

Title	The Twilight of the Old Unionism
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Pub Date	
Brief Introduction	<p style="text-align: center;">FOREWORD</p> <p>Leo Troy is one of the top researchers in the field of unionization trends. In this volume, he continues his interpretation of the empirical evidence. In the United States, Troy argues, the union sector is really bifurcated. In private employment, which Troy identifies with "Old Unionism," there is steady erosion of union representation rates. Troy finds that this erosion is largely due to market forces and competition rather than to managerial resistance. In contrast, government employment is identified by Troy with "New Unionism," which shows no signs of eroding. New Unionism, because it is in the public sector, is largely shielded from marketplace competition.</p> <p>Although some researchers have thought that the United States was relatively unique in exhibiting these trends, Troy finds them also in other countries, notably Canada. Legal institutions may slow down the decline in Old Unionism. And the public sector may be larger in many other countries than it is in the United States. However, the decline of the unionization rate in the private sector is a near-worldwide characteristic.</p> <p>Old Unionism, Troy proposes, will not die out in the United States but will be confined to limited market niches. The growth in importance of public sector membership, however, changes the demographic character of unions away from the traditional blue collar model and toward white collar workers such as teachers. Moreover, the shrinkage in the private sector is moving unions toward political action and linkage with the Democratic Party.</p> <p>Troy's findings and conclusions will be controversial for some readers and a confirmation for others. Either way, the findings raise interesting questions. Will what Troy terms "individual representation," that is, the nonunion employment relationship, lead to union substitutes such as legislative workplace regulation and/or employment litigation? Union</p> <p>workers tend to be more likely to receive job-related benefits such as health care and defined-benefit pensions. What will happen to the American system of semi-private social insurance if such benefits erode along with Old Unionism? What happens to the two-party political system in the United States if one party is dependent on a sector that is declining? Regardless of their views, readers will want to consider these issues in light of this volume.</p> <p style="text-align: right;">Daniel J.B. Mitchell Series Editor</p>