

Collective Bargaining And Negotiation Skills

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 Negotiation Skills for Effective Collective Bargaining
 Closing Deals, Settling Disputes, and Making Team Decisions
 The Handbook of Negotiation and Culture
 Best Practices for Promoting Collaboration, Equity, and Measurable Outcomes
 Collective Bargaining in the Workplace
 Industrial Relations
 Cases, Practice, and Law
 Raising Expectations (and Raising Hell)
 Beyond Winning
 Negotiations Strategies
 How To Improve Your Negotiation Skills

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HUFFMAN BLAINE

Collective Bargaining in the Public Sector Bna Books

Collective bargaining and workers' voice are often discussed in the past rather than in the future tense, but can they play a role in the context of a rapidly changing world of work? This report provides a comprehensive assessment of the functioning of collective bargaining systems and workers' voice arrangements across OECD countries, and new insights on their effect on labour market performance today.

[From Research to Results](#) Collective Bargaining and Negotiation Skills
 A Training Guide for Trade Unions
 Negotiation Skills for Effective Collective Bargaining
 On collective bargaining and collective agreements. #Bundle #1
 Negotiation Skills for Effective Collective Bargaining
 Work-related remuneration as an important aspect of a collective agreement. #Bundle #3
 Getting to Yes
 Negotiating Agreement Without Giving in
 Topics include judicial review and legislative response : New Jersey Public Sector collective bargaining, grievance and interest arbitration in Pennsylvania Public Sector, municipal employee bargaining in Wisconsin, Michigan and California Public Sector collective bargaining, essential employee strikes and compulsory arbitration procedures : the Hawaii public sector experience.

Concepts, Skills, and Exercises SAGE Publications

Praise for the first edition: "This very valuable book reports the results of a large-scale and complex survey aimed at understanding the preferences of

employees regarding workplace governance and their attitudes toward the three key institutions in the labor market: unions, government, and firms. . . The findings are . . . sophisticated and convincing. . . This is a terrifically useful book that contains a wealth of information."—Labor History "What Workers Want is one of the most ambitious efforts ever undertaken to determine the attitudes of employees about the American workplace. . . . An extremely important contribution to the long and often heated debates that swirl around these issues."—Ralph Nader "What Workers Want is a sharply focused study of how American workers think about workplace participation. This book is a message about workplace democracy that union leaders would do well to build into their organizing strategies."—Dissent "This is easily one of the most readable books on industrial relations matters written by academics in recent times. The authors are able simultaneously to engage the reader in an almost folksy manner, while also being quite rigorous in their presentation of data. There should be more such books."—Journal of Industrial Relations How would a typical American workplace be structured if the employees could design it? According to Richard B. Freeman and Joel Rogers, it would be an organization run jointly by employees and their supervisors, one where disputes between labor and management would be resolved through independent arbitration. Their groundbreaking book provides a comprehensive account of employees' attitudes about participation, representation, and regulation on the job. For the updated edition, the authors have added an introduction showing how recent data have confirmed and strengthened their basic argument. A new concluding chapter lays out the model of "open source unionism" that they propose for rebuilding unionism in the United States, making this updated edition essential for anyone thinking about what labor should be doing to move forward.

A Selected Bibliography Trafford Publishing

Describes a method of negotiation that isolates problems, focuses on interests, creates new options, and uses objective criteria to help two parties reach an agreement

Negotiation Strategies for Reasonable People GRIN Verlag

New ways of managing conflict are increasingly important features of work and employment in organizations. In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution (ADR) practices, drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy. This Handbook gives a comprehensive overview of this growing field, which has seen an explosion of programmes of study in university business and law schools and in executive education programmes.

Collective Bargaining in Education Cornell University Press

This guide contains practical, field-tested advice concerning the development of a suitable negotiating strategy for management's use in public sector collective bargaining. The author stresses that strategies are long-term plans of action and that this book does not consider bargaining tactics--the individual methods used to achieve the strategic objectives. The book consists of 20 "how to" sections covering the following topics: detecting and using trends in labor relations; developing a master strategy plan; dealing with different bargaining styles; managing human relations; overcoming major obstacles; avoiding common serious errors; managing the scope of negotiations; retaining management rights; evaluating demands; beginning the flow of agreements; compromising; making bargaining work; making benefits work for the employer; breaking temporary deadlocks; countering union tactics; dealing with charges of unfair labor practices; closing negotiations; using power; handling public involvement; and coping with strikes and strike threats. A final section discusses 14 predictions regarding the future of public sector labor relations. (PGD)

