

LGO2222 Human Resource Management in LGO.

Collect and Rearrange By
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Employee relations

Chapter 15.

Learning Objectives

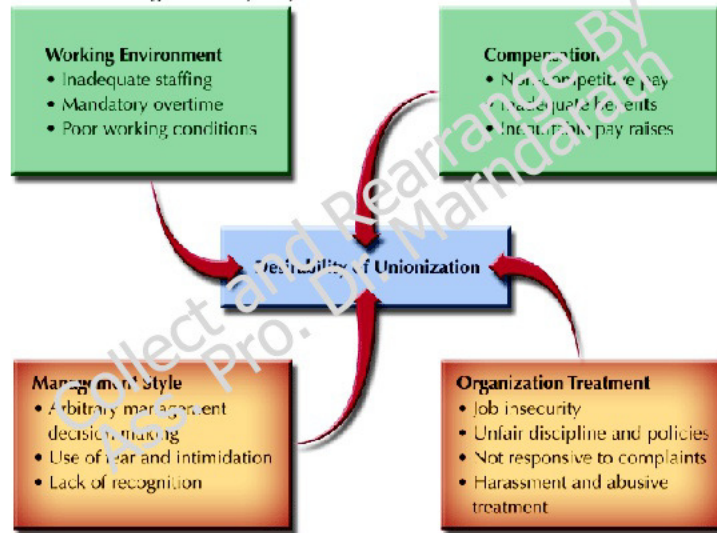
After you have read this chapter, you should be able to:

- Describe what a union is and explain why employees join unions.
- Identify several reasons for the decline in union membership.
- Explain the acts that compose the “National Labor Code.”
- Identify and discuss the stages of the unionization process.
- Describe the typical collective bargaining process.
- Describe *grievance* and explain why a grievance procedure is important for employers.

Nature of Unions

- Union
 - A formal association of workers that promotes the interests of its members through collective action.
- State of U.S. Unions
 - Focused on economic issues—wages, benefits, job security, and working conditions.
 - Organized by kind of job and employer.
 - Seek multi-year collective agreements on economic issues as “contracts.”
 - Maintain competitive relations with management.

Factors Leading to Employee Unionization



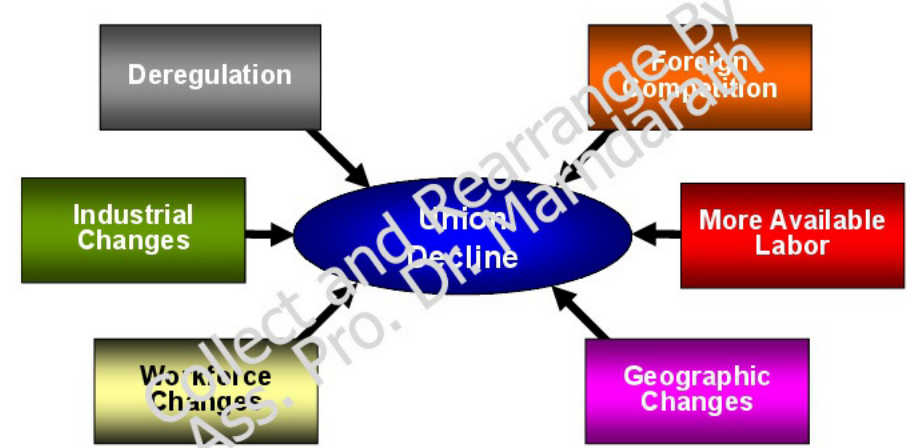
Typical Division of HR Responsibilities: Labor Relations

HR Unit	Managers
<ul style="list-style-type: none"> • Deals with union organizing attempts at the company level • Monitors "climate" for unionization and union relationships • Helps negotiate labor agreements • Provides detailed knowledge of labor legislation as needed 	<ul style="list-style-type: none"> • Promote conditions conducive to positive relationships with employees • Avoid unfair labor practices during organizing efforts • Administer the labor agreement on a daily basis • Resolve grievances and problems between management and employees

