

Management Rights

- Primary purpose of management rights clause
 - Retain for management the right to direct all business activities
- Items that are normally regarded as an integral part of management rights include the rights to
 - Direct the workforce
 - Determine size of workforce (including number and class of employees to be hired or laid off)
 - Set working hours
 - Assign work
- The union insists on a sentence specifying that management will not discriminate against the union

Management Rights And Union Interests

**United States. Congress. Senate.
Committee on Labor and Public
Welfare**



Management Rights And Union Interests:

Management Rights and Union Interests Margaret K. Chandler, 1978-09-07 Monograph on management rights and labour relations problems regarding contract labour in the USA includes brief comparison with Japan Western Europe and the USSR discusses impact of cost technological change and size of enterprise on contracting and subcontracting and considers trade union role collective bargaining and arbitration the equitable division of labour effect of organization development management information needs etc Bibliography pp 313 to 318 and flow charts Study of Unions, Management Rights, and the Public Interest in Mass Transit Kenneth M. Jennings, Jay A. Smith, Earle C. Traynham, 1977 **Labor Relations for Supervisors and Managers**, 1983 **Reports and Documents** United States. Congress, 1965 **Monthly Labor Review**, 1964-08 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Classics Of Administrative Ethics* Willa Marie Bruce, 2018-03-08 This anthology will be appropriate for administrative ethics classes and professional thinking in public administration at both the masters and doctoral levels It is a collection of administrative ethics articles published in journals of the American Society for Public Administration ASPA from 1941 the earliest publication through 1983 the year that the first ASPA Code of Ethics was established The articles are organized by themes of enduring importance to the field in order to provide graduate students with ready access to the classic works on ethics in public administration Reading this collection will enhance student s knowledge and skills to think and act ethically and contribute to their ability to view current practices in light of traditional perspectives The ASPA Classics volume serves to bridge the practice of public policy and administration with the empirical research base that has accrued and the models for practice that may be deduced from the research **Collective Bargaining for Public Managers (state and Local)**. United States Civil Service Commission. Bureau of Training. Labor Relations Training Center, 1975 **Shop Floor Bargaining and the State** Steven Tolliday, Jonathan Zeitlin, 2011-02-03 First published in 1985 this multi author volume discusses the contentious issue of the relationship between shop floor bargaining and the state Previous studies of this area tended to focus on macro economic concerns and labour legislation avoiding a more empirical approach that would draw out specific examples of the relationship The seven essays in this text attempt to redress the balance through rigorous analysis of historically particular circumstances and events In doing so they show that the state is not always the defender of managerial centralisation and give examples of government intervention to the benefit of shop floor autonomy This highly informative volume draws attention to the contradictory and ambiguous nature of industrial relations and will be of value to anyone with an interest in politics and economics Encyclopedia of Public Administration and Public Policy: K-Z Jack Rabin, 2003 From the Nuremberg trials to the Civil Service Reform Act of 1978 to recent budget reconciliation bills the Encyclopedia of Public Administration and Public Policy provides detailed coverage of watershed policies and decisions from such fields as privatization biomedical ethics education and diversity This second

edition features a wide range of new topics including military administration government procurement social theory and justice administration in developed democracies It also addresses current issues such as the creation of the Department of Homeland Security and covers public administration in the Middle East Africa Southeast Asia the Pacific and Latin America

Decisions of the Federal Labor Relations Authority United States. Federal Labor Relations Authority,1992 **Decisions and Orders of the National Labor Relations Board** United States. National Labor Relations Board,2012 *Managing Human Resources for Nonprofits* Kunle Akingbola,2015-06-05 The core resources and capabilities of any nonprofit organization lie in their human capital their knowledge skills and behaviors are critical to the achievement of the organization s mission and performance Thus effective management of this key resource is integral to the nonprofit organization s success This book focuses on the unique characteristics challenges and contribution of human resource management to the strategic objectives of the nonprofit It explores contemporary issues that place the management of people at the intersection between the mission strategy and performance of the organization The book Uses the latest theory to build models that explain the determinants and dimensions of strategic HRM within the nonprofit sector Examines the core HRM functions in the context of the nonprofit sector to provide insight into how nonprofits can optimize HRM contributions to performance Provides a step by step process to develop implement and manage HR practices that are aligned with the strategy of the nonprofit organization Demonstrates how to integrate volunteer management into strategic HRM Using examples from around the world as well as cases to facilitate learning this book is ideal for students and professionals interested in strategic human resource management **A Behavioral Theory of Labor Negotiations** Richard E. Walton,Robert B. McKersie,1991 In this book Walton and McKersie attempt to describe a comprehensive theory of labor negotiation The authors abstract and analyze four sets of systems of activities which they believe account for much of the behavior found in labor negotiations The first system of activities termed distributive bargaining comprises competitive behaviors that are intended to influence the division of limited resources The second system is made up of activities that increase the joint gain available to the negotiating parties referred to as integrative bargaining They are problem solving behaviors and other activities which identify enlarge and act upon the common interests of the parties The third system includes activities that influence the attitudes of the parties toward each other and affect the basic relationship bonds between the social units involved This process is referred to as attitudinal structuring The fourth system of activities which occurs as an integral aspect of the inter party negotiations comprises the behaviors of a negotiator that are meant to achieve consensus within one s own organizations This fourth process is called intra organizational bargaining Each sub process has its own set of instrumental acts or tactics Therefore each of the four model chapters is followed by a chapter on the tactics which implement the process These chapters translate the model into tactical assignments and include an abundance of supporting illustrations from actual negotiations This study should be of interest to

