

MANAGING UNIONS

Managing unions will be examined from two angles: Unionised and union free plants.

Unionised Organisations

Contrary to popular perception, unionisation benefits an organisation in several ways. Before listing the benefits, it may be stated that both management and union work in harmony in true spirit of industrial democracy, but believing that differences and disputes do exist. With goodwill on both the sides, disputes are settled mutually without recourse to

undesirable action. Benefits from unions include:

- Management can approach union directly to resolve such issues as grievances, discipline and safety and health. In the absence of union, management will be compelled to adopt alternative approaches which may be costly and even difficult to operate.
- Cooperation from unions for such moves as reorganisation, disinvestment, quality enhancement plans and productivity improvement strategies.
- Improved communication and enforcement of norms, codes of conducts and discipline.
- Volunteering to pay cuts, cost savings and other measures during recessionary periods.
- Demonstration of democratic spirit, pro-labour attitude and openness on the part of management.

Following deserve due consideration while managing unionised organisations:

- Develop positive attitude towards unions. Demand from employees for formation and recognition of union needs to be conceded as is being

Managing With Unions

Fred K. Blackard



Managing With Unions:

Managing the Union Shop Phillip Wilson, 2012-01-01 As a manager or supervisor in a unionized company you have a unique job. Besides your normal day to day responsibilities you also must know about unions and basic labor law. You can be the best manager in the world but without a solid knowledge of the rules and responsibilities in a union shop you can get yourself and your company into a lot of trouble. That is the purpose of this book to give you the background you need to be an effective manager in a unionized environment. This book walks you through some of the major things you'll need to know about unions to be a good manager or supervisor. By the way from now on I will refer to management or supervisory employees generically as managers. No matter what your actual title all of you share the same job to manage labor relations in a way that lets your company accomplish its goals with a minimum of trouble from the union. You'll notice that this isn't like most books you've seen on how to be a good manager. First it looks like a labor contract. For years most contracts have been published as small books designed to fit in a union steward's shirt pocket. Why? Not just to make it hard to read although sometimes the fine print can be tough to decipher. No, the reason it is small is so it is portable. Stewards want the contract with them at all times in case they need it to dispute something that pops up. We've designed this book the same way you can put it in your pocket and carry it with you. It even has some blank pages in the back so you can use it to take notes. The idea is not for this book to be read once and then thrown in a desk never to see the light of day. It is a book you can actually use.

Managing with Unions Marvin Scott Myers, 1978 Monograph on labour relations in USA the aim being to resolve conflict with trade unions and move towards workers participation covers economic implications and psychological aspects of codetermination job enrichment management techniques dispute settlement work organization human relations wages fringe benefits and performance appraisal using case studies and incl Examples from Germany Federal Republic and Sweden. Diagrams flow charts and illustrations. Managing the Union Shop Phillip Wilson, 2003-01-01 **Mutual Survival** Edward Wight Bakke, 1966 Report on the state of labour relations in the USA comprises two parts on 1 human behaviour in industrial relations and the impact of the desire for sovereignty on the part of both management and trade unions and 2 the building up of a collective bargaining system which brought about a working coexistence of antagonistic cooperation. Managing Change in a Unionized Workplace Fred K. Blackard, 2000-03-30 Unlike other labor law and management books Blackard's comprehensive new work not only examines legal strategic human resources management change management and related labor management relations issues but also offers easily grasped and applied methods for addressing all of these issues. Labor relations should be a fully integrated part of a systemic approach to human resource management argues Blackard. He challenges the feasibility of ad hoc programs and labor management partnerships but encourages collaboration within the context of both parties interests and roles. His book provides a philosophy and set of practices to manage change and improve the labor management relationship in the unionized workplace. Companies with poor union relationships rarely have union

problems they have management problems The crux is that managing change is a special challenge To help executives address the challenge Blackard first reviews the state of labor relations and discusses key differences between managing change in union and non union settings He presents a philosophy based on collaboration of countervailing interests and an integrated model for change management that is uniquely applicable in unionized workplaces He then discusses the application of management practices based on such concepts as organizational learning systems theory trust power mutual gains negotiations and supplemental teams that support the countervailing collaboration concept By seeing labor relations as part of a broader human resource management system one can identify and better understand many of the questions that inevitably rise when faced with the need for rapid and often drastic change

