

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

No. 147*

PRINCETON, NEW JERSEY

JUNE 1969

RECENT MATERIAL ON COLLECTIVE BARGAINING IN STATE AND LOCAL GOVERNMENTS**

Anderson, Howard J., editor. *Public employee organization and bargaining*: a report on the joint conference of the Association of Labor Mediation Agencies and the National Association of State Labor Relations Agencies, August 19 to August 24, 1968. Washington, D.C. 20037. Bureau of National Affairs, Inc. (1231—25th St., N.W.). 1968. 117 pp. \$8.00.

The editor summarizes recent developments in public employee relations. The experience in New York State and New York City under the Taylor Law are described in three papers by Donald H. Wollett, Robert D. Helsby and Arvid Anderson. The fact-finding process in public education in Michigan is explained by Russell Allen and Charles T. Schmidt, Jr. Francis Bairstow and Edward Herman comment on the Canadian Act. The comprehensive public employee relations laws of Michigan and Wisconsin are described by Robert G. Howlett and Morris Slavney.

Loewenberg, J. Joseph. "Labor relations for policemen and firefighters." *Monthly Labor Review* (Government Printing Office, Washington, D.C. 20402), May 1968, pp. 36-40. \$.75.

Comments on the growth of unions and employee organizations of police and firemen and summarizes the extent of both formal and informal collective bargaining agreements by these groups.

McKelvey, Jean T. "The role of state agencies in public employee labor relations." *Industrial and Labor Relations Review* (Cornell University, Ithaca, N.Y. 14850), January 1967, pp. 179-197. \$1.75.

Discusses the philosophy, organizational interests and political influences which have caused such a diversity, at the state and local level, in the designation of the agency to deal with labor disputes. Indicates the advantages and disadvantages of various arrangements.

Muir, J. Douglas. "The strike as a professional sanction: the changing attitude of the National Education Association." *Labor Law Journal*

* Prepared by Helen Fairbanks, Librarian. Supplements Selected References No. 130 and No. 133.

** Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

(4025 W. Peterson Ave., Chicago, Ill. 60646), October 1968, pp. 615-627. \$1.35.

Based upon an examination of the NEA convention proceedings from 1959 to 1967, the author finds that the Association has done a complete about-face and now endorses collective bargaining, economic sanctions and strikes, due in large measure to the more aggressive attitudes of the American Federation of Teachers.

National Governors' Conference. Executive Committee. *Report of Task Force on State and Local Government Labor Relations*. Chicago, Ill. 60637. Public Personnel Association (1313 East 60th St.). 1967. 101 pp. On request.

This study, which was designed to provide guidelines for governors and lawmakers in government-employee relations, outlines critical issues and policies in collective bargaining. It considers the scope and extent of bargaining, dispute settlement, administrative machinery and the impact on the merit system principle and budget process. Included is a summary and analysis of current legislation and an article by George Taylor, "Public employment: strikes or procedures?"

———. 1968 Supplement to the Report . . . 1968. 26 pp. On request.

A brief review of recent developments is followed by further discussion of the topics considered in the earlier report and suggestions for legislation.

New York University. *Proceedings of the twenty-first annual conference on labor, 1968*. New York, N.Y. 10017. Matthew Bender (235 East 45th St.). 1969. "Public employees and collective bargaining; comparative and local experience," by Arvid Anderson, pp. 451-468; "How to prevent strikes by public employees," by Theodore W. Kheel, pp. 547-575. \$20.00.

The author of the first paper points out that the majority of states do not have adequate collective bargaining laws for public employees and foresees federal legislation if the states fail to act. He cautions against an absolute denial of the right to strike and emphasizes the need for legislative guidelines for determining bargaining procedures. Mr. Kheel reviews the experience of New York State under the Taylor Law and finds that the law failed because it tried to reconcile the right to bargain collectively with a prohibition against strikes. He proposes a number of ways to improve the bargaining procedures.

Polisar, Eric. *Strikes and solutions*. Chicago, Ill. 60637. Public Personnel Association (1313 East 60th St.). 1968. 32 pp. (Public Employee Relations Library No. 2). \$10.00.

Surveys state legislation relating to strikes by public employees and reviews some of the more serious strikes. The author analyzes the problems involved in the concepts of "public" and "essential" services.

Rehmus, Charles M. and Evan Wilner. *The economic results of teacher bargaining: Michigan's first two years*. Ann Arbor, Mich. 48106. Institute of Labor and Industrial Relations, The University of Michigan—Wayne State University (P.O. Box 1567). 1968. \$1.00.

