

Labor Relations Collective Bargaining Private

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for undergraduate and graduate courses in labor relations and collective bargaining bring your best case to the table by putting theory into practice with this guide to labor relations unions and collective bargaining labor relations and collective bargaining cases practice and law introduces students to collective bargaining and labor relations this text is concerned with

application as well as coverage of labor history laws and practices

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private sector collective bargaining in the united states is under siege many factors have contributed to this situation including the development of global markets a continuing antipathy toward unions by managers and the declining effectiveness of strikes this volume examines collective bargaining in eight major industries airlines automobile manufacturing health care hotels and casinos newspaper publishing professional sports telecommunications and trucking to gain insight into the challenges the parties face and how they have responded to those challenges the authors suggest that collective bargaining is evolving differently across the industries studied while the forces constraining bargaining have not abated changes in the global environment including new security considerations may create opportunities for unions across the industries one thing is clear private sector collective bargaining is rapidly changing

previous ed c1975 by h l sherman issued under title unionization and collective bargaining

unlike europe where most public sector workers have long been included in collective bargaining agreements the united states excluded public employees from such legislation until the 1960s and 70s since then union membership in the u s has grown more rapidly among public workers than among workers in the private sector this book provides up to date information on public sector collective bargaining in the united states today the editors seek to understand the real nature of psb by examining eight states where the action is taking place california hawaii illinois michigan new jersey new york pennsylvania and wisconsin the chapters offer unique case studies of legal origins developments and challenges to collective bargaining negotiations experience and outcomes discussion of legislation and emphasis of histoical development as well as current practice

in the 1980s public sector unionism has become the most vibrant component of the american labor movement what does this new look of organized labor mean for the economy do labor management relations in the public sector mirror patterns in the private or do they introduce a novel paradigm onto the labor scene what can the private sector learn from the success of collective bargaining in the public contributors to when public sector workers unionize which was developed from the nber s program on labor studies examine these and other questions using newly collected data on public sector labor laws labor relations practices of state and local governments and labor market outcomes topics considered include the role effect and

evolution of public sector labor law and the effects that public sector bargaining has on both wage and nonwage issues several themes emerge from the studies in this volume most important public sector labor law has a strong and pervasive effect on bargaining and on wage and employment outcomes in public sector labor markets also public sector unionism affects the economy in ways that are different from and in many cases opposite to the ways private sector unionism does appearing to stimulate rather than reduce employment reducing rather than increasing layoff rates and developing innovative ways to settle labor disputes such as compulsory interest arbitration instead of strikes and lockouts found in the private sector

public and nonprofit organizations face difficult challenges today that make the strategic management of human resources crucial this book shows how to integrate hr practices with the mission of their organization an accessible tool complete with an instructor's manual this book provides an integrated approach to current hr concerns and is unique in its focus on both public and nonprofit agencies offering guidance and techniques for implementing effective human resource management strategies job analysis performance evaluation recruitment and selection training and development compensation and benefits and collective bargaining pynes demonstrates how strategic human resources management is essential to proactively managing change

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