The Dynamics of Managing Diversity Gill Kirton, Anne-Marie Greene, 2010-05-14 For anyone looking to develop a career in HR or business management understanding the contexts policies and practices for developing a sustainable and high performing diverse workforce is a must The Dynamics of Managing Diversity was one of the first books to respond to growing academic coverage of the topic of diversity management at degree level This third edition has been fully updated to reflect new working practice statistical information and equality and diversity law as well as including new case studies and information on International policies outside the UK and Europe Diversity management is a term that covers not only race disability and sex discrimination but also broader issues such as individual and cultural differences The Dynamics of Managing Diversity third edition can help to prepare HR and business managers of the future with the legal information and research findings to enable them to develop meaningful diversity policies in their organizations With Accessible text including key learning points activities and discussion questions Practical case studies to illustrate the real life issues in a local international and organizational context A new companion and lecturer website featuring tutor support materials and links to useful sites and additional information Kirton and Greene present the subject of diversity management in a logical and structured manner beginning each chapter with aims and objectives and ending with discussion questions This is the perfect support resource for those teaching or studying in the field of equality and diversity Gill Kirton Reader in Employment Relations at the School of Business and Management Queen Mary University of London and licentiate member of the CIPD Anne marie Greene Reader in Industrial Relations in the Industrial Relations and Organisational Behaviour Group Warwick Business School graduate member of the CIPD Related Titles Moran et al Managing Cultural Differences ISBN 9780750682473 Holbeche HR Leadership ISBN 9780750681735

Unions, Management, and the Public Edward Wight Bakke, 1967 Textbook on labour relations and trade unionism with particular reference to practices in the USA covers historical and theoretical aspects collective bargaining wages determination political aspects employment policy social security social policy public interest etc References and bibliography pp 735 to 737 American Labor Unions Helen Marot, 1914 *Management and Unions* Allan Flanders, 1970 Collection of essays on the state of labour relations in the UK with particular reference to the roles of management and trade

unions covers social change government policy collective bargaining occupational sociology occupational psychology trends public opinion the need for innovation etc References Union-management Cooperation Michael H. Schuster,1984 Research report on the impact of joint consultation and workers participation programmes on the labour productivity of unionized workers in the USA describes research project project design target groups case studies and evaluation techniques based on various models considers the role of industrial structure and work organization in labour relations discusses obstacles to improved quality of working life etc Bibliography graphs organigrams statistical tables **Monthly Labor Review** ,1999 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews *Managing Trade Unions* Michael Dempsey,2011-05 In most relevant literature those employed at a senior level in trade unions are described as leaders at other levels as officers or full time officers But unions are complex businesses In the UK one case study union for example has a turnover of well over 170m sterling This book examines management in trade unions through the results of a research programme in four major UK trade unions It explores what literature there is in this area outlines the research presents findings about the role of management in trade unions and examines trade union managers themselves The argument from the research is that these individuals accept responsibility for their roles as managers and accountable to the members are performing managerial tasks to improve the way unions work and how they achieve their goals This represents a major contribution to the literature on trade unions which up till now has rarely appreciated the importance and significance of management in this context **The Federal Labor-management Consultant** ,1984 **Labor-management Relations** United States. Congress. Joint Committee on Labor-Management Relations,1948 *Report to the Board of Agriculture and Fisheries of an Enquiry Into Agricultural Credit and Agricultural Co-operation in Germany* Great Britain. Board of Agriculture and Fisheries,J. R. Cahill,1913 **The Management of Labor Unions** John Thomas Dunlop,1990 **Management and Administration** ,1922 Includes critical reviews **Factory, the Magazine of Management** ,1921 **Union Organizing** William E. Fulmer,1982 The Transformation of Credit Unions in the United States Edward Michael Eloian,1986

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