**Collective Bargaining Assignment**

This assignment is work 30% of your final grade. 20% of your grade will be for the report and prep work. 10% will be for the result of bargaining.

**Dates to Remember:**

**Group Names/Members to Instructor:** no later than Wed July 3rd by 1 pm **Instructor to Assign Roles to Groups:** Wednesday July 3rd in class

**Simulation date:** Wednesday July 31st

**Pre-bargaining strategy report (1 page)—due beginning of class:** July 31st**Assignment due date:** Wednesday August 7th by 1 pm (at the link in Blackboard)   
*Per course outline, a late penalty will apply.*

**Assignment:**

The assignment is worth 100 marks and represents 20% of your final course grade. The assignment must not exceed 10 pages of double-spaced text. Using information provided in class, your textbook, and the accompanying case, answer the following questions. Each section is worth 50 marks.

The first section examines your bargaining team’s strategy. Specifically, answer the following:

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).

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

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.

d) What effect, if any, did the bargaining strategies used by both teams have on your team’s satisfaction with (i) the outcomes of the negotiation process and (ii) with the quality of the relationship developed with the other team?

e) Do you think the other team was more, less, or equally satisfied with the outcomes and the quality of the relationship developed during negotiations? Justify your answer.

f) Based on your experience from this round of bargaining, what bargaining strategy do you think your team and the other team would adopt if you entered a second round of negotiations? Why?

The second section examines your team’s goals and the new collective agreement. Specifically, discuss the following:

a) What were your team’s priorities (maximum of five priorities)? Please rank these hoped-for changes in order of importance to your team (1 = most important, 5 = least important). Justify your answer.

b) Discuss how your priorities would affect the underlying interests of *both* your team and the other team.

c) Were any of these priorities strike or lockout issues for your team? Please justify.

d) Was your team *successful* in negotiating these priorities into the new collective agreement? Why or why not?

e) What effect, if any, did the relative power of the parties have on the outcomes of this round of bargaining? Why? How could power affect the next round? Why?

Notes:

1. You are to submit a report, not a list of questions and answers, it should be written out
2. Spelling and grammar count
3. This is a group mark, everyone will receive the same mark, unless there is proof of someone not participating.

**Collective Bargaining Simulation**

The collective Bargaining session will occur on Wednesday July 31th@ 1pm. The attendance for this session is mandatory, with no exceptions. Late comers will be turned away.

* Go to the classroom at the start of class—make sure you are on time!
* *In the classroom, each team must hand in a pre-bargaining report (1 page).*Make sure your class time, group number, and team-members’ names are on this report.

**This pre-bargaining report should merely list (*no justification needed*) the following:**

**a.** What bargaining strategy you plan to use

**b.** What bargaining strategy you expect the other side to use

**c.** Your priorities/desired collective agreement changes (maximum of five)

* You and the other team will be assigned to a bargaining location by the instructor.
* Once in the room, you will exchange proposals and start bargaining.
* Remember that you must bargain in good faith.
* You will bargain for 90 minutes, you should fill the entire time
* You must be ready at the 90 minutes mark to present where you are in the negotiation

**a.** If you fail to reach a deal, the instructor will arbitrate a deal.

* Make sure that you make three (3) copies of the memorandum of agreement:

**a.** One copy for each team. You will need it to complete the assignment.

**b.** One for the instructor.

There will be a class work session on July 31th where you are to meet with your teams and begin to construct your approach.