

Take the fast track to a professional career



Earn both a Hofstra B.A. and an M.B.A. in just five years
– with big savings in time and tuition.

Hofstra undergraduates may now enroll in a dual-degree program, combining their studies toward a Labor Studies B.A. degree with work toward a Master of Business Administration.

The dual-degree program can be completed in five years. Qualified students who major in labor studies and who are admitted to the M.B.A. portion of the dual-degree program may substitute up to 14 semester hours of M.B.A.-level graduate course work for an equal number of hours of undergraduate courses toward the completion of the B.A. degree.

**Five-year Dual-degree Program
in Labor Studies (B.A.) and
Business Administration (M.B.A.)**

For more information, please contact the Labor Studies Program
at laborstudies@hofstra.edu or visit hofstra.edu/laborstudies

Are Most New Lawyers Doomed To Become Temps?

Cheaper by the Hour: Temporary Lawyers and the Deprofessionalization of the Law, by Robert A. Brooks.
Temple University Press, Philadelphia, Pa. (2011)

Reviewed by Martha Weise

If you are interested in examining the current state of the legal profession in the United States, look no further than *Cheaper by the Hour* by Robert A. Brooks. The book looks at attorneys who work as independent contractors, hired by law firms (through a placement agency) on an as-needed basis for specific assignments. The material for the book comes from two sources, the author's personal work history as a temporary attorney and interviews with twenty attorneys with whom he labored during the four years he was employed as a temporary lawyer while getting his doctorate in sociology. The personal focus is significant. His research is based on the projects he worked on, the conditions he worked under, the people he worked with, the firms he worked for and the placement agencies that hired him. Although he tries to present some of the pluses of the temporary lawyer equation, Brooks clearly finds the current situation unpalatable at best.

The book starts out with a consideration of the hypothesis developed by Harry Braverman in *Labor and Monopoly Capital* (1974). Braverman's premise is that in the last forty years, work has become increasingly degrading: that fewer skills are needed and that various tasks have been "unbundled" so that instead of looking at a transaction as a whole, one looks at its various components and parcels the work out so that different tasks can be done by different people. This phenomenon is combined with a sense of greater job insecurity among American workers. Brooks, an Associate Professor and Chair in the Department of Criminal Justice, Worcester State University, applies this concept to the temporary lawyer. Although some argue that legal work requires a great deal of expertise that cannot be parceled out and split into components, Brooks shows that much legal work is fairly simple, standardized and rote. As examples he offers the drafting of documents. Further, complex issues, such as anti-trust actions and mergers and acquisitions can be separated into component parts.

Enter the temporary attorney industry. Originally sold as a way for lawyers to have flexibility in the workplace, placement agencies have marketed the temporary lawyer as a way for law firms to have a more cost effective workplace. The industry has grown considerably in recent years, a combination of an on-going economic recession, a glut of law school graduates and a growing sense that much legal work can be done on an on-needed basis. This is particularly true of document review, a task on which most temporary lawyers work.

In any legal proceeding, each party is permitted to ask the other party to give them documents that are relevant to the case or issue at hand. Although there are some documents that do not have to be given, for example: those based on attorney-client privilege, discovery allows each side to get large numbers of document to support their position or assist in meeting a client's objectives. The number of documents requested is dependent on the matter that is being dealt with. In a contested divorce, documents may include tax returns, business records, medical history, pension valuation and real estate appraisals. A merger or acquisition requires the corporation to inform the Department of Justice and the Federal Trade Commission of the plan. The agencies can request information, requiring documents relating to all pertinent elements of the deals and the companies that are contemplating the deals. There are thousands of documents that go through document review.

Law firms hire temporary lawyers to do this work. According to Rogers, the work is tedious, boring and mind-numbing. Working conditions appear to be lousy. Attorneys are required to work as long as it takes to get the job done. They work often in airless spaces, with few breaks. Much of the book describes the work experiences of the various temporary lawyers. None of them are happy with the salary, work conditions or the work itself. However, there is an overwhelming sense of resignation. It's as though they are simply stuck in a system for which there is no way out. According to those interviewed, there are no flexible hours or flexible working conditions. You have to work to get the job done, often involving 12 hour days. There is no appreciation, no autonomy, no satisfaction.

