# Labor Law Reformation in the United States

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Labor law in the United States have been a long-debated topics for years now, but it begs the question: how does it need to be reformed to protect and ensure happiness among labor workers? Based on Budd's presentation of the state of labor laws in the United States, I fully believe that there needs to be reformed. America has not given many protections, and there is concern for what the future looks like. There are numerous schools of thoughts involved with the labor law reformation needed. There are a variety of different issues with labor relations right now, such as workers' wages, working conditions, and benefits. In this essay, I will explore the potential changes to labor law reformation in the United States.

## Recommended Changes

The author of our textbook talked about a variety of changes, which I will be exploring more throughout this essay – as well as proposing my own theories and recommendations for changes needed in industrial law relations. Budd mentioned multiple changes, including improving the rights of workers, revising and providing more protective labor laws for workers, and establishing clearer dispute resolution strategies between employers and employees. I agree with all these changes for a variety of reasons, for which I plan to explore each individually. It is time to change America's labor laws to protect our workers and ensure their success within the workforce.

### Workers' Rights

In my opinion, there needs to be more focus on union protections. Union labor laws have not stayed up to date despite the state of the United States changing rapidly and frequently. Before this class, I thought unions were just groups for people to join to have some extra

bargaining power; however, I was extremely wrong. As Amnesty International mentions, “trade unions are critical to protecting and promoting human rights including economic, social, and cultural rights and the right to be free from discrimination” (Amnesty, 2025, p. 2). Unions are important across the world; however, they are critical to the United States and our labor relations. Unions protect workers, advocate for human rights, and fight for inclusion. Advocacy groups and labor unions work to build support for the proposed changes. This can involve public campaigns, lobbying efforts, and engaging with lawmakers to highlight the importance of the reforms. If unions are not supportive with the proper labor laws, then the human rights and protections of the workers in those unions are in danger. I recommend that there needs to be additional labor laws added to protect workers’ rights and ensure that all humans have the protections that they need while working in industrial labor relations.

**Revision of Laws**

The current laws do not particularly reflect the current state of America right now. Despite the United States changing significantly even over the past ten years, the laws have hardly been looked at or updated for any new changes. The economy is now in a horrific spot when one compares it to the economies of when many of these laws were made. The United States is currently suffering in terms of the state of the job market. Many states are “facing unprecedented challenges trying to find enough workers to fill open jobs. Right now, the latest data shows that we have 8 million job openings in the U.S. but only 6.8 million unemployed workers” (Ferguson, 2025, p. 1). These numbers are now reaching even lower to historic pre-pandemic levels. There is a severe labor force issue right now, and I believe that is partially due to outdated laws that lawmakers seem to not care about. Changes to labor laws typically start with a proposal from lawmakers, labor unions, or advocacy groups. This proposal outlines the

specific changes needed and the reasons behind them, and then it is reviewed by a committee and voted upon.

**Dispute Resolution Strategies**

It is vital for employees to have dispute resolution strategies within the workplace. It is natural to have issues within the workplace, whether that is between employees, between employee and an external stakeholder, or between boss and employer. Without a proper dispute resolution strategy in the workplace, employees may feel trapped and unsure how to handle issues within the workplace. As Harvard Business School mentions, "Any scenario in which you live, work, and collaborate with others is susceptible to conflict. Because workplaces are made up of employees with different backgrounds, personalities, opinions, and daily lives, discord is bound to occur. To navigate it, it's crucial to understand why it arises and your options for resolving it" (Cote, 2023, p. 1). It is essential to require employers to have a designated path for employees to take not if – but when – they experience a disturbance within the workplace. If there is not one, then both the employee and the employer are surely set up for failure in dispute resolution.

## Comparing Various Countries' Labor Laws

I believe the United States would greatly benefit from studying the labor laws of other countries. Norway, for example, is known for their generous parental leaves and rights, while Denmark is known for equal labor rights for all, including equal pay and outlawing child labor. Lastly, Australia is renowned for having strong safety and health standards. The United States can study these three countries, as well as others in the European landscape, to improve the labor

relations here in America. Compared to these countries, the United States pail in comparison to the protections and support that European workers receive.

## Intellectual Schools of Thought

While there is an abundance of different schools of thoughts that can be applied here, the two that stick out to me the most are Human Resource Management (HRM) and Social Justice and Equity (SRE). HRM focuses on strengthening performance of organizations and ensuring protections of employees. EBSCO states that, “employees are the company's greatest resource. HR can provide an open positive environment so employees have answers and help. HR can help resolve employee-management issues with a fair and open-minded demeanor in order to deal with important differences” (Westmark, 2023, p. 6). HRM is extremely important within the workplace because it directly influences the culture of the organization, as well making the employee feel secure. SRE is important today due to the diverse workforce that we currently have in America. Protecting diversity, equity, and inclusion right now is so important, as many corporate entities have been rolling back their DEI initiatives as of late.

## Conclusion

Overall, the labor law in America is in a very fragile state right now. Labor law reformation is essential to protect workers and positively affect the current job market. The job market is a dangerous space right now, with way too many jobs open and not enough workers. The NLRA needs to increase labor laws for workers’ protection, as well as improving working conditions for all workers in industrial labor relations. Lastly, clear disciplinary actions and dispute resolution is essential to protect workers. While labor laws in the United States need adjustment, it is not too late to fix the state of the job market and increase labor law protection.

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