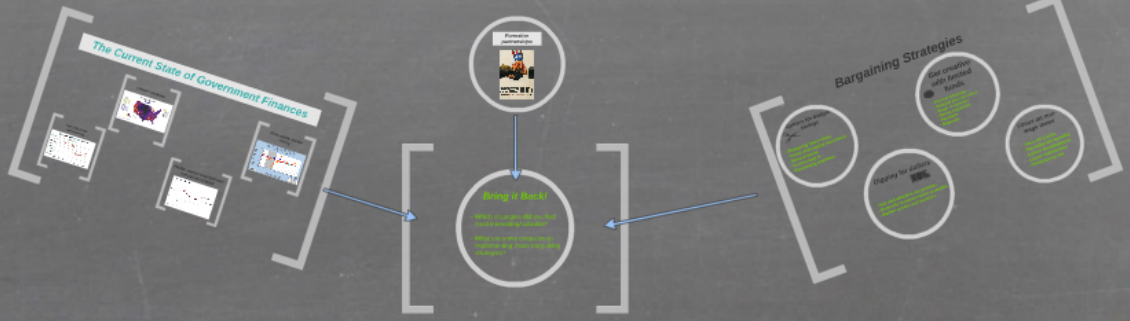
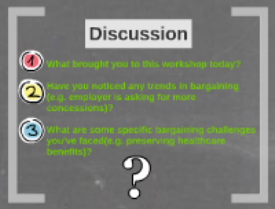
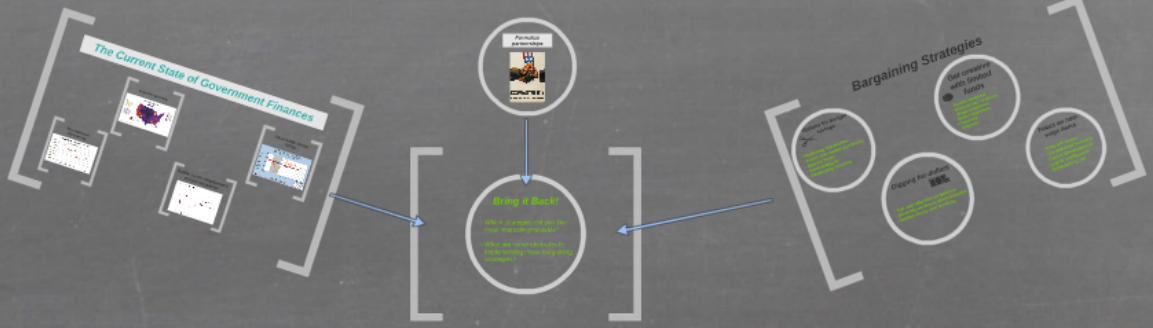


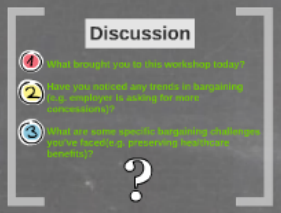


Bargaining During Challenging Times:
Winning the Fight for a Fair Contract!

Based on Jim Harvey's speech structures

Prezi





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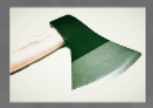
Objectives

State of government finances

Digging for dollars

Bring it back!



Put down that ax!

Other options for savings

Get creative!

Other bargaining strategies...

Prezi

State of government finances

Prezi

Put down that ax!

Other options for savings

Prezi

Digging for dollars

Prezi

Get creative!

Other bargaining strategies...

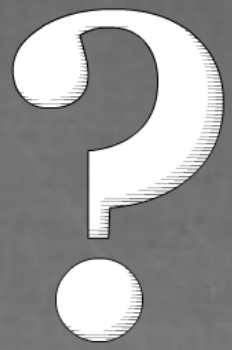
Prezi

Bring it back!

Prezi

Discussion

1. What brought you to this workshop today?
2. Have you noticed any trends in bargaining (e.g. employer is asking for more concessions)?
3. What are some specific bargaining challenges you've faced(e.g. preserving healthcare benefits)?



