

## WHY MULTI-EMPLOYER BARGAINING BENEFITS ALL

Workers negotiating their working conditions with employers through their trade unions is a good thing. But when they do so for many companies at the same time, the outcomes are even better.

Multi-employer bargaining, or setting minimum conditions for comparable companies through negotiations, has benefits for workers, trade unions, employers and society at large!

### WHAT'S IN IT FOR YOU?

When trade unions negotiate for many companies at the same time, **workers** are guaranteed equal pay for equal work. They also generally get a better deal in terms of wages and working conditions, and are more likely to have a say at the workplace level too.

**Trade unions** equally bear the fruits of multi-employer bargaining. They can cover many more workers with the agreements, avoid undercutting, and can better coordinate workplace-level bargaining.

**Employers** have much to gain as multi-employer bargaining takes wages out of competition, ensures good workplace relations, and makes bargaining more professional and predictable.

**Society** at large profits as inequality is kept at bay through multi-employer bargaining and the economy is democratized at least to some degree.

### HOW CAN WE GET ON BOARD?

Multi-employer bargaining can be promoted through policy, trade union and employer action.

**Policy** can create a facilitating legal framework to protect and promote multi-employer bargaining. Indirectly, the promotion of union membership also helps strengthen multi-employer bargaining.

**Trade unions** can coordinate company bargaining and set standards from the bottom-up. Inclusive and participatory organising strategies are essential for creating unions capable of reinvigorating multi-employer bargaining. This requires members but it also needs a plan to fight with and for those members.

**Employers** should see the value in multi-employer bargaining and unite in employer organisations with a clear mandate to bargain minimum standards.



In **single-employer bargaining**, trade unions negotiate a collective agreement with only one employer.



In **multi-employer bargaining**, employers organize in employers' associations, which bargain on behalf of several employers.

### READ MORE

CELSI and WageIndicator foundation have authored a comprehensive study on the benefits of multi-employer bargaining, which can be found here:

<https://www.uni-europa.org/news/new-report-benefits-of-multi-employer-collective-bargaining/>

Need more arguments for multi-employer bargaining? Visit this website:

<https://www.uni-europa.org/a-better-bargain>