

Collective Bargaining Agreement (CBA)

Kigali (Rwanda)

3 - 7 March 2025

UK Training

PARTNER



Collective Bargaining Agreement (CBA)

Code: OG28 From: 3 - 7 March 2025 City: Kigali (Rwanda) Fees: 4000 Pound

Introduction

This course is designed for professionals in labor relations, human resources, and organizational management, providing a comprehensive understanding of Collective Bargaining Agreements CBAs. It equips participants with the skills required to negotiate effectively while exploring the legal frameworks, negotiation strategies, and roles of employers and unions in fostering balanced agreements. Through case studies and hands-on exercises, attendees will learn to navigate complex negotiations, resolve disputes, and ensure compliance with labor laws.

Course Objectives

- Grasp the legal foundations and importance of CBAs.
- Recognize the essential components and standard clauses in CBAs.
- Understand the roles and responsibilities of employers and unions in negotiations.
- Apply negotiation techniques to develop equitable and sustainable agreements.
- Address conflicts and disputes arising during the bargaining process.
- Ensure adherence to labor laws and regulatory requirements.
- Devise strategies to promote long-term labor peace and constructive workplace relationships.

Why You Need This Course?

- Gain a clear understanding of CBA principles and practices.
- Master the legal frameworks governing collective bargaining.
- Enhance your negotiation skills for better workplace agreements.
- Learn to resolve disputes effectively during negotiations.
- Understand employer and union roles in the bargaining process.
- Ensure compliance with labor laws and regulations.
- Develop strategies to foster positive labor relations.
- Improve your ability to create fair and sustainable agreements.
- Build expertise in navigating complex labor negotiations.
- Strengthen workplace harmony and long-term labor peace.

Course Outlines

Day 1: Introduction to Collective Bargaining Agreements

- Overview of CBAs: 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, unions, and the government in bargaining.
- Labor Market Dynamics: Economic and social considerations in CBAs.



Day 2: Preparing for Negotiations

- Importance of Preparation: Setting the stage for successful bargaining.
- Understanding Needs and Interests: Aligning stakeholder objectives.
- Building a Bargaining Team: Identifying roles, skills, and responsibilities.
- Strategic Planning: Developing clear negotiation objectives.
- Learning from History: Insights from past CBAs.
- Ethical and Legal Guidelines: Best practices in negotiation conduct.

Day 3: Negotiation Techniques and Tactics

- Communication Skills: Ensuring effective dialogue and understanding.
- Negotiation Approaches: Collaborative vs. competitive bargaining.
- Win-Win Strategies: Crafting agreements that benefit all parties.
- Breaking Deadlocks: Methods for overcoming negotiation impasses.
- Creative Problem-Solving: Innovative solutions to negotiation challenges.
- Stress Management: Maintaining composure during high-pressure discussions.

Day 4: Key Elements of a Collective Bargaining Agreement

- Wages and Benefits: Negotiating salaries, bonuses, and insurance.
- Working Conditions: Defining hours, leave policies, and safety measures.
- Employee Rights: Grievance handling, discipline, and job security.
- Union and Management Responsibilities: Oversight and compliance roles.
- Duration and Renewal: Structuring terms for longevity.
- Global Influence: Impact of international labor standards and globalization.

Day 5: Conflict Resolution and Long-Term Labor Relations

- Resolving Disputes: Utilizing mediation, arbitration, and other mechanisms.
- Handling Breaches: Addressing agreement violations effectively.
- Building Positive Relationships: Sustaining harmony post-negotiation.
- Union Contributions: Fostering workplace cooperation and unity.
- CBA Implementation: Monitoring and evaluating agreement outcomes.



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BLACKBIRD
FOR 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

