



# RETRIEVAL BARGAINING

A GUIDE FOR PUBLIC  
SECTOR LABOR NEGOTIATIONS

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# Retrieval Bargaining A Guide For Public Sector Labor Negotiations

**Victor M. Corman**



## **Retrieval Bargaining A Guide For Public Sector Labor Negotiations:**

Retrieval Bargaining Richard G. Neal, 1981 Retrieval bargaining is the process of removing through collective bargaining benefits won by employees in previous negotiations This document treats the retrieval bargaining process explaining first the factors that could make such cutback management techniques necessary in the public sector including federal funding reductions inflationary pressures and declines in client populations Potential obstacles to retrieval bargaining notes the author include union resistance civil service job security provisions government regulations public opinion and public employee unions concepts of productivity Counseling against cutting employee salaries except as a last resort the author suggests several areas for cutting costs and proposes a procedure for handling retrenchment in a hypothetical case Finally the author recommends tactics that public sector employers can use when conducting retrieval bargaining Among these tactics are publicizing the financial position of the agency ensuring the support of members of the agency's governing body reviewing the current contract modifying compensable benefit provisions increasing employee workloads cutting salaries and providing cost free benefits PGD      **Collective Bargaining** ,1988      **Resources in Education** ,1994      **Government Union Review** ,1988      *Managing Labor Relations in the Public Sector* Charles J. Coleman, 1990-05-07 Coleman contrasts public sector labor relations with labor relations in the private sector Before presenting a detailed analysis of the differences in public private sector collective bargaining he outlines the evolution of public sector labor relations and reveals its complexity Although the management and union teams are obviously part of the process community members and political representatives are often allowed input in public sector bargaining ISBN 1 55542 245 4 29 95      **Labor Relations in the Public Sector** Richard C. Kearney, Patrice M. Mareschal, 2017-09-25 Since publication of the fourth edition of *Labor Relations in the Public Sector* public sector unions have encountered strong headwinds in many parts of the U S Membership is falling in some jurisdictions public opinion has shifted against the unions and political forces are leaning against them Retaining the structure that made the previous editions so popular this fifth edition incorporates a complete round of updates particularly sections on recent trends in membership figures new legislation and new politics as they influence bargaining rights See What's New in the Fifth Edition Up to date examination and analysis of public sector labor relations and collective bargaining Important changes in the public labor relations and unionization landscape Updated analysis of the financial and human resource outcomes of collective bargaining in the public sector Collective bargaining institutions and processes in government Completely updated in terms of the scholarly and professional literature and relevant events the new edition identifies and explains the implications of the new collective bargaining environment including financial and human resource management issues and outcomes As in previous editions collective bargaining and labor relations are addressed at all levels of government with comparisons to the private and nonprofit sectors Designed to be classroom friendly it includes discussions of the most recent literature and case studies as well as end of chapter assignments and quizzes Practical tips

and advice are offered for those engaged in collective bargaining and labor relations Public Sector Labor Relations Information Exchange United States. Department of Labor,1972 **Public Employee Relations Library** ,1987

**Bowker's Law Books and Serials in Print 1988** R. R. Bowker,1988 **Books in Print** ,1977 **The SAGE Guide to Educational Leadership and Management** Fenwick W. English,2015-01-29 The SAGE Guide to Educational Leadership and Management allows readers to gain knowledge of educational management in practice while providing insights into challenges facing educational leaders and the strategies skills and techniques needed to enhance administrative performance This guide emphasizes the important skills that effective leaders must develop and refine including communication developing teams coaching and motivating and managing time and priorities While being brief simply written and a highly practical overview for individuals who are new to this field this reference guide will combine practice and research indicate current issues and directions and choices that need to be made Features Benefits 30 brief signed chapters are organized in 10 thematic parts in one volume available in a choice of electronic or print formats designed to enable quick access to basic information Selective boxes enrich and support the narrative chapters with case examples of effective leadership in action Chapters conclude with bibliographic endnotes and references to further readings to guide students to more in depth presentations in other published sources Back matter includes an annotated listing of organizations associations and journals focused on educational leadership and administration and a detailed index This reference guide will serve as a vital source of knowledge to any students pursuing an education degree as well as for individuals interested in the subject matter that do not have a strong foundation of the topic **Labor-management Relations in the Public Service** United States Civil Service Commission. Library,1978 **Labor/management Relations Among Government Employees** Harry Kershen,2020-04-30 Includes articles which offer a mix of theoretical analysis case history and empirical research interspersed with good practical advice from those who have sat long hours at the bargaining table **The Daily Grind** Marquita R. Walker,2014-10-27 The Daily Grind How WorkersNavigate the Employment Relationship introduces students to the tensions between labor and management within the U S employment relationship and explores how workers operating in a socially and culturally structured system of capitalism are influenced and manipulated by economic institutions and polity which exploit devalue and dehumanize workers in the name of corporate profit The text covers how the American work ethic of the early nineteenth century helped shape the current perspective on the labor management relationship and how over time the Protestant and patriarchal influences of that period have countered the collective actions of workers in profound ways The text further explores the effect of societal cultural and economic structures both global and local which limit workers ability to achieve the American Dream and result in depressed economic conditions and discouraged workers The text s focus on the current economic inequality and lack of social mobility challenges the current neoliberal ideology that capitalism is the best economic system The overarching framework for The Daily Grind How Workers Navigate the

Employment Relationship is situated in Labor Process Theory LPT which explores the control and resistance dichotomy between labor and management the systematic deskilling of the workforce in order to increase production and increase owners profits and examines conflict over control of the labor process An extension of Marxist theory about the organization of work LPT explores the employment relationship the control of work the payment of work the skills necessary for work and the facilitation of work     *Resources in Education* ,1984     Paperbound Books in Print ,1992     **Journal of Collective Negotiations in the Public Sector** ,1982     **Bibliographic Guide to Business and Economics** New York Public Library. Research Libraries,1984     *International Handbook of Public Procurement* Khi V. Thai,2017-09-25 Since the 1990s government at all levels is under increasing pressure to do more with less However despite the U S government spending about 15 to 20 percent of its GDP on contracts for goods and services there is a paucity of reference books for public procurement officials and very few textbooks for courses on the subject Filling this void the International Handbook of Public Procurement provides the knowledge necessary to understand how procurement works and how to improve the cost effectiveness of procurement systems Taking a multidisciplinary approach the book focuses on the managerial economic political and legal aspects of this topic It begins with a conceptual framework and highlights various reforms occurring in certain countries By examining these improvements readers are able to apply this knowledge to their own strategies The next section presents selected cases that illustrate the public procurement process examining systems in various nations including Germany China South Africa Cambodia Uganda and Estonia The book also discusses the rise of electronic procurement systems E procurement and reviews the benefits of these efficient systems Other topics presented in this comprehensive volume include practical discussions on contract negotiations bidding price strategies and cost analysis and an insightful chapter on the market s response to contract award announcements A virtual encyclopedia from numerous international experts this book was assembled by Khi V Thai Professor at Florida Atlantic University and Editor of the Journal of Public Procurement Dr Thai has provided technical assistance in the area of public procurement to governments across the world Empowering those on all sides of the issue this volume dispenses advice valuable to government officials and contractors as well as providing a comprehensive text for public administration students     **Conflict Resolution Techniques** ,1979

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