

Public Sector Employment

In a Time of Transition

Dale Belman, Morley Gunderson, and Douglas Hyatt, Editors

Public Sector Employment In A Time Of Transition

Industrial Relations Research Association Series

**Terry Thomason, John F.
Burton, Douglas Hyatt**



Public Sector Employment In A Time Of Transition Industrial Relations Research Association Series:

Public Sector Employment in a Time of Transition Dale Belman, Morley Gunderson, Douglas Hyatt, 1996 Examines the transformation of the employment relationship in governmental agencies with particular emphasis on human resources policies and workplace practices

Government Regulation of the Employment Relationship Bruce E. Kaufman, 1997 Ever since the emergence of industrial relations as a field in the late 1920s three different approaches to labor problems have been focal points for research and debate according to Bruce E Kaufman What he refers to as employers solutions involve personnel management workers rely on unionism and collective bargaining and the third component the community depends on government regulation in the form of protective labor legislation and social insurance programs Kaufman contends that government regulation has contributed significantly to the remarkable progress made during the twentieth century in achieving a more productive and humane workplace As labor problems have changed debate about the efficacy of government regulation has continued In this volume some of the most distinguished scholars in industrial relations frame the current issues develop theoretical insights and provide an objective review of the empirical evidence

Collective Bargaining in the Public Sector: The Experience of Eight States Joyce M. Najita, James L. Stern, 2015-02-12 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 historical development as well as current practice

Industrial Relations Research Association Adrienne E. Eaton, 2003

CyberUnion Arthur B Shostack, 2016-09-16 Key players in organized labour in the USA and abroad are busy modernizing their communications and making creative and effective use of computers and other technology The author of this book argues that the road to CyberUnion has begun and that those unions are ensuring a future strength

Proceedings of the 56th Annual Meeting Industrial Relations Research Association, 2004

Collective Bargaining in Higher Education Daniel J. Julius, 2021-11-10 This is one of the first compilations on collective bargaining in higher education reflecting the work of scholars practitioners and employer and union advocates It offers a practical and comprehensive resource to higher education leaders responsible for developing managing and maintaining collective bargaining relationships with academic personnel Offering views from an experienced and diverse group this book explores how to manage relationships in collaborative transparent and equitable ways best practices for meaningful outcome measures and approaches for framing collective bargaining as a long term

process that benefits the institution This volume provides an overview of the contemporary landscape benchmark measures of success and practical advice focusing on advancing collaborative equitable and sustainable labor relations approaches in higher education Designed for administrators union leaders elected officials and policy makers at all stages of their careers as well as for faculty and students in graduate programs this volume serves as an invaluable resource for those who endeavor to conceptualize conduct manage and implement collective bargaining in more mutually effective and beneficial ways for all parties

Dispute System Design Lisa Blomgren Amsler, Janet Martinez, Stephanie E. Smith, 2020-06-02 Dispute System Design walks readers through the art of successfully designing a system for preventing managing and resolving conflicts and legally framed disputes Drawing on decades of expertise as instructors and consultants the authors show how dispute systems design can be used within all types of organizations including business firms nonprofit organizations and international and transnational bodies This book has two parts the first teaches readers the foundations of Dispute System Design DSD describing bedrock concepts and case chapters exploring DSD across a range of experiences including public and community justice conflict within and beyond organizations international and comparative systems and multi jurisdictional and complex systems This book is intended for anyone who is interested in the theory or practice of DSD who uses or wants to understand mediation arbitration court trial or other dispute resolution processes or who designs or improves existing processes and systems

New Approaches to Disability in the Workplace Terry Thomason, John F. Burton, Douglas Hyatt, 1998 This volume examines questions related to the prevention compensation and accommodation of work disabilities It focuses on disabilities arising out of workplace activity

Employment Dispute Resolution and Worker Rights in the Changing Workplace Adrienne E. Eaton, Jeffrey H. Keefe, 1999 Have the speed informality and low cost of the grievance and arbitration system deteriorated Has the system become too adversarial Has it lost its problem solving character This book examines the nature and degree of change in workplace dispute resolution in the context of ongoing changes in work and in labor relations The volume begins with an editors introduction that provides context and offers a political perspective on the current state of dispute resolution in the workplace The chapters that follow contain critiques of the existing legal framework surrounding mandatory arbitration in the nonunion sector and a review of the empirical literature on nonunion dispute resolution Employment Dispute Resolution and Worker Rights in the Changing Workplace includes sections on grievance mediation the status of the grievance procedure in workplaces with extensive worker and or union participation in decision making and high performance workplaces The study concludes with trends in dispute resolution in the public sector and with the alternative dispute resolution system commonly practiced in the unionized construction industry

