

# PHASES OF BARGAINING



PHASE 1	PHASE 2	PHASE 3	PHASE 4	PHASE 5	PHASE 6
<b>OBJECTIVE</b>					
• CANVAS FOR ISSUES	• ESTABLISH LOG OF CLAIMS	• ENDORSE LOG OF CLAIMS	• NEGOTIATE	• REACH AGREEMENT	• IMPLEMENT AGREEMENT
<b>ACTIVITY</b>					
<ul style="list-style-type: none"> <li>• Survey Members</li> <li>• Talk to Members and potential Members to identify issues</li> </ul>	<ul style="list-style-type: none"> <li>• Establish Bargaining Reference Group</li> <li>• Survey Members</li> <li>• Develop log of claims</li> </ul>	<ul style="list-style-type: none"> <li>• Membership meetings to endorse log of claims</li> <li>• Serve log of claims on Government</li> </ul>	<ul style="list-style-type: none"> <li>• Bargaining Reference group meets to give feedback and direction to negotiating team</li> <li>• Negotiate with Government</li> <li>• Member Activities to support negotiation</li> </ul>	<ul style="list-style-type: none"> <li>• New Agreement finalised</li> <li>• Membership meetings to vote on Agreement</li> <li>• Celebrate</li> </ul>	<ul style="list-style-type: none"> <li>• Promote new Agreement and update on new and changed content</li> <li>• Set up structures to hold to account</li> </ul>
<b>DELEGATE ROLE</b>					
<ul style="list-style-type: none"> <li>• Planning with union staff</li> <li>• Talk to Members to identify issues</li> <li>• Identify/update worksite contacts</li> <li>• Update Member contact details</li> </ul>	<ul style="list-style-type: none"> <li>• Promote future log of claims endorsement meetings</li> <li>• Promote survey and remind Members to complete it</li> <li>• Feed issues into the log of claims</li> </ul>	<ul style="list-style-type: none"> <li>• Attend membership meetings</li> <li>• Bargaining Reference Group members attend meetings</li> <li>• Conversations with Members to get commitment to attend meetings</li> <li>• Marshal Members to meetings on the day</li> <li>• Meet with politicians</li> </ul>	<ul style="list-style-type: none"> <li>• Bargaining Reference Group members attend meetings</li> <li>• Develop and implement, with union staff, workplace activities to support negotiation</li> <li>• Involve Members in workplace activities</li> </ul>	<ul style="list-style-type: none"> <li>• Help maximise attendance at membership meetings</li> <li>• Vote</li> </ul>	<ul style="list-style-type: none"> <li>• Inform Members of new and changed content</li> <li>• Set up structures to ensure agencies implement changes</li> </ul>
<b>MEMBER ROLE</b>					
<ul style="list-style-type: none"> <li>• Feed in issues</li> </ul>	<ul style="list-style-type: none"> <li>• Complete survey</li> </ul>	<ul style="list-style-type: none"> <li>• Attend membership endorsement meetings</li> <li>• Vote on log of claims</li> </ul>	<ul style="list-style-type: none"> <li>• Action to support negotiations ie Sticker Day, visit politicians</li> <li>• Stop work meetings, workplace activities</li> </ul>	<ul style="list-style-type: none"> <li>• Attend meetings to vote on Agreement</li> </ul>	