

- 1. Distributive bargaining — Gain for one party, loss for other
- 2. Integrative bargaining — Cooperative solution that integrates interests
- 3. Attitudinal bargaining — Attitudes of one affect attitudes of the other
- 4. Intra-organizational bargaining — Both parties discuss with their team

negotiating on behalf of management will try and persuade them to shift grounds or position on a particular issue; using the salary increment example we used earlier, the negotiators will convince management to consent to a higher salary; likewise those negotiating for the union must also try to persuade to agree to the negotiated contract, so they must be responsive to the request of the members and also sensible.

3.3 BARGAINING PRINCIPLES

According to Eniaryejuni (2005), these are undocumented principles which labour management negotiators follow:

- ✓ 1. Parties to bargain must be flexible. Normally negotiations go on by having other offers and counter-offers resulting to a settlement.
- ✓ 2. The terms of the final agreement must be put into practice without alteration, but if otherwise it has to be negotiated
- ✓ 3. Once a concession is reached it cannot be withdrawn
- ✓ 4. There must be an agreement on the time frame regarding settlement before or early in the negotiation process which must be honoured by the parties.
- ✓ 5. Hard words, threats and loss of temper are taken care of by both parties as legitimate approach and should not be allowed to weaken either party's belief in the other's integrity, or their wish to settle without taking positive action.

3.4 PROCEDURE FOR NEGOTIATION

As soon as a proposal is ready, what needs to be done is to create rules and procedure for negotiation, which consists of time and place of negotiation, duration of the meeting, rules on conduct of the meeting, organize the presentation of points etc.

The negotiation procedures are as follows:

- 1. Agenda: - during negotiations the agenda is decided upon with regard to the list of items to be bargained on. This is latter distributed.
- 2. Conduct of Meeting: - here management presents the chairman while the union presents the Vice-Chairman of the meeting. The seating arrangement is such that one party sits on one side and the other party on the other facing each other. The next thing is the introduction of each member of the teams. The chairman then goes on to say the reason for the meeting placing emphasis on the need for agreement.
- 3. Opening: - the union opens the meeting by presenting their case for management to react to.

- Procedures
- 1. Agenda
 - 2. meeting
 - 3. opening

ACD