

WHAT ARE THE PROCESSES INVOLVED IN COLLECTIVE BARGAINING?

1. Preparation
2. Negotiation
3. Implementation

Non-economic Issues

1. Union recognition / coverage
2. Classification of employees category
3. Union security
4. Rights and expectations of parties
5. Stability of terms
6. Seniority
7. Grievance machinery
8. Arbitration
9. Union dues and wage and salary administration
10. Employee services (e.g., welfare, education, training, etc.)
11. Employee relations

Economic Issues

1. Check-off (payment of union fees)
2. Working days and hours
3. Salary structure / minimum / maximum / pay-increases
4. Leave
5. Overtime / holiday / OT premiums
6. Employee welfare, benefit and health, 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?

Backward-This is divided into four groups: Local, contractual, probationary and regular. Of the four groups, only regular employees are included in the scope of coverage of most collective bargaining agreements. Contractual, casual, and probationary employees however, may not formulate their union for collective bargaining purposes.

WHO MAY BE COVERED IN A COLLECTIVE BARGAINING AGREEMENT?

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According to the Labor Code, only regular and probationary employees are included in the scope of coverage of most collective bargaining agreements. Contractual, casual, and probationary employees however, may not formulate their union for collective bargaining purposes.

WHO ARE THE PARTIES INVOLVED IN COLLECTIVE BARGAINING?

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

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

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It provides a platform for the negotiation of labor and management.

It helps to resolve labor-management conflicts, thereby contributing to a more harmonious and productive working relationship. It also provides a mechanism for the resolution of labor-management disputes on employment-related issues.

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WHAT ARE THE FOUR ESSENTIAL ELEMENTS OF COLLECTIVE BARGAINING?

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1. Union
The group that is composed of registered employees and their representatives.

2. Employer
The person or entity that is the employer of the employees.

3. Subject
The subject of the collective bargaining, which is the terms and conditions of employment.

4. Process
The process of collective bargaining, which is the negotiation and agreement on the terms and conditions of employment.

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WHAT IS COLLECTIVE BARGAINING?

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It is a process by which the employees, through their representatives, negotiate with the employer on the terms and conditions of employment.

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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. Retirement
9. Job evaluation and wage and salary administration
10. Employee services (e.g., welfare, education, health care, etc.)
11. Right to strike / no-strike

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?

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1. Economic
2. Non-Economic

WHO MAY BE COVERED IN A COLLECTIVE BARGAINING AGREEMENT?

Non-unionable is divided into two groups. Of the two groups, only regular employees are included in the scope of any of the 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?

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

WHO ARE THE PARTIES INVOLVED IN COLLECTIVE BARGAINING?

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The union as the workers' representative and the management as the employer's representative. Note that only a duly registered union shall be recognized as the sole bargaining agent of workers. Only the bargaining agent of workers can undertake the collective bargaining process.

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

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Right to organize, to be recognized as a representative of labor and management.

Right to participate in the decisions that affect the working conditions through collective bargaining, contract negotiation, and conciliation of the means of resolution.

Essential element of the labor-management relationship.

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WHAT ARE THE FOUR ESSENTIAL ELEMENTS OF COLLECTIVE BARGAINING?

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Union
The representative of a group of employees in the bargaining unit.

Employer
The individual or entity responsible for the management of the enterprise.

Subject
The subject matter of the bargaining process.

Process
The procedure by which the bargaining process is conducted.

WHAT IS THE PURPOSE OF COLLECTIVE BARGAINING?

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To establish a fair and equitable relationship between labor and management.

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WHAT IS COLLECTIVE BARGAINING?

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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.

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?

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Political

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

Moral

It involves a system of shared responsibility and decision making.

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?

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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.

**WHO ARE THE PARTIES
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BARGAINING?**

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The union as the workers' representative 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.

**WHO MAY BE COVERED IN A
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AGREEMENT?**

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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.