



WINNING IN BARGAINING

INSTRUCTIONS

Below are eight factors – but not the only factors – that influence a union’s ability to effectively bargain contracts for its members.

Which of these factors is most important in determining the outcome of the collective bargaining process? Distribute 80 points across these eight factors, allotting more points to factors you believe to be more important and fewer points to factors you believe to be less important. *Be prepared to explain why you rated each factor as you did.*

	FACTORS	POINTS
1.	Skilled negotiators & lawyers	
2.	Good preparation	
3.	Union’s influence with politicians	
4.	Tactics at the bargaining table (who sits where, who speaks)	
5.	Credible strike threat (private sector) or union-wide mass pressure in Albany/NYC City Hall (public sector)	
6.	Member support & escalating worksite mobilizing	
7.	Community support & media coverage	
8.	Good relationship with the employer	
	TOTAL	80



Contact us at labored@nysna.org.

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