

The first week (Collective Bargaining 1)

I gained some basic insight into bargaining (strategy, procedure, structure, committee dynamic etc). We did some basic research with the labour code, learned some of the differences between provincial and federal law, reviewed bargaining surveys and the process from start to finish of the bargaining committee. I was placed into a group where we did two mock bargaining sessions one of which I was the Employer, one where I was the Union. In this process I was able to use some of my knowledge of Collective Agreements and bargaining proposals to create proposals and counter proposals.

The second week (Collective Bargaining 2)

I gained more knowledge and experience that added to what I learnt from week 1. We spent more time focussing on the bargaining committee, the roles that lie within, the importance of caucus and reading the "opponent". I learned what "hard bargaining" and "surface bargaining" are and it gave me more confidence to face Paul and Charles. For the bargaining role play, I was placed on the Employer's bargaining committee. I learnt how to manage a bargaining binder, how to keep it organized, and played a key role in my committee's success as I was the only one with clerical experience.



Canadian Labour Congress

Congrès du travail du Canada

2014 Pacific Winter School Week 1

**Labour Education
COURSE CERTIFICATE**

Karina Sheardown

Awarded to

COPE Local 491

Member of

For Having Successfully Completed a Course in

Collective Bargaining Level 1

January 19 - January 24, 2014

Date

Director

Instructor(s)



Canadian Labour Congress

Congrès du travail du Canada

2014 Pacific Winter School Week 3

Labour Education COURSE CERTIFICATE

Awarded to Karina Sheardown

Member of COPE Local 491

For Having Successfully Completed a Course in _____

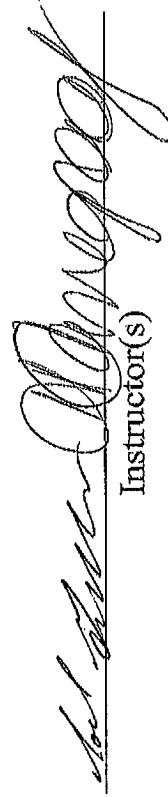
Collective Bargaining Level 2

February 2 - February 7, 2014

Date



Director



Instructor(s)