

# Winning in Bargaining

## INSTRUCTIONS:

Below are eight factors – but not the only factors – that influence a union’s ability to effectively bargain contracts for its members.

**Which of these factors is most important in determining the outcome of the collective bargaining process?** Distribute 80 points across these eight factors, allotting more points to factors you believe to be more important and fewer points to factors you believe to be less important.

*Be prepared to explain why you rated each factor as you did.*

	FACTORS	POINTS
1.	Skilled negotiators & lawyers	
2.	Good preparation	
3.	Union’s influence with politicians	
4.	Tactics at the bargaining table (who sits where, who speaks)	
5.	Credible strike threat (private sector) or union-wide mass pressure in Albany/NYC City Hall (public sector)	
6.	Member support & escalating worksite mobilizing	
7.	Community support & media coverage	
8.	Good relationship with the employer	
	TOTAL	80