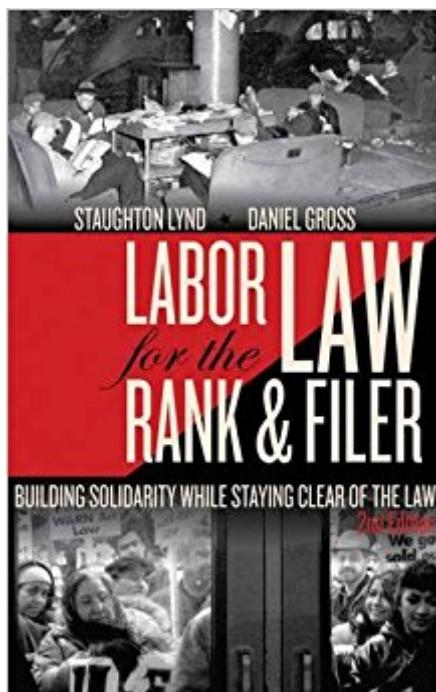


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# **Labor Law For The Rank & Filer: Building Solidarity While Staying Clear Of The Law**



## Synopsis

Blending cutting-edge legal strategies for winning justice at work with a theory of dramatic, bottom-up social change, this practical guide to workers' rights aims to make work better while reinvigorating the labor movement. A powerful organization model called "solidarity unionism" is explained, showing how the labor force can avoid the pitfalls of the legal system and utilize direct action to win fair rights. The new edition includes new cases governing fundamental labor rights and can be used not only by union workers, but can serve as a guerrilla legal handbook for any employee in this unstable economy.

## Book Information

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## Customer Reviews

"Some things are too important to leave to so called 'experts': our livelihoods, our dignity and our rights. In this book, Staughton Lynd and Daniel Gross have provided us with a very necessary, empowering, and accessible tool for protecting our own rights as workers." --Nicole Schulman, co-editor *Wobblies! A Graphic History and World War 3 Illustrated*. "As valuable to working persons as any hammer, drill, stapler, or copy machine, *Labor Law for the Rank and Filer* is a damn fine tool empowering workers who struggle to realize their basic dignity in the workplace while living through an era of unchecked corporate greed. Smart, tough, and optimistic, Staughton Lynd and Daniel Gross provide nuts and bolts information to realize on-the-job rights while showing us that another world is not only possible but inevitable." --John Philo, Legal Director, Maurice and Jane Sugar Law Center for Economic and Social Justice "Workers' rights are under attack on every front. Bosses break the law every day. For 30 years *Labor Law for the Rank and Filer* has been

arming workers with an introduction to their legal rights (and the limited means to enforce them) while reminding everyone that real power comes from workers' solidarity." --Alexis Buss, former General Secretary-Treasurer of the IWW --This text refers to an out of print or unavailable edition of this title.

Staughton Lynd taught American history at Spelman College and Yale University. He was director of Freedom Schools in the 1964 Mississippi Freedom Summer. He has written or coedited more than a dozen books, including *Class Conflict, Slavery, and the United States Constitution*; *From Here to There: Intellectual Origins of American Radicalism*; and *Wobblies and Zapatistas*. He lives in Youngstown, Ohio. Daniel Gross is an organizer with the Industrial Workers of the World and a cofounder of the first union in the United States at the Starbucks Coffee Co. He is also the founding director of Brandworkers International, a nonprofit organization protecting and advancing the rights of retail and food employees. He lives in New York City.

Great little book that gives a basic runthrough of labor law for your average joe. Goes into a bit about solidarity unionism at the end which isn't necessarily as useful. Of course labor law is constantly changing due to new NLRB policies so some of it is a little out-dated, but it gives all the major factors and laws and goes into detail about important NLRB decisions. More in-depth than Wikipedia but less in-depth than training you'd get as a union steward or rep.

Very informative book. I have learned a lot.

ggod book

exact if you are a union deligate this is the book for you. i rec to paralegals labor boards across the us

thanks

Learn how to work happily in a Union world. Learn what and why the processes that are used and how to be forward thinking.

A must read for any worker who doesnt want to be walked all over

First, despite the two star rating, I believe that this book should be read by unionists, management, neutrals, and labor lawyers alike. It's a very interesting read if not the most focused or objective book on its subject. At 108 pages of text, it can be read relatively quickly. The book, in my opinion, lacked focus. Lynd and Gross didn't seem to be able to make up their minds on whether they wanted to write a quick-and-dirty labor law reference book for union members or a manifesto for the revolution of the American labor movement. The first half of the book seems to focus on the former point, with a decent heaping of advice on what union members can and cannot do as based on case law, statutory law, and a collective bargaining agreement. However, the second half of the book segues into rants about business unionism and the NLRB. Gross was in the process of trying to organize Starbucks at the time of the current publication, so there is a lot present in the way of pushing that agenda, particularly in the footnotes. Gross is also a Wobblie, so some of the views expressed in the book are going to appear radical to many people. Some of Lynd and Gross's logic and reasoning seems to be somewhat off kilter. In parts of the book, they lament the trend of unions agreeing to no-strike clauses in their contracts. That is a legitimate concern. However, the authors rail against business unionism and, instead, promote solidarity unionism, which is a much less bureaucratic form of unionism that is focused much in individual organizations and is primarily run by the rank and file. That sounds good as well. The problem, though, as it seems to me: Where's the strike fund money going to come from with solidarity unionism? Whether one agrees or not agrees with the bureaucratic nature of business unions, they often do have the necessary resources to help a local sustain a strike for certain amount of time. Also, Lynd and Gross continually state that economic strikers can be permanently replaced, whereas unfair labor practice strikers are entitled to their jobs at the conclusion of a strike. This is half true. Both types of strikers are entitled to their positions. Replacements hired during an economic strike are allowed to remain in their positions at the conclusion of a strike. Economic strikers must wait until their positions become available again, either due to replacement attrition, discharge, or company expansion. However, these strikers are still considered employees and must be reinstated as positions become available. Replacements at the end of an unfair labor practice strike are to be discharged in order to allow strikers to be reinstated into their former positions. An ULP strike is much more ideal for a striker than an economic strike; Lynd and Gross were correct on that point. However, they misrepresented the actual difference between economic and ULP strikes in terms of reinstatement. From reading the book, one could surmise that if you strike for economic reasons, you can just simply be discharged at the end of the strike. Again, all in all, it was an interesting read. I'm a proponent of that you should

consume all information that you can and then make a cogent decision on its validity. I think that Lynd and Gross should have written two books, one which would be a labor law reference book and another that would be a socio-political handbook of change. However, by trying to synergize the two topics, readers may be left wondering what the point was of the text.

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