The global financial crisis and recession have placed great strains on the free market ideology that has emphasized economic objectives and unregulated markets. The balance of economic and noneconomic goals is under the microscope in every sector of the economy. It is time to re-think the objectives of the employment relationship and the underlying assumptions of how that relationship operates.

_Invisible Hands, Invisible Objectives_ develops a fresh, holistic framework to fundamentally reexamine U.S. workplace regulation. A new scorecard for workplace law and public policy that embraces equity and voice for employees and economic efficiency, reveals significant deficiencies in our current practices. In response, the authors—a legal scholar and an economics and industrial relations scholar—blend their expertise to propose a comprehensive set of reforms, tackling such issues as regulatory enforcement, portable employee benefits, training programs, living wages, workplace safety and health, work-family balance, security and social safety nets, nondiscrimination, good cause dismissal, balanced income distributions, free speech protections for employees, individual and collective workplace decision-making, and labor unions.

_Invisible Hands, Invisible Objectives_ is not just another book that sketches a reform agenda. The book provides a much-needed rubric for how we think about employment policy specifically, and economic policy more generally. It is a must-read in these most critical times.

“_Invisible Hands_ adds to the discussion of public policy toward employment by providing a superior, unified framework for thinking about the employment relationship in the United States. The authors’ approach will be very persuasive to practitioners and scholars alike and will alter the discussion of employment issues.”

Dale Belman, Michigan State University
Stephen F. Befort is the Gray, Plant, Mooty, Mooty, and Bennett Professor of Law at the University of Minnesota Law School. He is the author of *Employment Law and Practice, Second Edition* (2003).

John W. Budd is the Industrial Relations Land Grant Chair at the University of Minnesota's Carlson School of Management. He is the author of the award-winning *Labor Relations: Striking a Balance* (2005).

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**Invisible Hands, Invisible Objectives** offers a values-driven analysis of workplace law and policy and a timely blueprint for reform. Budd and Befort's conceptual framework will be an important tool for scholars and students seeking to make sense of the existing crazy-quilt patchwork of work law, and for policymakers committed to a regulatory ideal of 'employment with a human face.'

—Marion G. Crain, Washington University School of Law

“A book like this is especially needed today... With the decline of private sector labor organizations, American workers have been left with no real voice and no individual bargaining power. Sooner or later, American workers are going to realize how poorly they are being treated, and a book like this will be needed to help leaders think about what should be done.”

—Charles Carver, George Washington University, author of *Can Unions Survive?*

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