

CFM CAREER MANAGEMENT: CM.4 WORKPLACE REGULATIONS

Understanding Labor Unions and Collective Bargaining

Detailed practice, calculation, decision-making, and assessment

GRADES 9-12	TIME 2 x 42 min	GROUPING I / pairs / whole	PRODUCT Brief
YOUR CHALLENGE Interpret a fictional contract summary, model bargaining, analyze a grievance, and distinguish evidence from opinion.			

New York CFM Connections: Employee Rights, Collective Bargaining, and Worker Protection Systems

Labor unions and collective bargaining affect many careers. Federal and state coverage varies by employer and occupation. Students should understand representation, negotiation, agreements, dues or fees where applicable, grievance procedures, and the right of covered workers to act together or refrain under governing rules.

Term	Student-friendly meaning
Labor union	An organization that represents workers regarding employment interests.
Collective bargaining	Negotiation between an employer and workers' chosen representative.
Collective bargaining agreement	A written agreement resulting from bargaining.
Bargaining unit	A group of employees represented together under applicable rules.
Grievance	A claim that an agreement or workplace rule was violated.
Concerted activity	Workers acting together regarding workplace concerns under applicable protections.
CLASSROOM USE All people, employers, figures, brackets, and documents in this packet are fictional. Never place a real Social Security number, employer ID, bank number, or tax document in classroom work.	

Part 1 - Identify Roles in a Unionized Workplace

Match employee, steward, union representative, supervisor, HR, and labor agency.

Role	Main responsibility	What role should not assume	Question
Employee			
Steward			
Union representative			
Supervisor			
HR			
Labor agency			

Authority depends on the agreement and law.

Part 2 - Read a Fictional Agreement Summary

Summary lists wage steps, scheduling notice, overtime rotation, training, safety committee, and grievance deadlines.

Provision	Employee question	Employer responsibility	Evidence needed
Wage step			
Schedule notice			
Overtime			
Training			
Safety committee			
Grievance deadline			

A summary is not the full agreement.

Part 3 - Model Collective Bargaining

Workers prioritize safer staffing, predictable schedules, and training; employer has a \$60,000 annual improvement budget.

Proposal	Worker interest	Employer interest	Cost/evidence	Possible compromise
Staffing				
Schedule notice				
Training				
Safety meeting				
Wage adjustment				

Good-faith bargaining does not guarantee agreement.

Part 4 - Analyze a Fictional Grievance

An employee says overtime rotation was skipped; records show two assignments but the supervisor cites an emergency exception.

Question	Known fact	Missing evidence	Next procedural step
Coverage			
Rotation record			
Exception			
Deadline			
Remedy			
Representation			

Do not decide before reading the full provision.

Part 5 - Write a Union-and-Bargaining Explanation

Write 150–200 words explaining benefits, responsibilities, trade-offs, and verification questions.

Decision check	Evidence
Representation	
Bargaining	
Agreement	
Employee responsibility	
Employer responsibility	
Grievance	
Trade-off	
Official source	

Avoid presenting unions as universally good or bad.
