A BETTER BARGAIN

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 multiemployer 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.

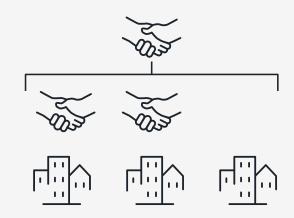
Policy can create a facilitating legal framework to protect and promote multi-employer bargaining. Indirectly, the promotion of union membership also helps strengthen multi-employer bargaining.

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



