

WPEA PRINCIPLES FOR COLLECTIVE NEGOTIATIONS



Member participation in collective negotiations builds credibility with management, assures members' interest are represented, and builds group strength.

WPEA members decide

WPEA members own their employment relationships. Members (not their WPEA advocate) decide what they want to propose and what they will accept or reject in any agreement. Members also decide on and participate in negotiation strategies and tactics for any collective negotiation (i.e. Collective Bargaining Agreement, Labor-Management Committee, issue focus group, grievances, legislation, etc.).

Collective decisions are by consensus

WPEA positions and interests are democratically decided by members acting as a group. Everyone has their say. All team/committee members are expected to support and participate to advance the WPEA position, once decided.

Everyone Speaks

All members can contribute to the negotiations dialogue. Bargaining team members are available to add support and offer details that only those doing the work know about.

We build WPEA Support

The collective good WPEA members achieve is directly related to membership strength. Team/committee members are encouraged to organize their workplace to achieve 100% WPEA membership by being visible in support of WPEA, asking non-members to join, and by talking about WPEA issues in progress.