

WHAT ARE THE PROCESSES INVOLVED IN COLLECTIVE BARGAINING?

1. Preparation
2. Negotiation
3. Implementation

Non-economic Issues

1. Union recognition / coverage
2. Definition of employee category
3. Union security
4. Rights and responsibilities of parties
5. Security of tenure
6. Seniority
7. Grievance machinery
8. Information
9. Job evaluation and wage and salary administration
10. Employee services (e.g., welfare, education, health care, etc.)
11. Work-life balance

Economic Issues

1. Check-off / payment of union fees
2. Working time and hours
3. Salary structure / allowances / bonus / performance
4. Leaves
5. Costless / holiday / other payments
6. Incentive system (e.g., financial or non-financial, etc.)

WHAT ISSUES ARE DISCUSSED IN COLLECTIVE BARGAINING?

Two kinds of issues are generally discussed in collective bargaining:

1. Economic
2. Non-Economic

WHO MAY BE COVERED IN A COLLECTIVE BARGAINING AGREEMENT?

Non-unionable is divided into four groups: casual, contractual, probationary and regular. Of the four groups, only regular employees are included within the purview of most collective bargaining agreements. Contractual, casual, and probationary employees however, may also form their own unions for collective bargaining purposes.

WHO MAY BE COVERED IN A COLLECTIVE BARGAINING AGREEMENT?

According to the Labor Code, only rank-and-file employees perform functions that do not include planning, administering, or supervising management policies, job descriptions that are reserved to management employees.

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WHO ARE THE PARTIES INVOLVED IN COLLECTIVE BARGAINING?

The areas are: workers' representatives and the management as the employer's representative. Note that only a duly registered union that is recognized as the exclusive collective bargaining agent of workers can undertake the collective bargaining process.

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WHY IS COLLECTIVE BARGAINING AN IMPORTANT ASPECT OF LABOR-MANAGEMENT RELATIONS?

Right to negotiate is inherent right of a representative of labor and management.

Right to participate in final decisions before binding to a collective bargaining agreement, such as to accept or reject the terms of a contract.

Interest of public is best protected by setting conditions of labor relations in an amicable and peaceful manner.

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WHY IS COLLECTIVE BARGAINING AN IMPORTANT ASPECT OF LABOR-MANAGEMENT RELATIONS?

Collective bargaining is the process of negotiation, bargaining and setting of labor conditions.

Right to strike: Collective bargaining is a means of resolving disputes through peaceful and non-violent means.

Right to work: It gives rank and file workers and employees protection on the basis of unity.

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WHAT ARE THE FOUR ELEMENTS OF COLLECTIVE BARGAINING?

Parties: The agreement is made by a negotiated labor union and management.

Issue: It involves a variety of issues, negotiable and non-negotiable.

Process: It involves a process of negotiation, bargaining and setting of labor conditions.

Result: It results in a collective bargaining agreement.

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Result: It results in a collective bargaining agreement.

WHAT IS COLLECTIVE BARGAINING?

It is a process of negotiation, bargaining and setting of labor conditions between a labor union and management.



Volkswagen Navarra, 8th Collective Agreement (C)

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6. Security
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8. Information
9. Job evaluation and wage and salary administration
10. Employee services (e.g., welfare, education, health care, etc.)
11. Work-life balance

Economic Issues

1. Check-off / payment of union fees
2. Working time and hours
3. Salary structure / allowances / bonus / performance
4. Leaves
5. Costless / holiday / other payments
6. Employee welfare (e.g., hospitalization, benefits, etc.)

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WHY IS COLLECTIVE BARGAINING AN IMPORTANT ASPECT OF LABOR-MANAGEMENT RELATIONS?

Right to negotiate - Involves the right to a representation of labor and management.

Right to participate - It is a participation in the decision-making process, such as, to suggest, and convey the results of a decision.

Interest of public - It is a desirable way for settling disputes or differences in an amicable and peaceful manner.

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WHY IS COLLECTIVE BARGAINING AN IMPORTANT ASPECT OF LABOR-MANAGEMENT RELATIONS?

Collective bargaining - It is a process through which workers and employers negotiate their rights and duties at work.

Right to strike - Collective bargaining is a means of preventing a serious situation of being struck and being organized in a business meeting or office.

Right to work - It gives them the right to work and employees protection on the basis of seniority.

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WHAT ARE THE FOUR ELEMENTS OF COLLECTIVE BARGAINING?

Parties - The agreement is possible only if negotiated between labor and management.

Issue - It involves a subject of mutual responsibility and the matter that is negotiable.

WHAT ARE THE FOUR ELEMENTS OF COLLECTIVE BARGAINING?

Right - It is a legal or moral right of the workers to negotiate.

Process - It is a process through which workers and employers negotiate their rights and duties at work.

WHAT IS COLLECTIVE BARGAINING?

It is a process through which workers and employers negotiate their rights and duties at work.



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WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is a process of negotiating an agreement regarding the terms and conditions of employment through a system of shared responsibility and decision-making between labor and management.

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WHAT ARE THE FOUR ESSENTIAL ELEMENTS OF COLLECTIVE BARGAINING?

Legal

Collective bargaining is a process of negotiating an agreement.

Economic

Its contents specify the terms and conditions

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WHAT ARE THE FOUR ESSENTIAL ELEMENTS OF COLLECTIVE BARGAINING?

Political

The agreement is a product of a negotiation between labor and management.

Moral

It involves a system of shared responsibility and decision making.

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WHY IS COLLECTIVE BARGAINING AN IMPORTANT ASPECT OF LABOR-MANAGEMENT RELATIONS?

Collective bargaining is important because it promotes the rights and ideals of labor.

Right to life. Collective bargaining is a means of improving workers' standard of living through just compensation and humane working conditions.

Right to work. It guarantees security of tenure and employees promotion on the basis of seniority.

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WHY IS COLLECTIVE BARGAINING AN IMPORTANT ASPECT OF LABOR-MANAGEMENT RELATIONS?

Right to equality. It defines the right and responsibilities of labor and management.

Right to participate. It affords participation to labor in running an enterprise through shared decision-making, control, management, and ownership of the means of production.

Industrial peace. It includes machinery for settling grievance or labor disputes on employment –related issues.

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WHO MAY BE COVERED IN A COLLECTIVE BARGAINING AGREEMENT?

According to the Labor Code, only rank-and-file employees perform functions that do not include formulating, recommending, or executing management policies- job descriptions that are reserved to managerial employees.

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