

Dec 6

Don Pink

→ free agents by into medicine

microbusinesses

Research:

affinity credit card

o U C S F: California West Coast Health Survey
Laura Tapin ↓

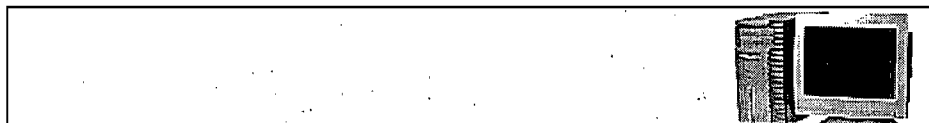
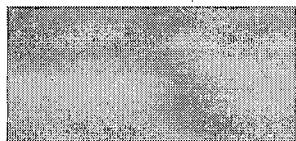
Aquint: survey w/ pinntschon

o Harvard and BJS Schl
Jeffrey Bradach -

o Cornell - Susan Christopherson

o Blanchflower - JT

o Allen Kruger - Princeton


[home](#) | [about us](#) | [help](#) | [contact us](#)

Today's Date: November 19, 1999

[my e*portfolio](#) [find freeagents](#)

login:

password:



Remember Me

Forgot your password?

[Click Here](#)[Register Now](#)**Xchangesm**

Find free agents
Find projects
Post projects

e*officesm

Invoicing
Tax payment
Expenses
Insurance
401(k)
Stock options
Membership plans
Get started
More information

Resources

Education
Insurance & Benefits
Print/Ship
Computers & Internet
Associations
General
Communication
Financial
Office
Sales & Marketing
Travel

Market Myself

[My e*portfoliosm](#)
[Marketing tips](#)

Look (Out) for the Union Label on the Internet

Dan Pink's Commentary

News Item: AFL-CIO To Offer Members Web Access

"This will be a revolutionary tool for communications. Can you imagine being able to ask millions of Internet users to boycott a product or bombard an elected official with protests?"

- Morton Bahr, president of the Communications Workers of America, announcing the AFL-CIO's Workingfamilies.com initiative.

Organized labor is getting wired. And it's about time. But let me offer a word of warning to the pooh-bahs of the AFL-CIO, based on the experience of America's other labor movement — free agents.

Getting people hooked up — to each other and to the wider world — does hold enormous promise. It may even prove to be a platform for boycotting products or bombarding elected officials much as savvy union leader Morty Bahr envisions.

But when it comes to the Net, caveat labor. Or at least, caveat labor leaders. This medium, in many ways, is at odds with the structure and ethic of the entity it's supposed to empower. Labor unions, after all, work to make sure everybody gets the same deal. The Net allows everybody to get her own deal. Labor unions grow and change slowly — in part, because they must operate under a thicket of laws and regulations. The Net grows and changes and reconfigures itself constantly — in part, because it functions apart from any legal regime. Labor unions - with national federations, state federations, and leadership based on title and seniority — are vertical hierarchies. The Net is a horizontal, well, network.

Free Agent Voices**Expert Advice****Breaking News****Newsletter**

Free agency operates by the same organizing principles that govern the Net. That's why free agents take so comfortably to the medium. But the AFL-CIO may have a rockier adaptation. In the 16 million-member union labor movement, somebody's always in charge. In the 30-million-member free-agent labor movement *nobody's ever in charge*. That's why free agency works so well. This week's announcement is undeniably great for union members, who'll be armed with the new tools of the new economy. But it may not be such wonderful news for union leaders. If systems work better without anybody in charge, the officials who launched this initiative may be surprised by who ends up on the receiving end of the boycotts and bombardments.

Daniel H. Pink

*Dan Pink became FreeAgent.com's Editor-at-Large this June. A contributing editor at **Fast Company**, he spent the last year interviewing hundreds of free agents for his upcoming book about the free-agent economy.*

*Just before becoming a free agent himself, Pink was Vice President Al Gore's chief speechwriter. His articles about the new economy have appeared in **Fast Company**, **The New York Times**, **The Washington Post**, **The New Republic**, **George**, **The Worldly Investor**, and **Salon**.*


[home](#) | [about us](#) | [help](#) | [contact us](#)

Today's Date: November 19, 1999

[my e*portfolio](#) | [find freeagents](#)

login:

password:



Remember Me

Forgot your password?

[Click Here](#)
[Register Now](#)
Xchangesm

Find free agents
Find projects
Post projects

e*officesm

Invoicing
Tax payment
Expenses
Insurance
401(k)
Stock options
Membership plans
Get started
More information

Resources

Education
Insurance & Benefits
Print/Ship
Computers & Internet
Associations
General
Communication
Financial
Office
Sales & Marketing
Travel

Market Myself

My e*portfoliosm
Marketing tips

Hillary's N.Y. Run Fits the New Job Market...

By DAN PINK

Forget all the talk about Hillary Rodham Clinton's Arkansas driver's license being a liability in a New York Senate race. In fact, her candidacy signals that politics may be slowly accommodating itself to the structure and mores of the new economy.

The rap against Hillary is simple: Instead of waiting for the job to come to her, she went to the job. She grabbed her White House plates and saucers, her Arkansas Razorbacks sweatshirt and that Wellesley diploma, rolled them up inside a family rug, slung it over her shoulder and headed North. It doesn't matter that she'll listen in Elmira tomorrow or vacation in the Finger Lakes next month. She is, cry the pundits, a carpetbagger.

To which New Yorkers - from the code jockeys of Silicon Alley to the immigrant entrepreneurs of Utica - will likely respond: So what? There may be plenty of reasons to vote against Clinton, but this isn't one of them.

