

Collective Bargaining: Class 3



What do you remember from last week?





Key functions TUs – Student Comments

“One key function of trade unions I hadn't thought of before listening to the podcast was as well as offering legal advice to members unions also offer financial advice. Also before I did my basic shop steward course I never knew about the avenues of further education through unions.”





“One key function of trade unions I hadn’t thought about in detail before is their role in supporting individual workers during grievances and disciplinary processes, not just collective bargaining. That one-to-one protection is crucial.”





“SIPTU challenges unfair practices with legal and industrial action if needed so when an employer does want to let a staff go, they must do it fairly and properly. This service is free to members which are included in membership which members do not have the burden of paying for legal advice and representation.”



CWU purpose/Objects

- The organisation of employees in the Communications Industry.
- To promote the interests of the Members in regard to remuneration and conditions of service.
- To arrange for the regulation of the relations between employers and employed, and between workers and workers.
- To provide benefits to the Members of the Union in accordance with its Rules.
- To arrange for the education of its Members in social, industrial and political affairs.
- To promote the extension of cooperative production and distribution.
- Printing or publishing a general newspaper or papers, etc.
- To promote the furtherance of, or participation, directly or indirectly, in the work of any organisation local, national or international, any or all of the objects of which are similar to those of the Union.
- To acquire property or otherwise dispose of said property.
- To enter into arrangements for federation, affiliation, etc.
- To secure and assist in securing legislation and more effective administration of existing and future laws...

Unite Purpose/objects

- To organise, recruit and represent workers, and strengthen workplace organisation, to encourage membership involvement and participation to achieve real union power for its members.
- To defend and improve its members' wages and working conditions.
- To defend and improve the social and economic well-being of members and their families, both directly and via commensurate policies in relation to society both domestically and abroad.
- To have a strong political voice, fighting on behalf of working peoples' interests, and to influence the political agenda locally, regionally, nationally and internationally.
- To further political objectives including by affiliation to the Labour Party.
- To promote equality and fairness for all.
- To affiliate to the TUC, ICTU, Welsh and Scottish TUCs and other appropriate trade union cooperation/coordination bodies domestically and internationally.
- To promote constructive cooperation between trade unions internationally to further the interests of members of the Union and those in other unions in dealing with the direct and indirect impact of globalisation.
- To promote education and training; both vocational and industrial and otherwise as conducive to these objects.
- To provide such financial and other benefits and legal assistance to members as may be specified in these rules.
- To communicate information to members about union activities, campaigns, services and/or benefits, so as to encourage participation and further these objects.

Ifut purpose/objects

- The advancement of higher education and research.
- The promotion and protection of academic freedom.
- The safeguarding and advancement of terms and conditions of employment of members.
- The safeguarding and advancement of the professional interests of the members.
- The provision of appropriate benefits to members.
- The acquisition of property, both real and personal, for any lawful purpose, by way of purchase, mortgage, lease, devise or gift, and the sale, mortgage, exchange, letting or disposal of such property.

Forsa purpose/objects

- To protect and promote the interests of its members.
- To protect, maintain and improve its members' remuneration and conditions of employment.
- To regulate the relations between its members, and between them and their employers.
- To provide and maintain services for the benefit of its members.
- To promote education and training for its members.
- To promote and safeguard the interests of its members by co-operating, affiliating, or federating with other representative bodies of workers.
- To promote excellence and effectiveness throughout the public sector, including in co-operation with other organisations.
- To promote justice, equity and equality in the workplace and in society, including in cooperation with other organisations.



