

PROCESS OF LABOUR RELATION

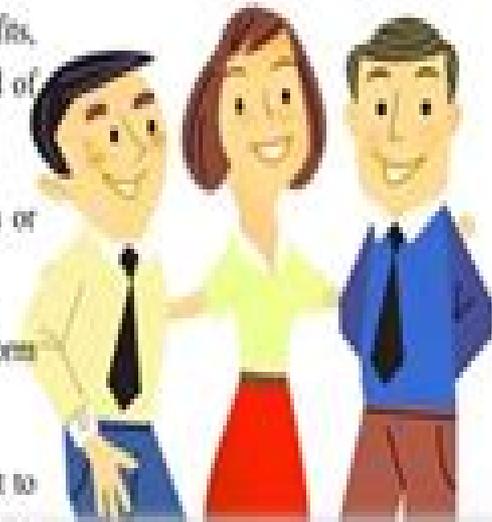
Unionization: The process of labour relations begins only with the formal establishment of a union and its recognition by the employers.

Dispute or conflict situation: They are the conditions, which impose in uniting of workers. there arise some disputes between the management and employer regarding the wages, benefits, working conditions or term of employment or other welfare activities and to solve them there is need of developing better labour relations.

Collective bargaining/ negotiation: The union and the management sit on at one table to bargain or negotiate the problems and demands of the workers.

Settlement of contract: This is the compromise between union and the management and is in written form and agreed upon by the management and union members.

Contract administration: The agreed upon contract are administered by; communicating the contract to all union members and management personnel, implementing it, interpreting the contract and grievance resolution and monitoring of activities during the contract period.



Labour Relation Npapers

H Kauffman



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