

PUBLIC ADMINISTRATION AND PUBLIC POLICY/177

Labor Relations in the Public Sector

Fifth Edition



Richard C. Kearney
Patrice M. Mareschal

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Labor Relations In The Public Sector Fifth Edition

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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

Labor Relations in the Public Sector Patrice M. Mareschal,Richard C. Kearney,2017-09-25 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

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

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Labor Relations in the Public Sector Richard C. Kearney, 1984 Summarizing the critical changes affecting labor relations in the global marketplace this comprehensive text outlines problems and provides strategies for success in the dynamically evolving work environment Blending description analysis and empirical research into a thorough overview of the field the authors discuss court decisions and collective bargaining and labor relations at all levels of government In addition to a compendium of research resources this classroom friendly edition includes more new case studies illustrating key examples The third edition retains the successful features of previous editions and combines expertise from both academic and professional perspectives

A Primer on American Labor Law William B. Gould IV, 2013-06-10 This fifth edition is an accessible guide for non specialists that contains extensive new materials covering developments in the past ten years of employee labor laws

Politics of Preference Krishna K. Tummala, Ph.D, 2014-07-25 Minorities based on whatever criteria linguistic religious ethnic tribal racial or otherwise share a distinctive contextual and social experience Their representation in public service is important especially when there have been public policies which have historically discriminated against them Politics of Preference India United States and South Africa discusses the importance of offsetting past discrimination in an attempt at bringing all citizens in as active participants of their representative bureaucracies The author a distinguished public administration comparativist brings together the uniquely large and complex cases of United States India and South Africa In a penetrating analysis of the use of preference in the public sector the book examines three profoundly different countries India the United States and South Africa as they handle the challenge of integrating several different minorities into public service The author

chose these three countries the most populous the oldest and the more nascent yet each with a history of its own that led to equal employment and other governmental policies While there is a sprinkling of literature that examines this issue from a comparative perspective no one seems to have studied these three diverse nations and explored not only their differences but their similarities The author of this book takes the view that it is not enough to study the environment but also explicate the context for a public policy He provides a comprehensive study that does just that

American Public Service James S. Bowman, Jonathan P. West, 2017-09-25 Understanding the effects of radical change on public personnel systems is critically important both now and in the future to all those interested in the quality of American democracy Civil service reform is occurring at all levels of government both in the United States and abroad American Public Service Radical Reform and the Merit System is a collection of papers that examine the innovations strategies and issues found in the contemporary civil service reform debate Offering diverse perspectives from expert contributors this book presents matters concerning radical reform and the merit system at the federal state and local levels of government This volume offers fresh insight into the effects of merit system changes on employees Divided into four sections this book Examines a portrait of contemporary reforms from across the country and concepts to interpret those data Addresses whether the relaxation of civil service protections against partisan intrusion will result in corruption Provides examples of ongoing changes and analyzes survey data from state managers Discusses a variety of key issues such as the impact on racial inequality of moving from a protected class employment status to an unprotected at will relationship The book provides a baseline of data on reforms as well as an account of their current promises and pitfalls Covering topics ripped from the headlines this text also identifies pressing issues and makes suggestions for the future Offering a variety of methodological approaches it is ideal for all those interested in effective governance

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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

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Handbook of Monetary Policy Jack Rabin,2020-04-30 This handbook explains the development and implementation of monetary policy It examines theories and issues related to the preservation of economic activity and explores why the preservation of economic stability is a principal goal of public policy

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used to refine policy choices Traces the development of policy analysis in selected national contexts The Handbook of Public Policy Analysis Theory Politics and Methods describes the theoretical debates that have recently defined the field including the work of postpositivist interpretivist and social constructionist scholars This book also explores the interplay between empirical and normative analysis a crucial issue running through contemporary debates Human Resource Management Elizabeth D. Fredericksen, Stephanie L. Witt, W. David Patton, Nicholas P. Lovrich, 2015-09-16 Sound HRM practices matter they are a sine qua non of effective governance in democratic government equally so at the local regional state and national levels of government The NASPAA Network of Schools of Public Policy Affairs and Administration accreditation standards demand critical competencies for public managers that are vital to human resource managers and supervisors at all levels These competencies include skills to lead and manage in public governance to participate in and contribute to the policy process to analyze synthesize think critically solve problems and make decisions to articulate and apply a public service perspective and to communicate and interact productively with a diverse and changing workforce and citizenry This second edition of Human Resource Management is designed specifically with these competencies in mind to Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes Provide exercises to give students practice for their skills after being introduced to the theory foundation and practices of public and nonprofit sector HRM Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management especially diversity ethics and technology Demonstrate and describe differences among HRM practices in public for profit and nonprofit organizations and between the levels of government Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools Thus students will consider the issues purposes and techniques of HRM and conceptualize how varied their roles are or will be whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems Each chapter includes a thorough review of the principles and practices of HRM including the why and the how selected readings important themes diverse examples key terms study questions applied exercises case studies and examples of forms and processes would be managers will encounter in their roles *Handbook of Comparative and Development Public Administration* Ali Farazmand, 2019-02-21 With contributions from nearly 80 international experts this comprehensive resource covers diverse issues aspects and features of public administration and policy around the world It focuses on bureaucracy and bureaucratic politics in developing and industrialized countries and emphasizing administrative performance and policy implementation as well as political system maintenance and regime enhancement The book covers the history of public administration and bureaucracy in Persia Greece Rome and Byzantium and among the Aztecs Incas and

Mayas public administration in small island states Eastern Europe and ethics and other contemporary issues in public administration Public Administration Eran Vigoda-Gadot,2002-06-07 Offering strategies for a new generation of administrative systems this book explores the impact of recent managerial reforms and shifting societal values on the stability legitimacy and progress of democratic governments The chapters highlight innovations in consumer communication management and marketing evolving methods of policy planning formation and implementation and the role of high information high technology in public agencies Providing insight into the changing environment present in most governing structures the book covers ethical dilemmas in public service the definition of work for public sector employees and population behavior during mass disasters **Handbook of Comparative Public Administration in the Asia-Pacific Basin** H. K. Wong,Hon S. Chan,1999-02-23 This stimulating reference text examines a wide range of issues and trends in administrative reform in the Newly Industrialized or Industrializing Economies NIEs of the Asia Pacific Basin and offers detailed case studies illustrating the dynamics and etiology of reform protocols Suggesting new ways of understanding reform within a bureaucratic or political framework the Handbook of Comparative Public Administration in the Asia Pacific Basin highlights the role of civil service training in fostering strategic political social and economic changes in Hong Kong over the past decade provides a roadmap into the labyrinth of China s gigantic financial system and includes nearly 600 references tables and drawings

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