

COLLECTIVE BARGAINING

- **DEFINITION**
- **4 ESSENTIAL ELEMENTS OF CB**
- **IMPORTANCE IN LABOR MANAGEMENT RELATION**
- **PARTIES INVOLVE**
- **CBA COVERAGE**
- **SOCIAL AND LEGAL RIGHTS**
- **PROCESS / STEPS IN COLLECTIVE BARGAINING**
 - 1. PREPARATION**
 - 2. NEGOTIATION**
 - 3. IMPLEMENTATION**

Collective Bargaining or negotiations towards collective agreement is a democratic framework under the Labor Code to stabilize the relation between labor and management to create a climate of sound and stable industrial peace. It is a mutual responsibility of the employer and the union and is their legal obligation.

Industry Practices

