

Management Labor Relations in Pre-Wagner Act America

■ Pullman Strike (1894)

- Workers in Pullman's "company town" (where everything was owned by the corporation, including their housing and local store) were given pay cuts as a result of the depression, but rents remained the same.
- American Railway Union (ARU), led by Eugene Debs.
- Grover Cleveland sends in 12,000 U.S Army troops.

■ Anthracite Coal Strike (1902)

- United Mine Workers called a strike among its membership in the anthracite coal fields of eastern Pennsylvania, demanding safer working conditions, higher pay and recognition of their union.
- T. Roosevelt instead of sending federal troops had secured the services of J. P. Morgan as a mediator.
- The strike was ended in March 1903 and the miners received a wage increase. However, recognition of the union was not achieved.

Police Management Labor Relations

Ying Liu



Police Management Labor Relations:

Police Management--labor Relations Peter C. Unsinger, Harry W. More, 1989 The Impact of Police Unions Hervey A. Juris, Peter Feuille, 1974 *Critical Issues in Police Labor Relations* International Association of Chiefs of Police, 1977

Labor Unions, Management Innovation and Organizational Change in Police Departments John DeCarlo, Michael J. Jenkins, 2015-08-25 This Brief examines the role of Police Unions in law enforcement policy development. It provides an overview of the historical and political background of police labor unions and takes a critical look at the shifting perception of labor unions from generally positive to somewhat negative to compare this perception with their real impact. It examines the perceived role that unions play whether positive, negative, or neutral in the development and advancement of contemporary law enforcement agencies and their respective policies. This work provides a multisite survey of police administrators' views and opinions on police union impact on a variety of police functions including delivery of services, prevention of crime and disorder, and interaction with the public. The results of this research provide a comprehensive look at ways to improve the ways police departments operate and how they improve and enhance legitimacy in their communities. It provides a context for the current state of the public sector labor relations environment. It will be of interest to researchers in criminology and criminal justice, police science, and public policy.

Police Personnel Administration William J. Bopp, 1974 The operational environment of police personnel administration, the personnel function, manpower development, internal affairs, and police labor relations are discussed. A historical overview of police personnel administration, a review of police organization, and a discussion of the role of the police officer provide a foundation for this work. Introductions to personnel administration in a police department in a municipal personnel agency and in the federal government are also given. An analysis of interrelated aspects of compensation administration and conditions of employment is provided as well. Such topics as recruitment, selection, training, personnel evaluation, leadership, and promotion are included, and issues in internal affairs such as communication, interpersonal behavior, and disciplinary actions are discussed. Featured in the discussion of labor relations in law enforcement are such factors as employee organization, collective bargaining, job actions, grievance machinery, and the role of the police management in labor relations.

What is the Future of Police Management-employee Relations in California by the Year 2000 Lewis J. Pollack, California. Commission on Peace Officer Standards and Training. Command College, 1988 This study examined the history of the police labor movement using the 1987 League of California Cities Benchmark Survey to determine how police jurisdictions are represented today. The study used a cross section of professionals to assist in developing trends and events that impact on the issue of police labor relations in California. Three future scenarios were constructed using information from a cross impact analysis to show possible alternatives if certain trends and events occurred. The first and most promising strategy involved development of a state school of labor relations. The second dealt with creation within police jurisdiction of a labor management committee to provide a framework in which

labor and management would work cooperatively to discuss and resolve day to day issues Finally a strategic plan would be implemented to transform the concept of a labor management committee into reality within police jurisdiction

Police Unionism: Power and Impact in Public-sector Bargaining Hervey A. Juris, Peter Feuille, 1973 Research monograph on the trade union power and impact of police trade unionism in the USA with particular reference to the collective bargaining frameworks applicable to this branch of the public sector covers police occupational organizations Black officers organizations etc and examines the impact of trade unions on professionalism and on law enforcement policy References

