




# Labour Relations

- ▶ The continuous relation between a defined group of employees and management.
  - ▶ The relationship includes the negotiation of a written contract concerning pay, hours, and other terms and conditions of employment as well as the interpretation and administration of this contract over its period of coverage
  - ▶ key is who will have power in the workplace: the employees or management
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# Labour Unions

- ▶ Also known as employee association
  - ▶ an organisation of employees that uses collective action to advance its members interests in regard to wages and workforce conditions.
  - ▶ Found in all sectors, private and public
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# In Belize

- ▶ Governed by the Trade Unions and Employers' Organisations ACT Chp 304, 2000
  - ▶ Grounded in Section 13 of the Belize Constitution that governs Freedom of Association
  - ▶ Laws protect every individual to join a Labour Union or Employers' organisation if he/she so wishes
  - ▶ Unions must be registered
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# The Labour Relations Process

- ▶ Workers desiring collective representation
  - ▶ Union–Organising Campaigns
  - ▶ Collective Negotiations
  - ▶ Contract Administration
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# Why Join a Union

- ▶ Economic needs
  - ▶ Job security
  - ▶ Dissatisfaction with Management:  
communication link to management
  - ▶ Social and Status concerns
  - ▶ Safe and Healthy workplace
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# Recognition of Bargaining Rights in Belize

- ▶ Minister appoints a Tripartite Body made up of :
    1. 3 representatives nominated by the Minister
    2. 3 representatives nominated by Unions
    3. 3 representatives nominated by Employers' Organisations
  - ▶ This Body will certify a union for collective bargaining purposes
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# Duties of Employer During a Poll


- ▶ The employer shall take all necessary steps to ensure that his employees eligible to vote are given the opportunity to do so
  - ▶ Permit every employee who is eligible to vote to be absent from work for at least two hours
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# Collective Bargaining Functions


- ▶ Establish and revise the rules of the workplace through negotiation of a labour contract
  - ▶ to administer the resulting contract
  - ▶ to establish a method for settlement of disputes during the lifetime of the contract
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# Types of Collective Bargaining

- ▶ Distributive: occurs when labour and management are in conflict on an issue and when the outcome is a win/lose situation.
  - ▶ Integrative: when the 2 sides face a common problem (win/win)
  - ▶ Concession: when something of importance is given back to management
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# Bargaining Process

- ▶ Prenegotiation
  - ▶ Selecting the Negotiators
  - ▶ Developing a Bargaining Strategy
  - ▶ Using the Best Tactics
  - ▶ Reaching a Formal Contractual Agreement
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# Union's Power

- ▶ Striking the Employer
  - ▶ Go Slow
  - ▶ Picketing the Employer
  - ▶ Boycotting the Employer: primary and secondary
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# Employer's Power

- ▶ Lockout (continue operating)
- ▶ Closure
- ▶ Replace Striking Workers

Thank You All For a Wonderful Semester.....In the words of “Gollum”.....you are all PRECIOUS

