
Subject Index

- AARP, 207, 209, 228; evolution of, 212–13; membership model of, 211
- Administrative reports, impacts of living wages and, 125–29, 133
- Advocates for Basic Legal Equality (ABLE), 164–65, 164n64, 165n65
- Age Discrimination Employment Act (ADEA), 40t
- Airline Pilots Association (ALPA), 281, 283
- Alaska Legal Services, 151, 151n16
- Alternative dispute resolution (ADR) systems, 33–35, 227
- Alternative labor market institutions: alternative dispute resolution systems, 33–35, 227; evaluation of, for implementing labor market policies, 37t; labor unions, 23–27; legal services organizations, 27–29; mandated workplace committees, 30–32; national issue organizations, 27–29; public interest organizations, 29–30; third party monitors, 32–33. *See also* Labor market institutions
- American Civil Liberties Union (ACLU), 7, 27, 152, 226–27
- American Economic Association, 210
- American Federation of Labor-Congress of Industrial Organization (AFL-CIO), 62; General Counsel's Office, 146–47, 147n8
- American Federation of State, County, and Municipal Employees (AFSCME), 146–47, 147n8
- American Medical Association (AMA), 9, 202
- American with Disabilities Act (ADA), 16, 40t
- Anne E. Casey Foundation Jobs Initiative, 306–9
- Antiparthoid campaign, 89–90
- Antisweatshop activists, 3; ability of, to raise living standards, 83; codes of conduct among, 73; monitoring issues and, 73–74; 1990s campaigns of, 68–74, 69–70t; risks of campaigns doing harm and, 80–83; students as, 62–66; timeline of activities by, 69–70t. *See also* Human rights vigilantes
- Antisweatshop campaigns, 66–68; assessment of effectiveness of, 75–80; evaluation of effects of, 85–89; firm's response to, 57–60; freedom of association and, 83–85
- Antisweatshop organizations, 61–62, 91–92t
- Apparel Industry Partnership (AIP), 71
- Asian Pacific American Legal Center of Southern California, 150, 171
- Association, freedom of, antisweatshop campaigns and, 83–85
- Association of Community Organizations for Reform Now (ACORN), 99
- Associations. *See* Professional associations

- Atlanta Legal Aid, 151, 160
AT&T, 274–75
- Bangladesh, 87
- Benefits: effects of unions on, 246–47;
fringe, effects of union membership
on, 253–55. *See also* Health benefits;
Health insurance; Portable health
benefits
- Boards of directors, union representatives
on, 279–84. *See also* Corporate govern-
ance
- Boeing Corporation, 304
- Cambodia, 87–88
- Center for Law in the Public Interest, 150
- Child labor, campaigns against, 81–83
- Chrysler, 281
- Circuit City Stores, Inc. v. Adams*, 33–34, 35,
35n22
- City of Burlington v. Dague*, 145n7
- Clergy and Laity for Economic Justice
(CLUE), 114
- Client Centered Legal Services of South-
west Virginia, 160
- Collective workplace agents, 23
- Collegiate Licensing Company, 63
- Committees on Safety and Health (COSH)
groups, 29
- Common Cause, 209, 228; evolution of, 213
- Communication Workers of America
(CWA), 271, 274–75
- Communities for a Better Environment,
114
- Community-based organizations, as train-
ing intermediaries, 303–10; Anne E.
Casey Foundation Jobs Initiative,
306–9; Jane Addams Resource Corpo-
ration, 305–6; Milwaukee Jobs Initia-
tive, 307–8; National Urban League,
306; New Orleans Job Initiative, 308–9;
San Antonio Texas Industrial Areas
Foundation, 303–5; WorkSource
Staffing Partnership, Inc., 309–10.
