

“Good Labor Reads”

Based upon recommendations from ALRA’s Executive Board, 2019 Cincinnati Conference Delegates and Labor Relations Practitioners

U.S. Labor History Books

- *Toil and Trouble: A History of American Labor*, Thomas Brooks (1964). A primer on the history of the labor movement in the United States up to 1964
- *And the Wolf Finally Came: The Decline of the American Steel Industry*, John Hoerr (1988). Absorbing account of labor-management relations, and the human and economic impacts, during the period of the decline of the U.S. steel industry
- *We Can’t Eat Prestige: The Women Who Organized Harvard*, John Hoerr (1997). Story of the women-led Harvard Union of Clerical and Technical Workers and the fifteen-year struggle culminating in the union prevailing in an election to represent Harvard clerical and technical employees
- *The Jungle*, Upton Sinclair (1906). Classic novel of the inhuman conditions experienced by workers in the Chicago stockyards in the early 20th century. The book was influential in the passage of the Food and Drug Act, resulting in this memorable quote of Sinclair: “I aimed for the public’s heart and accidentally hit it in the stomach”
- *The Turbulent Years: A History of the American Worker 1933-1941*, Irving Bernstein (1969). A thorough account (800 pages) of the most eventful period in U.S. labor history with respect to union growth, labor laws and strikes
- *Collision Course*, Joseph McCartin (2011). Detailed account of a pivotal event in labor history – the air traffic controllers’ strike of 1981 in which President Reagan fired the striking employees

- *The Brothers Reuther and the Story of the UAW*, Victor Reuther (1976). An insightful inside account of the formation and development of the United Automobile Workers Union
- *More Than They Bargained For*, Jason Stein and Patrick Morley (2013). Detailed account of 2011 struggle in Wisconsin when many provisions of public sector labor laws were repealed
- *Going Down the Jericho Road*, Michael Honey (2007). Story of the 1968 strike of Memphis sanitation workers represented by AFSCME that was Martin Luther King's last campaign and claimed his life
- *The Roosevelt I Knew*, Frances Perkins (1946). Illuminating and first-hand account of the landmark and extensive New Deal labor laws by Franklin Roosevelt's Secretary of Labor and first woman cabinet member in U.S. history
- *Eugene V. Debs, Citizen and Socialist*, Nick Salvatore (1982). Bancroft Prize winning definitive biography of late 19th and early 20th century labor and socialist leader
- *Between Management and Labor: Oral Histories of Arbitration*, Clara H. Friedman (1995). Examines the roles and perspectives of mediators and arbitrators in their own words, providing a gold mine of experience and insights
- *Death in the Haymarket: A Story of Chicago, the First Labor Movement and the Bombing that Divided Gilded Age America*, James Green (2007). Popular non-fiction book describing and analyzing the 1886 Haymarket bombing at a Chicago labor rally and its impacts on the labor movements of that era. * *
- *The Teacher Wars: A History of America's Most Embattled Profession*, Dana Goldstein (2015). The author explores the hot button teaching issues of our times by exploring the history of public education teaching in the US.*

* Books with an asterisk were recommended by delegates who participated in the ALRA Book Club at the 2019 conference.

- *The Union of Their Dreams, Power, Hope and Struggle in Cesar Chavez's Farm Workers Movement*, Marian Pawel (2010). The Pulitzer-winning journalist explores the real people and stories behind the people who created the Farm Workers Movement and the UFW.*
- *A Whole Different Ball Game: The Inside Story of the Baseball Revolution*, Marvin Miller (2004). Miller, who had been chief economist and assistant to the president of the steelworkers' union who became the founding executive director of the Major League Baseball Players Association in 1966 recounts his experience helping create the free agency system. With a forward by Studs Terkel.*
- *Clarence Darrow for the Defense*, Irving Stone (1971). Classic and sweeping biography of the famous lawyer, whose career as a defense lawyer included successfully defending International Workers of the World founder William Haywood against murder charges.*
- *Rising from the Rails: Pullman Porters and the Making of the Black Middle Class*, Larry Tye (2005).
- *American-Made: The Enduring Legacy of the WPA - When FDR Put the Nation to Work*, Nick Taylor (2008)
- *The Woman Behind the New Deal: The Life of Francis Perkins, FDR's Secretary of Labor and His Moral Conscience*, Kirsten Downey (2009)
- *The UAW and the Heyday of American Liberalism, 1945-1968*, Kevin Boyle (1995)
- *State of the Union: A Century of American Labor*, Nelson Lichtenstein (2002, Revised and Expanded, 2013)

Canadian Labour History Books

- *Unjust by Design: Canada's Administrative Justice System*, Ron Ellis, (2013). A recent and controversial but extremely talked about book on Canadian Administrative tribunals.
- *When the State Trembled: How A.J Andrews and the Citizen's Committee Broke the Winnipeg General Strike*, Second Ed., Reinhold Kramer and Tom Mitchell (2010)
- *Magnificent Fight: The Winnipeg General Strike*, Dennis Lewycky (2019). These two books present the views of both sides of the 1919 Winnipeg Strike, which was a seminal event in Canadian labour history.
- *My Union, My Life*, Jean-Claude Parrot (2005). The autobiography of Jean-Claude Parrot, who was the National President of the Canadian Union of Postal Workers for fifteen years and its chief negotiator for eighteen years. His story is an amazing account of some pivotal rounds of bargaining that shaped Canadian society.