“. . . collective bargaining accompanied by the threat of strikes has paid substantial dividends to organized teachers and has made many citizens aware for the first time of the needs of their public schools. . . .”

Rubin, Richard S. *A summary of state collective bargaining law in public employment*. Ithaca, N.Y. 14850. New York State School of Industrial and Labor Relations, Cornell University. 1968. 52 pp. (Public Employee Relations Reports, No. 3). Single copy on request.

Summarizes the major provisions of the laws of 27 states as of January 1, 1968.

Salik, Richard L., ed. *The right to meet and confer—laws and policies*. Chicago, Ill. 60637. Public Personnel Association (1313 East 60th St.). 1968. 96 pp. (Public Employee Relations Library No. 10). \$10.00.

Discussion of bargaining procedures under state law in California, Michigan, Minnesota and Hawaii. In these states the final settlement in employee negotiations is a unilateral decision of management.

Saso, Carmen D. “Massachusetts local government goes to the bargaining table.” *Public Personnel Review* (1313 East 60th St., Chicago, Ill. 60637), July 1967, pp. 146-152. \$2.00.

This review of operations for the first year under a new and comprehensive law, finds that it has been generally accepted and has accomplished an improvement in salary levels for teachers and other municipal employees.

Shils, Edward B. and C. Taylor Whittier. *Teachers, administrators and collective bargaining*. New York, N.Y. 10003. Thomas Y. Crowell (201 Park Ave., South). 1968. 580 pp. \$9.50.

A former superintendent of schools and a labor-relations practitioner discuss the growing militancy of teachers and the history and philosophies of the two rival teacher organizations—the National Education Association and the American Federation of Teachers. This comprehensive manual covers the development of state legislation, the determination of the appropriate bargaining unit, the scope and process of negotiations and grievance procedures.

Thomson, Andrew W. J. *Strikes and strike penalties in public employment*. Ithaca, N.Y. 14850. New York State School of Industrial and Labor Relations, Cornell University. 1967. 17 pp. (Public Employee Relations Reports No. 2). Single copy on request.

Presents the main arguments for and against strikes by public employees and examines the problem of imposing and enforcing penalties against striking employees.

——. *Unit determination in public employment*. Ithaca, N.Y. 14850. New York State School of Industrial and Labor Relations, Cornell University. 1967. 20 pp. (Public Employee Relations Reports No. 1). Single copy on request.

Discusses the practical difficulties in determining the collective bargaining unit with examples from statutes and decisions. Considers the question of who has the responsibility for making the determination.

Warner, Kenneth O., and Mary L. Hennessy. *Public management at the bargaining table*. Chicago, Ill. 60637. Public Personnel Association (1313 East 60th St.). 1967. 490 pp. \$11.95.

A practical manual on the conduct of collective bargaining with emphasis on policy and procedural decisions. Includes case studies of two strikes by public employees, digests of several state laws, and an extensive bibliography.

Zeidler, Frank P., Felix A. Nigro, J. D. Love and W. D. Heisel. *Rethinking the philosophy of employee relations in the public service*. Chicago, Ill. 60637. Public Personnel Association (1313 East 60th St.). 1968. 31 pp. (Public Employee Relations Library No. 1). \$10.00.

The authors trace the historical reasons why public employees were denied an effective voice in employee-management relations. They discuss the reasons for the recent rapid growth in numbers and activity of public employee unions and outline 4 steps necessary to ensure the development of a competent bargaining policy.

REPORTS OF OFFICIAL STUDY COMMISSIONS

Michigan. Advisory Committee on Public Employee Relations. *Report to Governor George Romney*. Lansing, Michigan 48933. (State Capitol), February 15, 1967. 27 pp. Appendix. Processed. On request.

New Jersey. Public and School Employees' Grievance Procedure Study Commission. *Final Report to the Governor and the Legislature*. Trenton, N.J. 08625 (State House), January 9, 1968. 45 pp. On request.

New York State. Governor's Committee on Public Employee Relations. *Interim Report*. Albany, N.Y. 12224 (Executive Chamber), June 17, 1968. 35 pp. On request.

——. Report of January 23, 1969. 19 pp.

Pennsylvania. Governor's Commission to Revise the Public Employee Law of Pennsylvania. *Report and recommendations*. Harrisburg, Pa. 17121. Department of Labor and Industry. June 1968. 17, xv pp. On request.