See also Organizations
- Community Legal Services of Philadelphia,
165, 171
- Confronters, 61–62
- Consolidated Omnibus Budget Reconcilia-
tion Act (COBRA), 39t
- Contract Work Hours and Safety Act
(CWHSSA), 39t
- Co-op America, 61
- Corporate governance, 266–68. *See also*
Boards of directors
- Corporate Watch, 61, 74
- Council on Economic Priorities (CEP), 72
- Davis-Bacon Act, 14, 39t
- Department of Labor (DOL), U.S., 15
- Dictators game, 55
- Directors, boards of, union representatives
on, 279–84
- Disney, 8, 57, 76t
- Dispute resolution systems, alternative, 33–
35, 227
- Drug Free Workplace Act (DFWA), 41t
- Due Process Protocol, 34–35, 34n20
- Earned Income Tax Credit (EITC), 100,
133–34
- Eastern Airlines, 283
- EEOC v. Waffle House, Ind.*, 34n18, 35n22
- Electrical construction industry, negotiated
partnerships in, 272–73
- Employee Polygraph Protection Act (PPA),
16, 41t
- Employee Retirement and Income Security
Act (ERISA), 39t
- Employee rights: federal labor regulations
and, 17, 18–19t; threshold model of
exercise of, 17–23
- Employee Stock Ownership Plans, 280, 281
- Employment Law Center of the Legal Aid
Society of San Francisco, 150, 171,
171n70
- Employment laws: vs. labor laws, 144; lim-
ited efficacy of private legal represen-
tation and, 144–47; mechanisms for
enforcing, 142–43; “on the books”
vs. “in action,” 142
- Empowerment movements, 209
- Engagers, 61–62
- Equal Pay Act, 40t
- Equal Rights Advocates, 150, 163
- Ernst and Young, 73–74
- Ethical Trade Initiative, 73
- Executive Order 11246, 40t
- Fair Labor Association (FLA), 71, 72, 73–
74, 78
- Fair Labor Standards Act (FLSA) of 1938,
13, 16, 39t; third-monitors for enforc-
ing, 32–33

- Family Medical Leave Act (FMLA) of 1993, 13, 16, 40t
- Farrar v. Hobby*, 145n6
- Federal labor regulations, 15–17; employee rights under, 17, 18–19t; enforcement of, 16; reporting requirements under, 17, 18–19t
- Federal Mine Safety and Health Act (MSHA), 41t
- Firms: labor standards and, 56–60; response to antisweatshop campaigns by, 57–60
- Forest Stewardship Council (FSC), 78–79, 93–94
- Foundations, funding of social movements by, 211
- Freedom of association, antisweatshop campaigns and, 83–85
- Freelancers Union, 215
- Free-rider problem, 5, 209
- Fringe benefits, effects of union membership on, 253–55
- Gans, Herbert, 211
- Gap, 56, 71, 75, 77t, 84, 86
- Garment Industry Development Corporation, 302–3
- Gay & Lesbian Advocates & Defenders, 150, 171
- General Social Survey (GSS), 253
- Gilmer v. Interstate/Johnson Lane Corp.*, 33–34, 35n22
- Global Exchange, 61, 62
- Greater Kelly Development Corporation, 304–5
- Guild Law Center for Economic and Social Justice, 159, 159n40
- Gulfcoast Legal Services of Florida, 151, 151n16, 157n36
- Harley Davidson, 278–79
- Health benefits: characteristics of workers covered by, and work arrangement, 222–23, 222t; coverage status of, by work arrangement, 221–22, 221t. *See also* Portable health benefits
- Health insurance, 208; union/nonunion differences in coverage of, 247–49, 248t
- High-performance work organization (HPWO) partnerships, 278–79
- Hotel Employees and Restaurant Employees Union (HERE), 113–14
- Hours worked, effects of unions on, 233–46; simple model for, 257–59
- Human rights vigilantes, 6, 47; critics of, 81; identified, 60–62. *See also* Antisweatshop activists
- Hyatt-Clark, 283
- IBEW/NECA Joint Apprentice Training Committee for Electrical Contracting Industry of Greater Boston, 300
- Immigration Reform and Control Act (IRCA), 41t
- Indonesia, 87
- Industrial Areas Foundations, 4, 227, 303–5
- Information gathering, costs of, 20
- Interest groups, 13–14
- Interest on Lawyers Trust Accounts (IOLTA), 154, 155–56t, 157
- Interfaith Center for Corporate Responsibility, 61
- International Association of Machinists and Aerospace Workers (IAMAW), 278–79, 281–82, 283–84