The Impact of Privatization and Economic Restructuring on Employment Relations Nejib Belhedi, 2001

Going Public Jonathan Brock, David B. Lipsky, 2003 Going Public examines the forces affecting labor and management and the prospects for adopting service oriented cooperative relationships as a key strategy for meeting the

expanded demands on the public sector Industrial and Labor Relations Review ,2012 **Employee Relations**

Bibliography Terrence N. Tice,1978 *Nonstandard Work* Françoise J. Carré,2000 Comprises a collection of papers which discuss the decline of the standard employment relationship and the emerging new employment arrangements Focuses on the 1990s The Future of the Safety Net Sheldon Friedman,David C. Jacobs,2001 Topics covered include public pensions in the OECD social security the state of private pensions prospects for National Health Insurance in the United States medicare contingent workers health and pension security benefits for same sex partners **The Law of Higher Education, 2 Volumes** William A. Kaplin,Barbara A. Lee,2006-12-13 This fourth edition of the indispensable guide to the laws that bear on the conduct of higher education provides a revised and up to date reference research source and guide for administrators attorneys and researchers The book is also widely used as a text for graduate courses on higher education law in programs preparing higher education administrators for leadership roles This new edition includes new and expanded sections on laws related to religious issues alternative dispute resolution the college and its employees collective bargaining at religious and private colleges whistleblower and other employee protections personal liability of employees nondiscrimination and affirmative action in employment campus technology and computer networks disabilities student academic freedom freedom of speech and hate speech student organizations rights responsibilities and activities fees athletes rights USA patriot act and immigration status public institutions and zoning regulations regulation of research coverage of retaliatory and extraterritorial acts federal civil rights statutes **An Introduction to U.S. Collective Bargaining and Labor Relations** Harry C. Katz,Thomas A. Kochan,Alexander J. S. Colvin,2017-09-15 This comprehensive textbook provides an introduction to collective bargaining and labor relations with a focus on developments in the United States It is appropriate for students policy analysts and labor relations professionals including unionists managers and neutrals A three tiered strategic choice framework unifies the text and the authors thorough grounding in labor history and labor law assists students in learning the basics In addition to traditional labor relations the authors address emerging forms of collective representation and movements that address income inequality in novel ways Harry C Katz Thomas A Kochan and Alexander J S Colvin provide numerous contemporary illustrations of business and union strategies They consider the processes of contract negotiation and contract administration with frequent comparisons to nonunion practices and developments and a full chapter is devoted to special aspects of the public sector An Introduction to U S Collective Bargaining and Labor Relations has an international scope covering labor rights issues associated with the global supply chain as well as the growing influence of NGOs and cross national unionism The authors also compare how labor relations systems in Germany Japan China India Brazil and South Africa compare to practices in the United States The textbook is supplemented by a website ilr.cornell.edu/scheinman institute research introduction us collective bargaining and labor relations that features an extensive Instructor s Manual with a test bank PowerPoint chapter outlines mock bargaining exercises organizing cases grievance cases and classroom

ready current events materials **The Labor Relations Process** William H. Holley, Kenneth M. Jennings, Roger S. Wolters, 2005 This comprehensive text provides the current information on research studies issues and events in labor relations The book integrates real world examples and quotes from practitioners in order to bring this dynamic field to life The Labor Relations Process examines the labor movement from its inception to current and emerging trends including such topics as unions labor agreements collective bargaining arbitration and labor relations in various business segments including government white collar and international contexts The book gives an in depth analysis of all facets of the relationship between management and labor including a study of the rights and responsibilities of unions and management the negotiation and administration of labor agreements and labor management cooperation Other topics that are explored include the results of the labor relations process and collective bargaining issues such as health care costs containment pensions labor productivity and alternative work arrangements **Employee Relations International** , 1997

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