

Hull College TU Studies Department

Trade Union Representatives Stage 2

Week 2 Date \_\_\_\_/\_\_\_\_/\_\_\_\_

**09:00 ACCREDITATION**

Hand out Achievement records. Explain process. Highlight the notes at the end of each activity.

4 credits for this course all available at level 3

**09:15 MEMBERS VIEWS**

Feedback on your workplace reports. One of the key features of this course will for you to identify an area for improvement in your union organisation and plan this in the form of a project. The aims of the next activity are to compare your members views on change at work, to identify any action pints for the union and to see if any of the things your members have raised could form the basis of your improvement project.

*Activity "Members' View" page 22.*

The groups for this activity are:-

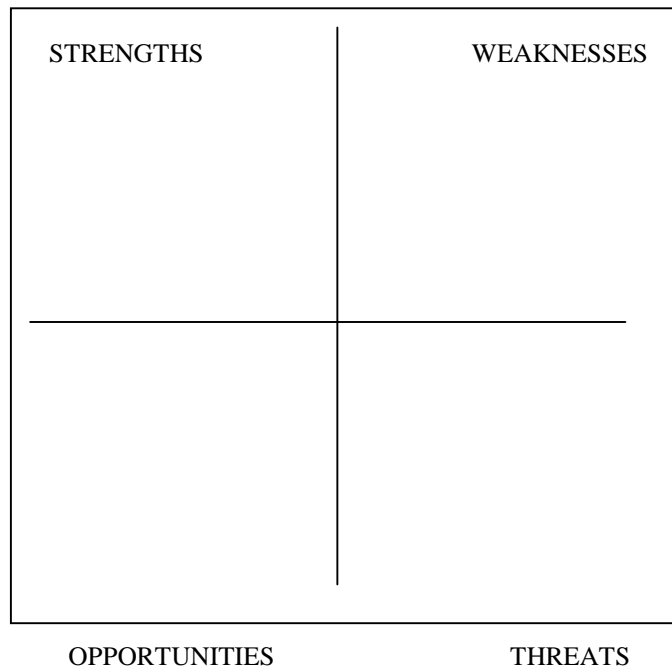
Group 1	Group 2	Group 3	Group 4

20 minutes for the activity.

**09:40 FEEDBACK ON ACTIVITY**

Difficulties with Report	Surprising Results	Action Points for the Union	Possible Projects

**10:00 SWOT ANALYSIS**



**10:20 BREAK**

**10:40 ANALYSING YOUR WORKPLACE**

Working individually, or in pair/ groups if some of you are from the same workplace, produce a [SWOT analysis chart](#) or your own union organisation. To help you get started think about the following headings:-

- Membership
- Management
- Communication
- Equipment
- Procedures & Agreements
- Branch
- National TU
- Financial
- IT facilities
- Training

When you have finished your analysis re-produce it on a flipchart to feed back to the rest of the group. From each of the categories select one item that you consider to be the most important.

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**11:15 FEEDBACK**

Workplace	Strength	Weakness	Opportunity	Threat

**12:00 LUNCH**

**13:00 TRADE UNION APPROACHES TO CHANGE**

When faced with a change scenario trade unions can take stances from total opposition to total involvement. Your workbooks identify 5 possible reactions:-

1. **OPPOSITION** – maintaining the status quo at all costs.
2. **ALLOW FOR LOCAL RESPONSES** – allow local officials and union representatives to decide their approach on a case by case basis.
3. **ADOPT A MINIMALIST APPROACH** – unions would co-operate, but guidelines would provide a floor below which unions would not be prepared to go.
4. **ADOPT A PROACTIVE APPROACH** – respond positively and have as much input as possible.
5. **ACTIVELY PROMOTE WITH OWN AGENDA** – unions would promote the introduction of new initiatives when they believed them to be in the best long term interests of their members.

These are listed in the workbook on page 26. The table opposite suggests some of the benefits and risks associated with taking each of the stances.

*Read each in turn and invite comments / discussion.*

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#### **13:15** [CASE STUDY ACTIVITY](#)

The next activity is a case study exercise in which you will be presented with a change scenario. We will split into two groups, each with a very different case to look at. Case 1 looks at a kitchen manufacturing company in financial difficulties and case two looks at shift changes proposed for a small group of workers in a large factory. For each of these you will need to prepare a response to management (i.e. ME!) and a briefing to present to a mass meeting (i.e. the other group). We will work on this until break time, group 1 in here and group 2 next door in F10. We will then hold the 2 'mass meetings' after break. Have Fun!

#### **14:20** **BREAK**

**14:40 RESPONSES TO MANAGEMENT**

Group 1

Group 2

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**15:00 MASS MEETINGS**

Group 1

Group 2

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### **15:40 RED SQUARE EXERCISE**

Give each person 5 card squares, ask them to write an item on each which would be subject to collective bargaining, collect cards in for next week.

### **15:50 WORKPLACE REPORT**

*Workplace Report "Union organisation" page 31*