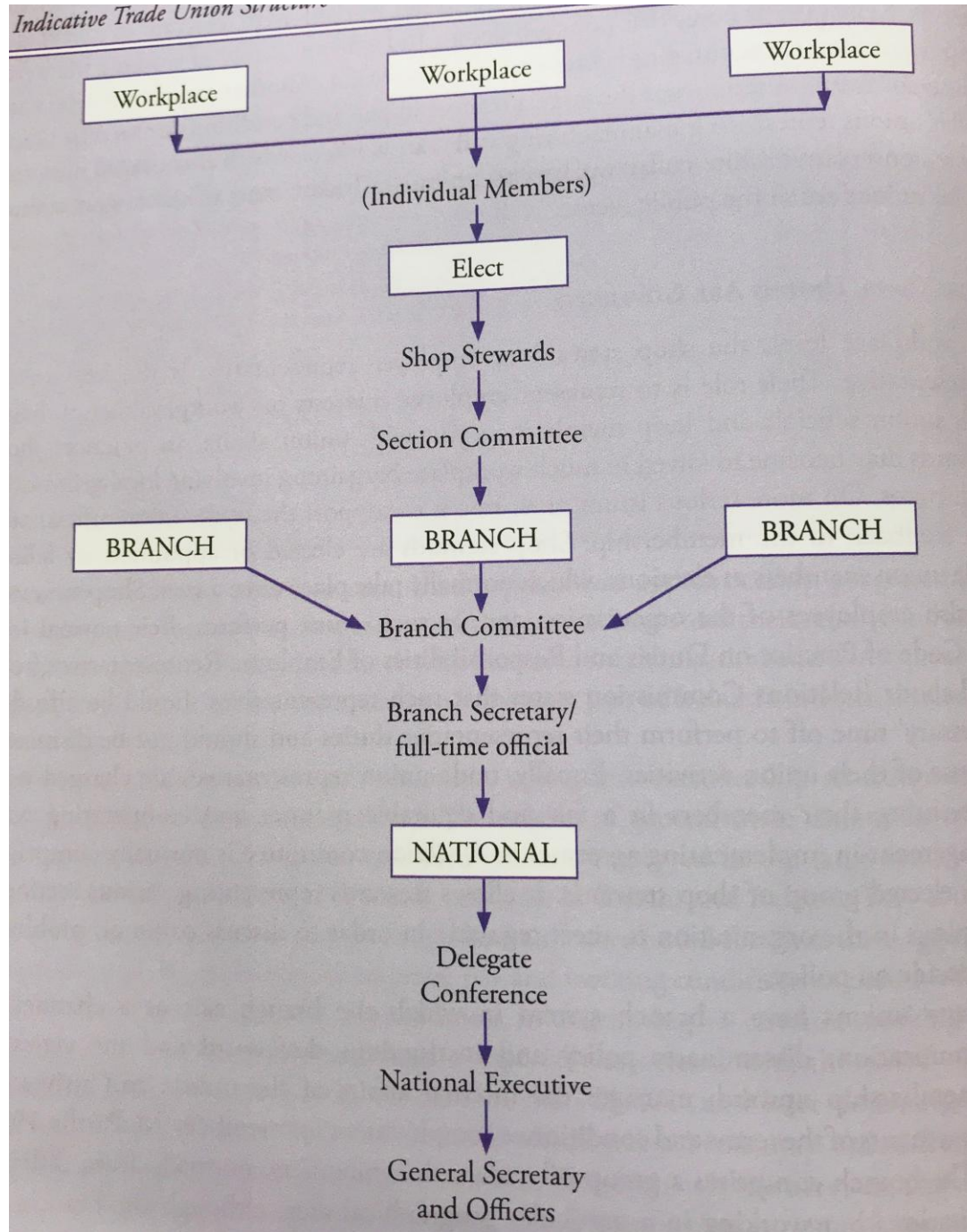
QUESTION TO CONSIDER

HOW ARE TRADE
UNIONS STRUCTURED
AND GOVERNED?



A union will have a constitution or rulebook

- The constitution and rules will set out the union's structure, governance, and aims.
- Unions are typically governed by a committee or executive council, which is elected by the members.
- They will have Annual Conferences or Biennial Conferences



Mergers

- Trade unions may merge with each other to form larger and more powerful unions.
- Mergers can help unions to increase their membership, resources, and influence.
- Examples of mergers?

- Trade unions may also form federations, which are loose alliances of unions.
- Federations allow unions to work together on common issues, such as campaigning for better legislation or negotiating with employers.

ICTU



The Irish Congress of Trade Unions is the central coordinating body for the Irish trade union movement



Its function is to voice the common interests of voice the common interests of unions to the Governments, state bodies, employer organisations and the media.



It nominates people to various national institutions and agencies



National Agreements / Social Partnership



Disputes between unions



European and International Activity



Education etc.



All out pickets

Decision making power

- Delegate conference – Both trade unions and trade councils send delegates to these conferences based on membership size.
- Executive Council is elected at conference



- Trade union federations play an important role in representing the interests of workers at the European level, and in promoting social justice and equality.
- The largest trade union federation in Europe is the European Trade Union Confederation (ETUC), which represents over 45 million workers in 38 countries.

- The ETUC is a social partner of the European Union, and works with the European Commission and other EU institutions to shape EU policies on social and economic issues.
- The ETUC also campaigns for better working conditions and pay for workers across Europe.
- The ETUC is made up of 93 national trade union confederations from 41 European countries, and 10 European Trade Union Federations (ETUFs).

Examples of European Trade Union Federations

- European Confederation of Police (EUROCCOP)
- European Federation of Building and Woodworkers (EFBWW/FETBB)
- European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT)
- European Federation of Journalists (EFJ/FEJ)
- IndustriAll European Federation for Industry and Manufacturing workers (IndustriAll Europe)
- European Federation of Public Service Unions (EPSU)
- European Transport Workers' Federation (ETF)
- European Trade Union Committee for Education (ETUCE/CSEE)
- UNI-EUROPA European trade union federation for services and communication (UNI-EUROPA)



European and Global Union Federations

- Which is your union affiliated to?
- Why would they be affiliated to such groups?

Why do people join unions?

Why do people not join unions?



Table 3.8

Who Are More Likely to Be Union Members in Ireland?

