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HARD BARGAIN



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Hard Bargain Transforming Public Sector Labourmanagement Relations

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Hard Bargain Transforming Public Sector Labourmanagement Relations:

Hard Bargain Peter Warrian, 1996 When union reps hear their daily diet of cuts and contracting out in the media they can look forward to another stressful but predictable day life in a stable if difficult labour management relations environment What happens when the old rules no longer apply In **Hard Bargain** researcher and former trade unionist Peter Warrian cogently describes how deficit pressures anti big government sentiment and new management techniques from Citizen s Charters in England to New Zealand s Contract State have constructed a new environment for the public sector worldwide Warrian argues that solving the problems of the Canadian public sector requires revamping public sector industrial relations not busting unions and analyzes innovations and new strategies in use across North America **Hard Bargain** is essential reading for policy analysts and union negotiators human resource managers as well as a fine addition to resource libraries of academics researchers and students Strategic Choices in Reforming Public Service Employment C. Dell'Aringa, G. Della Rocca, B. Keller, Giuseppe Della Rocca, 2001-09-25 Although many industrialized countries have had to face the same political and economic pressures in reforming their public sectors there have been different reactions and a diversity of solutions to the emerging problems This book examines the most significant initiatives targeted towards the restructuring of public sector employment relations in countries belonging to the Organization for Economic Cooperation and Development The contributors focus on national and local governments and health education and social services The first section provides an up to date analysis of six European countries The second part considers the USA Canada New Zealand Australia and Japan

Organizational Semiotics Kecheng Liu, Rodney J. Clarke, Peter Bøgh Andersen, Ronald K. Stamper, El-Sayed Abou-Zeid, 2013-03-19 **Organizational Semiotics** Evolving a Science of Information Systems covers such issues as Fundamental concepts such as information data message communication knowledge organization system and so on Properties of signs vital to organizational functioning such as their meanings the intentions they express and the valuable social consequences they produce Architecture of organizations when they are viewed as information systems based on their semiotics features Understanding language in organizational contexts for example the limitations on the language used to conduct business affairs The empirical study of communications for requirements elicitation Applying semiotic categories e g physical empiric syntactic semantic pragmatic social to various problems Organizational knowledge representation Business process re engineering methods and the design of e commerce systems Labor-management Relations in the Public Sector United States. Congress. House. Committee on Education and Labor. Special Subcommittee on Labor, 1972 Labour Relations and Health Reform K. Wetzels, 2005-10-10 Over the past 25 years governments that operate publicly funded health care systems have endeavoured to modernize service delivery and to control health spending This has occasioned high profile efforts to reform and restructure previously stable health systems Health organizations are typically complex labour intensive and unionized Health reform can have enormous consequences for workers and their unions Governments ideologies

determine the nature of reform initiatives This book examines the experiences of five jurisdictions Great Britain New Zealand New South Wales Saskatchewan and Alberta **Labor-management Relations in the Public Sector, Hearings Before the Special Subcommittee on Labor** United States. Congress. House. Education and Labor,1972 *35 Accords* Tony Penikett,John Calvert,2025-06-23 What does a cash strapped government do when the collective agreements for almost a quarter million of its unionized employees expire simultaneously while wishing to maintain a respectful relationship with its labour supporters In 1997 the Premier of British Columbia BC Canada Glen Clark thought of an imaginative solution It was to offer unions an opportunity to participate with the government in developing policies on issues affecting their members and the services they provide This was BC s public sector policy Accord process The goal was to establish a different more collaborative relationship with unions one in which they had a voice in shaping policy solutions This parallel process entirely separate from collective bargaining would also avoid the adversarial relationship that so often characterizes a government s relations with its unions by recognizing the positive role unions and their members could play in contributing to improving BC s public programs and services The authors who worked on the Accord process with Premier Clark provide an insider s story of the intensive three year period during which the parties negotiated 35 policy accords across the entire provincial public sector The Accords covered a wide range of issues including pension trusteeship and portability early retirement provincial school class size benefits trusts government procurement policy hospital laboratory services workforce training pay equity creation of a health and safety agency and numerous smaller policy fixes The accord process demonstrated that it was possible for a government to initiate a new and more collaborative relationship with its unions by inviting them into the policy process The accords definitely improved relations with the government and contributed to collective bargaining settlements within the government s money mandate **Industrial & Labor Relations Review** ,1998 *Industrial and Labor Relations Review* ,2012 *Canadian Labour & Employment Law Journal* ,2002 LLT ,2000 *Library Acquisitions List* Martin P. Catherwood Library,1999 **Current Contents. Arts & Humanities** Institute for scientific information (Philadelphie, Pa)., **Bulletin of the United States Bureau of Labor Statistics** ,1991 CIR News University of Toronto. Centre for Industrial Relations,1995 **Revista brasileira de ciências sociais** ,2000-06 **Monthly Labor Review Index, January 1976-December 1990** ,1991 **Human Resource Management in Public Service** Evan M. Berman,James S. Bowman,Jonathan P. West,Montgomery R. Van Wart,2012-03-28 Effective human resource management is a critical function in today s public workplace and this book provides students and practitioners with the tools to succeed in public sector management *Arts & Humanities Citation Index* ,2000 *Monthly Labor Review* United States. Bureau of Labor Statistics,1989 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

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