

CFATURR2

Contribute to the formulation and implementation of the union collective bargaining strategy v2



Overview

This unit is appropriate for you if your role involves:

1. promoting and gaining support for collective bargaining issues
2. contributing to the broader collective bargaining agenda

The activities you are likely to be involved in

1. identifying policies and trends in relation to collective bargaining
2. consulting members on specific demands and priorities
3. gaining member understanding and support for agreements
4. taking opportunities to broaden collective bargaining agreements

The elements are:

1. promoting and enlisting support for collective bargaining issues
2. contributing to the development of a workforce collective bargaining agenda

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Performance criteria

You must be able to:

Promote and enlist support for collective bargaining issues

- P1 regularly consult appropriate and relevant sources of information on key policies, priorities and trends which are likely to contribute to future policy
- P2 identify and obtain supportive information and resources
- P3 consult members regularly on key policies and priorities and identify realistic opportunities for implementation
- P4 actively promote the advantages, benefits and social value of policies
- P5 use relevant and persuasive arguments to emphasise the importance of active support for policies and priorities

You must be able to:

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- P6 identify realistic opportunities to facilitate the promotion of key activities
- P7 consult members on specific demands and priorities
- P8 identify and adopt valid methods for assessing employer and member attitudes, membership strength and resolve
- P9 review the collective bargaining agenda regularly against emerging priorities and issues, and agree appropriate amendments and changes in priority with colleagues and officers of the union
- P10 provide additional relevant information to members which contains accurate and persuasive background information about the rationale, purpose and impact of specific policies
- P11 identify and adopt valid and appropriate processes of consultation and persuasion which will maximise membership acceptance and support for the collective bargaining agenda
- P12 make sure that any difficulties are summarised accurately and referred to relevant specialists and officers of the union for advice

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Knowledge and understanding

You need to know and understand how to:

The nature and role of collective bargaining

- K1 identify and apply union policies on collective agreements
- K2 identify the priorities and issues about collective bargaining relevant to your workplace
- K3 promote the benefits of collective bargaining policies and practices

Principles and concepts

- K4 consult with members
- K5 identify ways of promoting the advantages of existing policy on collective bargaining and how to use them
- K6 assess and make use of employer and member attitudes to collective bargaining

External factors influencing collective agreements

- K7 identify relevant employment law and codes of practice which apply to union representation and activities in relation to collective bargaining
- K8 identify and respond to external economic and social factors influencing union activities

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