FORUM

Proceedings of the
1986 Southern California Labor Law Symposium
Presented by the Labor Law Section of the Los Angeles County Bar Association

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In this issue the Journal is pleased to publish the Proceedings of the 1987 Southern California Labor Law Symposium, an annual event sponsored by the Labor Law Section of the Los Angeles County Bar Association. The record is presented here substantially in verbatim form. Besides some editing, the Journal has added citations to assist those readers who wish to conduct further research on the material discussed by the participants. The Symposium presented six subjects, each discussed by one or more speakers. For each subject, a brief question and answer session followed the speakers' presentations on that subject. These Proceedings preserve this format as originally presented in the Symposium.

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The Use and Abuse of Management Rights

Anthony V. Sinicropi†

Four very basic points highlight the issues which arise in disputes over the scope of management rights. Although the four points are indeed basic, we tend to forget them and thereby cause ourselves more unnecessary problems than need be the case. The four areas treated here are as follows:

1. The management rights/employee security-dignity area lies at the core of labor-management relations and the entire collective bargaining process.
2. The problems arising between labor and management in this area are largely formulated by economic factors beyond the control of the parties.
3. Conflicts arise between the parties because of a mutual lack of trust.
4. Although substantive differences between the parties exist on philosophical and factual bases, the procedural aspects of the management rights issue often exaggerate and exacerbate the conflict.

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