

Recent Developments in the Federal Sector Labor- Management Relations in the United States

Cing-Kae Chiao

Abstract

The purpose of this paper is to make an in-depth examination into the historical background, legal regime, actual practices, several outstanding unsolved problems, and a number of proposed reform programs and recent developments concerning federal sector labor-management relations in the United States. Aside from introductory remarks, the whole paper can be divided into five sections. First, it briefly describes the historical background of the development of federal sector labor-management relations. Secondly, it examines the legal regime governing industrial relations in the federal sector, such as statutory framework, administrative regulations and related judicial decisions rendered by various federal courts. Thirdly, the paper discusses the actual operation of the whole federal labor-management relations system and tries to identify their merits and shortcomings. Fourthly, this paper analyzes the reform measures proposed by the Clinton administration. Finally, this paper makes an over-all critical assessment of the whole American system.