



FMCS

FEDERAL MEDIATION & CONCILIATION SERVICE

Collective Bargaining Skills for Teams

Developing Collective Bargaining Skills

Are you prepared with the tools and techniques needed to achieve collective bargaining success in today's challenging environment?

Program Description

Collective bargaining in today's environment can be challenging. Economic uncertainties, complex health and benefit issues, social media, and influences from external forces often make the collective bargaining process difficult to navigate. Improved negotiation skills can increase your odds of achieving a collective bargaining agreement that meets the needs of both sides.

The Federal Mediation and Conciliation Service (FMCS) assists parties at all stages of the collective bargaining process, from assessing the bargaining relationship, to negotiations and relationship development training, to facilitation, and mediation. All FMCS training programs are developed and designed to meet the needs of the parties, their current relationship, knowledge, and skill level.

Upon completion of this program, participants will be able to identify communications barriers and develop strategies to overcome them. They will improve their understanding of the collective bargaining process and table dynamics, and identify bargaining strategies and learn skills to increase their odds not only for success at the table, but also for a productive labor-management relationship. FMCS continually demonstrates that a problem-solving mindset, open communications, respect, trust and transparency are the essential ingredients for productive and mutually beneficial collective bargaining and labor-management relationships.





Agenda

A Negotiation Skills program can cover topics such as:

- I. Historical and Legal Framework of Collective Bargaining
 - a. Collective Bargaining History
 - b. Legal Definition of Collective Bargaining
- II. Subjects of Bargaining
 - a. Mandatory Subjects of Bargaining
 - b. Permissive Subjects of Bargaining
 - c. Illegal Subjects of Bargaining
- III. Structure of Bargaining
 - a. Joint Sessions
 - b. Caucuses
- IV. Traditional Negotiation Stages
 - a. Exchange
 - b. Discussion
 - c. Reaching Conclusions
- V. Impasse and Other Outcomes of Bargaining
- VI. Best Practices and Effective Use of a Mediator

For More Information

For more information about FMCS and its programs, please contact FMCS Headquarters or visit our website at www.fmcs.gov.

FMCS training programs are developed with the parties and designed to meet their needs, their current relationship, knowledge, and skill level.