



Labor Relations: Striking a Balance

John W. Budd

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Labor Relations: Striking a Balance, 1st Edition, by John Budd presents labor relations as a system for striking a balance between the employment relationship goals of efficiency, equity, and voice, and between the rights of labor and management. Budd's Labor Relations broadens the narrow process focus of existing labor relations texts by placing the discussion of contemporary U.S. processes into the context of underlying themes - what are the goals of labor relations, are those goals being fulfilled, and are reforms needed. This textbook replaces the tired paradigm of "labor relations equals detailed work rules" with the dynamic paradigm of "labor relations equals balancing workplace goals and rights." Labor law, union organizing, bargaining, dispute resolution, and contract administration are central topics, but these processes are not presented as self-evidently good. These topics are placed in the broader context of the goals of the employment relationship, conflicting rights, and the environment of the 21st Century. This broader context serves to make labor relations more engaging and relevant to students. It also allows instructors to raise important "big picture" ideas while covering the applied business functions and strategies of the existing processes.

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