

## **Collective Bargaining – How It Works**

- 1. The members of the local union meet to decide on the proposals that will be made to management.**
- 2. Members are chosen to be on the bargaining committee.**
- 3. The members of the local union vote on what proposals are to be made. The bargaining committee then arranges a meeting with management's representatives.**
- 4. Bargaining can be a slow process. The proposals made by the union might be met by counter-proposals from management. This is followed by a discussion and often each side makes concessions (gives things up). The two groups report back to their respective groups on a regular basis.**
- 5. About 90% of the time the agreement is finally reached between management and the employees. The terms of the agreement are then written into a contract.**
- 6. Unions and negotiators must report to the members. The members vote on whether they accept or reject the offer made.**

## Problems In The Bargaining Process

If the two sides (management and union) find it impossible to reach an agreement, the government provides assistance.

1. A conciliation officer is appointed. This person meets with both sides and, if possible, helps them resolve their differences.
2. If the first step fails, a conciliation board is appointed. This board is made up of a representative of the union, a representative of management and a chairperson. They conduct hearings, listen to both sides and then prepare a report. If agreement can be reached, a contract is signed. If not, after a legally specified time period, employees are in a legal position to strike.

