DISCHARGE FOR CAUSE

Arbitral Enforcement Under the Collective Bargaining Agreement

Douglas H. Thompson

California (State).

Discharge for Cause Douglas H. Thompson, 1989-09-25 This professional book for labor arbitrators mediators administrative law judges practitioners in the field of labor relations representing either management or labor or both and others involved in labor relations and dispute resolution provides insight into the elements of an arbitrator's decision making process in disputes involving employee discharge Drawing on his own extensive background in the field the author uses his own advisory letters of opinion written to the parties of a dispute to outline issues involved and the reasoning processes used in making decisions. These letters are from real life dispute situations and provide sample case studies in a variety of settings and fact situations allowing the reader inside the arbitral resolution process. The work sets forth the factors that an arbitrator will likely consider to be important in his or her determination of when an action by the employer should be sustained judged fair and right or overturned judged to be wrongful The work takes the process of dispute resolution out of the unpredictable moving it instead to the methodical search for basic elements that have been considered by the Courts to be fair and supportable Legal terminology is used within the context of particular cases but is not so excessive as to create a problem for the average labor relations practitioner **Compulsory Arbitration** Richard A. Bales, 2019-06-07 This is the first book on a crucial issue in human resource management In recent years employers have begun to require as a condition of employment that their nonunion employees agree to arbitrate rather than litigate any employment disputes including claims of discrimination As the number of employers considering such a requirement soars so does the fear that compulsory arbitration may eviscerate the statutory rights of employees Richard A Bales explains that the advantages of arbitration are clear Much faster and less expensive than litigation arbitration provides a forum for the many employees who are shut out of the current litigative system by the cost and by the tremendous backlog of cases On the other hand employers could use arbitration abusively Bales views the current situation as an ongoing experiment As long as the courts continue to enforce agreements that are fundamentally fair to employees the experiment will continue After tracing the history of employment arbitration in the nonunion sector Bales explains how employment arbitration has actually worked in the securities industry and at Brown Root a company with a comprehensive dispute resolution process He concludes by summarizing the advantages disadvantages and policy implications of adopting arbitration as the preeminent method of resolving disputes in the American workforce Funding of Federal Programs Benefiting Older Persons (Employment) United States. Congress. House. Select California. Court of Appeal (1st Appellate District). Records and Briefs California Committee on Aging, 1976 Classified Index of National Labor Relations Board Decisions and Related Court Decisions ,1980 (State)... California. Court of Appeal (3rd Appellate District). Records and Briefs California (State)., **Employment** United States. Congress. House. Select Committee on Aging, 1976 Board of Education Rockford School District No. 205 V. Illinois Educational Labor Relations Board ,1994 California. Court of Appeal (2nd Appellate District). Records and Briefs

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