As any employer, employee or independent contractor can tell you, that's how it works in 1999. Labor is footloose. Consumers, companies and clients recruit the best. Talent follows opportunity. Mayor Giuliani's reverse commute to Little Rock, Ark., this week in search of campaign funds only underscores the point.

Indeed, nowhere has this free-agent ethic taken deeper root than in New York - and not simply in finance, entertainment, publishing and other Manhattan industries. Just look at the state university system.

The president of the State University of New York at Albany? She spent most of her career in Massachusetts. The president of SUNY Binghamton? She used to be provost of the University of Missouri. And the president of SUNY Stony Brook? She grew up in Texas, went to grad school in the Midwest and held a top job at the University of Maryland.

Or look at sports. You didn't hear New Yorkers complain when the Rangers landed hockey great Wayne Gretzky or the Yankees snagged All-Star pitcher Roger Clemens. (However, Yankee fans have justifiably griped about Clemens' middling season.) Neither one of these guys knew from egg creams.

Free Agent Voices**Expert Advice****Breaking News****Newsletter**

Those university presidents are carpetbaggers. So are those athletes. Wouldn't you like to be a carpetbagger, too?

Clinton may understand what the sheltered Beltway class just doesn't get: The grow-your-own era is over.

If there's a single belief pulsing through American life these days, it's that we ought to have markets for just about everything - stocks, chemicals, Pez dispensers and, yes, talent. (It's not called a job market for nothing.) Why shouldn't there also be a market for politicians?

Why shouldn't states and congressional districts - like companies, sports teams, even families in search of a contractor - look high and low to find the very best? Maybe, just maybe, it will improve our politics and dignify public life.

So don't decry Hillary for carpetbagging. We're all carpetbaggers now. Let the voters decide who's right for the job.

And while we await their decision, add another entry to this icon's list of achievements. Hillary Rodham Clinton: First Lady, Senate candidate, free agent.

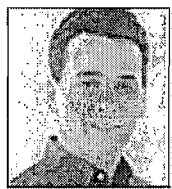
Reprinted with permission from the New York Daily News, July 28, 1999

What do YOU think?

Do you agree with Dan that free agency could help voters get better representation?

I agree, and here's why

I disagree, and here's why



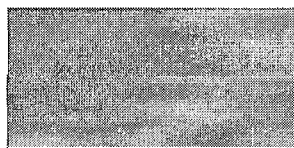
**Dan
Pink:**

Editor-at-Large,
FreeAgent.com

Daniel H. Pink, a Contributing Editor at Fast Company, joined FreeAgent.com as Editor-at-Large in June of 1999. For the past year, he travelled the U.S. interviewing several hundred free agents for his upcoming book about the free-agent economy.

*Just before becoming a free agent himself, Pink was chief speechwriter to Vice President Al Gore and an aide to U.S. Secretary of Labor Robert B. Reich. His articles about work, technology, pop culture, and the new economy have appeared in publications such as **Fast Company**, **The New York Times**, **The Washington Post**, **The New Republic**, **George**, **The Worldly Investor**, and **Salon**.*

Pink works out of his Washington, D.C. house, which he shares with his wife and their two young daughters.



Greeting Cards for Business People

- ☒ Referral Cards
- ☒ Follow-up Cards
- ☒ Prospecting Cards
- ☒ Thank You Cards



[home](#) | [about us](#) | [help](#) | [contact us](#)



Today's Date: November 19, 1999

[my e*portfolio](#) [find freeagents](#)

login:

password:



Remember Me

Forgot your password?
[Click Here](#)

[Register Now](#)

Xchangesm

Find free agents
Find projects
Post projects

e*officesm

Invoicing
Tax payment
Expenses
Insurance
401(k)
Stock options
Membership plans
Get started
More information

Resources

Education
Insurance & Benefits
Print/Ship
Computers & Internet
Associations
General
Communication
Financial
Office
Sales & Marketing
Travel

Market Myself

My e*portfoliosm
Marketing tips

Summer Simmering on Taxes

By Dan Pink, Editor-at-Large, FreeAgent.com

Regular readers know that I'm concerned — no, *obsessed* — with how unfairly the tax code treats free agents. In particular, like so many of you, I'm steamed that self-employed people can deduct only a portion of the health insurance premiums they pay, while employers who pay the premiums of their employees can deduct the full amount.

Things have improved, though. Beginning this year, the self-employed will be able to deduct 60 percent of their health insurance premiums, rising to 100 percent by 2007. That's better. But it's not good enough.

Now Congress has gotten into the act once again. In the past month, both the Senate and the House of Representatives have passed massive tax cut bills, parts of which address this issue. The Senate version of the bill calls for 100 percent deductibility by 2006, a year ahead of schedule. The House version calls for 100 percent deductibility by 2001. Now they've got to reconcile the bills, pass a new version, and send it to the President, who's threatened a veto.

Slow going, to be sure. But by year's end, we may get somewhere. Stay tuned. (And write or email your Congressional representative and Senators if you care about this issue.)

This article originally appeared in the [Free Agent Nation eNewsletter](#).



Daniel H. Pink, a Contributing Editor at Fast Company, joined FreeAgent.com as Editor-at-Large in June of 1999. For the past year, he travelled the U.S. interviewing several hundred free agents for his upcoming book about the free-agent economy.

Just before becoming a free agent himself, Pink was chief speechwriter

Free Agent Voices

Expert Advice

Breaking News

Newsletter

 to Vice President Al Gore and an aide to U.S. Secretary of Labor Robert B. Reich. His articles about work, technology, pop culture, and the new economy have appeared in publications such as **Fast Company**, **The New York Times**, **The Washington Post**, **The New Republic**, **George**, **The Worldly Investor**, and **Salon**.

Pink works out of his Washington, D.C. house, which he shares with his wife and their two young daughters