- International Brotherhood of Electrical Workers (IBEW), 272–73, 300
- International Brotherhood of Teamsters, 280–81
- International Labor Organization (ILO), 8, 47, 87
- Jane Addams Resource Corporation, 305–6
- JC Penny, 57
- Job content, control over, 179–80
- Job training, 293–94; influence of unions on, 296–97; institutional requirements for addressing issue of, 298–99; investment by firms in, 294–95, 295t; as investment decision, 295–96; market failure in delivery of, 296
- Josline Diabetes Center, 309–10
- Knoxville Legal Aid Society, 160
- Labor laws, defined, 144. *See also* Employment laws
- Labor-Management Reporting and Disclosure Act (LMRDA), 41t
- Labor market institutions: process of workplace regulation and, 13; statistical analysis of attitudes of professional workers toward, 190–200. *See also* Alternative labor market institutions

- Labor organizations, nonunion, 2–3
- Labor policies, enforcement of, unions and, 23–27, 26t
- Labor regulations: enforcement of, 16; federal, 15–17; federal, and employee rights, 17, 18–19t
- Labor standards: firms and, 56–60; survey evidence for consumer demand for, 49–56; World Trade Organization and, 86
- Labor unions. *See* Unions
- Labour Rights Network, 85
- Lambda Legal Defense and Education Fund, 152, 152n26, 153–54
- Law firms, private public-interest, 146
- Law “in action,” 142
- Law “on the books,” 142
- Laws. *See* Employment laws; Labor laws
- Lawyers’ Committee for Civil Rights Under Law, 171
- Lawyers’ groups, 8
- Legal Aid Society of Nebraska, 152
- Legal Services Agency of Western Carolina, 160, 160n43
- Legal services centers, 3, 6t, 8, 150–52, 226–27; funding of, 154–58, 155–56t; nature or type of work by, 162–66; role funding plays in explaining activities of, 166–69; role of funding and subject selection by, 161–62; spinoffs from, 171; subject matter of work by, 159–61. *See also* National issue organizations
- Legal Services Corporation, 27–28, 150, 154–58, 161, 163–64, 168
- Legal Services Corporations v. Velaquez*, 158
- Legal Services of Eastern Missouri, 160
- Legal Services of Northern Virginia, 160
- Legal services organizations, 27–29
- Levi Strauss, 56, 68, 75–76, 76t
- Litigation, social movements and, 143
- Litigation Assistance Partnership Project, 173
- Living standards: antisweatshop campaigns and, 83; of low-income working families, living wage ordinances and, 129–30
- Living-wage campaigns, 6t; unintended adverse consequences of, 82–83
- Living-wage movements, 227; coalitions in, 113–16; emerging issues in, 134–36; motivations behind, 111–13; overview of, 99–100; referendums for, 8
- Living wage ordinances: defined, 100; employers and workers covered by, 107–8; enforcement of, 109–11; implementation of, 135–36; living standards of low-income working families and, 129–34; nonprofits and, 135; paradox facing, 136; samples of, 101–6; state laws and, 135; wage and benefit levels of, 108–9
- Living wages: administrative reports on impacts of, 125–29, 133; prospective studies of, 116–18; studies of, using primary data, 122–25; studies of, using secondary data, 118–22
- Liz Claiborne, 75, 76t
- Lobbies. *See* Special interest lobbies; Workers’ lobbies
- Los Angeles Alliance for a New Economy (LAANE), 113–14, 115
- Lost wallet game, 55
- Mandated workplace committees, 30–32, 227
- Maryland Legal Aid Bureau, 151
- Maximand models of unions, 3
- Median models of unions, 3
- Medical Expenditure Panel Survey (MEPS), 253–55
- Membership-based organizations, 9–10; vs. nonmembership organizations, 3
- Mexican American Legal Defense and Education Fund, 152, 153
- Migrant and Seasonal Agricultural Workers Protection Act (MSPA), 39t
- Migrant Legal Services, 160n44
- Milwaukee Jobs Initiative, 307–8
- Mine Safety and Health Act (MSHA), 41t
- National Association for the Advancement of Colored People (NAACP), 210
