RECENT MATERIAL ON COLLECTIVE BARGAINING IN GOVERNMENT**

I. General.


Argues that compulsory arbitration deserves "a more intensive examination" as an answer to the question of union bargaining power of denial of the right to strike and discusses the legal problems involved in establishing compulsory arbitration procedures.


These volumes contain compilations of articles presenting diverse points of view and a variety of experience as reported by public administrators, union officials, political scientists, and other experts. Both books include a selected bibliography.


The Secretary of the New Jersey State Board of Mediation reviews the current situation with regard to the right of public employees to organize and bargain collectively on the federal and state or provincial levels in the United States and Canada. He concludes his survey by proposing a program for the "extension of full citizenship rights to public employees."

2. COLLECTIVE BARGAINING AND FEDERAL EMPLOYEES

Blaine, Harry R., Eugene C. Hagburg, and Frederick A. Zeller. "Dis-

*Compiled by Hazel C. Benjamin, Librarian.

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

Describes the grievance machinery set up under the March, 1963 agreement between the United States Post Office Department and six postal unions and reports on the number of appeals and kinds of actions taken under it. The authors believe that, although this procedure “has contributed significantly to the ability of postal employees to air grievances,” its lack of provision for binding arbitration by a neutral is a serious weakness.


Postal workers have had the right to belong to a union since 1912. Although the Department has not in the past been obligated to deal with unions, it has consulted with them on working conditions, wages, and grievances. This article discusses the labor practices which have grown up in the Department, and the changes which have resulted from the issuance of Executive Orders 10087 and 10088.


The first of these two articles discusses the political background of Executive Order 10088 and the immediate reactions to it, and attempts some optimistic predictions as to future developments. The second is concerned with the reasons why, in fact, the Executive Order has failed “to achieve its noble objectives.” In it, the author contrasts the basic philosophies underlying the “Labor” and the “Commission” approaches to the implementation of the Order and considers the prospects for ending the present “impasse.”


On the basis of early experience under new federal labor agreements, of opinions expressed by federal management and union representatives, and of experience in state and local government units where grievance arbitration is permitted, the author concludes that little use will be made of advisory grievance arbitration by federal employees. However he considers that the existence of the possibility of outside review has the effect of increasing pressure for grievance settlement at earlier stages.

Compares the development and status of collective bargaining between the national government and labor organizations representing white collar and postal employees in the civil service in the United States and Great Britain and analyzes the reasons why the two systems differ in effectiveness.


Describes the provisions of 209 agreements negotiated by twenty-one federal departments and agencies with thirty-four unions representing nearly 600,000 employees. The national postal agreement is discussed separately because of the large number of workers covered and its unusual scope.


This Task Force proposed "a governmentwide policy on employee-management relations" but not "uniform governmentwide practices." Its recommendations were the basis for Executive Order 10988.


Examines in detail the nature of the policy change effected by Executive Order 10988 and its major political and administrative effects. The discussion is based both on documentary sources and over one hundred interviews with federal administrators and union officials. It covers the theoretical frame of reference, steps taken to implement the program, its operational problems, and its impact on employee organizations and their dealings with management.

3. **Collective Bargaining in State and Local Governments**


This study of current state legislation establishing procedures for settling disputes over contract terms reveals great diversity in provisions. On the basis of his analysis the author concludes that these statutes contain many techniques for encouraging collective bargaining and that, since "these provisions seek to arouse and manipulate the pres-
sure of public opinion to encourage a negotiated settlement," they "may well enhance the bargaining power of the union which typically possesses little economic power."


The draft statute recommended in this report was later adopted by the General Assembly. It provides that the State Board of Labor Relations handle disputes over representational and unfair labor practice matters and that disputes over grievances and contract matters be referred to the State Board of Mediation and Arbitration. A fact-finding procedure is also provided for in case of an impasse during negotiations.


This memorandum of agreement between the City and the organizations representing its employees establishes a new independent agency to supervise bargaining procedures, defines the scope of bargaining, and provides mediation and fact-finding procedures for the settlement of disputes.


Recommends repeal of the Condon-Wadlin Law and its replacement by a statute which would, in brief, grant the right of organization and representation to public employees, empower state and local government agencies to enter into collective negotiations and make written agreements with employee organizations, create a Public Employment Relations Board to which disputes could be referred, and continue the prohibition of strikes and provide penalties on unions for violations of this prohibition.


An analysis of the intent and application of existing and proposed legislation in Wisconsin with special reference to the areas of exclusive recognition, union security, collective bargaining, and arbitration. The author argues that all of these devices "have a constructive role to play . . . in municipal employment relations." "On the whole," he concludes, "it seems that the notion of sovereignty may affect the limits of the collective bargaining process in municipal employment rather than preclude it."