

## Contents

Preface: Lessons from Life, vii  
Acknowledgments, xv  
Introduction, i

### Part I **Overview**

- 1 The Need for Unions, 9
- 2 The Fall of Organized Labor: A Brief Overview, 16
- 3 The NLRA Organizing Process, 23

### Part II **The Story of UNITE HERE**

- 4 HERE and Its History, 35
- 5 The Rejuvenation of HERE Local 2, 53
- 6 Organizing Yale's Clerical and Technical Workers, 60
- 7 The Need for a New Organizing Model, 72
- 8 The Culinary Union and the Development of the Comprehensive Campaign, 79

- 9 From Hanley to Wilhelm, 92
- 10 Refining the Comprehensive Campaign, 101
- 11 The Immigration Issue, 115
- 12 HERE in the Twenty-first Century, 120
- 13 Solidarity Rebuffed, 138

**Part III Why the NLRB Election Process Doesn't Work for Unions**

- 14 The Problem of Access, 179
- 15 The Regulation of Employer Campaign Conduct, 191
- 16 The Duty to Bargain and the Protection of Employee Choice, 199
- 17 NLRA Organizing: Law and Reality, 202

**Part IV The Strike Weapon**

- 18 Restructuring the Strike Weapon, 221
- 19 Strikes, Picketing, Comprehensive Campaigns, and the Law, 229
- 20 Comprehensive Campaigns and RICO, 242

**Part V The Need to Change the Law**

- 21 Organized Labor and the Employee Free Choice Act, 257
- 22 Changing the Law of Representation Campaigns and Striker Replacement, 268
- 23 Is the NLRA Worth Saving? 275
- 24 Beyond Traditional Collective Bargaining, 288

**Part VI Summing Up**

- 25 The Difference between Labor Organization and Labor Movement, 305
- Conclusion, 325

Notes, 327  
Index, 367