



# **SNS COLLEGE OF TECHNOLOGY**

## **(AN AUTONOMOUS INSTITUTION)**

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Recognized by UGC saravanampatti (post), Coimbatore-641035.



## **Department of Biomedical Engineering**

**Course Name: 19GET201 PROFESSIONAL ETHICS AND HUMAN VALUES**

**IV Year : VII Semester**

**UNIT III ENGINEERING ETHICS**

**Topic :COLLECTIVE BARGAINING -CONFIDENTIALITY**

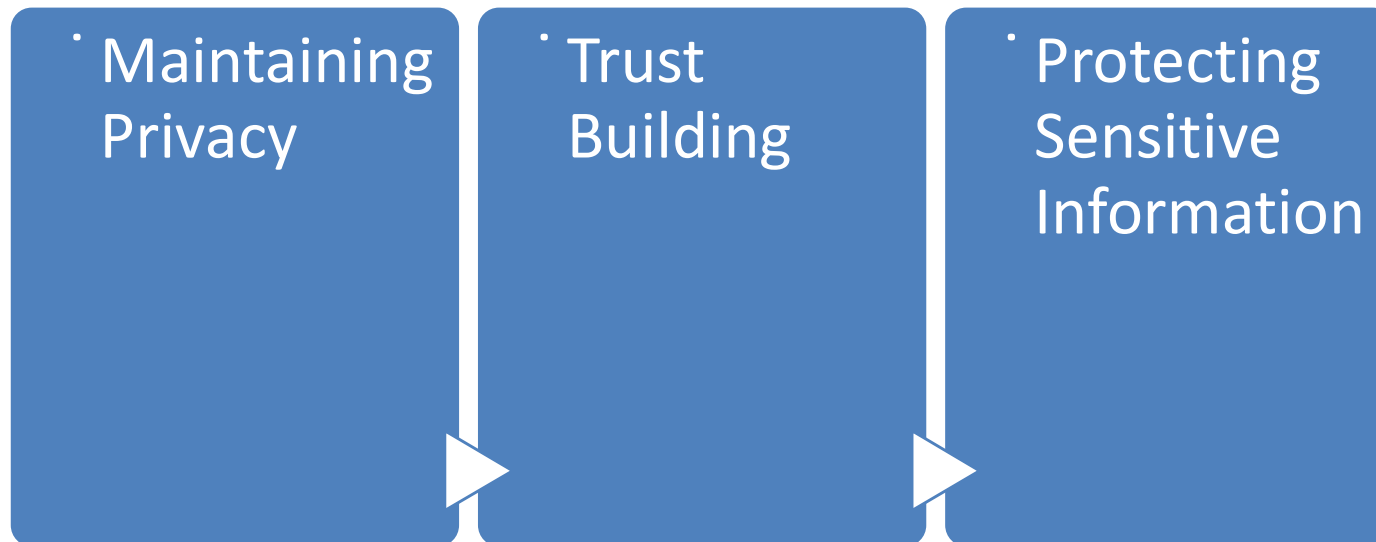


## INTRODUCTION

- Collective bargaining refers to the process through which employees, typically represented by a labor union.
- They negotiate with their employer or management to reach agreements on various aspects of their employment conditions, such as wages, working hours, benefits, and workplace policies.
- Confidentiality in the context of professional ethics in collective bargaining refers to the principle that the negotiations and discussions between the parties involved should be kept private .
- It does not disclosed to external parties who are not directly involved in the bargaining process.



## CONFIDENTIALITY IN COLLECTIVE BARBING:

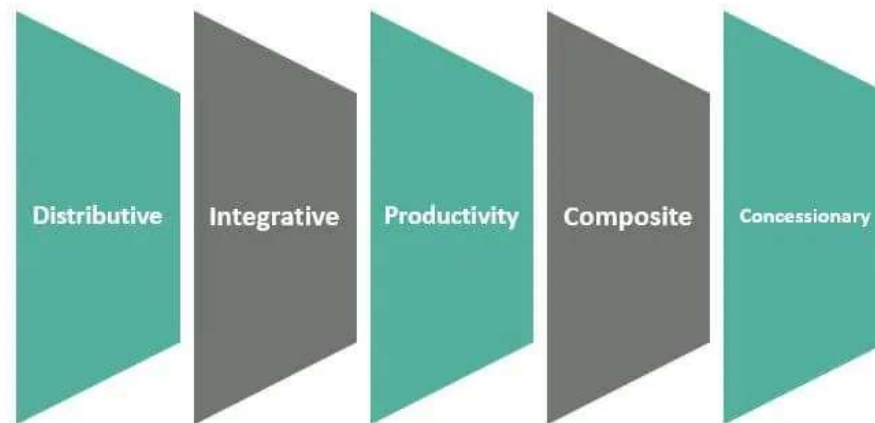




## TYPES OF COLLECTIVE BARGAINING:

# Collective Bargaining

Types



Vision Title 3



## REAL TIME EXAMPLES :

- **Wage Negotiations** – Imagine a labor union representing employees at a manufacturing company negotiating for higher wages. Both sides would want to keep the specific wage proposals and concessions confidential to avoid influencing other companies' wage decisions and to maintain a competitive edge.
- **Healthcare Benefits** - In negotiations over healthcare benefits, a company and its employees' representatives would want to keep the details of the proposed benefits package confidential to avoid affecting the company's competitive position in the industry.
- **Workplace Safety** - If a labor union is negotiating with an employer over workplace safety measures, both parties would want to ensure that discussions about potential safety hazards and their remedies remain confidential to prevent competitors from gaining insights into their operations.



### **Non-Disclosure Agreements (NDAs):**

- In some cases, both parties may sign non-disclosure agreements to formalize and enforce confidentiality during collective bargaining. These agreements outline the scope of what can and cannot be shared outside of the negotiating table.

### **Job Security:**

- In discussions related to job security during economic downturns, both labor unions and employers may want to keep the details of any potential layoffs or restructuring confidential until a formal agreement is reached



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