Global Report Under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work Pluto Press (UK)

This comprehensive textbook provides an introduction to collective bargaining and labor relations with a focus on developments in the United States. It is appropriate for students, policy analysts, and labor relations professionals including unionists, managers, and neutrals. A three-tiered strategic choice framework unifies the text, and the authors' thorough grounding in labor history and labor law assists students in learning the basics. In addition to traditional labor relations, the authors address emerging forms of collective representation and movements that address income inequality in novel ways. Harry C. Katz, Thomas A. Kochan, and Alexander J. S. Colvin provide numerous contemporary illustrations of business and union strategies. They consider the processes of contract negotiation and contract administration with frequent comparisons to nonunion practices and developments, and a full chapter is devoted to special aspects of the public sector. An Introduction to U.S. Collective Bargaining and Labor Relations has an international scope, covering labor rights issues associated with the global supply chain as well as the growing influence of NGOs and cross-national unionism. The authors also compare how labor relations systems in Germany, Japan, China, India, Brazil, and South Africa compare to practices in the United States. The textbook is supplemented by a website (ilr.cornell.edu/scheinman-institute) that features an extensive Instructor's Manual with a test bank, PowerPoint chapter outlines, mock bargaining exercises, organizing cases, grievance cases, and classroom-ready current events materials.

Negotiating Our Way Up Collective Bargaining in a Changing World of Work Pearson College Division

In the global marketplace, negotiation frequently takes place across cultural boundaries, yet negotiation theory has traditionally been grounded in Western culture. This book, which provides an in-depth review of the field of negotiation theory, expands current thinking to include cross-cultural perspectives. The contents of the book reflect the diversity of negotiation—research-negotiator cognition, motivation, emotion, communication, power and disputing, intergroup relationships, third parties, justice, technology, and social dilemmas—and provides new insight into negotiation theory, questioning assumptions, expanding constructs, and identifying limits not apparent from working exclusively within one culture. The book is organized in three sections and pairs chapters on negotiation theory with chapters on culture. The first part emphasizes psychological processes—cognition, motivation, and emotion. Part II examines the negotiation process. The third part emphasizes the social context of negotiation. A final chapter synthesizes the main themes of the book to illustrate how scholars and practitioners can capitalize on the synergy between culture and negotiation research.

Collective Bargaining in Higher Education Juta and Company Ltd

In 1995, in the first contested election in the history of the AFL-CIO, John Sweeney won the presidency of the nation's largest labor federation, promising renewal and resurgence. Today, less than 7 percent of American private-sector workers belong to a union, the lowest percentage since the beginning of the twentieth century, and public employee collective bargaining has been dealt devastating blows in Wisconsin and elsewhere. What happened? Jane McAlevey is famous—and notorious—in the American labor movement as the hard-charging organizer who racked up a string of victories at a time when union leaders said winning wasn't possible. Then she was bounced from the movement, a victim of the high-level internecine warfare that has torn apart organized labor. In this engrossing and funny narrative—that reflects the personality of its charismatic, wisecracking author—McAlevey tells the story of a number of dramatic organizing and contract victories, and the unconventional strategies that helped achieve them. *Raising Expectations (and Raising Hell)* argues that labor can be revived, but only if the movement acknowledges its mistakes and fully commits to deep organizing, participatory education, militancy, and an approach to workers and their communities that more resembles the campaigns of the 1930s—in short, social movement unionism that involves raising workers' expectations (while raising hell).

The Negotiation Book Edward Elgar Publishing

The Oxford Handbook of American Sports Law takes the reader through the most important controversies and critical developments in law and U.S. sports. Over the course of 30 chapters, leading scholars explore this expanding and captivating area of law. The Handbook is the first book to gather dozens of perspectives on sports law controversies in the United States, and will be of interest to those who study and practice sports law, as well as journalists, broadcasters, and legally minded sports fans. The Oxford Handbook of American Sports Law incorporates analysis of key historical events in sports law—such as the rise of free agency in professional sports and the concept of "amateurism" for college athletes—and their broader context. Contemporary legal controversies in U.S. sports and their accompanying questions are also of central importance: In a sensible legal system, how

would long-term neurological injuries from contact sports be addressed? How would the use of racially insensitive team names be resolved? How would a seemingly trivial dispute over air pressure in footballs be studied from the competing perspectives of players, teams, and leagues? The Oxford Handbook of American Sports Law weighs not just the facts, but how courts and lawmakers ought to consider the most important questions at stake. The essays in this volume also canvass the types of legal controversies in sports likely to surface in the future. This is particularly true of law and technology matters, including those related to broadcasting and streaming. Legal doctrine has been and will continue to be forced to adapt to these developments, and the Handbook both forecasts coming debates and outlines where the law may be headed.

