

# COLLECTIVE BARGAINING PROCESS – 3 PHASES

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## 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

**Harry C. Katz, Thomas A.  
Kochan, Alexander J. S. Colvin**



## **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

**Management Strategy in Collective Bargaining Negotiations** How to Negotiate and Write a Better Union

**Contract** William J. Jr 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      **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      **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

**Negotiating Our Way Up Collective Bargaining in a Changing World of Work** OECD,2019-11-18 Collective bargaining and workers voice are often discussed in the past rather than in the future tense but can they play a role in the context of a rapidly changing world of work This report provides a comprehensive assessment of the functioning of collective bargaining systems and workers voice arrangements across OECD countries and new insights on their effect on labour market performance today

**Mediation** Carrie Menkel-Meadow,2018-05-08 This title was first published in 2001 This volume of essays explores the theoretical and jurisprudential bases of mediated forms of dispute resolution from legal anthropological sociological psychological and political sources It also presents ongoing disputes about the field itself including its threat to conventional litigation and justice seeking adjudication and its promise in providing more humane and tailored solutions to human problems

*The International Law of Diplomacy* Bhagevatula Satyanarayana Murty,1989-10-13 [Strategy and Tactics in Labor](#)

[Negotiations](#) Edward Peters,1966 **Negotiate This!** Herb Cohen,2007-10-15 In this long awaited book bestselling author Cohen offers a new and humorous look at the art and practice of negotiation in the 21st century

**Strategic Negotiations** Richard E. Walton,Joel Cutcher-Gershenfeld,Robert B. McKersie,2000 This text contributes to the literature on strategic choice the explicit structuring by management and labour of business and bargaining strategies that use the economic and political environment as a framework to create bargaining power applying a three tiered collective bargaining theory

*An Introduction to U.S. Collective Bargaining and Labor Relations* Harry C. Katz,Thomas A. Kochan,Alexander J. S. Colvin,2017-09-15 This comprehensive textbook provides an introduction to collective bargaining and labor relations with a focus on developments in the United States It is appropriate for students policy analysts and labor relations professionals including unionists managers and neutrals A three tiered strategic choice framework unifies the text and the authors thorough grounding in labor history and labor law assists students in learning the basics In addition to traditional labor relations the authors address emerging forms of collective representation and movements that address income inequality in novel ways Harry C Katz Thomas A Kochan and Alexander J S Colvin provide numerous contemporary illustrations of business and union strategies They consider the processes of contract negotiation and contract administration with frequent

comparisons to nonunion practices and developments and a full chapter is devoted to special aspects of the public sector An Introduction to U S Collective Bargaining and Labor Relations has an international scope covering labor rights issues associated with the global supply chain as well as the growing influence of NGOs and cross national unionism The authors also compare how labor relations systems in Germany Japan China India Brazil and South Africa compare to practices in the United States The textbook is supplemented by a website [ilr.cornell.edu/scheinman](http://ilr.cornell.edu/scheinman) institute research introduction us collective bargaining and labor relations that features an extensive Instructor s Manual with a test bank PowerPoint chapter outlines mock bargaining exercises organizing cases grievance cases and classroom ready current events materials

**Handbook of Communication and Social Interaction Skills** John O. Greene, Brant R. Burleson, 2003-02-26 Providing a thorough review and synthesis of work on communication skills and skill enhancement this Handbook serves as a comprehensive and contemporary survey of theory and research on social interaction skills Editors John O Greene and Brant R Burleson have brought together preeminent researchers and writers to contribute to this volume establishing a foundation on which future study and research will build The handbook chapters are organized into five major units general theoretical and methodological issues models of skill acquisition methods of skill assessment fundamental interaction skills both transfunctional and transcontextual function focused skills informing persuading supporting skills used in management of diverse personal relationships friendships romances marriages and skills used in varied venues of public and professional life managing leading teaching Distinctive features of this handbook include broad comprehensive treatment of work on social interaction skills and skill acquisition up to date reviews of research in each area and emphasis on empirically supported strategies for developing and enhancing specific skills Researchers in communication studies psychology family studies business management and related areas will find this volume a comprehensive authoritative source on communications skills and their enhancement and it will be essential reading for scholars and students across the spectrum of disciplines studying social interaction

**The Art of Negotiation: From Ancient Codes to Modern Strategies** LIDIA ERNEST-HALLOWAY, 2024-06-27 This book offers a thorough exploration of the evolution and practice of negotiation and diplomacy from ancient times to the present day It begins with historical milestones such as the Code of Hammurabi and diplomacy in Ancient Sumeria moving through the art of rhetoric in Ancient Greece the Roman Empire s expansion and the Catholic Church s influence on trade Key treaties and diplomatic practices through various eras are discussed leading to modern developments in negotiation techniques the role of the United Nations and the impact of globalization The book also delves into practical aspects of negotiation including emotional intelligence technology communication strategies and different negotiation styles in both business and conflict resolution contexts

**Human Resource Management for Organisational Success** Neema Gupta, Ashish K. Gupta, 2025-09-26 This textbook is part of a two volume exploration of Human Resources Management with an emphasis on organisational success It promises a comprehensive exploration of the

multifaceted realm of human resource management HRM and its pivotal role in shaping the triumph of organizations This second volume comprising of Chapters 16-27 covers advanced topics detailed explorations and practical insights comprising five parts namely Compensation Maintenance Industrial relations and workplace issues HRM in the 21st Century and International Human Resource Management It follows the first volume which constitutes the foundational concepts and practical insights through fifteen chapters focusing on HRM facets including strategic HR management human resource policies planning job analysis recruitment selection placement induction training performance appraisal and so on The two volume work ensures that each volume remains comprehensive and cohesive offering a well structured and logical progression of content The two volume textbook addresses contemporary issues in HR and provides strategies and solutions for resolving these problems successfully providing practical insights through case studies caselets hand on experience activities and individual and group activities helping students bridge the gap between theory and practice and teachers deliver lessons more effectively

**Federal Register**, 1983      *The ABA Guide to International Business Negotiations* James R. Silkenat, Jeffrey M. Aresty, Jacqueline Klosek, 2009 This book provides fundamental strategies every lawyer should know before going into e commerce based international negotiations including How to build trust in negotiations while using internet communications technologies Negotiating with governments Cultural background and overviews of legal systems for specific countries Substantive laws regulations which impact negotiations Special comments on use of internet technology in negotiations Negotiating across cultures in the digital age Current issues in negotiating business agreements online Online alternative dispute resolution

*The Fugitive Identity of Mediation* Debbie De Girolamo, 2013-07-18 Despite much having been written about what mediation is direct observations of commercial mediations are limited This book grants an opportunity to observe mediation in action and also provides external commentary about the actions observed The book approaches Mediation ethnographically as a social process that is informed by structures rules and norms that colour the environment within which it operates Through the ethnographic method a process leading to negotiated order is examined baring its elements identifying its influences and studying the movement to order The result is the reconceptualization of mediation The mediator is invited into the negotiation as third party intervener He creates the process of mediation defining the process by his actions which ultimately merges mediator with process This book provides a window to the lived experience of participants to mediation it explores their understandings of and interactions within a process they have experienced together and demonstrates how mediation is a process inextricably linked to negotiation The Fugitive Identity of Mediation will be of interest to scholars mediators parties who participate in the process and to those active in public policy discourse

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