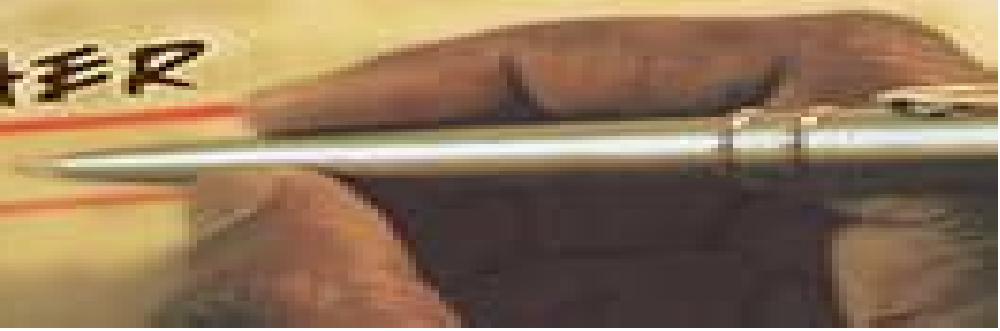


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Arbitration Strategy for Labor and Management Advocates

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Arbitration Strategy For Labor And Management Advocates

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Arbitration Strategy for Labor and Management Advocates Walt Baer, 2006-12-26 Today 95 percent of all labor contracts in the United States provide for arbitration Indispensable to sound contract management arbitration orchestrates the resolution of disputes by a neutral third party Since parties who reach the process of arbitration are no longer interested in compromise or mutual accommodation arbitrators unlike mediators do not have to work out arguments or propose possible solutions They simply hear evidence and make a decision based on the facts as presented without being bound by rules of evidence or precedents For both sides the key to a successful outcome lies in their advocates ability to present and document their case Providing guidance for labor and management advocates this resource guide contains a practical analysis of arbitration from the participant side with a view to avoiding the problems and pitfalls of the process Written for those who do not deal with the intricacies of arbitration on a day to day basis yet have a responsibility to their company should such situations arise it begins with the very basics of the arbitration concept including discipline and discharge procedures It then provides detailed guidelines for presenting an organization s position effectively and it discusses important principles and practices every advocate should know Additional topics include grievance procedure time limits methods for researching and selecting the arbitrator and recommendations regarding witness conduct Practices of the actual arbitration such as objections admissible evidence and credibility of evidence are also discussed Extensive references to pertinent statutes and case law round out this informative guide

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BNA's Collective Bargaining Bulletin, 1998

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