BLACKBIRD FOR TRAINING

Collective Bargaining Agreement (CBA)

4 – 8 January 2027
Cape Town (South Africa)



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Ref: 3254596_170107 **Date:** 4 – 8 January 2027 **Location:** Cape Town (South Africa) **Fees:** 4900 GBP

Introduction

Collective Bargaining Agreements CBA play a crucial role in labor relations, ensuring a balanced and structured negotiation process between employers and labor unions. This course is designed for professionals in labor relations, human resources, and organizational management, providing a comprehensive understanding of CBA principles, legal frameworks, negotiation strategies, and dispute-resolution techniques.

Through case studies and hands-on exercises, participants will gain practical skills to navigate complex labor negotiations, resolve conflicts, and ensure compliance with labor laws while fostering long-term labor peace and constructive workplace relationships.

Course Objectives

By the end of this course, participants will be able to:

- Understand what a Collective Bargaining Agreement is and its importance in labor relations.
- Recognize the legal framework governing collective bargaining and compliance requirements.
- Identify key components and standard clauses in CBA contracts.
- Develop negotiation techniques to create fair and sustainable agreements.
- Address conflicts and disputes that may arise during the bargaining process.
- Ensure full compliance with labor laws and regulatory obligations.
- Implement strategies to foster constructive and long-term labor relations.



Course Outlines

Day 1: Introduction to Collective Bargaining Agreements

- What is Collective Bargaining? Definition, significance, and benefits.
- Historical Context: Evolution of labor unions and collective bargaining.
- Legal Framework: Key laws and regulations governing CBAs e.g., NLRA, Labor Code.
- Key Players: Roles of employers, labor unions, and government bodies in negotiations.
- Labor Market Dynamics: Economic and social considerations in collective bargaining.

Day 2: Preparing for Collective Bargaining Negotiations

- Importance of Preparation: Laying the foundation for successful negotiations.
- Identifying Needs and Interests: Aligning stakeholder objectives.
- Building a Negotiation Team: Assigning roles and responsibilities.
- Strategic Planning: Defining clear bargaining goals.
- Learning from Past CBAs: Insights from previous agreements.
- Ethical and Legal Considerations: Best practices for fair negotiations.



Day 3: Negotiation Strategies and Techniques

- Effective Communication Skills: Ensuring clarity and mutual understanding.
- Negotiation Styles: Collaborative vs. competitive bargaining approaches.
- Win-Win Strategies: Crafting agreements that benefit all parties.
- Breaking Deadlocks: Techniques for overcoming negotiation impasses.
- Creative Problem-Solving: Finding innovative solutions for bargaining challenges.
- Stress Management: Maintaining composure under negotiation pressure.

Day 4: Key Elements of a Collective Bargaining Agreement

- Wages and Benefits: Negotiating salaries, bonuses, and insurance packages.
- Working Conditions: Addressing work hours, leave policies, and workplace safety.
- Employee Rights: Handling grievances, disciplinary actions, and job security.
- Union and Management Responsibilities: Establishing oversight and compliance roles.
- Agreement Duration and Renewal: Structuring CBAs for long-term sustainability.
- Global Influence: The impact of international labor standards and globalization on CBAs.



Day 5: Conflict Resolution and Long-Term Labor Relations

- Dispute Resolution Mechanisms: Mediation, arbitration, and direct negotiation.
- Handling Agreement Violations: Addressing breaches of CBA terms.
- Building Positive Labor Relations: Sustaining collaboration post-negotiation.
- The Role of Unions in Workplace Harmony: Enhancing cooperation and productivity.
- Implementing CBAs: Monitoring and evaluating agreement outcomes for compliance and efficiency.

Why Attend This Course: Wins & Losses!

- Gain a comprehensive understanding of collective bargaining and negotiation strategies.
- Master negotiation techniques to draft and implement effective CBAs.
- Develop expertise in resolving labor disputes professionally.
- Ensure legal compliance with labor laws and protect stakeholder interests.
- Enhance workplace stability through well-structured labor agreements.
- Strengthen your knowledge of best practices in collective bargaining negotiations.

Conclusion

Collective bargaining has become an essential tool in creating a fair and sustainable workplace environment. Through effective preparation, strategic negotiation, and legal compliance, labor relations can be strengthened, ensuring workforce stability and long-term peace.

Join this comprehensive course today to gain the expertise needed for successful labor negotiations and the development of equitable and sustainable CBAs!

