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### Collective Bargaining Agreement and the Challenges in the Process of Implementing It

To begin, it is important to define what a collective bargaining agreement is in order to better understand how it works and what its biggest challenges are. So, it is a written and legally enforceable contract that is typically signed between the management of a certain organization and its employees (Legal Information Institute). Such a contract typically lasts for one year but it can be signed for a longer period of time.

Speaking about the main challenges of collective bargaining, the first one to mention is ensuring so-called collectivity. Because of the fact that collective bargaining usually occurs within a huge group of people, it may be quite hard to reach an agreement that will work both for the management of a company and its employees.

Another common challenge is the necessity to resolve core issues. Since collective bargaining is aimed at making sure every employee is 100% satisfied with the agreement, there are lots of underlying issues which will come up during discussions. Therefore, such issues need to be resolved right away. It is possible to introduce some sort of settlement that will work for both parties involved in the process.

What should also be taken into consideration is that the process of discussing and signing the collective bargaining agreement should always be transparent. It helps to build strong relationships between all involved parties, as well as facilitates the communication process (Gutierrez 2017).

Taking into account the fact the technology is rapidly developing these days, it is vital for employees to see that the union they are part of is aware of this challenge and will provide them with a working solution in case an employee at their current job will soon be replaced by a robot or a machine.

This scare is very real among employees and a lot of them fear they may actually lose their jobs very soon. For this reason, it is so important to offer additional training to give employees the opportunity to develop other useful skills as well. What is more, gaining more knowledge in different areas will help them do their current job much better.

Taking everything into consideration, unions are becoming more popular again and this tendency is likely to continue. Therefore, it is vital for employees to be able to voice all their concerns in the process of signing a collective bargaining agreement in order to make sure they are treated equally and rewarded properly. After all, the main aim of such an agreement is to reach a consensus between the management of the company and the representatives of its employees.

Works Cited

“Collective Bargaining.” *Legal Information Institute*, Legal Information Institute, 22 Aug. 2018,  
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*Employers' Lawyers Blog*, 12 Oct. 2017, [www.employerslawyersblog.com/2017/10/top-five-ongoing-challenges-for-collective-bargaining-and-organizing.html](http://www.employerslawyersblog.com/2017/10/top-five-ongoing-challenges-for-collective-bargaining-and-organizing.html).