

What were the major issues surrounding the rise of collective bargaining for poli...

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Issues for Police Collective Bargaining Union Formations Affiliation Issues for Police Collective Bargaining Union Formations

The process of unionization began back in the year 1919 by the police and other public employees. The main issue for the formation of unions then was poor pay, unfair labor practices, poor benefits lack of trust and proper communication from those who supervise both the police officers and the other public workers. The poor benefits include those after death or retiring from the police force. However, the advancement in the formation of the unions was halted by the formulation of laws that stopped the process of organization formation.

In 1935, the federal government created the national labor act. The act covered the employees in the private sector. The law enforcement field started to form bargaining power units in the year 1960s and the 1970s. The issues that led to the formation of these units included the same issues that led to the police striking in 1919 in Boston. Among the biggest issues in the law enforcement force were from poor supervisor treatment and mistreatment among the issue behind mistreatment included: favoritism in giving assignments, approval for training in the police schools and changes of shifts. Secondly the way the citizen complaints were handled was demeaning to the police involved in the saga, uncompensated court appearances by police and poor benefits and pay (Jones, 2009).

The formation for the unions saw the police receive the better treatment that is essential for better service delivery. At the same time, the unions went along way in lessening the gap between the police officers and their supervisors. Ideally, they should work together for better service delivery to

the public although it was not the case.

Reference

Jones, M. (2009). Governance, integrity, and the police organization. *Policing: An International Journal of Police Strategies & Management*. doi: 10.1108/13639510910958217