



Guide to Collective Bargaining

What is Collective Bargaining?

Collective Bargaining, sometimes called “union recognition”, describes a framework to enable negotiations over terms and conditions of employment between a group of unionised staff and their employer. This includes your basic pay, hours of work, holidays and other terms such as sick pay, additional paternity and maternity provisions and overtime rates.

Collective bargaining is distinguished by the fact that staff combine via an independent trade union to increase their bargaining / negotiating power rather than each individual seeking to negotiate in isolation. Workers in many industries have sought to combine for protection and to achieve better terms and conditions of employment for fairness of treatment.

It is also about pooling resources; Trade union membership is not about paying into a service or commodity but is about more than that. Having the ability to share solidarity and comradeliness, best practices, use resources to train, support and protect workplace representatives whilst having the ability to access specialised legal services and have frameworks in place to run Industrial action ballots when appropriate. These options are not open to workers without a trade union and strong union membership in place. TSSA is also affiliated to the Trade Union Congress and other international Trade Union bodies who can assist with campaigns both nationally and internationally to exert pressure on Organisations and governments to act fairly. So it is about much more than a monthly subscription it is about being part of a wider Fraternity of people seeking fairness and equality of treatment. There is also a direct correlation between having larger numbers of Trade Union members and having a successful collective bargaining arrangement with an employer.

How does Collective Bargaining work?

Collective bargaining works on the basis that no-one has to work for less than the collectively agreed minimum terms and conditions for that job or grade.

The appropriate levels of pay (and other benefits) are negotiated with the employer by your elected union representatives with support from paid officials. It is then up to union members to vote to decide if what has been negotiated is acceptable.

This approach has the advantage of being democratic, transparent and demonstrably fairer than having huge variation in pay between staff employed to do basically the same or similar work.

Perhaps more importantly, those who combine to negotiate their pay through a union, generally receive higher pay rises than those who do not.

What does Collective Bargaining mean at GWR for Managers?

We want Management representatives supported and trained by TSSA acting independently of the company to be around the table negotiating with GWR. People who understand your terms and conditions and the issues that you face on a daily basis who seek to improve your treatment at work. Giving managers a voice in GWR and holding the company to account so that decision making is more transparent and scrutinised so that we can move towards a Fairer and more Equal workplace culture.

Show your support for Collective Bargaining

If you feel that Collective Bargaining is the right thing for GWR Management Grades, please show your support by completing our survey <https://www.surveymonkey.co.uk/r/TSSAMGT>. The more people who demonstrate their support, through membership growth the quicker we can persuade GWR to listen to your views.

By far the best way to show your support is to combine with your colleagues in your union – TSSA. Ask for a joining form from your local TSSA Rep, join online at www.tssa.org.uk/join or call our Members helpdesk 0800 328 2673

“If you give me a percentage, I can feed my family for a day.....If I gain a voice, I can have a say in what percentage I get.”

Together in TSSA, we can achieve a fairer workplace.