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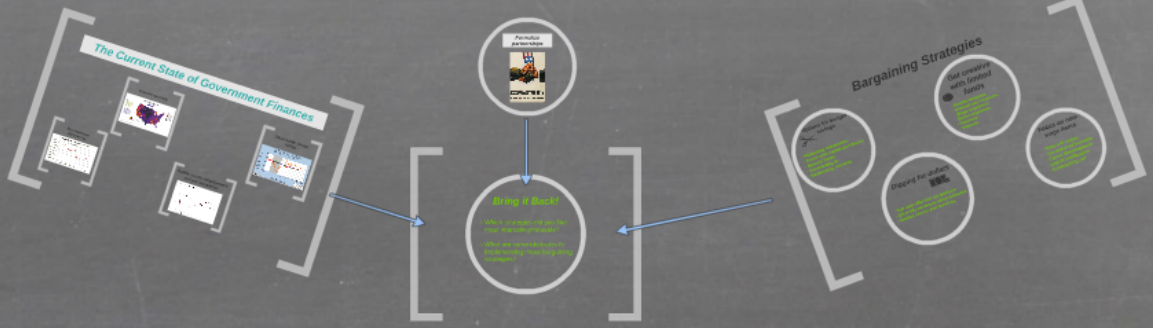

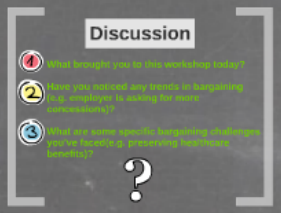

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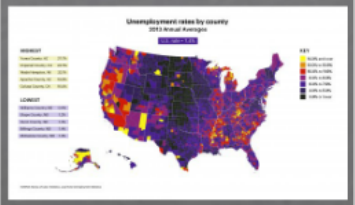
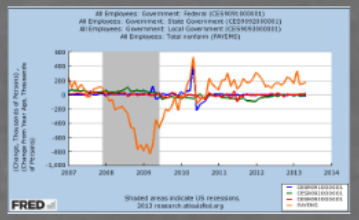
The Current State of Government Finances

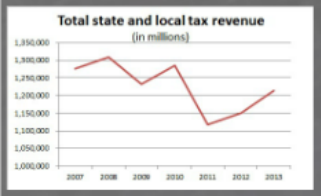
Uneven recovery



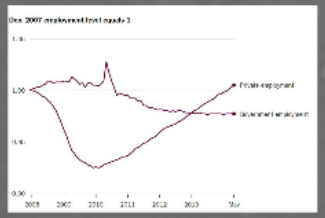
Slow public sector hiring



Tax revenues recovering



Public sector employment not yet recovered



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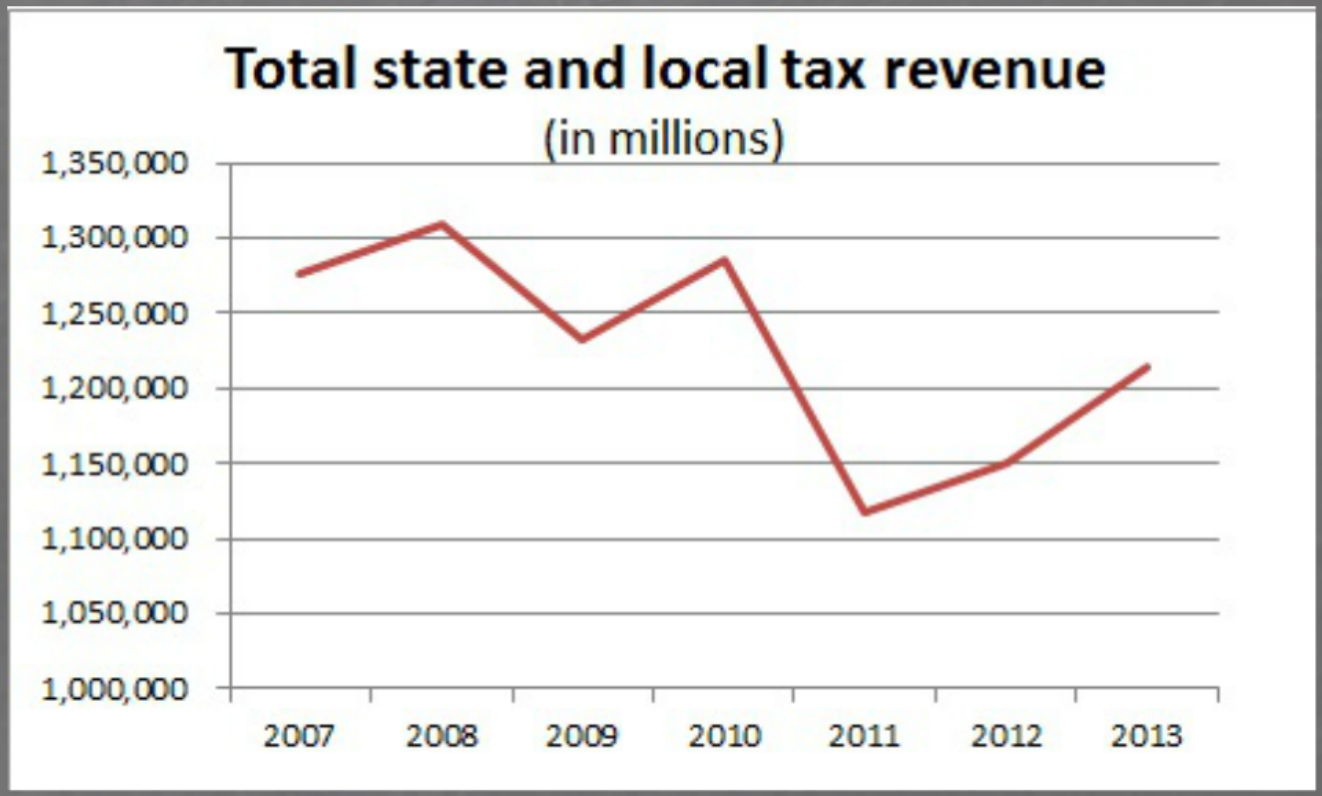
Uneven recovery

