

## **Demanding to Bargain the Impact of Reopening Plans**

As employers develop their reopening plans, unions should remember that these plans will impact several mandatory subjects of bargaining. Although the development of the plan, and the plan itself, may not be subjects of collective bargaining, the **impact of any reopening plan is a mandatory subject**.

### **1) Getting Involved in the Planning Process**

Ideally, employers should be proactively engaging with the union in the plan development process. Regardless, the union should request to be included. The request could read something like:

*We understand that [Employer Name] is developing a reopening plan. This plan will likely impact our wages, hours and working conditions and we request to participate in the process as a union.*

### **2) Demanding to Bargain the Impact of the Plan**

Even if the employer does not agree to include the union in plan development, the union can ultimately shape the reopening plan by bargaining its impact. **AFT Michigan recommends demanding to bargain the impact of the plan as early as possible**. This may help shape how the employer approaches developing the plan and strengthen the union's voice in that process.

Demanding to bargain mandatory subjects of bargaining is relatively straightforward and can be done through email. If you wish, you can include specific mandatory subjects that are likely to be impacted by the plan, such as safety, calendar, and work schedule, but you don't have to. Below is a sample letter:

*Please accept this letter as our union's request for [Employer name] to collectively bargain over the reopening of [Workplace]. Reopening is a key juncture and presents safety issues that have not been seen in our lifetime. We would like to work on a collaborative and expedited basis towards a Letter of Agreement which will apply to our bargaining unit and addresses working conditions including safety protocols and procedures.*

*We look forward to working with you in achieving a safe and healthy work and learning environment.*