

Mandatory Subjects of Bargaining*

Subjects of Bargaining

The National Labor Relations Act requires that employers and unions must collectively bargain subjects that are economic and non-economic including wages, hours and working conditions. Wages fall under the broader category of compensation.

Compensation

Wages	Benefits
<ul style="list-style-type: none"> • Salaries • Hourly wages • Pay classification and progressions • Overtime premiums • Shift premiums • Profit sharing • Stock options • Sick time • Vacations • Holidays 	<ul style="list-style-type: none"> • Health insurance and other types of insurance • Pension plans • 401k plan with employer contributions
Hours	Working Conditions
<ul style="list-style-type: none"> • Hours of work <ul style="list-style-type: none"> ◦ Scheduling procedures and requirements 	<ul style="list-style-type: none"> – Personnel policies and procedures <ul style="list-style-type: none"> ◦ Layoff policies ◦ Promotion policies ◦ Transfer policies – Employee rights and responsibilities <ul style="list-style-type: none"> ◦ Seniority rights ◦ Job standards ◦ Workplace rules – Employer rights and responsibilities <ul style="list-style-type: none"> ◦ Management rights ◦ Discipline and discharge for just cause ◦ Subcontracting ◦ Safety standards – Union rights and responsibilities <ul style="list-style-type: none"> ◦ Recognition as the collective bargaining agent ◦ Union security ◦ Dues check off ◦ Shop stewards – Dispute resolution and ongoing decision making <ul style="list-style-type: none"> ◦ Grievance procedures ◦ Workplace committees ◦ Renegotiation procedures

*Source: The National Labor College