

Labor Relations Law

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Cases and Materials

FOURTEENTH EDITION

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Preface to the Fourteenth Edition

The last several decades have seen explosive growth in the law governing the workplace. Even the name of the subject has changed at some schools from Labor Relations Law to Labor and Employment Law or Work Law to reflect the expanding governmental regulation of employer-employee relations, as distinct from traditional union-management relations. Although some professors still try to include both labor relations law and employment law within the same course, most law schools have created separate courses covering Employment Discrimination Law, Individual Employment Rights, and Employee Benefits or ERISA. We agree with this trend, because we believe there is a substantial risk of superficiality and a lack of focus if someone tries to include all of these areas in a single three- or four-hour offering. We also think that those two almost unique American institutions — the representative labor union and the collective bargaining process as they have evolved in this country — deserve study in a setting in which they occupy the center stage.

The fourteenth edition brings new authorship. We are excited to welcome Grant Hayden as coauthor. Grant brings fresh eyes and has been instrumental in thinking through the book's next evolution. We are forever indebted to Ted St. Antoine for his instrumental role in shaping the book's basic philosophy and structure, which endures. Like its predecessors, the fourteenth edition of this casebook is designed for an intensive examination of the union-management relationship throughout its major phases. We begin with a focus on the right of employees to join together for organizational purposes, regulation of the union organizing process including the use of economic weapons, development of bargaining relationships, the negotiation of collective agreements, and the enforcement of those agreements. A brief section addressing the law governing internal union affairs follows.

As in the past, we have tried to respond generously to the most significant current developments in the field, while simultaneously providing a set of materials that will be truly manageable in the usual three- or four-hour courses. We have included more than 60 new hypothetical problems designed to test students' knowledge of existing doctrines and push them to explore issues that don't admit of ready answers. And we will continue our practice of publishing a biennial supplement to keep the book up-to-date.

Finally, we express our appreciation to Drew Schendt, whose capable and conscientious research assistance contributed substantially to this revision; Rachel Mance, for her expert technical assistance with past editions; and Hallie Dunlap, for her

essential logistical support. Biz Ebben at Carolina Academic Press makes the publishing experience a pleasure; this book owes its continued existence to her editorial expertise.

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