

THE CONTRACT PLAYBOOK

A Tale of Two Halves

1ST

2ND

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1ST HALF

First Half: Non-Economic Proposals

THE FOCUS

How the workplace runs. These items establish the legal framework, day-to-day rules, and operational protections that do not require company investment.

WHY WE START HERE

Starting with operational rules allows both sides to build momentum, find common ground, and establish a productive working relationship before discussing how the company's investment will be allocated.

WHAT'S INCLUDED

► Seniority Rules

► Grievance Procedures

► Health & Safety

► Management & Union Rights

2ND HALF

Second Half: Economic Proposals

THE FOCUS

Your total compensation package. These are the items that require financial investment and put money in your pocket or protect your financial well-being.

WHY WE PIVOT HERE

Once the operational rules of the "First Half" are largely settled, the table shifts entirely to how the company's investment will be allocated.

WHAT'S INCLUDED

► Wages

► Healthcare

► Retirement

► PTO/Vacation Accruals

► Personal Days

► Sick Days

► Holidays

OVERTIME

Overtime: Resolving the Tabled Items

THE FOCUS

Bridging the final gaps. Sometimes, a complex or sensitive issue is temporarily set aside (tabled) so it doesn't stall overall progress.

HOW IT WORKS

Once the vast majority of the contract is settled, both sides return to these tough items. Because a complete deal is so close, both parties have a strong incentive to compromise and cross the finish line.