Collective bargaining in American industry: A synthesis

Clifford B. Donn, LeMoyne College
David B. Lipsky, Cornell University

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Abstract
The preceding eight chapters deal with the current status of collective bargaining in eight U.S. industries. The differences between collective bargaining for police officers and auto workers or between professional athletes and college professors are obvious and illustrate the richness and variety of contemporary collective bargaining. Despite that diversity, however, the eight industries exhibit important similarities in collective bargaining. The common themes that link most, if not all, of the industries examined in this volume are perhaps less obvious, but a careful reading of the preceding chapters reveals that there have been a number of common factors affecting collective bargaining in these industries even though the responses of the different labor-management pairs have varied.

This chapter identifies and discusses some of the most important of the common themes that emerge from the study of these eight industries. The same general framework used to organize each of the industry studies—a modification of Dunlop's systems model—is again used here to examine those themes. Although most of the topics discussed below will be illustrated with examples from at least two of the eight industries, some references will also be made to the experience in industries not covered in this book. We conclude by discussing the future of collective bargaining in American industry.

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Collective bargaining is one form of determination of salaries, employment, and professional conditions of higher education staff and is defined as a norm in both general International Labour Organization (ILO) international labor standards and United Nations Educational, Scientific, and Cultural Organization (UNESCO) instruments specific to higher education. Rights to form unions and to take strike action are central to effectiveness of bargaining. In many countries, collective bargaining is prohibited for employees generally, while in others it is specifically restricted or prohibited for public sector employees by law. It is sometimes referred to as 'bargaining' because the method of reaching an agreement involves proposals and counter proposals, offers and counter offers and other negotiations. Thus it is common to form unions and to bargain collectively for better wages, hours of work, working conditions, and grievance procedures. The parties often confer with each other to reach an agreement.

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collective bargaining: is a collective process in which representatives of both the management and employees participate. Is a continuous process which aims at establishing stable relationships.