

# THE COLLECTIVE BARGAINING PROCESS



## IDENTIFICATION

Both parties must decide if the problem must be addressed immediately, the selection and number of representatives, the negotiation period and agreement duration.

## NEGOTIATION

The chief negotiator from the management side presents the problem, its scope, and invites perspectives from both sides.

After hearing arguments and counter-arguments, they facilitate a solution that is acceptable to both parties.



### *Negotiation includes:*

- The purpose of the agreement.
- Rights and responsibilities of the management and the trade union.
- Terms and conditions of employment.
- Procedures of grievance redressal.
- Dispute settlement methodology.
- Termination clause for ending the agreement.

## CONTRACT ADMINISTRATION

Both parties should understand the terms and conditions of the contract, explain it to all the workers, and build support for its effective administration.



# Unionization And Collective Bargaining

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