Prezi

Tax revenues recovering



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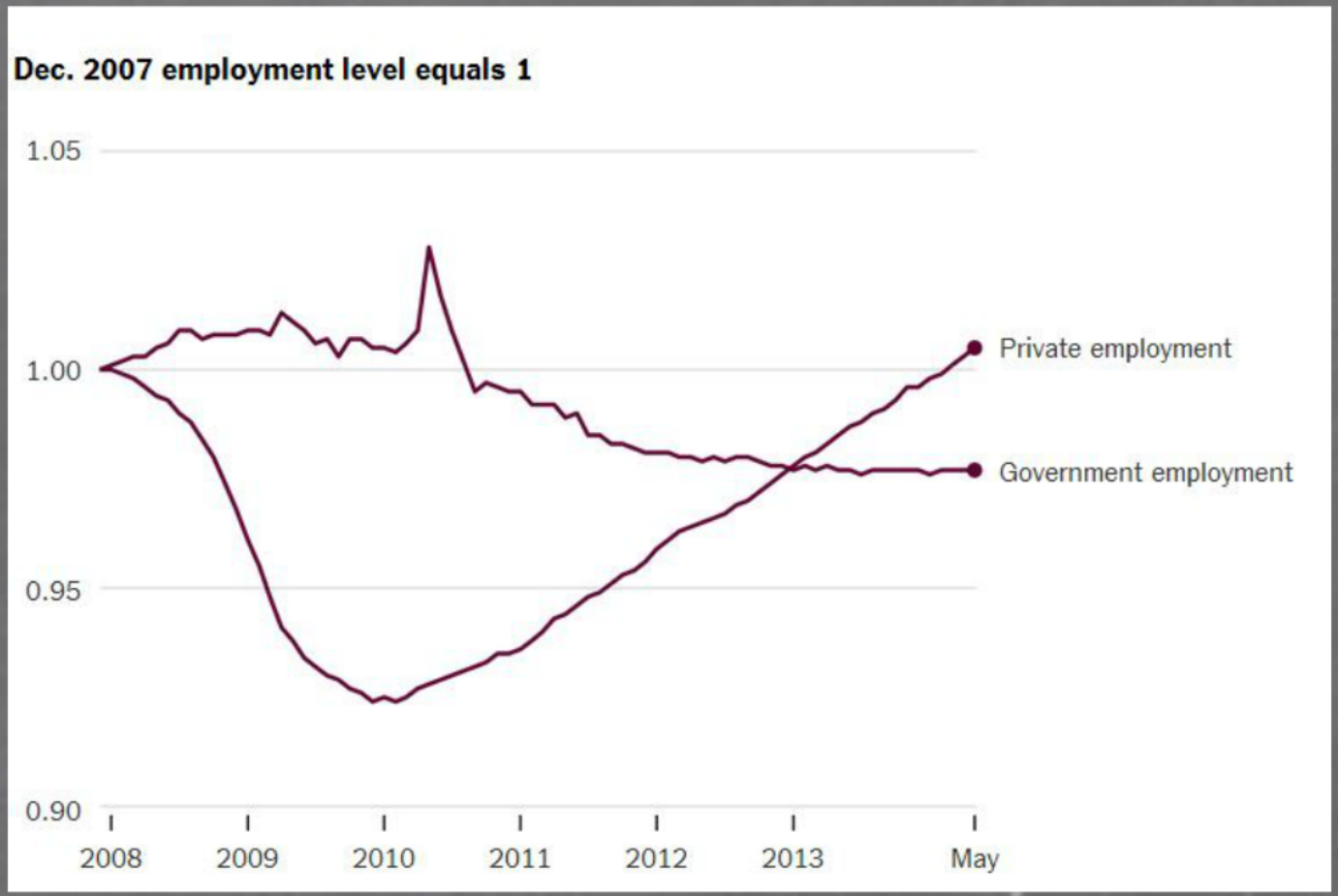

