

## Collective Bargaining Agreement (CBA)

*Accra (Ghana)*

*8 - 12 September 2025*

UK Traininig

# PARTNER



## Collective Bargaining Agreement (CBA)

Code: OG28 From: 8 - 12 September 2025 City: Accra (Ghana) Fees: 4000 Pound

### 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!





# Blackbird Training Cities

## Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



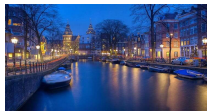
Florence (Italy)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



## Blackbird Training Cities

### USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

### ASIA



Baku (Azerbaijan)  
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)  
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut





## Blackbird Training Cities

### AFRICA



Kigali (Rwanda)



Cape Town ( South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



## Blackbird Training Clients



MANNAI Trading  
Company WLL,  
Qatar



Alumina Corporation  
Guinea



Booking.com  
Netherlands



Oxfam GB International  
Organization,  
Yemen



Capital Markets  
Authority,  
Kuwait



Waltersmith Petroman Oil Limited  
Nigeria



Qatar National Bank  
(QNB),  
Qatar



Qatar Foundation,  
Qatar



AFRICAN UNION ADVISORY  
BOARD ON CORRUPTION,  
Tanzania



KFAS  
Kuwait



Reserve Bank of  
Malawi,  
Malawi



Central Bank of Nigeria  
Nigeria



Ministry of Interior,  
KSA



Mabruk Oil Company  
Libya



Saudi Electricity  
Company,  
KSA



BADAN PENGELOLA  
KEUANGAN Haji,  
Indonesia



NATO  
Italy



ENI CORPORATE  
UNIVERSITY,  
Italy



Gulf Bank  
Kuwait



General Organization for  
Social Insurance  
KSA



Defence Space Administration  
Nigeria



National Industries  
Group (Holding),  
Kuwait



Hamad Medical  
Corporation,  
Qatar



USAID  
Pakistan



STC Solutions,  
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS  
UN.



Authority for

UK Training  
**PARTNER**





## Blackbird Training Categories

### Management & Admin

Entertainment & Leisure  
Professional Skills  
Finance, Accounting, Budgeting  
Media & Public Relations  
Project Management  
Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Elevation

### Technical Courses

Artificial Intelligence (AI)  
Hospital Management  
Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
IT & IT Engineering  
Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



 International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom

 +44 7401 1773 35  
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com

