HRMN 1022 - Labor and Employee Relations

**Collective Bargaining Assignment**

**Team Members:**

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**First section**

**a) What bargaining strategy did your team plan to use in the present round of negotiations? Explain your initial choice of strategy (in your analysis, include an assessment of the bargaining strategy you expected the other team to initially adopt).**

* Our team planned to use an integrative bargaining strategy. We aimed to create a win-win scenario by finding solutions that would meet both our need for lower labor costs and the union’s interest in fair treatment and benefits for their members. This approach involved maintaining open communication, seeking mutual gains, and fostering a positive negotiating environment.
* We expected the union to adopt a distributive bargaining strategy. This expectation was based on the union's likely focus on maximizing benefits for its members, including higher wages, job security, and additional benefits. Distributive bargaining typically involves a competitive stance, where the union would aim to get as many concessions as possible from us, potentially leading to a more contentious negotiation process.

**b) What bargaining strategy did you expect the other team to initially adopt? Why?**

* We expected the union to initially adopt a distributive bargaining strategy. Given the union’s priorities to secure substantial benefits for their members, such as improved job security, wages, and pensions, it was reasonable to anticipate they would seek to maximize their gains. Distributive bargaining is characterized by a competitive approach where concessions are negotiated to benefit one party at the expense of the other, which aligned with the union's objectives in seeking the best possible terms for their members.

**c) What bargaining strategy did your team actually use in bargaining (provide examples of tactics used during bargaining that are consistent with your answer)? Explain why your team was, or was not, successful in implementing the strategy you had intended to use.**

Our team used an integrative bargaining strategy during the negotiations. We applied tactics such as:

* Offering Incremental Benefits: We agreed to increase Casual Classification wages by $0.20 after one year of service and introduced overtime pay, which helped address some of the union’s concerns while aligning with our financial constraints.
* Implementing Job Security Measures: We provided additional job security measures, such as priority for permanent positions after 10 years and notice of termination with severance beyond legal requirements. This was a concession to address the union’s demands for improved job security.
* Introducing Pension Contributions: We agreed to offer pension participation for Casual Classification employees with over 10 years of service and matched their contributions, which helped mitigate concerns about pension benefits.

We were partially successful in implementing our strategy. While we managed to secure agreements on several fronts, such as wage increases and pension contributions, the union’s distributive approach presented challenges. However, our integrative strategy allowed us to address key union concerns while still moving towards our goal of managing labor costs. The final settlement reflected a balance between our need for a cost-effective labor model and the union’s demands for better conditions for their members.Top of FormBottom of Form