The growth and success (according to the bottom line of many law firms) of temporary lawyers has led to the development of outsourcing legal work to other countries, notably India. Reading *Cheaper by the Hour*, it appears that the temporary lawyer business is growing and will continue to do so. Working conditions, health insurance and salary will continue to be issues for those doing the work. Rogers points fingers at many players, including placement agencies, law firms and the lawyers themselves. He does not provide any answers, but he gives the reader a lot to think about.

Martha Weisel is an Associate Professor of Legal Studies in Business at Hofstra University

REGIONAL LABOR REVIEW, vol. 15, no. 2 (Fall 2012).

© 2012 Center for the Study of Labor and Democracy, Hofstra University

Labor Studies at Hofstra University



Earn a Hofstra University Certificate in Labor Studies

The world of work is rapidly changing, as are modern relationships among workers, between workers and labor unions, and between labor and management. Labor Studies is an interdisciplinary program designed to offer students up-to-date understanding of today's workplace in an international context. The valuable skills acquired will prove useful in careers in labor unions, government, labor law, education, and human resource management.

The Hofstra Certificate in Labor Studies is a special offering designed for adults who are not presently enrolled as full-time degree-seeking Hofstra undergraduates, but who instead wish only to take 1 or 2 courses per semester in a focused program of study. The Certificate is granted upon the successful completion of only six courses. Students choose one course in each of the following subject areas: Labor History; Collective Bargaining; Labor and Employment Law; Political Economy; Communication and Research; and Interdisciplinary Electives. Up to 3 comparable courses in Labor Studies taken at other accredited institutions may be counted toward the 6-course Hofstra Certificate, upon evaluation by Hofstra. And for those who have already completed a labor studies certificate elsewhere, we also offer an Advanced Certificate in Labor Studies.

Advantages:

- ▶ Outstanding courses taught by a distinguished full-time faculty
- ▶ Regularly scheduled late afternoon and evening undergraduate courses.
- ▶ Undergraduate B.A. degree credit option available for the normal tuition.
- ▶ Highly regarded specific training of value in many careers.

HOW to REGISTER

Registration is easy: By telephone: if you wish, you may register using a major credit card by calling: **516/463-5993**;
By Internet: download a reg. form from the web site: www.hofstra.edu/ce. Mail or fax it to: **516-463-4833**. **Cost:**
Only for this special non-credit certificate, course tuition is just \$450. Courses may be taken for credit at the standard rate.

For more information on the program, email laborstudies@hofstra.edu,
or visit our website: or visit our website: www.hofstra.edu/laborstudies

Hofstra University's Labor Studies Program
invites you to an important conference:

The White House and Working America "What the 2012 Election Means for Our Jobs"



WHEN: Wednesday, Nov. 14, 2012: 10 am-4 pm
WHERE: Hofstra Student Center, Multipurpose Room,
Hofstra University, Hempstead, NY

SPEAKERS INCLUDE:

Kirsten Gillibrand, U.S. Senator, NY (invited)
Timothy Bishop, U.S. Congressman, House Education & Labor Committee
Roger Clayman, Executive Director, LI Federation of Labor
Lawrence Mishel, President, Economic Policy Institute, Washington DC
Luis Valenzuela, President, LI Immigrant Alliance
Michael Zweig, SUNY Stony Brook & author, *The Working Class Majority*

Information on speaker schedule, registration, and other details will be available soon online at:
hofstra.edu/laborstudies. Or email: laborstudies@hofstra.edu.

Local & National Events: Fall-Winter 2012

NY METRO

Sept. 8 – Labor Day Parade. Starts at 10 am. Saturday, at Fifth Avenue and 44th Street, Manhattan. For info., see www.nycccl.org or call 212-604-9552.