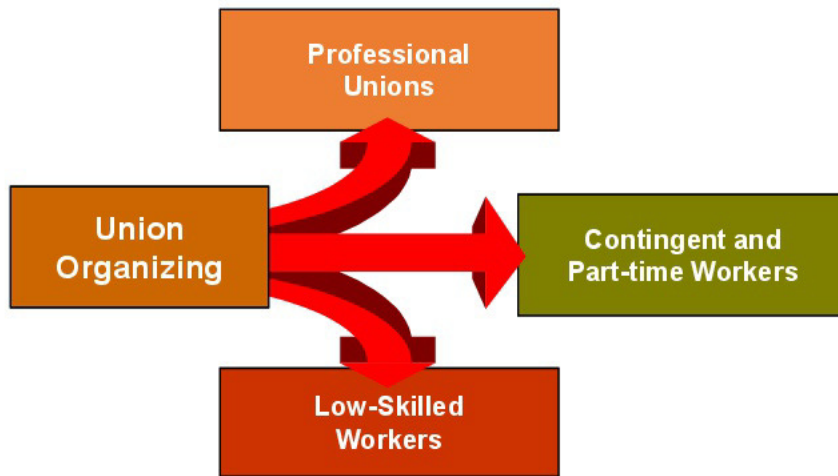
Union Structure

Key Terms	
Craft Union	A union whose members do one type of work, often using specialized skills and training.
Industrial Union	A union that includes many persons working in the same industry or company regardless of jobs held.
Federation	A group of autonomous national and international unions
Local Union	A union centered around either a particular employer or a particular geographic location.
Business Agent	A full-time union official who operates the union office and assists union members.
Union Stewart	An employee elected to serve as the first-line representative of unionized employees.

Reasons for Union Decline in the U.S.



Union Targets for Membership Growth



The History of American Unions

- 1794 Shoemakers' strike
- 1806 Shoemakers' strike ("criminal conspiracy")
- 1886 American Federation of Labor (AFL)
- 1938 Congress of Industrial Organizations CIO
- 1926 Railway Labor Act
- 1935 National Labor Relations Act (Wagner Act)
- 1932 Norris-LaGuardia Act
- 1947 Taft-Hartley Act
- 1957 AFL-CIO merger
- 1959 Landrum-Griffin Act
- 1978 Civil Service Reform Act

The National Labor Code



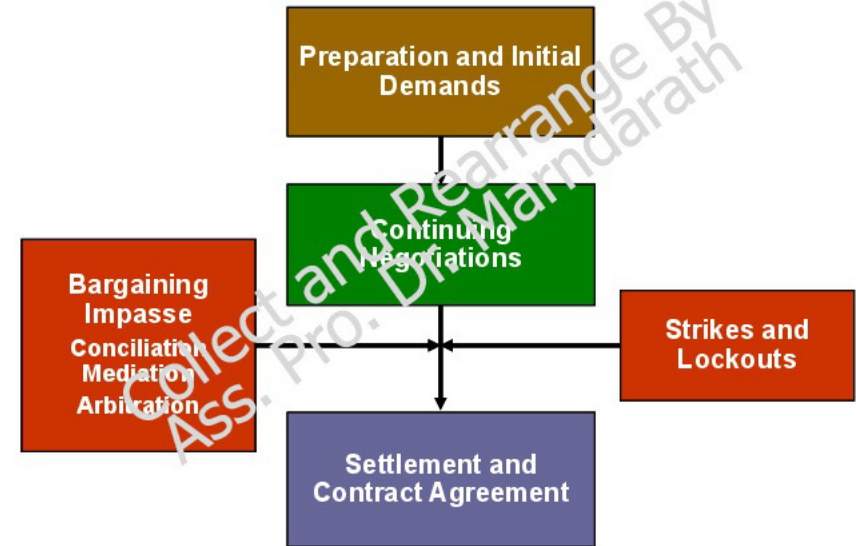
Unfair Labor Practices: Employer

- Interfering with the organizing and collective bargaining rights of employees.
- Dominating or interfering with any labor organization.
- Encouraging or discouraging membership in a particular union.
- Discharging persons for organizing activities or union membership.
- Refusing to bargain collectively.

Labor Relations: Key Terms

Key Terms	
Right-to-Work Laws	State laws that prohibit contracts requiring employees to join unions as a condition of obtaining or continuing employment.
Closed Shop (outlawed)	A firm that requires individuals to join a union before they can be hired.
Union Shop	A clause in a collective bargaining agreement that requires new employees to join the union, usually 30 to 60 days after being hired, or be fired.
Agency Shop	Requires employees who do not join the union to pay fees for the union's representation services.
Maintenance-of-membership	Require workers to remain members of the union for the period of the labor contract.

The Bargaining Process



Steps in a Grievance Procedure

