The results of the Collective Bargaining portion is worth 10% of your final mark. The report due August 7th is worth 20% for a total of 30% of your final grade.

**Instructions:**

1. Arrange tables to create 5 groups, with three chairs on each side (TBD)
2. Ensure you know your group #, it was included with the lists of groups in Blackboard.
3. Each group will be assigned a table, sit
4. Provide the pre-bargaining report to Professor Carroll and to the team you are bargaining against.

**Rules of Engagement:**

Parties will be considered “on strike” unless a properly completed “Final Settlement Form” is signed by representatives of both teams and has been submitted to, and signed (acknowledged by email) by, the instructor by the end of the bargaining session.

To determine the ranking, each employer team will be judged relative to other employer teams; each union team will be judged relative to other union teams. Teams will be assigned a mark based on their ordinal ranking vis-à-vis the performance of other employer/union teams. For instance, let’s say Employer Team A has the best “Casual Classification Pension” clause among the employer teams and let’s say for the sake of an example that this issue is the Employer’s top priority (out of the four listed in the private team information). Employer Team A would receive 20 points. Assuming there are 5 employer teams, the calculation is as follows: 20 = (5 points for having the best clause X 4 points applied as a weight to the employer top priority). The points for each clause are summed as a total and, if any, the strike penalty is applied.

Teams will be given an initial period of 90 minutes to negotiate. If no agreement can be agreed to, then you will move to the arbitration stage. There is a penalty for entering arbitration, and that penalty will be deducted from the scoring.

**Scoring in depth:**

Each team will receive their marks relative to the other teams bargaining for the same side. The marks will be assigned based on the ranking of each clause negotiation. (Ie. the best clauses will get 5 marks). Additionally, if that clause was your top priority, you will get a multiplier of 4, 3 points for the second priority etc.

5 points will be taken off for entering arbitration.

**Specific Bargaining Instructions:**

1. **Confidentiality of Negotiations:** It is not necessary to conduct the negotiations in confidence. You are free to discuss your negotiations with other students in the class; however, negotiating may only be conducted during the allotted bargaining time.
2. **Bargaining Issues:** Teams may only propose changes with respect to the issues provided in the case instructions. Students may only negotiate the four issues specified in the case.
3. **Legal Environment:** The legal framework for this simulation will be the labour relations act and employment standards for the province of Ontario. Citing legislation is not appropriate for this simulation.
4. **Role Profiles:** Participants may adopt specific roles as indicated in the text but no detailed role profiles will be given.
5. **Duration of Agreement:** The agreement shall be effective for one full year (i.e., the teams are negotiating a one-year contract). Teams may not negotiate an agreement longer than one year.
6. **Bargaining in Good Faith:** Teams are expected to bargain in good faith. In particular, they are required to meet and to bargain with the intention of reaching an agreement. Furthermore, once an item has been agreed upon by both teams, it is not appropriate to reopen negotiation of that item except by mutual agreement of both teams.

A “Final Settlement Form” is provided. This form must be used to record agreements on each item, and it must be signed by all participants at the conclusion of the bargaining period. If the agreement is incomplete, each party’s final bargaining positions on those items still in dispute should be recorded. Teams may negotiate as a group or through spokespersons. Who makes the first offer, how the time for negotiations is used, how time is used for private meetings, and other rules for conducting bargaining are all controlled by the teams themselves.