APPENDIX-II
Union Schedule

1. **Union Particulars**

   (a) Name of the Union.
   (b) Date of formation and registration
   (c) Total membership (i) In the beginning
       (ii) At present.
   (d) Whether recognised by the management?
   (e) Whether affiliated to any National Union or to any political party and year of affiliation.
   (f) What criteria are followed for recognition?
   (g) Describe briefly the formation, growth and development.

2. **Organisations**

   a) Describe briefly the composition of the executive committee.
   b) What procedure is followed in electing the executive committee?
   c) How many of them are insiders and outsiders?
   d) Give details of sources of income and item of expenditure for the last three years.
   e) What is the structure of union organisation?
   f) Give in detail the status, strength and stability of union.
   g) Whether you are allowed freedom of association: Yes/No
   h) What is the states of minority union.
   i) Is the Workers completely committed to Trade Union?

3. **Collective Bargaining**

   a) How do you prepare for bargaining?
   b) How the bargaining team is constituted?
c) Give in detail the procedure of bargaining you follow.

d) How proposal and counter proposals are made?

e) Do you use economic data in negotiation.

f) What strategies and bargaining tactics you use in negotiation?

g) How do you resolve deadlock in collective bargaining?

h) how the final bargaining agreement is reached?

i) What type of agreement are entered into between the parties?

j) Whether the agreements are departmental level, plant level or national level?

k) Who are covered by the agreement?

l) What are the subject matters of agreements?

m) Do you follow the practice of approaching conciliation officer for signing bipartite agreement? For what purpose?

n) Do you believe in collective bargaining?

o) Whether you follow give and take approach with the management during bargaining?

p) How does a union decide which goals are to receive priority?

4. Problems of Collective Bargaining

a) To what extent management maintain its prerogative?

b) Your relationship with management: Cordial/Hostile.

c) Is there any inter-union or intra-union revelry?

d) Your relationship with other union cordial/Hostile.

e) Is there a need for trade union solidarity?

f) Is there any problem of union recognition?

g) Do you think that the management indulges in unfair labour practices?

h) Is there any problem of political dimension, outsiders leadership and unofficial strikes?

i) What factors hamper the growth of bargaining in your plant?

j) What steps you have taken to eliminate them?

k) Do you find any undesirable qualities in the supervisors?
5. **Future of Collective Bargaining**

   a) Do you agree with the view that the easy accessibility to adjudicate hinders the growth of collective bargaining?

   b) Do you think the existing legislation is conducive for the growth of bargaining?

   c) Do you agree with the view that in near future collective bargaining will become indispensable for industrial democracy?

   d) Do you think that enlightened management will be emerged in future so that there will be mutual understanding and co-operation between union and management.

6. **Conciliation**

   a) What is your overall assessment of the working of the conciliation machinery in settling industrial disputes?

   b) Who represents your case in conciliation proceedings?

   c) How often adjournments in conciliation sought by you? And, usually or what grounds?

   d) How much time is usually allotted for a conciliation meeting?

   e) What is the usual pattern of conciliation in disputes?

   f) Do you favour suggestion of giving power to conciliation officers to issue summons for compulsory attendance of disputes in conciliation proceedings? Yes/No.

   g) Do you favour legal support to conciliation settlements?

   h) Conciliation proceedings are delayed, please specify your views.

7. **Arbitration**

   a) Why no case is referred to arbitration? What is your opinion?

   b) Will you favour to refer dispute in future to arbitration.

   c) Is voluntary arbitration any role to play in settlement of industrial disputes?

8. **Adjudication**

   a) Do you think the present system of Adjudication played any significant role in maintaining industrial peace?

   b) Are the existing arrangements for reference of disputes to adjudication satisfactory? If not, how can the arrangement be improved?
c) Do you think adjudication has encouraged litigation and thus has become costly, specially for workers?

d) Whether management implements the awards of the Labour Court or Industrial Tribunal?

e) What are the reasons of delay in adjudication? Please give the reasons in detail.

9. Miscellaneous

a) Have the statutory dispute settlement machinery created under Industrial Dispute Act, 1947, been active in settling industrial disputes in the plant?

b) If yes, which organ has been more active and useful?
   Conciliation/Arbitration/Adjudication-None

c) Do you take into account the bargaining rights and obligations of the party?

d) Do you think that there is equality of strength between Union and employer?

e) Do you agree with the view that Indian workers are lacking in education, training and experience?

f) Are the present practices of collective bargaining planned, organised and controlled?

g) Do you find any restrictions on the right to strike?

h) How do you plan your negotiations, organise your bargaining team and control the bargaining sessions and bargaining agreements?

i) What role collective bargaining plays in industrial relation?

j) What role conciliation plays in industrial relation?

k) What role arbitration plays in industrial relation?

l) What role adjudication plays in industrial relation?

m) Has voluntary arbitration any role to play in settlement of industrial disputes?

n) What is yours’ approach to different methods of industrial conflict resolution?

o) What should we do about preventing work stoppages that cripple the entire economy?

p) What should be the proper time for the workers to go on strike in case of breakdown of collective bargaining?