

Job security essays example

[Business](#), [Management](#)



Proposal and Counter Proposal

Abstract

This paper is on the topic of Bargaining proposal and counter proposal between union of workers and management. The first section will include the proposal presented by the union to the management with demands which they consider to be relevant. The second section will include counter proposal from the management on every demand which has been made by the union representing the workers. Management will review every demand and negotiate on demands which they find out of order.

Proposal and Counter Proposal

Introduction

Bargaining Proposals are important role of Unions. Bargaining proposals are made to get agreements which legally bind a union representing a group of employees and the Management or employer. A general proposal at the opening meeting includes wages, overtime pay, sick leave, benefits, job security, employee rights and scheduling rates among other important issues (una, 2013).

The management and union meet at prefixed location and time for negotiating purpose. In the initial meeting, union presents and explains the basic points of their proposal and management after careful viewing responds with their own proposal/counterproposal. Negotiations start after both proposals are exchanged and continue until a conclusion is reached over the issues at hand (Cook, 2011).

In this case, union will send a proposal to the management with demands on

important issues like Job security, training & development, health & safety, leave of absence, Alternate Work Arrangements, Vacation, Workload, Bereavement, Travel, Transportation and Hospitality.

Proposal

The Union is sending their proposal with details of additions, omissions and errors in the past amendments in the employment contract. All the relevant issues are listed in this proposal for management's consideration.

The first issue to be taken care of in this proposal is Job Security of employees. The first provision to be added is no contracting out of employees, every employee in the final stages of contract has to be reviewed for performance before being offered a new contract or a chance to improve performance. This policy of no contracting out will also include improvement in protection of surplus employees, creating fair process for encouraging voluntary retirements and exit options, improving ability for accessing temporary and conditional assignments, improving skills and retraining surplus employees, Allowing easier job access to surplus employees, Successor rights to be embedded in the agreement, establishing joint employment stability fund for assisting employees who are job threatened to help them upgrade their skill set and Training employees for technological change by taking sessions to amend any affect (Opesu, 2012).

Training & Development

Management has to assume all responsibilities of training and development of all employees hired or promoted by them. Opportunities for training should be distributed in equitable and fair manner to help all employees

understand their part of job and any future roles they want to undertake. E-learning exercise has to be performed at the work site on work time with management equipment without interrupting operations. In case any employee is unable to grasp the work and training during E-learning it is management's responsibility to ensure other measures are implemented for employee training. Training and daily routine should not become the only part of employee job as development and career advancement is also necessary. It is important to ensure that employees who are delivering best performances are offered monetary and non-monetary incentives to motivate them to maintain or better their performance. Career development of employees is also another important part of management's job (Opesu, 2012).

Health & Safety

Health and Safety is another aspect which has to be brought in light with focus from management required at all turns. Management has to take strict action over any case of violence, bullying and use of any harassment language. Employees have to be protected against any psychological and stress related hazards which can dampen their productivity, Workload management is management responsibility and it is their job to ensure every employee is protected from use of any hazardous substance at the workplace. Finally, management has to oversee training for health and safety measures which have to be understood and applied at workplace by all employees. This can be done by establishing a central committee for health & safety (Opesu, 2012).

Leaves of Absence

This proposal includes leaves for every purpose mentioned in Employment Standards Act. These leaves include Family Medical Leave which can be applied for by any employee while they are sick themselves or in case any member of their family is under the weather, employees are entitled to personal emergency leaves which are limited for six per year and finally in case any employee is undergoing any medical procedure for health betterment they can apply for Medical leave. Management needs to ensure these leaves are in the agreement to give employees a sense of protection in case they need to take time off work (Opesu, 2012).

Travel, Transportation and Hospitality

Another provision included in this proposal is on the issue of travel, transportation and hospitality. Firstly, receipt submission for employee meals to be prohibited by fixating a monthly payment for all employees, All employees to be paid in for travel in higher rate / km due to increase in fuel rates from the last agreement. Employees should be allowed to take the company vehicle they have been assigned to their home and submit the vehicle when they leave the company. Employees should be credit for all travelling post work timings to get company work done; additional should be considered and carried over to the pay in form of overtime incentive. Employees should be allowed to use their own vehicles and credit cards in their personal use and provision of mandatory use of company vehicle and credit card needs to be discontinued (Opesu, 2012).

Vacation, Workload and Bereavement

Employees have to given time every year to take break from work and enjoy some vacation time with their Kith and Kin. In case any employee doesn't use their vacation credits they have t be carried over to the next year.

Another provision included in proposal for increasing vacation credits per year. Management has the responsibility of workload management of all employees and division of work. Bereavement has to be included in leave of absence and one week fixed leave for employees due help them deal with their loss (Opesu, 2012).

Alternate Work Arrangements

Finally, provision has to be added in proposal for alternate work arrangements for employees these include Telework for employees who are willing to operate from home by taking calls with clients. Flexible work hours is another way to help solve employee problems as employee can take care of their responsibilities when they are available in contrast to fixed work hours when employees work in daily hours routine. Variable work hours for employees with greater work hours one day and less working hours on the next to help employees accommodate (Opesu, 2012).

After careful analysis of demands and provisions made by the union in the proposal.

Management has to review this proposal and negotiate some demands which they find tough to agree on with the management. For this management will prepare a counterproposal on demands which they are unwilling to fulfill.

Counter Proposal

After careful review and discussion with the board management has agreed to all the demands in Job Security provision. Management found all demands relevant and are willing to accept these demands in the agreement.

Training & Development

Training and development has always been the responsibility of the management but carrying out training during office time is unacceptable as it will certainly disturb the work flow. It is advisable that management utilizes additional time after or before working hours and on one of the weekends to ensure company work is not hindered by training.

Health & Safety

Management has agreed to all demands made in Health & Safety provision as employee health and safety is one the prime tasks of the management.

Leaves of Absence

Management is unwilling to accept the demand of fixed six leaves for personal emergencies though they are moderate in case the employee reports to work from telecalls and is willing to accept variable work hours.

Travel, Transportation and Hospitality

All terms are accepted but for the demand of fixed monthly payment for employee meals.

Vacation, Workload and Bereavement

All terms are accepted this provision as vacations are great for motivation purpose, workload has to defined and managed for every employee and bereavement cases are not controllable.

Alternate Work Arrangements

Again management has accepted all terms of union in work arrangements as long as employee finishes the assigned work on time and productively.

Conclusion

After careful review of union proposal management replied with their version of counter proposal, in which they agreed to most demands of union which they found relevant themselves. This kick starts the negotiation process between the union and management. The final conclusion will be reached when both parties agree on each issue which is under negotiation.

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