
WGU D432 Excel Study Guide 2024

Questions With All Correct Answers!!

Union organization process Answer- Employees signing authorization cards to form a union

Positive union-management relationships Answer- Constructive labor relations, fair working conditions, effective problem-solving

Relevance of unions Answer- Advocating workers' rights, negotiating better wages and benefits

Decline in union membership Answer- Decrease in the number of union members over time

Gig economy's influence on labor unions Answer- Complexity due to independent contractor status of gig workers

Future challenges for unions Answer- Adapting to changing workforce, addressing gig economy workers' rights

Right to organize Answer- Empowers workers to form and join unions

Mandatory bargaining subjects Answer- Wages, benefits, hours, working conditions, grievance procedures, health and safety, management rights

Permissive bargaining subjects Answer- Negotiable topics if both parties agree, such as subcontracting

Illegal bargaining subjects Answer- Including illegal topics in a collective bargaining agreement renders it void

Union busting Answer- Employer strategies to discourage or undermine unionization efforts

Role of the European Works Council Answer- Promotes dialogue and information sharing between multinational companies and employees

Challenges of multi-generational workforce Answer- Differing work styles, communication preferences, and expectations among generations

Union's role in promoting diversity and inclusion Answer- Advocating for anti-discrimination policies, fair hiring practices, addressing equity issues

Excel Study Guide And Answers

Clemens Wendtner



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