Oct. XX – The Workplace Project’s 20th Anniversary Gala, “a celebration of food, dancing, fun and immigrant rights.” Meet new Executive Director Omar Angel Perez and join in recognition of community leaders. Starts at 6:30. For info, call: 516-565-5377.

Oct. 10 – Day of Dialogue IX: At Hofstra University, 9 am – 10 pm. For detailed schedule of panels and speakers, visit: www.hofstra.edu/cce, or contact: Co-directors Professor Greg Maney (Gregory.A.Maney@Hofstra.edu, ext. 3-6182) or Mario A. Murillo (Mario.A.Murillo@hofstra.edu, ext. 3-6062).

Oct. 16 – Presidential Debate at Hofstra. President Barack Obama will debate his Republican challenger in a town-hall format. All tickets allocated to Hofstra will be distributed to current Hofstra students. For media information, contact the Office of University Relations: 516-/463-6600.

Nov. 14 – “The White House and Working America 2012 – What the Election Means For Our Jobs,” post-election conference organized by Center for Study of Labor & Democracy. At Hofstra University Student Center, Multipurpose Rm., 9 am – 6 pm. For detailed schedule of panels and speakers, visit: www.hofstra.edu/cld

Dec. 5 – Labor & Employment Relations Association of Long Island Meeting. Starts 6 pm at Nassau Co. Bar Association, 15th and West Streets, Mineola, NY. For info. call: 516-746-9307, or visit: www.lilera.org.

Dec. 10 – Human Rights Day. Series of candle-light vigils and other events focused on child labor and sweatshop abuses. Start of nation-wide Annual Holiday Season of Conscience. For info. visit website: www.nlcnet.org.

February 13, 20 & 27, 2013 – African-American History Month features Hofstra University’s annual Labor Studies film series “Africans At Work: Life and Labor in Africa and America.” Each film has an introduction and discussion led by academic experts. For film schedule with individual film titles, screening times and campus location, see: www.hofstra.edu/laborstudies. Free admission. No reservations. First come, first seated.

March 6 – Labor & Employment Relations Association of Long Island Meeting. Starts 6 pm. For location and other info. call: 516-746-9307, or visit: www.lilera.org.

NATIONAL

Jan. 4-6, 2013 – Annual National Meetings of Labor & Employment Relations Association (formerly IRRA) at ASSA Meetings at Marriott Hotel, San Diego, CA. Theme: New Economic Realities: Risk, Inequality & Workplace Relations.” For info. call: 608-262-2762, or visit www.leraweb.org

April 17-20, 2013 – Annual National Meetings of United Association for Labor Education (UALE) in Toronto, Canada at Metropolitan Hotel. Theme: “What Are Workers Saying?” For info. visit www.uale.org

RELEASE DATES FOR MONTHLY LABOR MARKET INDICATORS

2012-2013 RELEASE DATE	NATIONAL			REGIONAL	
	Employment & Unemployment	Job Openings & Turnover	Real Earnings	U.S. Metro Employment	New York Employment
SEPT	7	11	14		20
OCT	5	10	16	3 & 30	18
NOV	2	6	15	28	15
DEC	7	11	14		20

Sources: National Statistics – U.S. Bureau of Labor Statistics (BLS): *The Employment Situation; Job Openings and Labor Turnover (JOLT); Real Earnings; and Metro Area Employment & Unemployment*. <http://www.bls.gov>
 NY State and Local Statistics – NY State Dept. of Labor: Monthly Press Release. <http://www.labor.state.ny.us>.

NOTE TO READERS:

If you know of upcoming labor-related meetings or conferences, collective bargaining contract expirations or renewals, or other events you would like considered for our next Calendar, please send us a brief description, together with the time, place, contact person, and their telephone number. Either fax this information, with a cover sheet addressed to *Regional Labor Review*, to fax # 516-463-6519; or email us at: laborstudies@hofstra.edu.



CSEA **Talkin' Labor with Local 830**
 Hosted by CSEA Local 830 President Jerry Laricchiuta
AIRING ON WGBB AM1240 - Wed. at 6:30 pm