New Books


How does employee ownership really work? This detailed study of 167 Ohio ESOP companies provides an in-depth analysis of what ESOP companies do, of what works and what does not, and what it costs. The study focuses on those variables that set some employee-owned companies apart: employee participation in decision making and corporate governance, open business communications, and training to use the participation system and understand business information. It looks at how unions effect employee ownership -- and vice versa. The authors build an empirical, organization model that has a demonstrated impact on improving company performance. They conclude with an analysis of Federal and state employee ownership policy and recommendations for improving both. 256 pp. Cornell University Press ISBN 0-8014-8394-8 (paper) $17.95, ISBN 0-8014-3349-5 (cloth) $45.00.


Reviewers praise Participatory Employee Ownership

“A valuable practical resource for any employee group considering an employee buyout or companies trying to get employees more involved.” — National Center for Employee Ownership’s Employee Ownership Report

“The principles and practices outlined in this book provide useful guidance to any company looking to establish effective organizational structures to promote effective participatory practices... This book is an excellent resource to learn about effective practices and procedures that have been implemented in an employee ownership environment.” — David Binns, Leading Companies E-zine at www.fed.org

“Definitely recommended!” — Frank Lindenfeld, Grassroots Economic Organizing

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*Taking Ownership of Safety: Case Studies of the Safety Management Process at Five Ohio Employee-Owned Companies.* Dan Bell, Steve Clem and Karen Thomas, eds. (1999). While employee owners have all the same reasons to work safely and identify hazards as workers in traditional companies, they have a greater opportunity to eliminate unsafe conditions and behaviors. The case studies chronicle the efforts of five employee-owned companies in Ohio to involve their employees in the creation of a safer workplace. 40 pp. $9.95.


*An Employee Owner’s Guide to Understanding Financial Reports.* Dan Bell (1994). Do the employees in your company understand the financial information? The workbook section of *An Employee Owner’s Guide* builds the financial statements—profit and loss, balance sheets, and cash flows—and covers the basics of financial statements and ESOPs. The second half of *An Employee Owner’s Guide* provides a thorough, home-study review. The instructor’s manual and overhead slides for teaching this material are also available through OEOC’s financial train-the-trainer workshops. 64 pp. $12.95.


*Bringing Your Employees into the Business: An Employee Ownership Handbook for Small Business.* Dan Bell (1988). This handbook introduces the owner of a small business to the numerous advantages of employee ownership as a way of selling the business at retirement, an employee benefit program, and a creative means of increasing a company’s cash flow. 111 pp. ISBN 0-935222-18-5 (hardback) $18.95; 0-935222-19-2 (paper) $9.95.


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*It’s a Give and Take Thing: An Employee Owner’s Story* Diana Tillman and Karen Thomas. What employee ownership at YSI in Antioch, Ohio, has meant for one woman. 10 pp. (2002:2) $5.00

*Who Will Inherit the “Worker’s Paradise”? Worker Ownership and Enterprise Efficiency in Russian Privatization.* John Logue and Daniel Bell. The story of the privatization of Russian state-owned enterprises through early experimentation, changes of regime, abandonment of good plans for bad ones, economic catastrophe and ideological chaos. International organizations and advisers featured in role of major characters. 63 pp. (2001:1) $5.00

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*Modeling an Employee Ownership Sector.* John Logue and Jacquelyn Yates. Brief description of extent, practices and performance impact of economic democracy in Ohio employee owned firms. Distributing the firm’s financial information, along with financial training so employees can understand it, along with opportunities to participate in the firm’s decision-making at all levels, is associated with superior performance. 7 pp. (2000:3)


Can the Fed Fight An Effective War on Poverty? Dan Bell. Capital wealth can be accumulated through leverage, but the poor do not have access to credit. This paper explores economist Louis Kelso’s proposal to use the discount window of the Federal Reserve to provide the poor with capital credit. 15 pp. (1998:1). $5.00.


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Training Union Members for Employee Ownership, John Logue. Training is a key element in the process of transforming the structure and culture of ESOP companies toward becoming democratic, participatory workplaces. 19 pp. (1996:1) $5.00.

Designing a Model Outreach Program for Business Succession in Closely Held Firms, Stephen Clifford and John Logue. When business owners do not plan for management and ownership succession, the business often dies with the owner. This study analyzes existing programs designed to encourage owners to plan for succession and proposes a model program based on that experience. 32 pp. (1996:2) $10.00.

The Evolutionary Journey of the Steelworker’s Employee Ownership Policy, Matthew LaBo LaBo utilizes interviews, speeches and unpublished USWA materials as well as the public record to trace the development of the Steelworkers’ employee ownership policy. 30 pp. (1995:3) $5.00.

Forging a New Future? Employee Ownership and Participation at Erie Forge and Steel, Allan Concoby & Matt LaBo. Erie Forge has been in the forefront of developing structures for employee participation. 20 pp. (1995:5). $5.00.


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“This is the single most important book on employee ownership—the one to read! Logue and Yates analyze three decades of experience and show how we can now take the next, quantum jump forward in democratizing the American economy”
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