Negotiation Skills - Research on Cross Cultural Competence Routledge

This book provides students with a comprehensive understanding of the fundamental components of the negotiation process and the challenges that face negotiators. It contains, in a single volume, text material on current theory and research, readings from diverse perspectives, cases that demonstrate how negotiation has been effectively or ineffectively applied in practice, role-playing exercises that enable students to hone their skills, and questionnaires that assess personal qualities that can influence negotiation processes and outcomes.

Secrets of Power Negotiating Simon and Schuster

Conflict is inevitable, in both deals and disputes. Yet when clients call in the lawyers to haggle over who gets how much of the pie, traditional hard-bargaining tactics can lead to ruin. Too often, deals blow up, cases don't settle, relationships fall apart, justice is delayed. Beyond Winning charts a way out of our current crisis of confidence in the legal system. It offers a fresh look at negotiation, aimed at helping lawyers turn disputes into deals, and deals into better deals, through practical, tough-minded problem-solving techniques.

The Oxford Handbook of American Sports Law Verso Books

Interest-Based Bargaining: A User's Guide provides a detailed account of why it makes sense to negotiate on the basis of interests rather than positions. It provides a detailed set of guidelines for negotiators who wish to develop a cooperative, problem solving approach to their bargaining. It draws on the experiences of using interest-based approaches in the USA and Ireland. Interest-based bargaining is an approach to collective bargaining that is focused on understanding the interests of parties and on building solutions around these. It uses problem-solving tools such as brainstorming, flip charting and consensus decision-making. This book will be of particular value to management and union representatives who are already working in a cooperative way and who wish to deepen that cooperation.

Global Wage Report: 2008/09 Minimum wages and collective bargaining towards policy coherence Public Employee Relations Serv

Collective Bargaining and Negotiation SkillsA Training Guide for Trade UnionsNegotiation Skills for Effective Collective BargainingOn collective bargaining and collective agreements. #Bundle #1Negotiation Skills for Effective Collective BargainingWork-related remuneration as an important aspect of a collective agreement. #Bundle #3Getting to YesNegotiating Agreement Without Giving inHoughton Mifflin Harcourt

Getting to Yes Harvard University Press

The first in a new series of ILO reports focusing on wage developments, this volume reviews major trends in the level and distribution of wages around the world since 1995. It considers the effects of economic growth and globalization on wage trends, looking closely at the role of minimum wages and collective bargaining, and suggests ways to improve wage levels and to enable more equal distribution. Wages are a major component of decent work, yet there is a serious knowledge gap in this increasingly important area which this report begins to address. Part one summarizes the main trends in average wages and distribution of wages, providing a statistical analysis of the links between wages and economic growth, along with wage forecasts for 2008 and 2009. Part two examines the relationship between minimum wage policies and collective bargaining, highlighting the effects of institutions on wage outcomes and the importance of coherent policy articulation. Part three concludes with concrete policy recommendations and identifies key issues for further research. The report includes full technical and statistical annexes.

Bargaining for Advantage Academic Foundation

This timely volume discusses the extent to which the labor market is becoming more flexible in response to competitive pressures and examines the pivotal roles of collective bargaining in introducing this flexibility. Providing detailed information from 22 country studies, the book covers industrialized and developing nations across Western Europe, North and South America, and Asia. It analyzes the extent of flexibility introduced in these labor markets, as well as the changing role of the state in industrial relations, and the positions of employers and trade unions on labor market flexibility. This comprehensive study reviews the move toward flexibility in four principal areas: contracts of employment, pay, working time, and work organization. While closely examining the means of achieving greater labor market flexibility, this highly topical book addresses the various ways in which flexibility has been introduced, including through legislative action, collective bargaining, individual contracts of employment, and unilateral employer decisions. The findings in this book reveal that collective bargaining is the most effective means of introducing flexibility, as it engages both employers and workers in the process of change. In addition, the volume examines the outcomes of negotiations on flexibility at the central, sectoral, and enterprise levels, paying special attention to the trade-offs that arise, particularly in the areas of job security, working time, and workers' lifestyles.

