



## **COLLECTIVE BARGAINING**

**Collective Bargaining Agreements, known as contracts, include general wage rates, grievance and arbitration procedures, an array of fringe benefits, including pension, working conditions, days off, paid holidays, and health insurance benefits.**

**The passage of a federal law, the National Labor Relations Act (NLRA), established employee rights to engage in collective bargaining. The NLRA legally requires employers to bargain with unions. Despite a long history of struggle and at times a confrontational relationship, collective bargaining between labor and management in the United States has resulted in agreements that have given millions of workers an enhanced standard of living and a better quality of life.**

**Prior to negotiations in a contract year, special membership meetings are held. These meetings are designed to discuss the membership's wants and needs, by which they formulate their own individual proposals for contract negotiations.**

**With proposals in hand, the union negotiating committee enters into negotiations with representatives from the company.**

**A new contract is never agreed to or signed without being ratified by each segment of the union's membership. Any time there is a contractual or By-Law change proposed, it is brought before the membership for a vote.**