

Labor Relations Process Case Study Essay

Would you consider the RA position to be a job? Does this mean that RAs are employees of the university, or are they, students? Why do you think that might be important?

I would consider the Resident Assistant position to be a job by itself. Resident employees are the employees of the university. The fact that the Resident assistants receive wages makes them university employees. They get a stipend as well as free on-campus housing. These are offered for the exchange of the expectation of them to impact the lives of students by providing various opportunities to gain new skills, experience, creating a safe environment and developing the community. The resident assistants are offered opportunities that are similar to those of workers of multinational corporations. They are provided with opportunities to develop interpersonal relationships and also grow while understanding their selves better. At the same time, further opportunities for developing practical life skills are offered to them. In their position, they work in teams to support the residential societies that feel like home. Resident assistants undergo an application process as well as an interview process, similar to those which human resources perform for big corporations.

Why didn't employees at UMass Amherst engage in collective bargaining after the passage of the NLRA in 1935? Why did the passage of the Massachusetts General Law in 1973 have such a big effect on union organizing at UMass Amherst?

The NLRA did not apply to any public sector employees. The employees had a disadvantage at bargaining-power relative to their employers. Additionally, there was no obligation to participate in bargaining with any public employee unions. They were limited to certain rights such as striking. There were a few of the unions at the campus. Employees only had the right to form individual labor unions and participate in collective bargaining with their employers regarding work matters such as wages. However, there was a conflict of interest between the parties because all were interested in their having personal advantages. The same employees can pursue their interests individually or as a group. The passage of the Massachusetts General Law in 1973 created the right to have full collective bargaining efforts. By its passage, various advantages were imminent. The employees had the right to work in unions, could bargain collectively, and also engage in activities that were aimed at mutual interests (McHugh, 2011). Employees also had the freedom to cease from participating in any or all of the activities.

What role does labor law play in encouraging or discouraging unionization?

The labor law covers the establishment of labor relations that offer good relations amongst employers and employees. The labor law provides the rules for forming a union, the conditions for meeting and being a bargaining agent, strikes, negotiations and other interests that involve collective agreement (McHugh, 2011). The labor law, therefore, aims to promote the interests of the members involved. It acts as a bridge between the employee and the employer.

Case Studies On The Labor Process

Rick Baldoz



Case Studies On The Labor Process:

Case Studies on the Labor Process Andrew S. Zimbalist, 1979 *New Technology and the Labour Process* David Knights, Hugh Willmott, 1988-06-01 The papers in this volume examine the conditions and consequences of micro electronic technology within one or more of various spheres of the labour process **Critical Study Of Work** Rick Baldoz, 2009 Essays that challenge the benefits of globalization and new technologies *Routledge Handbook of Marxian Economics* David M. Brennan, David Kristjanson-Gural, Catherine P. Mulder, Erik K. Olsen, 2017-03-16 Most developed economies are characterized by high levels of inequality and an inability to provide stability or opportunity for many of their citizens Mainstream economics has proven to be of little assistance in addressing these systemic failures and this has led both scholars and students to seek alternatives One such alternative is provided by Marxian economics In recent decades the field has seen tremendous theoretical development and Marxian perspectives have begun to appear in public discourse in unprecedented ways This handbook contains thirty seven original essays from a wide range of leading international scholars recognized for their expertise in different areas of Marxian economics Its scope is broad ranging from contributions on familiar Marxist concepts such as value theory the labor process accumulation crisis and socialism to others not always associated with the Marxian canon like feminism ecology international migration and epistemology This breadth of coverage reflects the development of Marxian economic and social theory and encompasses both the history and the frontiers of current scholarship This handbook provides an extensive statement of the current shape and future direction of Marxian economics The Routledge Handbook of Marxian Economics is an invaluable resource for students researchers and policy makers seeking guidance in this field It is designed to serve both as a reference work and as a supplementary text for classroom use with applications for courses in economics sociology political science management anthropology development studies philosophy and history **Out of the Margin** Susan Feiner, Edith Kuiper, Notburga Ott, Jolande Sap, Zafiris Tzannatos, 2005-07-22 Out of the Margin is the first volume to consider feminist concerns across the entire domain of economics The book addresses the philosophical roots of rational economic man power relations and conflicts of interest within the family the limitations of relying on secondary data and the policy implications of neo classical models With its range and depth of coverage this is not only an excellent introduction to the field but also indispensable for those seeking more in depth knowledge of issues of gender and economics **The Oxford Handbook of Karl Marx** Matt Vidal, Tony Smith, Tomás Rotta, Paul Prew, 2019-03-26 Karl Marx is one of the most influential writers in history Despite repeated obituaries proclaiming the death of Marxism in the 21st century Marx's ideas and theories continue to guide vibrant research traditions in sociology economics political science philosophy history anthropology management economic geography ecology literary criticism and media studies Due to the exceptionally wide influence and reach of Marxist theory including over 150 years of historical debates and traditions within Marxism finding a point of entry can be daunting The Oxford Handbook of

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Material Culture Kenneth L. Ames,1985

Women, Work, and Technology University of Connecticut. Project on Women and Technology,1987 Examines the ideological social and economic forces that together with technology influence the lives of women

Getting by Christina E. Gringeri,1994 The 1970s and 1980s saw a resurgence of industrial homework in rural areas This text examines the effects of homeworking on workers mainly women and their families and explores the role of the state in subsidising the development of homeworking jobs that depend on gender

Journal of Studies in Technical Careers ,1983

Technology, Organizations and Innovation: Theories, concepts and paradigms Ian McLoughlin,David Preece,Patrick Dawson,2000 An authoritative collection of leading critical and contemporary writings published in the field of technology and organizations The set spans a 50 year time period taking the reader from the first and most influential papers from the early 1950s through to some recent publications which address contemporary and emerging debates in the field at the dawn of the 21st century Each of the 4 volumes has a particular focus upon this area of research and scholarship the early debates theories paradigms and concepts critical empirical studies and emerging themes and future debates The editors provide an introduction to and overview of the themes debates perspectives theories and paradigms which characterize this area of organization studies and set out a route map to help guide the reader through the four volumes

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Technical Workers Chris Smith,1987

Cornell University Courses of Study Cornell University,2006

White Collar Politics Martin Oppenheimer,1985

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"On the Front" Cynthia Butler Costello,1984

An Apple for the Teacher Melissa Evans-Andris,1996-06-24 Take a look at the use of computers in classrooms from the teacher s perspective Explore the best and worst ways to use computers in the classroom Evans Andris gives you models of the three basic computer use styles teachers adopt She helps you identify the ways your

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Sociological Association of Ireland,1986

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