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Why are public employees unionized?

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Pay Scale

Work rules

Health & retirement benefits

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Grievance processes

Discipline

Fair treatment of employees

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Bargaining

Contract terms

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Strikes

Mediation

Binding arbitration

Mechanics of arbitration

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Dynamics within union; ethnic

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Non-negotiated benefits

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Health benefits

Pensions

Social Security

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Management/union labor distinctions

Synergies

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Reference groups

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Part-time workers

Contracting out

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Craft unions

Police unions

Starters union

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Control of:

Hiring

Promotions

No-show jobs

Affirmative action

Seniority

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What problems do unions create?

Higher cost

Complex work rules

Erosion of management capacity

Political intervention

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What opportunities do unions bring?

Higher wages

Better working conditions

Fairness in discipline

Political support for transit

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UNION

Short range:

Maximize pay

Smaller work force

Smaller service district

Reduce discipline

Postpone costs

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UNION

Long range:

Maximize work force

Expand service district

Long-range benefits

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MANAGEMENT

Short range:

Reduce pay

Simplify work rules

Low priority on hiring, promotion, discipline

Increase pensions

Defer pay increases

Political support

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MANAGEMENT

Long range:

Fair pay

Simplify work rules

Control hiring, promotion, discipline

Political support

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MANAGEMENT	UNION	SHORT	LONG
SHORT		1	0
LONG		2	3