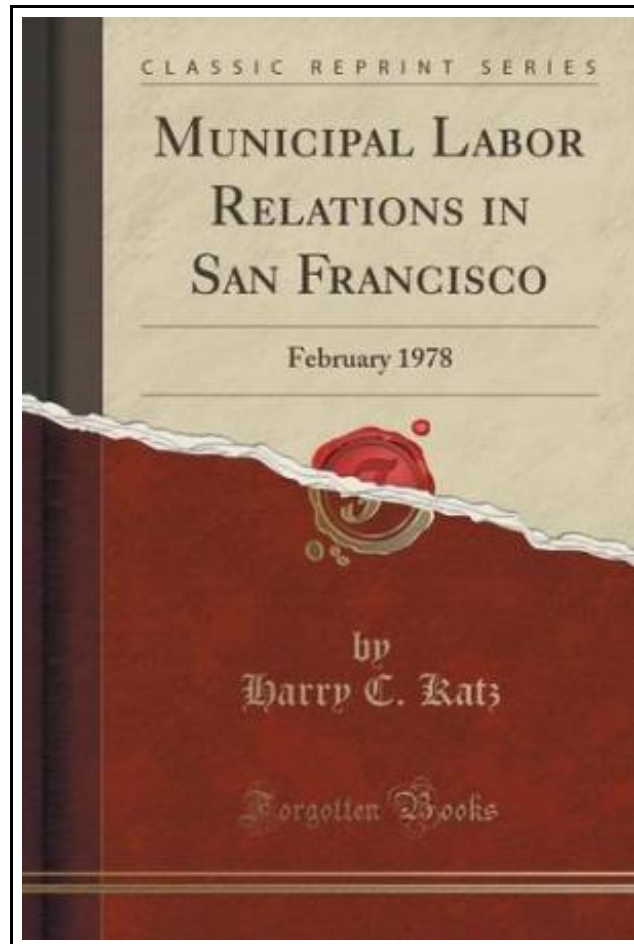


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Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book \*\*\*\*\* Print on Demand \*\*\*\*\*.Excerpt from Municipal Labor Relations in San Francisco: February 1978 What is the impact of municipal employees and their unions on employee pay and how do these bodies go about influencing pay determination? The existing literature presents incomplete and contradictory answers to those questions. Regarding the size of the impact of municipal employee unions, on the one side stands extensive cross-sectional econometric evidence which argues that these unions have little, if any, impact on employee wages. On the other side of this debate stands argumentation and an extensive folklore which asserts that public employees and their unions, through strikes and other tactics, exercise excessive power. The ability of the econometric studies to measure the impact of unions on pay determination can be criticized on a number of grounds. Relying on cross-sectional data, the econometric analyses ignore dynamic effects. In part this weakness is summarized in the criticism that the threat effect of unions cannot be measured in these studies. In addition, the econometric analyses provide scant evidence concerning how unions exert their influence. The measure of union influence used in these studies is the percent of workers organized. Whether or how percent organized provides an accurate measure of union power is a question that is left unanswered by these studies. The union power thesis also suffers from a lack of discussion regarding how it is that unions go about influencing decision making in the public sector. It has been argued that the potency of the strike weapon and the essential nature of public services allow public sector unions to disrupt the normal political process. However, empirical evidence substantiating the claims of the union power thesis is absent...



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