

# Development of collective bargaining in the united states

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Development of Collective Bargaining in the United States Introduction The topic of the discussion will comprise the development of collective bargaining in the United States. The negotiations in relation to collective bargaining are likely to take place in relation to the working regulations that the employers and the employees need to follow (Deb, 2009). However, in this context the main stress will be laid upon the scenario observed in the United States with regard to the collective bargaining policies. The main objective would be to analyze the previous and the current trends of collective bargaining policies that the nation is following (Clark, Delaney & Frost, 2002).

### Collective Bargaining and its Development in the United States

Collective bargaining policies in the United States have played a very important role over the years. There were numerous efforts that were made for the development of collective bargaining by the way of formation of various legislations and labor unions. For the development of collective bargaining in the United States, there had been a lot of conflicts that were determined to arise between the employers and the employees. There were conflicts relating to the rights of the employees, management and the unions in the organizations. There were also conflicts that were viewed which accounted for increasing wages and salaries that were demanded by the employees. During this conflicting period, managers/employers were given full right to dismiss the workers/employees which was very objectionable for the employees (Andrews, 1981). Collective bargaining in the past was a major source of challenge for the US. It was more of a despicable situation when employers and employees had to cope up with the practice of this concept. However, the employees seem to suffer the most at all times

because of the exclusion of collective bargaining in the US organizations (Mills, 1981).

However, with the passage of time, the US has been able to adopt and practice collective bargaining and follow liberalization in the wage structures of the employees. The American labor policies have been formulated as per the company standards. The governing laws of the US in the organizational context have strived to keep pace with growth and maintain competitiveness with the organizations of different countries. The governing principles of US are now focusing towards incorporating collective bargaining at a whole new level in order to improve the economy of the country by a considerable extent. The country is planning to incorporate collective bargaining in different sectors that may include education sector and governmental agencies among others which promises a lot of developments in the field of collective bargaining in the coming years (Dunlop, n. d.).

### Conclusion

From the study, it can be concluded that the concept of collective bargaining was not duly recognized and practiced in the past in the context of the US. There were many conflicts that were related with this concept. However, with the passage of time, the American government realized the benefits of collective bargaining and started to incorporate this concept within various organizations. It has also been noted that the scope of collective bargaining tends to be very promising in the economic context and the American government is trying to flourish this concept to greater heights in the near future.

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