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 employed an integrative bargaining strategy during the negotiations, focusing on creating mutually beneficial solutions. Here’s how we implemented this strategy and the results we achieved:

* **Casual Classification Wages**: We proposed setting the starting rate for Casual Classification Wages at the minimum wage as per employment standards and increasing the rate by $0.20 after one year. The union accepted this offer, reflecting a cooperative approach to meeting both parties' needs.
* **Casual Classification Job Security**: We aimed to have no limit on the number of Casual Classification workers employed. The union agreed to this provision. Additionally, we proposed that casual employees could be terminated without cause but with severance as per employment standards. The union agreed to this, though they requested a one-month notice prior to termination, which we accepted. Initially, there was resistance to the idea of no transition to Permanent Classification within the first ten years, but after further discussion, the union accepted this term.
* **Permanent Classification Wages**: For Permanent Classification Wages, we sought a 1.5% across-the-board decrease but offered flexibility for a zero or small increase. Despite our proposal, including a one-time signing bonus to facilitate agreement, the union did not agree to this reduction.

Our integrative bargaining strategy was largely successful in areas such as Casual Classification wages and job security, where we found common ground and addressed mutual interests effectively. However, our strategy faced challenges with Permanent Classification Wages, where the union was not receptive to our proposed decrease. This indicates that while integrative bargaining can create positive outcomes, it also requires flexibility and adaptability to overcome resistance in some areas.