

CRITERIA FOR ANALYZING CONTRACT PROPOSALS



- Who benefits? One member; A few? A class? A bargaining unit? All members? Focus should be on what's best for the most members without disregarding the interest of the few.
- Who could be hurt? Are there any foreseeable downsides – negative impacts?
- Has there been a problem? We can usually make a more persuasive case where we have a demonstrable track record.
- Is it reasonable? In light of all other issues/proposals, consider overall cost impact and relation to other demands; do we have facts, arguments to justify and support? Is there political appeal or lack thereof?
- Will members support it? Does it divide or does it unite? Is the impact so limited, most won't care? Consider survey and meeting input.
- What's the impact on the bargaining unit whose special perspective you represent?
- Is it worth the delay it will cause?
- Would you, personally, be able to take a stand for this issue with the management; with the members?
- Are there long-term consequences to consider? We don't want to "win the battle but lose the war".