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Wants To survive and
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The labor relations
process that
produces a union-
management
relationship consists
of three phases:
union organizing,
negotiating a labor
agreement, and

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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 firm ' s workers into a local labor union.

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