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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
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
## LABOR ISSUES AND TRANSIT

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<th>UNION</th>
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