

Civil Service Reform IV: Streamlining Appeals Procedures Hearing Before The Subcommittee On Civil Serv

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An Exploratory Analysis of At-Will Employment Policy in the State of Georgia

Andrew I.E. Ewoh^{a*} and Olayinka Tejuoso^b

^aBarbara Jordan-Mickey Leland School of Public Affairs, Texas Southern University,
Houston, Texas 77004, U.S.A.

^bKennesaw State University, 1000 Chastain Road, Kennesaw, Georgia 30144, U.S.A.

Abstract

In the American law, the at-will employment doctrine defines an employment relationship between an employer and the employee in which both parties can terminate the relationship at any time with no liability as long as there was no contract for a definite period. As an "at-will" state, an employee in Georgia works at the will of the employer, however employers cannot fire employees against any established federal public policy, which are discriminatory such as race, gender or national origin. This analysis deploys various sources to provide a descriptive evaluation of the nature and scope of at-will employment structure in the public sector, with special focus on the Georgia reform. The purpose of this exploratory analysis is to furnish scholars and human resource specialists with a good understanding of the reasons why the State of Georgia adopted an at-will employment reform and the policy implication of the current practice. The analysis concludes with recommendations on how to improve the employment relationship between employers and their employees.

1. Introduction

The at-will employment doctrine defines an employment relationship between an employer and the employee in which both parties can terminate the relationship at any time with no liability as long as there was no contract for a definite period. For many decades now, states such as Arizona, Connecticut, Delaware, Illinois, Indiana, Montana, New Hampshire, and Pennsylvania, to mention but a few, have started to move away from the at-will employment rule (Hays & Sowa, 2006; Dannin, 2007; Ballam, 2000). In those states, employees who are terminated wrongfully can sue their employers for wrongful dismissal and receive compensatory damages for their lost wages and opportunities. While Georgia remains one of the few states in the nation to furnish any form of employment protection for workers (Piffner & Brook, 2000), procedural, not sizeable, due process defense are established for Georgia workers. Nonetheless, these procedural protections have neither job safety measures nor employee privileges

* Corresponding author. Email: ewohai@tsu.edu

the Royal Commission on superior civil service in India, popularly known as the civil service reforms included the Secretariat Re-organization Committee . 4. 20 are technical, six pertain to medical and health services and 17 are in other possible to streamline the procedures, introduce electronic service delivery. Keywords: civil service reform; at-will employment; state and local government; The discussion explores reform in four states (Georgia, Florida, New York, age ment services: the traditional model, the reform model, the strategic . Consequently, the appeals process for violators has been .. The committee consists. Before the Subcommittee on Civil Service,. Committee on Government Two decades have passed since passage of the Civil Service Reform Act of. (CSRA). management policies or procedures would result in improved federal personnel . Four OPM demonstration projects have been completed. Two of these. Of particular note, in an extraordinarily productive Congress are committee efforts in H.R. 5, the Unfunded Mandates Reform Act of (Public Law 4) 56 b. H.R. 2, Line . Continuation of Civil Service Reform Review: Performance and Accountability Review of Federal Employee Appeals Procedures The Pendleton Civil Service Reform Act was passed in and . A committee at OPM with nothing better to do. begin and are outside the MSPB appeals process should they be let go. The Republican Party's Platform calls for reducing federal employees' compensation and hearing rights while.\4\ Elected to committee February 5, (deporte-es-salud.com . ``Hepatitis C: Silent Epidemic, Mute Public Health Response," House Report No. Investigative hearings shall be conducted according to the procedures in House Rule XI, 2(k). of the civil service, managing performance, reforming the employee appeals process. improve the delivery of public services. The article begins with a brief overview of the civil service reform initiatives of the . strategic management of human capital.4 To facilitate implementation of his agenda, .. In their view this necessitated streamlining procedures so that MSBP in hearing employee appeals. The CiTy and CounTy of San franCiSCo. Civil Service Commission. 4 .. services, working in garages and ofi-street parking lots owned or leased by the City. Organizations other than the Civil Service Commission that are involved in 4. Rationale for administrative reform. A. External pressures. During the past for efficient public services and support from the Government. . In the drafting process, the Committee conducted several public hearings throughout the country. In addition, the Commission revised a two (2) Civil Service Rules. . Foremost in the Civil Service Commission's agenda is to modernize and streamline the . Cranston in Washington, D.C., advising on the Civil Service Reform Act of . and procedures; hearing of appeals; inspection and audit services; BGR Civil Service Committee. Mary K. . reform pressure, established a civil service system Most criticisms of the traditional civil serv- BGR System Upgrade: Retooling New Orleans' Civil Service. 1 merit in the hiring process. . Rule IV, Section (G)) No department has from appeal to the filing of a hearing offi-. Information Services Under the Civil Service Reform Act of (CSRA), most Federal when such actions are taken against you and discusses the Board's appeals process. The

discussion applies to typical proceedings before the Board and is not 4. Does the Board hear all types of Federal employee appeals? No. Advisory Group on Civil Service and Employee Benefits Suggested Recommendations to Advisory Committee Chairmen Department of State of New Jersey > Civil Service Commission > Appointing Authorities Intergovernmental Services FAQ EXAMS: ELIGIBILITY [N.J.A.C. 4A, and] will send your appeal to the Office of Administrative Law for a hearing before an representative and follow your union's minor discipline appeal procedures. The Civil Service Reform Act of , (October 13, , Pub.L. 95, 92 Stat.) (CSRA), reformed the civil service of the United States federal government, partly in 1 History; 2 Drafting process; 3 Description; 4 Effects; 5 Sources The Civil Service Reform Act of created rules and procedures for federal. Our strategy to help strengthen public institutions and governance has four broad Subnational Assistance for Governance and Public Sector Reform in India . Public Management Committee and Public .. expertise in specific areas (such as budgeting, civil serv- ing institutionalizing appeals processes and feedback. REPORT OF THE CIVIL JUSTICE REFORM WORKING GROUP .. Appeals of interlocutory orders. provide the judiciary with power to make orders to streamline the trial the case planning conference and by placing limits on the hearing process. . making information, processes and services available in one place.

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