several audiences including students and teachers of industrial relations social scientists interested in the general field of conflict resolution as well as practitioners of collective bargaining and other individuals directly involved in international negotiations The overall theoretical framework has been derived by a mixture of inductive and deductive reasoning Extensive fieldwork and several dozen printed case studies have provided the bulk of the empirical data In terms of meaning the study has three touchstones the field of collective bargaining the field of conflict resolutions and the underlying disciplines of economics psychology and sociology

Dismantling Solidarity Michael A. McCarthy, 2017-02-01 Why has old age security become less solidaristic and increasingly tied to risky capitalist markets Drawing on rich archival data that covers more than fifty years of American history Michael A McCarthy argues that the critical driver was policymakers reactions to capitalist crises and their political imperative to promote capitalist growth Pension development has followed three paths of marketization in America since the New Deal each distinct but converging occupational pension plans were adopted as an alternative to real increases in Social Security benefits after World War II private pension assets were then financialized and invested into the stock market and since the 1970s traditional pension plans have come to be replaced with riskier 401 k retirement plans Comparing each episode of change Dismantling Solidarity mounts a forceful challenge to common understandings of America s private pension system and offers an alternative political economy of the welfare state McCarthy weaves together a theoretical framework that helps to explain pension marketization with structural mechanisms that push policymakers to intervene to promote capitalist growth and avoid capitalist crises and contingent historical factors that both drive them to intervene in the particular ways they do and shape how their interventions bear on welfare change By emphasizing the capitalist context in which policymaking occurs McCarthy turns our attention to the structural factors that drive policy change Dismantling Solidarity is both theoretically and historically detailed and superbly argued urging the reader to reconsider how capitalism itself constrains policymaking It will be of interest to sociologists political scientists historians and those curious about the relationship between capitalism and democracy

Understanding the Teacher Union Contract Myron Lieberman, Unionization of teachers has led to fundamental changes in the management of education and in relations between teachers and school districts Understanding the Teacher Union Contract explores the implications of this collective bargaining revolution in education Through detailed examination Lieberman shows how the kinds of provisions typically found in teacher union contracts affect the educational workplace and education reform and how they might be revised to the benefit of students parents and the public Lieberman begins with the respective roles of school district management and teacher unions Unlike managers in the private sector school district officials are part of a government agency that is legally responsible for operating public schools in the public interest They must balance the interests of employees with the needs of students taxpayers and parents as well as with district educational goals Teacher unions primary objectives are to enhance employee welfare and to promote the union as an effective organization Unions must

balance the differing needs of various groups within their membership for example by resolving tensions between older teachers who want improved retirement benefits and younger teachers who might prefer more rapid salary increases Lieberman shows how competing union and management goals play out in collective bargaining and are embodied in teacher union contracts He argues that by developing an understanding of teacher unions their role and their needs district officials and school board members can bargain more effectively and develop a productive ongoing relationship with unions This highly readable book will be of interest not only to school administrators and board members but also to teacher representatives parents taxpayers and members of the media who report on education

Human Resource Management in Public Service Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart, 2015-02-20 Human Resource Management in Public Service Paradoxes Processes and Problems offers managers and aspiring managers a thorough provocative and award winning coverage of the complex issues of management in the public sector from both employee and managerial viewpoints Combining more than 100 years of professional and academic experience authors Evan M Berman James S Bowman Jonathan P West and Montgomery Van Wart have created user friendly and accessible material by highlighting dilemmas challenging readers to resolve them and enticing them to go beyond the text to discover and confront other dilemmas Grounded in real public service experiences the book emphasizes hands on skill building and problem solving Continuing the award winning tradition of previous editions this Fifth Edition covers all of the stages of the employment process including recruitment selection training legal rights and responsibilities compensation and appraisal

Management, 1980 *Panel Release* United States. Federal Service Impasses Panel, 1996 *Committee Prints* United States. Congress. Senate. Committee on Labor and Public Welfare, 1948 **Case Information Sheets for ... Published in FLRA Report of Case Decisions** United States. Federal Labor Relations Authority,

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