

Collective Bargaining

Collective Bargaining refers to a process by which employers on the one hand and representatives of employees on the other attempt to arrive at agreement concerning the condition under which employees will contribute and be compensated for their services.

Collective bargaining process is generally resorted to interest issues where some new right are created or existing rights are to be expanded or modified. Where the difference arises over the enforcement of an existing right - right issue, generally this is not an issue in collective bargaining, but the issue may be resolved through grievance procedure or arbitration.

Collective Bargaining may take ~~place~~ place at various levels such as plant, locality, region, company, industry or nation as a whole.

Issues Collective Bargaining

- Wages and working condition.
- Work norms
- Job security
- Incentive payment
- Changes in technology
- Work tools, techniques and practices.
- Staff transfers and promotions.
- Grievances
- Disciplinary matters
- Health and safety.
- Insurance and safety.
- Union recognition.
- Union activities.

• Wage Related Issues

These include topics like how basic wage rates are determined cost-of-living adjustment, wage differential, overtime etc.

• Supplementary economic benefits

These include issues as pension plans, paid vacation, paid holidays, health insurance plans, dismissal plans, supplementary unemployment benefits etc.

• Administration Issues

These include issues such as seniority, employee discipline and discharge procedure, employee health.