



## Mock Collective Bargaining Simulation

Things are a little tense at the New Tech Plastic plant. New Tech makes plastic parts for toy makers all over the world. They employ 550 workers at the plant in New Columbia, Missouri. Every year since the passage of the Wagner Act, New Tech managers and workers (also known as labor) cooperate to decide how many hours labor will work and how much money workers will be paid. Such an agreement between management and labor is called a contract. This year, however, workers and management cannot agree on these issues of hours and pay.

The workers have formed picket lines to show the town their point of view. Workers and managers both have been interviewed on local TV news shows. Now, the groups are meeting individually again to decide if and how they are willing to further compromise to reach an agreement on a new contract.

Currently, workers are paid ten dollars an hour. They receive one week of paid vacation and 5 days of paid time off if they are sick. This year, the workers want thirteen dollars an hour. They also want two weeks of paid vacation and 8 days of paid time off if they are sick.

Management does not want to pay this much. It wants to pay eleven dollars an hour, and wants to provide just one week of paid vacation and 6 days of paid time off for workers who get sick.

New Tech is not selling as many toys this year as they have in the past and so the managers say that they can't afford all the things that labor wants. The workers argue that they did not get a raise last year and the cost of things like food, clothing and housing has gone up.

The two groups will first meet separately to discuss how they may compromise. Then they will meet together to try and settle on hours and pay for a new contract. If the groups do not arrive at a compromise, the union will go on strike. This would be costly for both the union and the company, and a strike could be ended by an arbitrator forcing a contract on both sides.



## Collective Bargaining Worksheet

### Management Worksheet

#### Current Contract

Hours and wages	Vacation	Sick Leave
\$10.00	1 week	5 days

**This year, workers and management have said they want the following things:**

❖ This year, management wants to provide:

Hours and wages	Vacation	Sick Leave
\$11.00	1 week	6 days

❖ This year, labor requests:

Hours and wages	Vacation	Sick Leave
\$13.00	2 weeks	8 days

**Activity #1: Use the space below to write your group's new offer.**

**New Management Offer:**

Hours and wages	Vacation	Sick Leave

**Activity # 2: Use the space below to record the terms for a new contract.**

**Final Agreement for new Contract**

Hours and wages	Vacation	Sick Leave



## Collective Bargaining Worksheet

### Labor Worksheet

#### Current Contract

Hours and wages	Vacation	Sick Leave
\$10.00	1 week	5 days

**This year, workers and management have said they want the following things:**

❖ Business now wants to pay:

Hours and wages	Vacation	Sick Leave
\$11.00	1 week	6 days

❖ Labor now requests:

Hours and wages	Vacation	Sick Leave
\$13.00	2 weeks	8 days

**Activity #1: Use the space below to write your group's new offer.**

**New Labor Offer:**

Hours and wages	Vacation	Sick Leave

**Activity # 2: Use the space below to record the terms for a new contract.**

**Final Agreement for new Contract**

Hours and wages	Vacation	Sick Leave