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employment are likely to include items such as conditions of employment, working conditions and other workplace rules, base pay, overtime pay, work hours, shift length, work holidays, sick leave, vacation time, retirement benefits and health care benefits.

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Collective bargaining.

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Once a trade union is recognised in a workplace, the negotiations they have

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with the employer are
called collective
bargaining; these
negotiations will be
regarding terms and
conditions of
employment.

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- Collective bargaining results in a collective bargaining agreement (CBA), a legally

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binding agreement that lays out policies agreed to by management and labor. Because of its role in governing the actions of both management and labor, a CBA is often referred to as the “law” of the workplace.

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This comprehensive
textbook provides an
introduction to
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framework unifies the text, and the authors' thorough grounding in labor history and labor law assists students in learning the basics.

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framework based on the
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and workplace).

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The collective dimension includes collective bargaining, information and consultation, arbitration and industrial action. Employers may work with recognised unions to negotiate pay and conditions, or to inform and consult over

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The I.L.O. defines
collective bargaining –

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“As negotiations about working conditions and terms of employment between an employer, or a group of employers, or one or more employers’ organisations, on the one hand, and one or more representative workers’ organisation on the other with a view to reaching agreement.”.

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2008, McGraw-
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Collective Bargaining

The term “collective

bargaining” simply

means negotiation

which provides an

opportunity for the

workers to achieve

industrial democracy. It

is applied at different

levels starting from the

state level to the

national level.

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