FBI Law Enforcement Bulletin ,1990 California Law Enforcement Labor/management Relations Manual California Association of Labor Relations Officers, California. Commission on Peace Officer Standards and Training, 1978 POST recognizes the need for guidelines for handling labor disputes between organized labor and management Law enforcement agencies are provided a copy of this manual as a guide in promoting efficient effective and impartial law enforcement policies and procedures during labor disputes It was developed through a joint effort of the California Association of Labor Relations Officers and the Commission on Peace Officer Standards and Training with contributions from criminal justice agencies union representatives and management personnel

Proactive Police Management Edward A. Thibault, Lawrence M. Lynch, R. Bruce McBride, 2007 Proactive Police Management continues to be used widely throughout the nation as a text for college courses and as a reference for police administrators and aspiring supervisors The focus of the Seventh Edition continues to be that police managers must be proactive instead of reactive While the term has many connotations proactive means foreseeing events situations and potential threats before they become overwhelming issues through the use of long and short term planning Proactive police managers must continually have open communication with the major stakeholders within the community in order for the department's objectives to be accomplished

Guidelines and Papers from the National Symposium on Police Labor Relations, June 9-12, 1974, Washington ,1974 Guidelines evolved from a symposium sponsored by the International Chiefs of Police the Police Foundation and the Labor Management Relations Service Four key issues were discussed 1 the role of labor and management in the labor relations process 2 professionalization and unionism in law enforcement 3 productivity in law enforcement and 4 key issues in police unionism national unions strikes discipline and corruption Four discussion sections corresponding to the issues were selected Each section was composed of three sub groups 1 mayors city managers county executives 2 police chiefs and 3 police union officials The discussion sections met for one and a half days The proposed policy recommendations were then prepared through the joint efforts of the section moderator resource persons and a representative of each sub group in the discussion section These proposals were then reviewed by all the symposium participants at a plenary session Members of the session approved disapproved or modified the proposed recommendations The labor relations guidelines contained in the first part of this report represent the consensus of the plenary session on the recommendations developed by the discussion groups The second section of this

report contains the concept papers prepared by seven knowledgeable practitioners in the field of police labor relations These papers were used as a guide for the discussions that took place at the National Symposium on Police Labor Relations

National Criminal Justice Thesaurus ,1992 *Police Unions* Ilene Bergsman,1976 This report provides an overview of the development and status of police unions and presents guidelines for management on negotiating with police unions and dealing with police strikes After reviewing the historical development of police unions the author reviews the present state of collective bargaining legislation Such aspects of police unions as union recognition unit determination and selection of the bargaining team are examined Suggestions are offered on preparing for and conducting collective bargaining negotiations and on developing strike contingency plans A resource guide of police employee and management organizations is included **Police Union Power** Peter Feuille,1973 *Subject Catalog of the Institute of Governmental Studies Library, University of California, Berkeley* University of California, Berkeley. Institute of Governmental Studies. Library,1970

Guidelines and Papers from the National Symposium on Police Labor Relations ,1974 Guidelines evolved from a symposium sponsored by the International Chiefs of Police the Police Foundation and the Labor Management Relations Service Four key issues were discussed 1 the role of labor and management in the labor relations process 2 professionalization and unionism in law enforcement 3 productivity in law enforcement and 4 key issues in police unionism national unions strikes discipline and corruption Four discussion sections corresponding to the issues were selected Each section was composed of three sub groups 1 mayors city managers county executives 2 police chiefs and 3 police union officials The discussion sections met for one and a half days The proposed policy recommendations were then prepared through the joint efforts of the section moderator resource person s and a representative of each sub group in the discussion section These proposals were then reviewed by all the symposium participants at a plenary session Members of the session approved disapproved or modified the proposed recommendations The labor relations guidelines contained in the first part of this report represent the consensus of the plenary session on the recommendations developed by the discussion groups The second section of this report contains the concept papers prepared by seven knowledgeable practitioners in the field of police labor relations These papers were used as a guide for the discussions that took place at the National Symposium on Police Labor Relations Office of the Cook County State's Attorney V. Illinois Local Labor Relations Board ,1994 *The Illinois Public Employee Relations Report* ,1990 **Police Institutions & Issues** Bruce Swanton,1979 Journal of Police Science and Administration ,1975

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