Labor, Class and Politics in the 21st Century .

- *Janesville: An American Story*, Amy Goldstein. A Washington Post, Pulitzer Prize winning reporter's intimate account of the fallout from the closing of a General Motors' assembly plant in Janesville, Wisconsin two days before Christmas of 2008. Her reporting follows the lives of autoworkers, educators, bankers, politicians and job re-trainers for nearly a decade after the plant-closing.
- *Heartland: A Memoir of Working Hard and Being Broke in the Richest County on Earth*, Sarah Smarsh (2018). As the daughter of a fifth generation Kansas wheat farmer on the paternal side and generation of

teen mothers on her maternal side, Smarsh describes the challenges of growing up poor in post-Industrial America.

- *Temp: How American Work, American Business, and the American Dream Became Temporary*, Louis Hyman (2018). Cornell ILR professor traces the origins of the gig economy to changes in American corporate life in the 1950's and 1960's.

Mediation, Negotiation and Workplace Strategies.

- *What They Don't Teach You at Harvard Business School, Notes from a Street-Smart Executive* (1986) Mark H. McCormack (1986).
- *How to Argue with a Cat, A Human's Guide to the Art of Persuasion*, Jay Heinrichs (2018). With chapters like "Practice Agreeability: The Brilliant Purr (Turn a disagreement into a beautiful relationship)" and "Pounce Like a Predator: The Art of Stalking (Learn persuasion's timing secret)," rhetorician and cat lover Jay Heinrichs provides humorous, insightful and effective tips for persuasion and negotiation.
- *A Behavioral Theory of Labor Negotiations: An Analysis of a Social Interaction System*, Richard E. Walton and Robert B. McKersie (1965, reissued 1991). Classic treatise on integrative bargaining.
- *Getting to Yes: Negotiating Agreement without Giving In*, Roger Fisher and William Ury (1981). One of the first books to introduce the concepts of interest-based bargaining.
- *Left of Boom: Putting Proactive Engagement to Work*, Phillip B. Wilson (2014)

- *BrainFishing: A Practice Guide to Questioning Skills*, Gary T. Furlong and Jim Harrison (2019). Utilizes neuroscience to help you understand and apply questioning skills to help negotiate and resolve conflicts.
- *The Conflict Resolution Toolbox: Models and Maps for Analyzing, Diagnosing and Resolving Conflict*, Gary T. Furlong (2005)*
- *Resolving Conflicts at Work, Mediating Dangerously, The Crossroads of Conflicts*, Kenneth Cloke. Cloke has been a mediator since 1980 and also served as an ALJ for the California Agricultural Labor Relations Board and Public Employment Relations Board.*
- *The Dynamic of Conflict, A Guide to Engagement and Intervention*, Bernard Mayer (2012). Mayer is a law professor and mediator. His bio on the Creighton University School of Law describes him as an “icon in the world of conflict resolution.” He has written many books in this field, including *The Conflict Paradox - Seven Dilemmas at the Core of Dispute*, (2015).*
- *Getting to Yes - Negotiating Agreement without Giving In*, Roger Fisher and William Ury (1981, 2011). Originally published thirty years ago, this is the classic text based on the work of the Harvard Negotiation project.*
- *The Making of a Mediator, Developing Artistry in Practice*, Michael D. Lang (2000). A guide for helping mediators achieve excellence or “artistry” in their practice.*
- *Everyday Negotiation: Navigating the Hidden Agendas in Bargaining*, Deborah M. Kolb, Judith Williams (2012). *

Investigations, Hearings, and Decision Writing

- *Managing High Conflict People in Court*, Bill Eddy (2008)

- *High Conflict People in Legal Disputes, 2nd Edition*, Bill Eddy (2016). Using case examples and an analysis of the general litigation and negotiation behaviors of high conflict people, Eddy, a lawyer, therapist and mediator, provides insight for containing their behavior, while effectively managing and/or resolving their disputes.
- *Writing Reasons: A Handbook for Judges, Fourth Edition*, Edward Berry (2015). Seminal Canadian Handbook on modern decision writing.
- *Legal Writing in Plain English, Second Edition: A Text with Exercises (Chicago Guides to Writing, Editing and Publishing)*, Bryan A. Garner, (2013). Garner is the editor-in-chief of Black's Law Dictionary. He has written many books on legal writing and style, including *Bryan A. Garner's Redbook: A Manual on Legal Style, 4th Edition (Coursebook)* (2019) and *Garner's Modern English Usage* (2016).

Thinking Like a Writer: A Lawyer's Guide to Effective Writing and Editing, 3rd Edition, Stephen V. Armstrong and Timothy P. Terrell (2009).

