

**IN THE MATTER OF ARBITRATION
BETWEEN**

LAW ENFORCEMENT LABOR SERVICES, INC.

Union,

and

CITY OF APPLE VALLEY,

Employer

**ARBITRATION DECISION AND
AWARD**

BMS Case No. 08-054-0003

Arbitrator:

Andrea Mitau Kircher

Date and Place of Hearing:

**August 21, 2008
City of Apple Valley, Minnesota**

Date Record Closed:

September 5, 2008

Date of Award:

October 6, 2008

APPEARANCES

For the Union:

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For the Employer:

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BACKGROUND AND JURISDICTION

Law Enforcement Labor Services, Inc. ("Union") is the certified bargaining representative for all the eligible employees in the job classification, Sergeant, employed by the City of Apple Valley ("Employer" or "City"). The collective bargaining agreement ("Contract") covering these employees was effective from January 1, 2004 through December 31, 2006. The

Labor Arbitration In State And Local Government An Examination Of

Raffaella Di Napoli



Labor Arbitration In State And Local Government An Examination Of:

Labor arbitration in state and local government Richard Allen Lester, Princeton University. Industrial Relations Section, 1984

Labor Arbitration in State and Local Government Richard Allen Lester, University of Minnesota. Industrial Relations Center, 1984

Personnel Literature United States. Office of Personnel Management. Library, 1985

Labor Relations in the Public Sector Richard C. Kearney, Patrice M. Mareschal, 2017-09-25 Since publication of the fourth edition of *Labor Relations in the Public Sector* public sector unions have encountered strong headwinds in many parts of the U S Membership is falling in some jurisdictions public opinion has shifted against the unions and political forces are leaning against them Retaining the structure that made the previous editions so popular this fifth edition incorporates a complete round of updates particularly sections on recent trends in membership figures new legislation and new politics as they influence bargaining rights See What s New in the Fifth Edition Up to date examination and analysis of public sector labor relations and collective bargaining Important changes in the public labor relations and unionization landscape Updated analysis of the financial and human resource outcomes of collective bargaining in the public sector Collective bargaining institutions and processes in government Completely updated in terms of the scholarly and professional literature and relevant events the new edition identifies and explains the implications of the new collective bargaining environment including financial and human resource management issues and outcomes As in previous editions collective bargaining and labor relations are addressed at all levels of government with comparisons to the private and nonprofit sectors Designed to be classroom friendly it includes discussions of the most recent literature and case studies as well as end of chapter assignments and quizzes Practical tips and advice are offered for those engaged in collective bargaining and labor relations

Labor Relations in the Public Sector, Fourth Edition Richard C. Kearney, Patrice M. Mareschal, 2011-03-23 That we are participants in a global economy may no longer be news but its impact continues to shape the field of labor relations This is certainly true in the public sector where union membership is stagnant and outsourcing is becoming more and more prevalent Further impacting current trends are local and state movements to restructure public organizations and the processes they use to conduct their activities and provide services These include the mechanisms of collective bargaining and contract administration Reflecting these and many other trends and changes this fourth edition of the perennially bestselling *Labor Relations in the Public Sector* is now completely updated The fundamental reader friendly organization of the book remains the same and it continues to address the many facets that must be considered today as unions still represent 40 percent of public sector workers However in keeping up with the formative events of recent times this text Accounts for emerging trends in scholarly and professional literature as well as in practice Features several new case studies that provide readers with experiential learning opportunities across a range of contemporary situations Places greater emphasis on ways to develop and use interest based win win negotiations during bargaining processes and throughout the administration of

contracts This volume recognizes the key role played by unions in the federal government and in a large proportion of state and local jurisdictions but it also recognizes that much is changing Fiscal realities and strategic challenges are changing the role of the labor union in the public sector This is a trend that must be understood if its consequences are to be anticipated and met for the mutual good

Labor Relations in the Public Sector, Third Edition Richard C. Kearney, Patrice M. Mareschal, 2000-10-12 Summarizing the critical changes affecting labor relations in the global marketplace this comprehensive text outlines problems and provides strategies for success in the dynamically evolving work environment Blending description analysis and empirical research into a thorough overview of the field the authors discuss court decisions and collective bargaining and labor relations at all levels of government In addition to a compendium of research resources this classroom friendly edition includes more new case studies illustrating key examples The third edition retains the successful features of previous editions and combines expertise from both academic and professional perspectives

Labor Arbitration in State and Local Government: an Examination of Experience in Eight States and New York City, 1985 Study of the use of arbitration to solve public sector labour disputes in nine areas of the USA comments on labour legislation judicial procedures and legal costs examines effects on collective bargaining and wage determination discusses mediation and compulsory arbitration evaluates the impact on dispute settlement and strike frequency considers government attitudes management attitudes and trade union attitudes References statistical tables

Public Sector Employment in a Time of Transition Dale Belman, Morley Gunderson, Douglas Hyatt, 1996 Examines the transformation of the employment relationship in governmental agencies with particular emphasis on human resources policies and workplace practices

Labor Markets in Latin America Sebastian Edwards, Nora Claudia Lustig, 2001-06-29 Many of the rules that govern labor markets in Latin America and elsewhere raise labor costs create barriers to entry and introduce rigidities in the employment structure These include the exceedingly restrictive regulations on hiring and firing practices as well as burdensome social insurance schemes Such labor market regulations contribute to an over expansion of precarious forms of employment and to rural poverty and hinder countries from responding rapidly to new challenges from increased foreign competition At the same time other norms can reduce costs and raise productivity they should be kept in place and their enforcement improved For example some occupational health and safety standards lower medical costs and save lives One may also want to keep legislation aimed at providing a minimum social insurance for unemployment old age sickness and disabilities In practice the most common decision that governments confront is not whether to intervene but to choose among different forms of intervention This volume provides analysts and policymakers with useful insights on this issue Part I addresses labor market institutions in a broader context such as collective bargaining arrangements minimum wages and poverty and optimal unemployment insurance schemes Part II analyzes labor market performance in Latin America the links between performance and labor market regulations and the status of labor market reform in the region These questions are addressed

for the region as a whole and in great detail for Argentina Brazil Chile Mexico and Colombia The book provides a comprehensive description of the existing labor institutions in Latin America the problems they pose and the trends in labor market reforms as well as the difficulties encountered by the reform process in specific cases In addition to the editors the contributors are Edward Amadeo Jose Marcio Camargo Alejandra Cox Edwards Rene Cortazar Enriqu FBI Law Enforcement Bulletin ,1978 Research and Development Projects United States. Employment and Training Administration,1976 Bowker's Law Books and Serials in Print ,1995 *Foreign Labor Trends* ,1996 **Books in Print** ,1991 *Index to Civil Service Commission Information* United States Civil Service Commission,1978 *Bulletin of the United States Bureau of Labor Statistics* ,1984 *Personnel Bibliography Series* United States Civil Service Commission. Library,1960 Personnel Bibliography Series United States. Office of Personnel Management. Library,1979 *Monthly Labor Review* United States. Bureau of Labor Statistics,1976 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews **China** ,1995

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