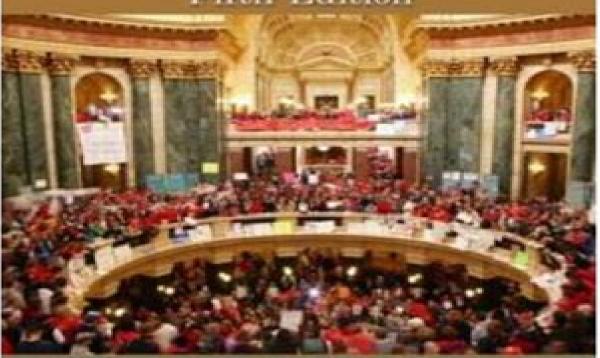
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Labor Relations in the Public Sector

Fifth Edition



Richard C. Kearney Patrice M. Mareschal



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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 guizzes 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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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 Labor Relations in the Public Sector, 2003 Handbook of Debt Management Gerald J. Miller, 2017-07-05 Examining various methods of debt management used in the US Handbook of Debt Management provides a comprehensive analysis of securities offered for sale by municipalities states and the federal government The book covers laws regarding municipal bonds the economic choice between debt and taxes and the tax exempt status of municipal bond owners capital budgeting including state and local government practices developing governmental and intergovernmental debt policies pay as you go with debt financing for capital projects US Internal Revenue Service regulations on arbitrage in state and local government debt proceeds investment US treasury auctions and more **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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