## Contents

Center for I	Labor and Employment Law at NYU School of Law	xi
Chapter 1.	Introduction  Andrew P. Morriss and Sam Estreicher	1
Part I. Im	migration Issues	9
Chapter 2.	Emerging Issues for Undocumented Workers <i>Michael Wishnie</i>	11
Chapter 3.	Does Border Enforcement Protect U.S. Workers from Illegal Immigration?  Gordon H. Hanson, Raymond Robertson & Antonio Spilimbergo	47
Chapter 4.	Immigration Restrictions as Employment Discrimination <i>Howard F. Chang</i>	95
Chapter 5.	Virtual Immigrants: The Evolution of the H-1B Program <i>Gabriel J. Chin</i>	137
Chapter 6.	The Myth of Alien Labor Certification Lenni B. Benson	157
Chapter 7.	Agricultural Guestworker Programs in the United States  Alice J. Baker	175
Chapter 8.	Allowing Nonimmigrants to 'Earn' the Green Card Stanley Mailman	207

## CONTENTS

Chapter 9.	Protective or Counter-productive? Labor Market Institutions and the Effect of Immigration on EU Natives Joshua D. Angrist and Adriana D. Kugler	229
	lobal Human Resources Management: ompliance Issues for Global Organizations	271
Chapter 10.	Transnational Employment Law: Concerns for Multinationals  Philip M. Berkowitz	273
	Overview of the Directives in Force in the European Union on Employer Reorganizations  Yasmine Tarasewicz	295
Chapter 12.	European Works Councils Helmut Sander	307
Chapter 13.	European Union Data Protection Directive Eric A. Taussig	327
Chapter 14.	Cross-Border Transfer of Executives in Europe: Drafting the Employment Agreement and Optimizing Tax Liabilities Stefan de Keersmaecker	339
Chapter 15.	Retirement Programs for Cross-Border Transfers Richard Polak	365
Chapter 16.	The Many Faces of Mandates: Beyond Traditional Accomodation Mandates and Other Classic Cases Yoram Margalioth	375
Chapter 17.	A Review and Synthesis of the Cost of Workplace Regulations Joseph M. Johnson	433
Part III. Is	ssues on the Horizon	469
Chapter 18.	Adoption of U.SStyle Employment Law and Remedies in the European Community  Bob Hepple	471

Chapter 19.	Issues on the Horizon for Global Organizations: Global ADR? Elizabeth W. Millard	505
Chapter 20.	Managing Complex International Labor and Employment Litigation: Global EPLI Coverage Martin H. Warren	511
Chapter 21.	Globalization of Equity Based Plans Howard Pianko	547
Chapter 22.	Identifying Uniform Employment Termination Practices for Multi-National Employers James J. Zuehl & David S. Sherwyn	553
	Inequality in America: The Recent Evidence Robert Z. Lawrence	581
Chapter 24.	Balancing Private Rights and Public Policies: Reconceptualizing Property in Databases Jacqueline Lipton	589
	The EU's 'Linguistic Diversity': Fuel or Brake to the Mobility of Workers <i>Gabriel N. Toggenburg</i>	677
Part IV. Fre	ee Trade Agreements and Labor Standards	725
Chapter 26.	A New Paradigm for International Labor Standards Edward E. Potter	727
Chapter 27.	Towards 'Development-based' Standard Setting: Comments on 'A New Paradigm for International Labor Standards' Carlin Meyer	753
Chapter 28.	The Way Forward on Trade and Labor Andrew James Samet	769
Chapter 29.	U.S. Business Views of Corporate Codes of Conduct Thomas M.T. Niles	785
Chapter 30.	International Labor Standards: From Theory to Policy Nirvikar Singh	795

## CONTENTS

Chapter 31.	Political Economy, Sectoral Shocks and Border Enforcement Gordon H. Hanson & Antonio Spilimbergo	855
Chapter 32.	Globalization and Labor Markets  Jan Narveson	887
Part V. Lab	or Responses to Globalization	899
1	Free Trade's Price Tag: Human Misery and Degradation Richard Trumka	901
Chapter 34.	Secondary Activities: Transnational Union Solidarity Ernest Allen Cohen	909
Chapter 35.	Transnational Union Boycotts: A Comment on Cohen Joe Miniace	921
1	Reinvigorating the Internationals: Transnational Collective Bargaining, Union Alliances and Other Initiatives  Katherine O'Rourke	931
Chapter 37.	Reinventing Labor Law for the Global Economy Harry Arthurs	977