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Employer Rights and  
Unions ~~Theories of the~~  
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Relations ~~Tips for Labor~~  
~~Relations Chapter 12~~  
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~~Relations Labor~~

Relations Like Water  
for Chocolate/Como

Agua Para Chocolate by  
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~~COLLECTIVE~~

~~BARGAINING AND~~

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Chapter 4: Key Participants in the Labor Relations Process ...  
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Goals and Strategies:  
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and the Union The

Company Wants The

Union Wants To survive  
and remain competitive

The company to survive  
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to survive and remain

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#### Chapter 4

The labor relations  
process that produces a  
union-management  
relationship consists of

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three phases: union organizing, negotiating a labor agreement, and administering the agreement. In phase one, a group of employees within a firm may form a union on their own, or an established union (United Auto Workers, for example) may target an employer and organize many of the

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firm's workers into a  
local labor union.

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