

Basic Patterns in Union Contracts

Twelfth Edition

Basic Patterns In Union Contracts

Bureau National Affairs



Basic Patterns In Union Contracts:

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Collective Bargaining Negotiations and Contracts: Contract clause finder. Basic patterns in union contracts , Understanding the Teacher Union Contract Myron Lieberman, Unionization of teachers has led to fundamental changes in the management of education and in relations between teachers and school districts Understanding the Teacher Union Contract explores the implications of this collective bargaining revolution in education Through detailed examination Lieberman shows how the kinds of provisions typically found in teacher union contracts affect the educational workplace and education reform and how they might be revised to the benefit of students parents and the public Lieberman begins with the respective roles of school district management and teacher unions Unlike managers in the private sector school district officials are part of a government agency that is legally responsible for operating public schools in the public interest They must balance the interests of employees with the needs of students taxpayers and parents as well as with district educational goals Teacher unions primary objectives are to enhance employee welfare and to promote the union as an effective organization Unions must balance the differing needs of various groups within their membership for example by resolving tensions between older teachers who want improved retirement benefits and younger teachers who might prefer more rapid salary increases Lieberman shows how competing union and management goals play out in collective bargaining and are embodied in teacher union contracts He argues that by developing an understanding of teacher unions their role and their needs district officials and school board members can bargain more effectively and develop a productive ongoing relationship with unions This highly readable book will be of interestnot only to school administrators and board members but also to teacher representatives parents taxpayers and members of the media who report on education

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