

## **SOURCES FOR COLLECTIVE BARGAINING AGREEMENTS (CBA'S)**

### **I. INDUSTRIAL & LABOR RELATIONS CENTERS**

Kheel Center for Labor-Management Documentation & Archives,  
Cornell University ILR, Ithaca, N.Y. 607-255-7750  
Selected contracts for international unions, major bargaining units.

Institute of Labor & Industrial Relations (Univ. Of Ill. In Urbana-Champaign)  
Librarian, 217-333-2380  
Midwest, industrial cba's.

School of Management & Labor Relations, Rutgers University, N.J.,  
Librarian: Constance Finlay. 732-932-9513  
Official depository of N.J. public sector labor contracts, also selected private sector cba's.

### **II. GOVERNMENT SOURCES**

#### U.S. Department of Labor

The Bureau of Labor Statistics reported and analyzed negotiated changes in wages and benefits through the beginning of 1996. They have discontinued this series, though articles occasionally appear in the quarterly journal *Compensation and Working Conditions* (also available online at: <http://www.bls.gov/opub/cwc/home.htm> ).

BLS still maintains its collection of Collective Bargaining Agreements (over 2100 on file, public & private sectors), and makes them available to the public as mandated by the Taft-Hartley Act. A listing of contracts in the collection and details on how to obtain them (free in person at the D.C. office or 25 cents a page) is available at the BLS Collective Bargaining Agreements website: <http://www.bls.gov/cba/cbaccess.htm>. or at (202) 691-6275 or by sending an e-mail to [cbainfo@bls.gov](mailto:cbainfo@bls.gov).

Some states have made the full text of collective bargaining agreements with state unions and employee associations available on the Internet. See the handout "Preparation for Collective Bargaining" for a list of selected state sites.

### **III. COMMERCIAL SOURCE – BNA PLUS**

BNA, a labor relations publisher, maintains a collection of approximately 5,000 private and public sector contracts, including small and large employers, copies are available for set fee. BNA also makes available Dept. Of Labor Documents (LM-1, LM-2, union constitutions and by-laws), and local union and pension plan documents. Contact BNA PLUS, 800-452-7773 or see their website: <http://www.bna.com/bnaplus/labor/index.html>.

### **IV. LOOSELEAF SERVICES & BOOKS**

*Collective Bargaining Negotiations and Contracts*, BNA, looseleaf service.

Volume 2 features "Basic Patterns in Union Contracts", a survey of major types of provisions and their frequency in cba's. Sample contract language from actual contracts is available by topic. CBNC is also available on the Internet through the BNA Labor and Employment Library, a fee-based database.

*Drafting the Union Contract: A Handbook for the Management Negotiator*,  
N. Peter Lareau, Matthew Bender, updated periodically.  
Sample clauses (generic) for major contract provisions.

*Source Book on Collective Bargaining*, BNA, annual.  
Collection of articles from BNA publications, including discussions  
of contract provisions, summaries of negotiated wages and benefits.

## V. INDUSTRY ASSOCIATIONS

Some industry associations maintain databases and/or collections of contracts negotiated within the industry. The Printing Industries of America, for example, maintains a union contract database and can provide reports on "more than 200 criteria on contracts in the printing industry". (The database is available to members only at [http://www.gain.net/human\\_relations/index.html](http://www.gain.net/human_relations/index.html).)

If you are not sure what the industry association for your company is, check the *Encyclopedia of Associations* or the Fuld Competitive Intelligence Guide on the Internet (<http://www.fuld.com/i3/>).

## VI. PERIODICALS & DATABASES

Summaries of negotiated contract settlements may be found in newspapers, newsletters, or fee-based databases. Many local newspapers are now available on the Internet. Fee-based databases are increasingly available through company information centers, public libraries, and college libraries. Recommended resources:

### NEWSLINK

<http://newslink.org/>

Fairly comprehensive listing of web links to U.S. & foreign newspapers, tv & radio stations.  
[See the Library resource guide for a listing of newspaper Internet sites & search engines.]

*BNA COLLECTIVE BARGAINING BULLETIN.*

*BNA DAILY LABOR REPORT.*

*BNA GOVERNMENT EMPLOYEES RELATIONS REPORT.*

These newsletters are available in print and web formats and are fully indexed. *Collective Bargaining Bulletin* is part of the BNA CBNC looseleaf service, described above. See the BNA web site (<http://www.bna.com>) for ordering information.

*Proquest Direct.*

*EBSCOhost.*

These fee-based databases offer articles from general and business periodicals and newspapers, some fulltext, some as summaries. Contents may vary according to subscription. EBSCOhost is available offsite from many public library systems (a library card is required). Check also the resources available from your local college library.

## V. INTERNET SOURCES

CBA's are increasingly available on the Internet, usually for public sector and higher education agreements. See the Lenz Library handout "Labor Relations & Collective Bargaining: Strategic Research Online" for an extensive list of Internet sites that feature the full text of collective bargaining agreements, selected contract information, or sample contract language.