The Management and the Worker Cambridge University Press

Combining insights in negotiation research with the tactics used by some of the world's leading business strategists, *Bargaining for Advantage* is a practical guide to becoming a more effective negotiator. Richard Shell explores the hidden psychology and patterns that govern every bargaining situation. Driven by stories about everything from hostage taking and high stakes business deals to everyday encounters, this work offers a step-by-step approach that draws on your own communication style to make you a skilful negotiator.

Effective Negotiation Houghton Mifflin Harcourt

'A useful tool for trade unionists at all levels ... I'll be expecting to see some well-thumbed copies in branch offices over the next few years.' Geoff Martin (Senior London Organiser, UNISON), Tribune'A valuable insight into skills for negotiators.' Jimmie Airlie, Chief Negotiator, Ford-UK'An essential tool.' Arthur J. Johnson, Executive Director, Commonwealth T U Council'Provides a valuable insight into skills for negotiators ... a help to experienced and less experienced negotiators alike' Jimmie Airlie, Ford-UKMore and more people are now involved in negotiations at all levels in workplaces

around the world. Clear and accessible, this invaluable handbook provides sound guidelines for all individuals and group representatives engaged in negotiating with management or colleagues. Using case studies to illustrate each stage, Larry Cairns offers practical advice on every aspect of the negotiating process, from basic concepts through to closing and editing the deal, including; Planning and preparing for negotiations, resolving intra-group conflict, across-the-table negotiations, power and attitude in negotiations, negotiators and the law, implementing the deal.

Organizing for Social Justice Stanford University Press

KEY BENEFIT: Bring your best case to the table by putting theory into practice with this guide to labor relations, unions, and collective bargaining.

Labor Relations and Collective Bargaining: Cases, Practice, and Law Ninth Edition introduces students to collective bargaining and labor relations. The text is concerned with application, as well as coverage of labor history, laws, and practices. In this ninth edition, chapters have been reorganized and updated with over one hundred additions to focus students on the practical implications of the latest laws, court rulings, and current events that affect labor relations. There is also a new Collective Bargaining Simulation to enhance traditional lectures with hands-on contract negotiation. LABOR RELATIONS OVERVIEW; THE COLLECTIVE BARGAINING PROCESS; COST OF LABOR CONTRACTS; THE LABOR RELATIONS PROCESS IN ACTION MARKET: This newly updated reference will give students the skills they need to enter the labor relations field as knowledgeable and effective advocates with a grasp of current laws, trends, and negotiating tactics.

The Role of the Social Partners and the State M.E. Sharpe

"Negotiating is a face-to-face human drama that can be as genteel as croquet or as brutal as a prizefight," observes Victor Gotbaum. He should know -- no one has mastered this drama better than Gotbaum himself, who for more than twenty years headed the largest municipal employees' union in the country, earning a reputation as a tough, skilled negotiator who gets results. In *Negotiating in the Real World*, he draws on his experience to show how readers can also get results by sharpening their negotiating skills in every situation -- from getting a raise to buying a house or getting a divorce. All of us negotiate every day, sometimes in ways we don't even think of as negotiating. Resolving a problem with a coworker, discussing your child's allowance, or reaching agreement with your spouse on how much television your children should be watching are all examples of negotiations. And all negotiations, large and small, business or personal, follow the same principles. In clear and candid terms, Victor Gotbaum explains what those principles are: evaluating your own negotiating ability; measuring the ability and interests of your adversary; understanding the interests of those you represent; and being aware of how outside factors influence your negotiations. In *Negotiating in the Real World*, Gotbaum cites examples of how awareness or ignorance of these principles determined the outcome of a negotiation. Drawing on decades of expertise, he discusses how to keep the momentum going in negotiations, how to recognize when emotion becomes a stumbling block, and when to bring in a third party (using the 1994 Major League Baseball strike as one example). He explains the different types of mediators and arbitrators, and why you should avoid some of them except as an absolute last resort. Illustrated with numerous anecdotes and examples from real-life situations, and written with the frank, hard-hitting style for which Gotbaum is renowned, *Negotiating in the Real World* is an invaluable and practical guide for both novice and experienced negotiators on how to walk away from the bargaining table a winner.