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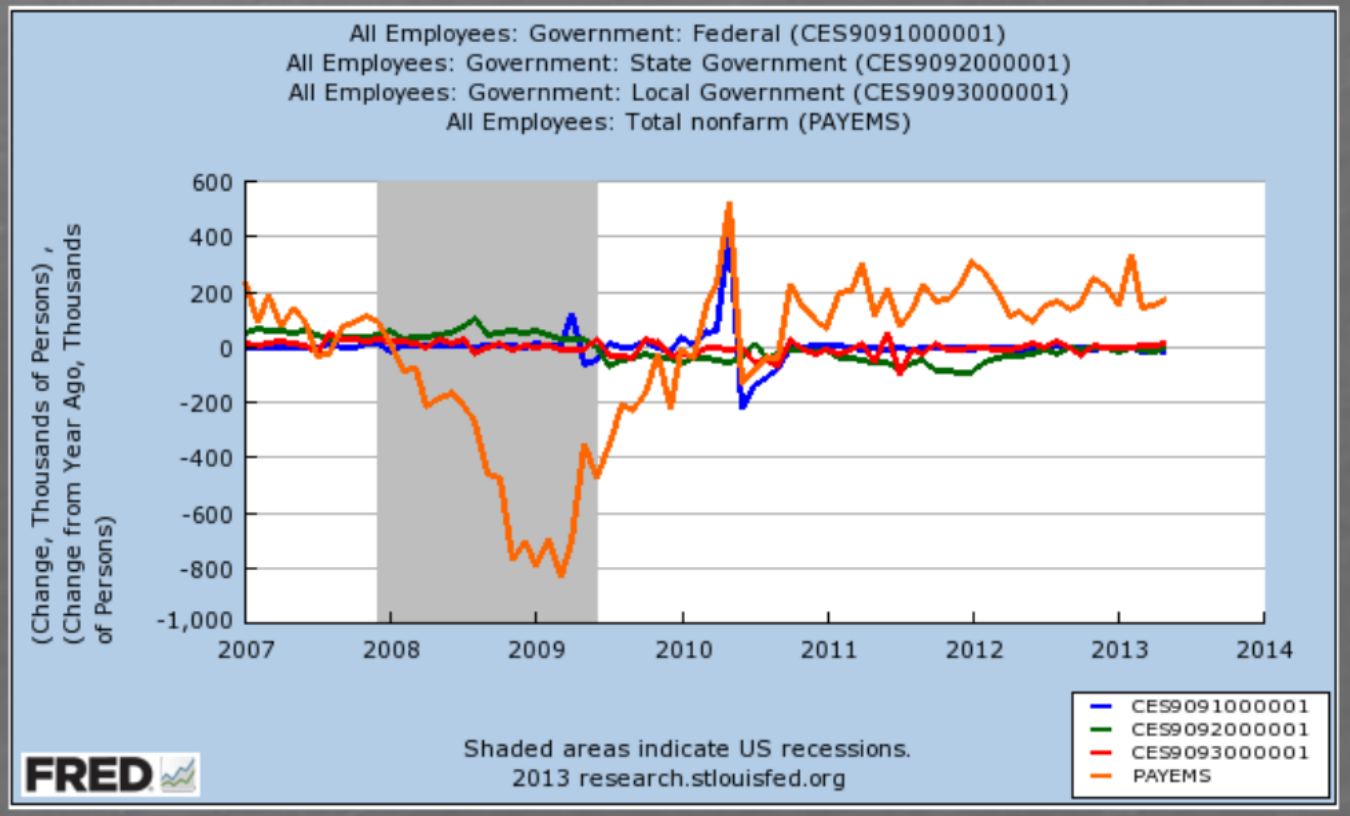
Slow public sector hiring



