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PRIVATE SECTOR COLLECTIVE BARGAINING IN THE UNITED STATES IS UNDER SIEGE MANY FACTORS HAVE CONTRIBUTED TO THIS SITUATION INCLUDING THE DEVELOPMENT OF GLOBAL MARKETS A CONTINUING ANTIPATHY TOWARD UNIONS BY MANAGERS AND THE DECLINING EFFECTIVENESS OF STRIKES THIS VOLUME EXAMINES COLLECTIVE BARGAINING IN EIGHT MAJOR INDUSTRIES AIRLINES AUTOMOBILE MANUFACTURING HEALTH CARE HOTELS AND CASINOS NEWSPAPER PUBLISHING PROFESSIONAL SPORTS TELECOMMUNICATIONS AND TRUCKING TO GAIN INSIGHT INTO THE CHALLENGES THE PARTIES FACE AND HOW THEY HAVE RESPONDED TO THOSE CHALLENGES THE AUTHORS SUGGEST THAT COLLECTIVE BARGAINING IS EVOLVING DIFFERENTLY ACROSS THE INDUSTRIES STUDIED WHILE THE FORCES CONSTRAINING BARGAINING HAVE NOT ABATED CHANGES IN THE GLOBAL ENVIRONMENT INCLUDING NEW SECURITY CONSIDERATIONS MAY CREATE OPPORTUNITIES FOR UNIONS ACROSS THE INDUSTRIES ONE THING IS CLEAR PRIVATE SECTOR COLLECTIVE BARGAINING IS RAPIDLY CHANGING

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PREVIOUS ED C1975 BY H L SHERMAN ISSUED UNDER TITLE UNIONIZATION AND COLLECTIVE BARGAINING

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 HISTOICAL DEVELOPMENT AS WELL AS CURRENT PRACTICE

PUBLIC AND NONPROFIT ORGANIZATIONS FACE DIFFICULT CHALLENGES TODAY THAT MAKE THE STRATEGIC MANAGEMENT OF HUMAN RESOURCES CRUCIAL THIS BOOK SHOWS HOW TO INTEGRATE HR PRACTICES WITH THE MISSION OF THEIR ORGANIZATION AN ACCESSIBLE TOOL COMPLETE WITH AN INSTRUCTOR S MANUAL THIS BOOK PROVIDES AN INTEGRATED APPROACH TO CURRENT HR CONCERNS AND IS UNIQUE IN ITS FOCUS ON BOTH PUBLIC AND NONPROFIT AGENCIES OFFERING GUIDANCE AND TECHNIQUES FOR IMPLEMENTING EFFECTIVE HUMAN RESOURCE MANAGEMENT STRATEGIES JOB ANALYSIS PERFORMANCE EVALUATION RECRUITMENT AND SELECTION TRAINING AND DEVELOPMENT COMPENSATION AND BENEFITS AND COLLECTIVE BARGAINING PYNES DEMONSTRATES HOW STRATEGIC HUMAN RESOURCES MANAGEMENT IS ESSENTIAL TO PROACTIVELY MANAGING CHANGE

THIS REVISED EVALUATION OF THE NEW ZEALAND EMPLOYMENT RELATIONS ACT 2000 ASSESSES THE DEVELOPING TRENDS AND MAJOR CHANGES IN THE EMPLOYMENT RELATIONS SITUATION IN NEW ZEALAND SINCE THE ACT WAS PASSED PERSPECTIVES FROM EMPLOYERS UNION MEMBERS ACADEMICS AND GOVERNMENT WORKERS ADDRESS HOW THE NEW LAW IS WORKING AND WHAT AMENDMENTS ARE REQUIRED FOR BETTER EFFICACY DISCUSSIONS OF GOOD FAITH BARGAINING CHANGES TO UNION STRUCTURES AND NEW INDUSTRIAL ISSUES REVEAL THE EFFECTS AND THE ONGOING IMPLICATIONS OF THE ACT

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