-union, anti-worker candidates, countries formerly paying slave wages like the Bangladesh, Mexico and the Philippines are developing unions and worker centers. *Building Global Labor Solidarity* is a must read for labor educations, activists, union organizers and anyone interested in the global labor market and how those markets can be transformed."

—Karen Ford, Former 3rd Vice President, National Writers Union UAW 1981 and author of *Thoughts of a Fried Chicken Watermelon Woman*

"Kim Scipes has toiled long and hard to bring a thoughtful analysis of true international solidarity to American workers. He has exposed the duplicity of many in the US labor bureaucracy who have sided with corporate American internationally in the betrayal of workers struggles. This anthology of some of the finest thinkers on this topic is a must read."

—Peter Olney, Retired Organizing Director International Longshore and Warehouse Union (ILWU)

"Kim Scipes has lived and breathed global labor solidarity for decades, and in this collection he presents essays from some of the most incisive thinkers he has met along the way. From multifaceted standpoints of solidarity, they move beyond critiques of the barriers we face to challenge us to achieve a world of justice, health and planetary survival."

—Todd Jailer, *Workers' Guide to Health and Safety*

Praise for AFL-CIO's *Secret War against Developing Country Workers*:

"It belongs in every library in the country."

—Online Journal

"A welcome, overdue, and highly informed expose of U.S. labor imperialism and its nefarious effects both in the "third" or 'developing' world.... Scipes' knowledge of the secondary academic and journalistic literature on American labor's foreign policy record is encyclopedic."

—Z-Net, Global Research

INTERESTING READING

Andreas Pekarek and Peter Gahan. March 28, 2016. “How Unions Are Changing in a Bid for Relevance – and Survival.” *The Conversation*. Available from their website at <https://theconversation.com/how-unions-are-changing-in-a-bid-for-relevance-and-survival-56360>