- National Association for the Advancement of Colored People Legal Defense and Education Fund, 27, 150, 152, 152n24, 152n26, 164
- National Association of Working Women, 210
- National Electrical Contractors Association (NECA), 272–73, 300
- National Employment Law Project, 27, 149–50, 159, 159n40, 161, 171
- National issue organizations, 8, 27–29, 147–50, 148–49t; funding of, 152–54; nature or type of work by, 162–66; role fund-

- ing plays in explaining activities of, 166–69; role of funding and subject selection by, 161–62; subject matter of work by, 159–61. *See also* Legal services centers; Organizations; Regional issue organizations
- National issues lawyer groups, 6t
- National Joint Apprenticeship and Training Committee, 273
- National Labor Committee (NLC), 61, 62
- National Labor Management Cooperation Committee (NLMCC), 273
- National Labor Relations Act (NLRA), 1, 41t, 232
- National Organization Survey (NOS), 253–55
- National Partnership for Women and Families, 153
- National Restaurant Association, 115
- National Urban League, 306
- National Writers Union, 210, 227
- Negotiated partnerships, 272–79; in electrical construction industry, 272–73; in high-performance work organizations, 278–79; in steel industry, 276–78; in telecommunications industry, 274–75. *See also* Strategic partnerships
- New Directions Bargaining Patterns, 276–77
- New Orleans Job Initiative, 308–9
- New Orleans Legal Assistance Corporation, 157n36, 160, 164
- New York State Labor-Religion Coalition, 61
- Nike, 56, 74, 76t, 86
- 9to5, 210
- Nonmembership organizations (NMOs), 2; vs. membership-based organizations, 3
- Nontraditional workers, role of workers' lobbies for, 223–24
- Nonunion labor organizations, 2–3
- Northwestern Legal Services, 157n37
- Northwest Women's Law Center, 150, 171
- NOW Legal Defense and Education Fund, 152, 153, 153n27, 153n28
- Occupational Safety and Health Act (OSHA) of 1970, 13, 16, 41t
- Organizations: antisweatshop, 61–62, 91–92t; funding of, 210–11; legal services, 27–29; membership-based, 9–10; non-membership, 2, 3; nonunion labor, 2–3; public interest, 29–30; service, 210, 227; theories explaining formation of, 209–11. *See also* Community-based organizations; National issue organizations
- Oxfam, 75–78
- Pakistan, 87
- Palmetto Legal Services of South Carolina, 160n52
- Partners Health Care, 309–10
- Partnerships. *See* High-performance work organization (HPWO) partnerships; Negotiated partnerships; Strategic partnerships; Union-management partnerships
- Pensions, union/nonunion differences in, 252–53, 252t
- Phillips-Van Heusen (PVH), 71, 75, 76t
- Pine Tree Legal Assistance, 157n37
- Portable Benefits Network, 214–15
- Portable health benefits, 208; market for Working Today's plan for, 218–23. *See also* Health benefits
- Prepaid legal services, 146
- Press for change, 61
- PricewaterhouseCoopers (PwC), 73–74
- Private public-interest law firms, 146
- Private sector: union density in, 181–84; unionism and, 1
- Privatization, of public services, 112
- Professional and technical occupations, 179–80; enterprise of, 200–202
- Professional and technical workers: commitment to work and, 186–90; professional associations and, 180; statistical analysis of attitudes of, toward unions and labor market institutions, 190–200; targeted survey of, 184–86; union density and, 181–84
- Professional associations, 2, 6t, 227; as movements, 209; professional and technical workers and, 180; union-like activity and, 9; unions and, 204–5; workplace issues and, 203–4. *See also* Membership-based organizations
- Program on International Policy Attitudes (PIPA), 49
- Project Quest, San Antonio, Texas, 303–4
- Public Advocates, Inc., 150
- Public interest organizations, 29–30
- Public Justice Center, 171
- Public services, privatization of, 112

- Railway Labor Act (RLA), 41t
Rath Packing Company, 283
Reebok, 56, 77t
Regional issue organizations, 169–73, 170t.