- Employees aged 45–59
- Employees in the Midlands area
- Irish nationals
- Married people
- Employees in professional and associate professional jobs
- Those with third-level education

Source: CSO (2010)



Percentage of SIPTU members who are “young”

- Under 35 – 41%
- Under 30 – 25.28%



Table 3.9*Union Density in Selected OECD Countries, 1980 and 2009*

	1980 (%)	2009 (%)
Australia	48.5	19.0
Austria	56.7	28.6
Belgium	54.1	52.0
Canada	34.0	27.3
Denmark	78.6	68.8
Finland	69.4	69.2
France	18.3	7.6*
Germany	34.9	18.8
Iceland	66.2	79.4*
Ireland	54.3	33.7
Italy	49.6	34.7
Japan	31.1	18.5
Luxembourg	50.8	37.3*
Netherlands	34.8	19.4
Norway	58.3	54.4
Portugal	54.8	20.1
Sweden	78.0	68.4
Switzerland	27.7	17.8
United Kingdom	49.7	27.2
United States	22.1	11.8

*2008 figures

Source: For comparability purposes, the following dataset is used: http://stats.oecd.org/Index.aspx?DataSetCode=UN_DEN#.For an explanation of sources, see http://www.oecd.org/els/employmentpoliciesanddata/Trade%20union%20density_Sources%20and%20methodology.pdf.

Table 3.10*Collective Bargaining Coverage in Selected OECD Countries, 2008*

High CB Coverage (%)		Low-Medium CB Coverage (%)	
Austria	99***	Switzerland	48
Belgium	96	Portugal	45**
Sweden	91	Ireland	44
Finland	90*	Australia	40
France	90	United Kingdom	32.7**
Iceland	88	Canada	31.6**
Netherlands	82.3	Japan	16
Italy	80**	United States	13.1***
Denmark	80*		
Norway	74		
Germany	62**		
Luxembourg	58		

*2007 **2009 ***2010

Source: ICTWSS (Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts)



A group of white paper cutouts of human figures holding hands in a line against a green background. The figures are arranged in a line, with some in the foreground and others in the background, creating a sense of depth. The text "Employer Bodies" is overlaid on the image.

Employer Bodies

Employer Bodies

- ‘major impetus for the growth of employer organisations was undoubtedly the perceived need to counter growing union power.’
- Other reasons for growth of employer associations:
 - Prevent harmful economic competition with each other (pay and work conditions)
 - Increased complexity of collective bargaining
 - Growth of legislation.



Employer Objectives in IR

- Organising the factors of production
 - Including labour
- Preservation and consolidation of the private-enterprise system
 - Satisfactory returns for the owners
- Effective utilisation of human resources
 - Maintenance of control and authority in decision making
 - Good employer–employee relations.



Employer Associations in Ireland

- Two categories
 - Trade associations and employer associations
- Employer Associations
 - Must hold a negotiating licence
 - Trade Union Act 1941
- In effect
 - Trade unions of employers (same legal definition)
- Major employer force
 - Irish Business & Employer's Confederation (IBEC).



IBEC

- Largest employer association in Ireland
 - Formed 1 January 1993
- Represents business and employers
 - In Industrial Relations
 - Labour and social affairs
- Advisory and consultation services
 - On a regional basis.



IBEC

- Represents member firms at
 - Mediation, conciliation and arbitration hearings
- Small Firms Association
 - Independent association within IBEC that supports small businesses.



Other Associations

- Construction Industry Federation
 - Second largest employer association in Ireland
 - Industry-based dealing with both trade/commercial and IR matters
- Irish Small & Medium Enterprises Association (ISME)
 - Represents commercial small and medium-sized organisations
 - Represents interests of members to government and other major organisations impacting on competitive business.



Objectives of Employer Associations

- Political
 - Effectively represent employer views to government, general public and other bodies
 - Preserve and develop a political, economic and social climate within which business objectives can be achieved.
- Economic
 - Create an economic environment that supports the free-enterprise system
 - Ensures that managerial prerogative in decision making is protected.



Objectives of Employer Associations (contd)

- Social
 - Ensure any social or legal changes best represent the interests of affiliated employers.
- Industrial Relations
 - Ensure a legislative and procedural environment that supports free collective bargaining,
 - To coordinate employer views and approaches on IR matters and provide assistance to affiliated employers,



Approaches to IR

- Membership
 - of Employer Associations
 - Useful indicator of preferred management approaches to IR
- Traditionally
 - Associated with pluralist industrial relations model.



Employer Association Services

- Research and Advisory
- Advisory and consultancy services
 - Legal, pay and specialist consultancy
- Representation
 - May directly assist members by acting on their behalf in IR negotiations
 - Can be at workplace level or be national-level bargaining.



Employer Association Services (contd)

- Provide
 - Training and development programmes for their membership
- Collective Bargaining
 - Major role in the conduct of multi-employer bargaining
 - At industry or national level
- Play a pivotal role
 - In representing employer opinion to the other social partners.





Recap

