

Hull College TU Studies Department

Trade Union Representatives Stage 2

Week 4 Date ____/____/____

09:00 WORKPLACE ISSUES

15 minutes for discussion of workplace and course issues.

09:15 COLLECTIVE BARGAINING

Follow up to 'red squares' exercise. Share out cards amongst students and ask them to read them out. Make a list on the board and tally scores against duplicates. Invite any additional items to include on the bargaining agenda. (aim for at least 8 issues)

10:20 BREAK

10:40 PRIORITISE THE AGENDA

Working in pairs (+ 1 three if necessary) look at the bargaining issues we have identified. From the list pick out: -

- The number one bargaining issue
- The number two bargaining issue
- Other important issues
- 'Throw away' issues

20 minutes to work on this. Take feedback marking up the scores against the issues on the board. Open debate until consensus is reached between all groups. Write the prioritised agenda on to your worksheets.

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The prioritised agenda:-

The number one bargaining issue	
The number two bargaining issue	
Other important issues	
'Throw away' issues	

11:30 NEGOTIATING THE PARK STREET MANUFACTURING PAY CLAIM

Hand out the company profiles. Calculate the following for each of the groups

- Hourly rates of pay
- Total pay
- Days lost due to sickness
- Holiday cost per day

	Hourly Pay	Total Pay	Days Lost Sick	Cost of a Day
Manual Skilled	£9.59	£12,077,208	11,228	£74.80
Manual Semi Skilled	£7.05	£2,745,600	1736	£54.99
Staff Grade 1	£10.63	£4,725,567	2610	£78.66
Staff Grade 2	£11.68	£2,651,224	1600	£86.43
Staff Grade 3	£13.66	£1,550,874	400	£101.08

11:50 FEEDBACK

Take feedback of each column in turn and write up in table form on the board. Explain the calculation methodology for each on the board.

12:00 LUNCH

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13:00 SETTING BARGAINING TARGETS

When preparing a negotiating agenda you must think about exactly what you want to achieve. Pay particular attention to any groups who may be disadvantaged as a result of a benefit to others. Work in the same groups as before lunch but look at the issues that the *other group* established the current conditions for. Remember that these are the targets you hope to achieve at the end of the process and not necessarily what will appear in your claim to the company.

Split the group up into two teams and give each person a remit a particular group.

The managers are to be given a budget of £1,200,000 to fund the total claim.

Trade Union Team	Management Team

Groups to work on a trade union claim and a management offer. All must be costed and thought out. After break the trade union group will present their claim to the management and the management will table their offer. Negotiation commences from there.

14:20 BREAK

14:40 PRESENTATIONS AND NEGOTIATIONS