 See also National issue organizations
Rehabilitation Act, 40
Reporting requirements, federal labor regulations and, 17, 18–19t
Reweighting, statistical methods for, 259–61
Rugmark, 73
- SA 8000 standard, 72, 73, 86
San Francisco Hotel Partnership, 301–2
Santa Monica, CA, living wage battle in, 115, 117–18, 130
Screen Actors Guild, 218, 225
Service Contract Act (SCA), 39t
Service organizations, 210, 227
Social Accountability International (SAI), 61, 72, 78
Social justice law firms. *See* Private public-interest law firms
Social movements: as form of workers' lobby, 209; funding of, 211; litigation and, 143
Social Security Act, unemployment compensation provision of, 40t
South Africa, 89–90
Special interest lobbies, 209–10; funding of, 210–11
Spun-off entities, of legal services centers, 171
Starbucks, 77t, 86
Steel industry, negotiated partnerships in, 276–78
Strategic partnerships, 10; negotiated, 272–79; prevalence of, 269–72; rationale for, 268–69. *See also* Negotiated partnerships
Student antisweatshop activists, 62–66
Sullivan Principles, 89–90
Surface Transportation Assistance Act, antiretaliation provision of, 40t
Sustainable Forestry Initiative, 79
- Technical occupations. *See* Professional and technical occupations
Telecommunications industry, negotiated partnerships in, 274–75
Third-party monitors, 32–33
Tilly, Charles, 143
Title VII of Civil Rights Act, 16, 40t
- Training. *See* Job training
Training intermediaries, 6; community-based organizations as examples of, 303–10; future of emerging, 310–11; summary of emerging, 312t; union-management collaborative efforts as examples of, 299–303
Transnational Resource and Action Center, 74
- Union density, 1–2; in private sector, 181–84
Unionism, private-sector, 1
Union-management collaborative efforts, examples of, 299–303; Garment Industry Development Corporation, 302–3; IBEW/NECA Joint Apprentice Training Committee for Electrical Contracting Industry of Greater Boston, 300; San Francisco Hotel Partnership, 301–2; Working Partnerships USA, 300–301
Union-management partnerships, 6t
Union of Needletrades, Industrial and Textile Employees (UNITE), 62, 269
Unions: challenges facing, 202–5; dilemmas for, 284–86; economic analysis of, 3; effects of, on benefits, 246–47; effects of, on employer premium sharing and health plan cost sharing, 249–51, 250t; effects of, on hours worked, 233–46; effects of, on work hours and nonwage benefits, 10; enforcement of labor policies and, 23–27, 26t; influence of, on training, 296–97; legal counsel activities by, 146–47; managerial decisions and, 267–68; maximand models of, 3; median member models of, 3; vs. nonunion differences in health insurance benefits, 247–49, 248t; professional associations and, 204–5; representatives of, on corporate boards of directors, 279–84; statistical analysis of attitudes of professional workers toward, 190–200; summary of, 6t; summary of choices facing leaders of, in design of institutions for strategic planning, 286, 287t; white-collar workers and, 9. *See also* Strategic partnerships
UNITE, 71–72, 81
United States, declining union density in, 1–2
United Steelworkers of America (USWA), 271, 276–77

- USAirways, 284
- USAS, 61, 62, 63, 74, 81; student activities of, 72
- U.S. Department of Labor (DOL), 15
- Verité, 61, 73
- Veterans' Reemployment Rights Act (VRR), 41t
- Wagner Act. *See* National Labor Relations Act (NLRA)
- Wal-Mart, 56, 57, 71, 75, 77t
- Walsh-Healy Act, 39t
- Washington Lawyers' Committee for Civil Rights and Urban Affairs, 171
- WashTech, 210, 227
- Western Airlines, 282
- White-collar workers, 180; union density among, 181–84. *See also* Professional and technical workers
- Wilson v. Monarch*, 144
- Wisconsin Regional Training Partnership, 227
- Worker Representation and Participation Survey (WRPS), 188
- Worker Rights Consortium (WRC), 72, 73–74
- Workers Adjustment and Retraining and Notification Act (WARN), 16, 41t
- Workers' lobbies: as form of social movements, 209; forms of, 209–10; funding of, 227; Herbert Gans's vision of, 211; model of financially viable, 216–18; prospects of broad-based, 226–28; role of, for nontraditional workers, 223–24. *See also* Working Today
- Workforce development boards, 299
- Working Partnerships USA, 300–301
- Working Today, 6, 9–10, 207–8, 209; evaluating impact and prospects of, 224–26; evolution of, 213–16; market for health benefits plan of, 218–23. *See also* Workers' lobbies
- Workplace agents, collective, 23
- Workplace committees, mandated, 30–32
- Workplace Project of Long Island, 142–43
- Workplace regulation: implementation of, 14; process of, labor market institutions and, 13
- World Trade Organization (WTO), international labor standards and, 86