Labor in Fiction Books and Movies

- *The Grapes of Wrath*, John Steinbeck (1939). Steinbeck's great (many think his greatest) novel of the Dust Bowl migration to California in the 1930's
- *Harry Potter and the Goblet of Fire*, J.K. Rowling. Humorous yet thought-provoking subplot involving "S.P.E.W.," the Society for the Promotion of Elfish Welfare," which was founded by Hermione Granger to address her concerns over the gross mistreatment of house elves. Not all the house elves appreciate her efforts.
- *Click Clack Moo: Cows that Type*, Doreen Cronin and Betsy Lewin (2003) (children's book). Cows unhappy with the conditions on their farm organize for better terms and conditions of employment.

- *Newsies*, Disney movie (1992) and Broadway musical (2011), Alan Menken (music), Jack Feldman(lyrics), Harvey Fierstein (book). Based on the real-life story of the New York City newsboys strike of 1899. Characters include Joseph Pulitzer, publisher of the New York World, and President Theodore Roosevelt, whose support for the newsboys led to a settlement.
- *Final Offer*, Award-winning 1985 documentary which takes viewers behind the scenes of the landmark 1984 negotiations and strike involving the Canadian Auto Workers Union and General Motors
- *American Dream*, A documentary on the Hormel/P9 Strike in the 1990's
- *The Last Truck - Closing of a GM Plant*, HBO Films (2009). This documentary follows the closure of the Moraine Assembly plant in 2008. Nominated for an Academy Award for Best Documentary (Short Subject) in 2009.
- *American Factory*, Netflix Release (2019), Sequel to *The Last Truck*, detailing what happened after a Chinese investor bought the plant in 2014 and reopened it as a windshield and auto glass factory.
- *Harlan County, USA*, Academy-award winning 1976 documentary film covering the "Brookside Strike," an effort of 180 coal miners and their wives against a mining company in Harlan County, Kentucky in 1973.*
- *Twelve Angry Men*, 1957 film about jury deliberations in a murder trial. Recommended for those interested in the art of persuasion and negotiation.*
- *Moneyball*, 2011 film about Oakland A's general manager's attempt in the early part of this century to assemble a competitive baseball team on a lean budget by using statistics and computers. Recommended for those interested learning how to prepare for complex negotiations.*

- *Norma Rae*, 1979 film depicting a factory worker from a small town in North Carolina (Sally Field) from a small town in North Carolina who becomes involved in unionizing activities. Field won the Academy Award for her performance.
- *Made in Dagenham*, 2011 movie about the 1960's fight for equal pay for women. With Sally Hawkins and Bob Hoskins.*
- *North Country*, 2005 fictionalized account of the first major sexual harassment lawsuit in the US, Jenson v. Eveleth Mines. Charlize Theron plays the miner who won the lawsuit in 1984. The film also features Jeremy Renner and Frances McDormand.*

Books by Current and Former ALRA Speakers

- *The Fissured Workplace*, David Weil (2014) (Speaker at 2015 ALRA Conference)
- *The Big Squeeze: Tough Times for the American Worker*, Steven Greenhouse (2009) (Speaker at 2011 and 2019 ALRA Conferences)
- *Beaten Down, Worked Up, The Past, Present and Future of American Labor*, Steven Greenhouse (2019) (Speaker at 2011 and 2019 ALRA Conferences)
- *Shaping the Future of Work: What Future Worker, Business, Government, and Education Leaders Need to Do for All to Prosper*, Thomas A. Kochan (2016) (Speaker at 2017 ALRA Conference)
- *The Fight for \$15*, David Rolf (2016) (Speaker at 2017 ALRA Conference)

- *Hard Bargains, My Life on the Line*, Bob White (1987) (Speaker at 2001 ALRA Conference)
- *Industrial Relations Systems*, John Dunlop (1958) (Speaker at 1994 ALRA Conference)
- *Can Unions Survive? – The Rejuvenation of the American Labor Movement*, Charles Craver (1993) (Speaker at 1993 ALRA Conference)
- *The Deindustrialization of America*, Barry Bluestone (1982) (Speaker at 1994 ALRA Conference)
- *A Primer on American Labor Law* (2004) and *Agenda for Reform: The Future of Employment Relationships and the Law* (1993), William Gould IV (Speaker at 1993, 1995, and 2002 ALRA Conferences)
- *Which Side Are You On?* Thomas Geoghegan (1991) (Speaker at 1995 ALRA Conference)
- *Working*, Studs Terkel (1972) (Speaker at 1995 ALRA Conference)
- *Public Workers: Government Employee Unions, the Law, and the State, 1900 -1962*, Joseph Slater (2004) (Speaker at 2019 ALRA Conference)

Strikes

- *Red State Revolt: The Teachers' Strike Wave and Working-Class Politics*, Eric Blanc (2019)
- *55 Strong: Inside the West Virginia Teachers' Strike*, Edited by Elizabeth Catte, Emily Hilliard, and Jessica Salfia (2019)
- *A History of America in Ten Strikes*, Erik Loomis (2018)