

Collective bargaining

[Business](#), [Human Resources](#)



Collective Bargaining Agreement al Affiliation September 26, In the signing of contracts it is important for the management to have a deeper knowledge of the workers civil rights which will help in establishing a healthy relationship as they work in the company. Collective Bargaining Agreements (CBA) is referred to as a commercial agreement that is signed between the management through a representative and the workers (National Education Association)

Employees Civil rights

According to Charles (1991), knowing the employees civil rights is critical in the collective bargaining agreement. The constitution safe guards the rights of the workers and in the employment of workers safeguarded by the union, it is therefore important to know the statutes that need to be considered to ensure a smooth running on either sides. The Public Law Act passed by the congress in 1964 is categorical in defining the way a worker should be handled and the procedure that need to be followed in cases of firing. It discourages discrimination on any basis that include race and sex.

The Equal Opportunity Commission (EEOC) was created to ensure that the legislations created in regard to the same are adhered to and the law is being enforced effectively without favor or fear. Knowing the statutes and the acts that describe the employer-employee relations is important and so I would advise the management to be cognizant with them before the agreement is done. This will be critical in avoiding tussles when any of the parties breaches the contract and the other seeks the intervention of the courts.

References

<https://assignbuster.com/collective-bargaining/>

Charles, C. (1991). Sexual Harassment: Men and Women in Workplace Struggles. Washington DC. Congressional Quarterly Inc. Retrieved from. National Education Association. (n. d). Collective Bargaining: What it is and how it works. Available at. The Equal Employment Opportunity Commission Website. www.eeoc.com