

COLLECTIVE BARGAINING PROCESS – 3 PHASES

1. PREPARATION FOR NEGOTIATION

- ✓ Monitoring the environment and collecting information
- ✓ Analyzing market practice & industry norms
- ✓ Analyzing the union proposals
- ✓ Determining management's position
- ✓ Selecting the bargaining team
- ✓ Securing top management approval

Strategy And Collective Bargaining Negotiation

William J. Baade



Strategy And Collective Bargaining Negotiation:

Strategy and Collective Bargaining Negotiation Carl M. Stevens, 1978 This is an inquiry into the tactics and strategy of conflict and cooperation as they related to collective bargaining negotiation Strategy and Collective Bargaining

Negotiation J. Kroonen, 1963 **Management Strategy in Collective Bargaining Negotiations** William J. Baade, 1950

Negotiation: From Theory to Practice Jacques Rojot, 2016-07-27 Professor Rojot's work links the theory of negotiation to its more practical aspects and bridges the gap between theoretical work and how to manuals The theoretical analysis is rooted in the field of sociology in general and in the strategic analysis of organisations in particular This sets it apart from most treatises on negotiation which tend to be based on social psychology political science or economics Management Strategy in Collective Bargaining Negotiations How to Negotiate and Write a Better Union Contract William J. Jr

Baade, 1950 **The Art and Science of Negotiation** Howard Raiffa, 1985-03-15 Using a vast array of specific cases and clear helpful diagrams Raiffa not only elucidates the step by step processes of negotiation but also translates this deeper understanding into practical guidelines for negotiators and intervenors Resolving Development Disputes Through Negotiations Timothy J. Sullivan, 2012-12-06 In the last decade disputes between developers and local communities over proposed construction projects have led to increasing litigation Environmental legislation in particular has greatly enhanced the rights and powers of organized groups that desire to participate in local development decisions These powers have allowed citizen groups to block undesired and socially unacceptable projects such as highways through urban areas and sprawling suburban developments At the same time these powers have produced a collective inability to construct many needed projects that produce adverse local impacts Prisons airports hospitals waste treatment plants and energy facilities all face years of litigation before a final decision At times prolonged litigation has produced especially high costs to all participants Despite these new powers citizen action has often been limited to participation in public hearings or adjudicatory proceedings Typically this occurs so late in the decision process that citizen input has very little effect in shaping a project's design Those who dislike some element of a project often have little choice other than to oppose the entire project through litigation *A Behavioral Theory of Labor Negotiations* Richard E. Walton, Robert B. McKersie, 1991 In this book Walton and McKersie attempt to describe a comprehensive theory of labor negotiation The authors abstract and analyze four sets of systems of activities which they believe account for much of the behavior found in labor negotiations The first system of activities termed distributive bargaining comprises competitive behaviors that are intended to influence the division of limited resources The second system is made up of activities that increase the joint gain available to the negotiating parties referred to as integrative bargaining They are problem solving behaviors and other activities which identify enlarge and act upon the common interests of the parties The third system includes activities that influence the attitudes of the parties toward each other and affect the basic relationship bonds between the social units involved This

process is referred to as attitudinal structuring The fourth system of activities which occurs as an integral aspect of the inter party negotiations comprises the behaviors of a negotiator that are meant to achieve consensus within one's own organizations This fourth process is called intra organizational bargaining Each sub process has its own set of instrumental acts or tactics Therefore each of the four model chapters is followed by a chapter on the tactics which implement the process These chapters translate the model into tactical assignments and include an abundance of supporting illustrations from actual negotiations This study should be of interest to several audiences including students and teachers of industrial relations social scientists interested in the general field of conflict resolution as well as practitioners of collective bargaining and other individuals directly involved in international negotiations The overall theoretical framework has been derived by a mixture of inductive and deductive reasoning Extensive fieldwork and several dozen printed case studies have provided the bulk of the empirical data In terms of meaning the study has three touchstones the field of collective bargaining the field of conflict resolutions and the underlying disciplines of economics psychology and sociology

Negotiation Analysis Howard Raiffa, 2007-03-31 This masterly book substantially extends Howard Raiffa's earlier classic *The Art and Science of Negotiation* It does so by incorporating three additional supporting strands of inquiry individual decision analysis judgmental decision making and game theory Each strand is introduced and used in analyzing negotiations The book starts by considering how analytically minded parties can generate joint gains and distribute them equitably by negotiating with full open truthful exchanges The book then examines models that disengage step by step from that ideal It also shows how a neutral outsider intervenor can help all negotiators by providing joint neutral analysis of their problem Although analytical in its approach building from simple hypothetical examples the book can be understood by those with only a high school background in mathematics It therefore will have a broad relevance for both the theory and practice of negotiation analysis as it is applied to disputes that range from those between family members business partners and business competitors to those involving labor and management environmentalists and developers and nations

The International Law of Diplomacy
B.S. Murty, 2024-12-16

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