

With the growing complexity of health, welfare and retirement benefit plan designs—not to mention the volatility of the economy—negotiating parties need extra support to achieve a mutually satisfactory result. Moreover, as the duration of typical collective bargaining agreements has lengthened in recent years, so too has the critical importance of working out terms that both parties can live with for the long haul.

Segal's seasoned Public Sector Compensation and Bargaining Practice (PSCBP) consultants can help negotiators reach agreement based on a full understanding of available options and the economic trade-offs among them—as well as the short- and long-term financial and workforce demographic implications of particular choices.

Many years of working with both management and labor in public and private sector contract negotiations have cemented Segal's reputation as a trusted and objective source of technical expertise. In addition, our sensitivity to the differing economic priorities of baby boomer and younger generations of workers shapes our perspective when advising clients.

PSCBP consultants understand the fluid nature of collective bargaining and offer flexible assistance. We can coordinate our recommendations with clients' outside legal counsel, work behind the scenes in a technical support role, or become directly involved at the bargaining table. Segal's "real time" turnaround of cost analyses of new proposals facilitates an efficient negotiation process.

Following is a partial list of individual services Segal consultants can provide in conjunction with contract negotiations:

To support negotiations over pay and pay practices:

- Marketplace trend analyses
- Salary and wage surveys
- Job classification studies
- Pay structure analyses
- Time off and work analyses

With regard to health and welfare benefits:

- Benefit design and cost surveys
- Benefit cost/benefit analyses
- Flexible benefit alternatives
- Life insurance and LTD coverage analyses
- Employee/bargaining unit opinion surveys



Supporting retirement plan benefit negotiations:

- Plan design and benefit comparisons
- Plan performance analyses
- Plan assumption reviews
- Actuarial model development
- Evaluation of defined benefit, defined contribution and hybrid plan alternatives

Segal's experts can work from the early stages of the contract renewal cycle to develop a comprehensive bargaining strategy and specific proposals or be brought in to help resolve issues as they arise during negotiations.

Finally, Segal's solution-oriented and research-based approach to negotiation support has consistently helped clients reach win-win agreements on a timely basis.

To learn more about Segal's Collective Bargaining Consulting Capabilities, visit our Web site at www.segalco.com or call Elliot R. Susseles, Senior Vice President and Practice Leader, at 202.833.6436.

Atlanta
Boston
Chicago
Cleveland

Denver
Hartford
Houston
Los Angeles

Minneapolis
New Orleans
New York
Philadelphia

Phoenix
Princeton
Raleigh
San Francisco

Washington, DC

International
Calgary, AB
Toronto, ON