

UIBE News

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Professor Cynthia Estlund from New York University visits UIBE's Law School

Professor Cynthia Estlund, a Law School professor from NYU, visited the UIBE Law School and gave a lecture on the U.S. Labor Law System.



Ms. Cynthia Estlund earned her J.D. at the Yale Law School in 1983, and was a Notes Editor for the Yale Law Journal. She joined the University of Texas School of Law faculty in 1989, and was Regents Professor of Law and Associate Dean for Academic Affairs. She subsequently joined the Columbia Law School faculty in 1999, where she was the Isidore and Seville Sulzbacher Professor of Law and additionally the Vice Dean for Research, Columbia Law School, until her move to NYU in 2006. Professor Cynthia Estlund's recent books are *Re-regulation of the workplace* (Yale University Press 2010), *Working Together: How Workplace Bonds Strengthen a Diverse Democracy* (Oxford University Press 2003) and She has over twenty publications in peer-reviewed journals, including the leading law reviews.

Vice Dean of UIBE Law School Ding Ding managed the lecture. Professor Estlund discussed how to fully

protect the rights and interests of laborers. She discussed the national labor relations act, published in 1935, which outlines the US' labor laws. She cited some examples: Union sponsors are not allowed to enter the employer's site, employers can oppose the creation of a company Union and persuade the workers to not found the Labor Union. There's no mandatory framework for negotiations between employer and Labor Union who negotiate over the terms of their contract, and if the workers go on a strike, the employer has the right to replace the workers.

These rules have been in place since they were introduced and many feel they are biased in favor of the employer. Its great strength is its flexibility. The law has been reviewed and amended many times, with new laws, both federal and local, being added.

The law is very detailed: provisions about the minimum wage, over-time work, child labor, discrimination based on race, sex, nationality, religion, being pregnant, disability, and work place safety, worker's health care and pension.

In the interactive session, the audience asked many questions about the similarities and differences between Chinese and US labor laws.

Article provided by Cui Xuyan