Labor Issues

We've outlined some of the Human Resources issues that we may come up with. What are some of the labor issues, that is, factors that determine how our employees will work? Following is a list of some of those:

Working hours

Work rules

Jurisdiction (trades/classifications)

Stewards/Steward's time

Grievance Policy

I know you have had, or will have discussions about these in other course in your curriculum, so we will not discuss them at length. The important point to remember is to know the rules. There will be more restrictions when there is public money involved or unions involved. Each has its own requirements (which sometimes conflict, but follow the money) as to what time, and how many hours workers may work at what rate of pay. Each has its own divisions of jurisdictional (functional) responsibility, however the State/Federal requirements only apply to pay. In other words, while the unions may require a card-carrying electrician to perform electrical work, the prevailing wage enforcers only want to make sure that the person performing the electrical work gets paid electrician's pay.