**Pre-Bargaining Report**

**Group #9**

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***Employer Bargaining Team: Community Grocery***

**a. Bargaining Strategy**

* **Integrative Bargaining:** We plan to use an integrative bargaining strategy, aiming to find mutually beneficial solutions and maintain a positive relationship with the union. This approach will involve open communication, transparency, and a willingness to explore creative options that meet both parties' interests.

**b. Expected Bargaining Strategy of the Union**

* **Distributive Bargaining:** We expect the union to use a distributive bargaining strategy, focusing on securing the best possible terms for their members, particularly in terms of wages, job security, and benefits for the Casual Classification. They are likely to aim to maximize their gains, even if it means taking a more adversarial approach.

**c. Priorities/Desired Collective Agreement Changes**

1. **Casual Classification Wages:**
   * Starting rate at the minimum wage (16.55) as specified in employment standards legislation. A
   * Annual increase of $0.20 after one year of service. A
2. **Casual Classification Job Security:**

* There is no cap on the quantity of Casual Classification workers that may be employed. A
* Termination without cause with severance as per employment standards legislation. A
* No graduation to Permanent Classification within the first 10 years. NA

1. **Casual Classification Pension:**
   * No pension plan for the Casual Classification.
2. **Permanent Classification Wages:**
   * Across-the-board decrease of 1.5%, with flexibility for a zero increase or a small increase. NA
   * Consideration of a one-time signing bonus to facilitate agreement. NA
3. **Overall Cost Management:**
   * Implementation of measures to ensure the financial sustainability of the company, focusing on labor cost reductions while maintaining operational efficiency.