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Bargaining Strategies

Options for budget savings

- Flattening hierarchies
- Travel and capital purchases
- Special funds
- Contracting in
- Restricting overtime

Get creative with limited funds

- If/come language
- Delayed pay increases
- Wage re-openers
- Bonus payments
- Pensions
- Stipends

Digging for dollars

- Fair and effective tax policies
- Diversify revenues when possible
- Market assets and services

Focus on non-wage items

- Time off/ Leave
- Tax-deferred benefits
- Career Development
- Layoff notification
- Contracting out

Prezi

Options for budget savings

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Digging for dollars

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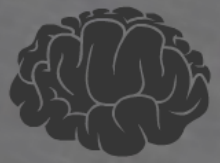

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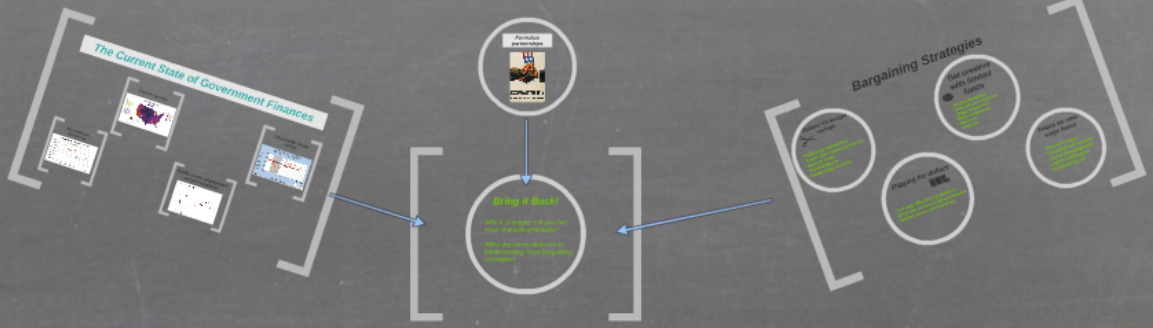

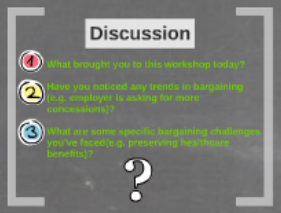

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Formalize partnerships

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Bring it Back!

- Which strategies did you find most interesting/valuable?
- What are some obstacles to implementing these bargaining strategies?

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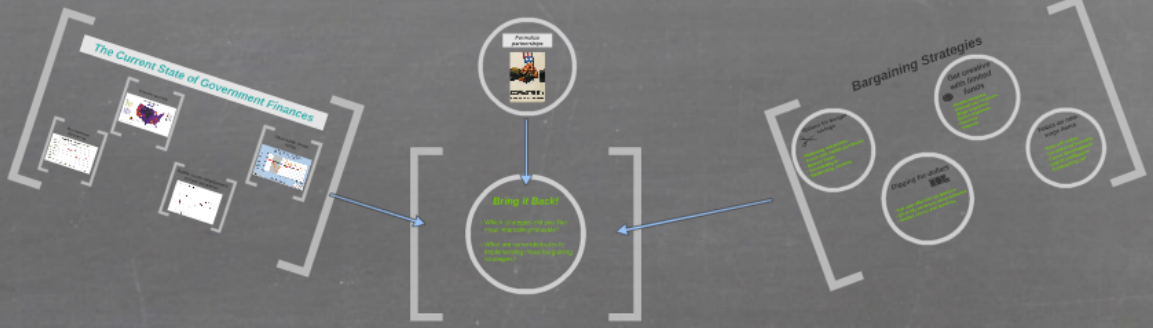

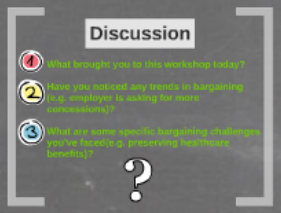

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