

# 10: PUBLIC SECTOR BARGAINING

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# Public Sector Bargaining

**Robert Emmett Doherty**



## **Public Sector Bargaining:**

**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 *Sovereignty and Compulsory Public-sector Bargaining* Sylvester Petro, 1974 **Public-sector Bargaining** Myron Lieberman, 1980 Monograph on public sector collective bargaining trends and issues in the USA discusses trade unionization trade union membership collective agreements right to strike political power arbitration bargaining benefits and disadvantages constitutional rights of public servants financial aspects etc comments on labour legislation and jurisprudence provides comparisons with the private sector and includes suggestions for law reform Bibliography pp 165 to 169 references and statistical tables [Collective Bargaining in the Public Sector](#) Alan Edward Bent, T. Zane Reeves, 1978 **Labor Relations in the Public Sector, Fifth Edition** Richard C. Kearney, Patrice M. Mareschal, 2014-01-17 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 [Collective Bargaining in State and Local](#)

Government John Patrick Piskulich, 1992-01-30 Almost half of government employees are represented by labor organizations and public sector unions act as a significant force in the effective operation of government and can exert substantial control over labor costs and procedures in the workplace The response by state and local officials has varied greatly with collective bargaining frameworks existing as a patchwork of experiments from mandated collective bargaining to outright prohibition While their policy actions seem to recognize the benefits of bilateral negotiation the spectre of service disruption continues to haunt them Because public sector bargaining is a recent development policy analysts lack a firm handle on policymaking in this sphere Piskulich examines the dimensions of state and local public sector labor policy and explores policies that enable policymakers to manage the collective bargaining process in line with their goals This study looks at the three questions most crucial to policy efficacy what governments do why they do it and what difference it makes Three central findings emerge from the issue of what governments do The evidence indicates increasing enactment of labor policy over time across subnational jurisdictions Policy across occupations is stable though there are important differences in the willingness of the employer to tolerate strikes and resolve impasses Third it appears that policy actors make three distinct sets of decisions basic policy the availability and mechanics of the arbitration mechanism and the degree to which they provide public unions with institutionalized union security The answer to why they do it hinges on factors of ideology and policy the effects are mitigated when unionization is considered What difference it makes examines two variables in particular unionization and service disruption Piskulich reaches three conclusions that a majority of subnational jurisdictions see value in collective bargaining for their public employees that unions can help themselves and that unionization and disruption vary with policies implemented These findings provide insight into the larger questions on the role of organized labor in American democracy

**Public-sector Bargaining** Benjamin Aaron, Joseph R. Grodin, James L. Stern, 1979 Monograph comprising a collection of essays on public sector collective bargaining in USA and Canada discusses trade unionism role of public management impact on wages dynamics of dispute settlement and strikes courts response to grievance and interest arbitration and comments on labour relations labour legislation References and statistical tables **Labor Relations in the Public Sector**, 1972

*When Public Sector Workers Unionize* Richard B. Freeman, Casey Ichniowski, 2007-12-01 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

**Collective Bargaining in the Public Sector** Morris Aaron Horowitz, 1994 Labor authority Morris A Horowitz describes the differences between labor relations in the public and private sectors and offers a brief history of public sector collective bargaining The book continues with thorough explanations and useful examples of the key issues in public sector collective bargaining wages monetary fringe benefits nonmonetary provisions dispute resolution and public intervention

**Labor Relations in the Public Sector** Patrice M. Mareschal, Richard C. Kearney, 2025-09-15 In the last decade public sector unions have encountered threats in the form of privatization of public services and the retrenchment of collective bargaining rights as well as opportunities in increasing labor union popularity and activity Retaining the structure that made the previous editions so popular Labor Relations in the Public Sector Sixth Edition has been completely revised to explore the most recent trends in membership figures new legislation court decisions executive orders and new politics as they influence bargaining rights Updates include Thorough examination and analysis of contemporary public sector labor relations and collective bargaining Careful exploration of important recent changes in the public labor relations and unionization landscape Complete analysis of financial and human resource outcomes of recent collective bargaining in the public sector Detailed investigation of collective bargaining institutions and processes in government In keeping with prior editions the sixth edition addresses collective bargaining and labor relations at all levels of government with comparisons to the private and nonprofit sectors Designed to be classroom friendly this text includes discussions of the most recent literature and case studies as well as end of chapter assignments Labor Relations in the Public Sector speaks to multiple audiences including academics students and practitioners and practical tips and advice are offered for those engaged in collective bargaining and labor relations It is vital reading for undergraduate and graduate students in fields including public administration public policy political science and labor studies This book is also relevant to scholars of comparative policy politics and labor

*Scope of Public-sector Bargaining* Walter J. Gershenfeld, 1977 Compilation of articles on the range of subjects acceptable for public sector collective bargaining at local level in six USA states and at national level in the federal administration considers wage determination hours of work right to strike etc and comments on relevant labour legislation

**Public Sector Labor Relations** David Lewin, Peter Feuille, Thomas A. Kochan, 1981 Articles and readings on collective bargaining and labour relations in the public sector in the USA covers political aspects legal aspects trade unionism studies labour relations structure incl Bargaining units and coalition bargaining describes the impact of private sector principles in the public sector

discusses dispute settlement and compulsory arbitration and wage determination includes case studies Bibliography statistical tables Public Sector Bargaining Robert Emmett Doherty,1975 *Public Sector Collective Bargaining* Tony DeAngelis,1983 Scope of Public Sector Bargaining in 14 Selected States Academic Collective Bargaining Information Service (Washington, D.C.),1975 Labor Relations in the Public Sector, Fourth Edition Richard C. Kearney,Patrice M. Mareschal,2011-03-23 That we are participants in a global economy may no longer be news but its impact continues to shape the field of labor relations This is certainly true in the public sector where union membership is stagnant and outsourcing is becoming more and more prevalent Further impacting current trends are local and state movements to restructure public organizations and the processes they use to conduct their activities and provide services These include the mechanisms of collective bargaining and contract administration Reflecting these and many other trends and changes this fourth edition of the perennially bestselling Labor Relations in the Public Sector is now completely updated The fundamental reader friendly organization of the book remains the same and it continues to address the many facets that must be considered today as unions still represent 40 percent of public sector workers However in keeping up with the formative events of recent times this text Accounts for emerging trends in scholarly and professional literature as well as in practice Features several new case studies that provide readers with experiential learning opportunities across a range of contemporary situations Places greater emphasis on ways to develop and use interest based win win negotiations during bargaining processes and throughout the administration of contracts This volume recognizes the key role played by unions in the federal government and in a large proportion of state and local jurisdictions but it also recognizes that much is changing Fiscal realities and strategic challenges are changing the role of the labor union in the public sector This is a trend that must be understood if its consequences are to be anticipated and met for the mutual good **Collective Bargaining by Government Workers** Harry Kershen,2019-05-23 The chapters in this anthology deal with many of these all encompassing constraints and how the various participants seek to deal with them Model agreements negotiating levers the balance of power between managers and government employees contracting out versus producing in house the impact of bargaining unit structure on productivity the relationship of municipal budget making to collective bargaining public employee union growth and organizing trends and many other topics are dealt with in this volume These issues are discussed in the context of several specific types of public employees such as municipal protection employees mass transit workers health professionals in relation to government service and the armed forces and civilian federal employees *Labor Relations Law in the Public Sector* Harry T. Edwards,1991 Information Sources for California Public Sector Collective Bargaining Marlene Shaughnessy,1978

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