

Understanding Collective Bargaining Agreements








Agenda

- Objectives
- Pre-training Activity Questions
- Understanding Collective Bargaining Agreements (CBA)
- Management and Union Rights and Obligations
- Questions
- What's Next




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Objectives

By the end of this lesson, you will be able to:


- Explain significant aspects of the CBA
- Describe how a CBA works
- Explain Management and Union roles and responsibilities under the Federal Service Labor Management Relations Statute
- Demonstrate an understanding of how the CBA is enforced and interpreted



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What is a Collective Bargaining Agreement?

- A collective bargaining agreement (CBA) is a contract reached as a result of negotiations between representatives of a union and the employer.
- For this CBA, it was the intention of the negotiating parties to meet the interests of both sides.



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What Does a CBA Do?

- Institutes contractual rights only enforceable through grievance-arbitration
- Establishes working conditions for employees covered by the agreement
- Creates a process for resolving workplace disputes through grievance and arbitration
- Sets forth both procedural and substantive rights of Union and Management

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What Does the Contract Mean?


- Look to the ordinary meaning of the words.
- Contract interpretation is affected by the history of the negotiations.
- Practice, custom and usage under contract can help to interpret the meaning of agreement.



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"Covered By" Doctrine

- When the changes in working conditions are to be made both Union and Management should look first to whether the collective bargaining agreement covers the issue. If it does, the contract must be followed and changes to the contract may not be bargained.



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CBA as the Common Framework

- Both parties have vested interests, rights and responsibilities under a CBA.
- In the end though, the CBA is designed to be the common framework within which both parties can be successful.



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Management Rights and Responsibilities

- Rights and responsibilities of Supervisors and Managers under the CBA:
 - Comply with provisions of agreement
 - Understand what the agreement means
 - Enforce provisions of the contract

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 **Union Rights and Responsibilities**

- Rights and responsibilities of the Union under the CBA:
 - Speak for and bargain on behalf of the employees it represents
 - Act for and negotiate agreements covering all employees in the bargaining unit

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 **Questions**



Questions

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 **What's Next?**

Introduction to the 2011
VA/AFGE Master Agreement



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