

Salam/Hello/Good morning/afternoon Everyone, I am Nishat Tasnim Alvi. My id is 23111014. In this Labor law course presentation I am representing the topic of "Collective Bargain Agent or CBA Functions".

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So, what's this collective bargain agent or CBA function? Well, it is a process where two types of organizations that means labor & business meet & attempt to negotiate a contract which contains the behavior of union relationship between employee & employer

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Then come to the powers & functions of this CBA

We can see here at 1st the formation of CBA consists of four elements. that are Union recognition followed by Collective bargaining process then Agreement and rectification & For some Process Registration

Move over to the functions it is bargaining with the employee then Representation of workers followed by declaration of strike, Nominating the representative & finally Conducting cases

& lastly the power & contents we can see the total seven powers. Where some important powers like wages, working hours, union rights, discipline, employment rules, duration & effect binding these contents are more important.

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In this slide we can see some female garment workers are working in the factory which represents the employer of the power of the CBA.

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Next let's discuss about the participation of the committee which is a unique creation of Bangladesh Labor Act 2006 section 205

Where all of these factors must be considered.

Here the establishment of the committee at least 50 workers shall be directly involved. The Constitution must consist of representatives of workers & employers & the number of worker representatives shall not be less than the workers representatives.

The elective procedure must be prescribed by the rules. If no trade union exists the committee must carry out until a trade union is formed. The unit participation committee shall work under the supervision of the rules, regulations. For example, an employer shall not transfer an elected officer belonging to the worker side or not raise any obligations during the tentative period. The committee shall meet at least once in every 2 months to share & exchange views.

But the most important topic is the functions of the committee. Where the major factors are developing sense among workers & employers, promoting mutual trust, making aware of commitments, ensuring laws, encouraging training, adopting new measures & fulfilling targets by increasing productivity. All of these functions are described according to the s206.

S-6 & 7

These images represent brick workers & the following one represents protest of workers.

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Finally, we come to an end of our topic CBA. This agreement will only be successful if we ensure an active & transparent workflow of the committee. & for these trust among the members is the key factor, , is possible when we can be able to make a proper representation from workers & ensure their rights, wages, safety security with a proper working environment.

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Thank you all for your cooperation. That concludes my presentation.