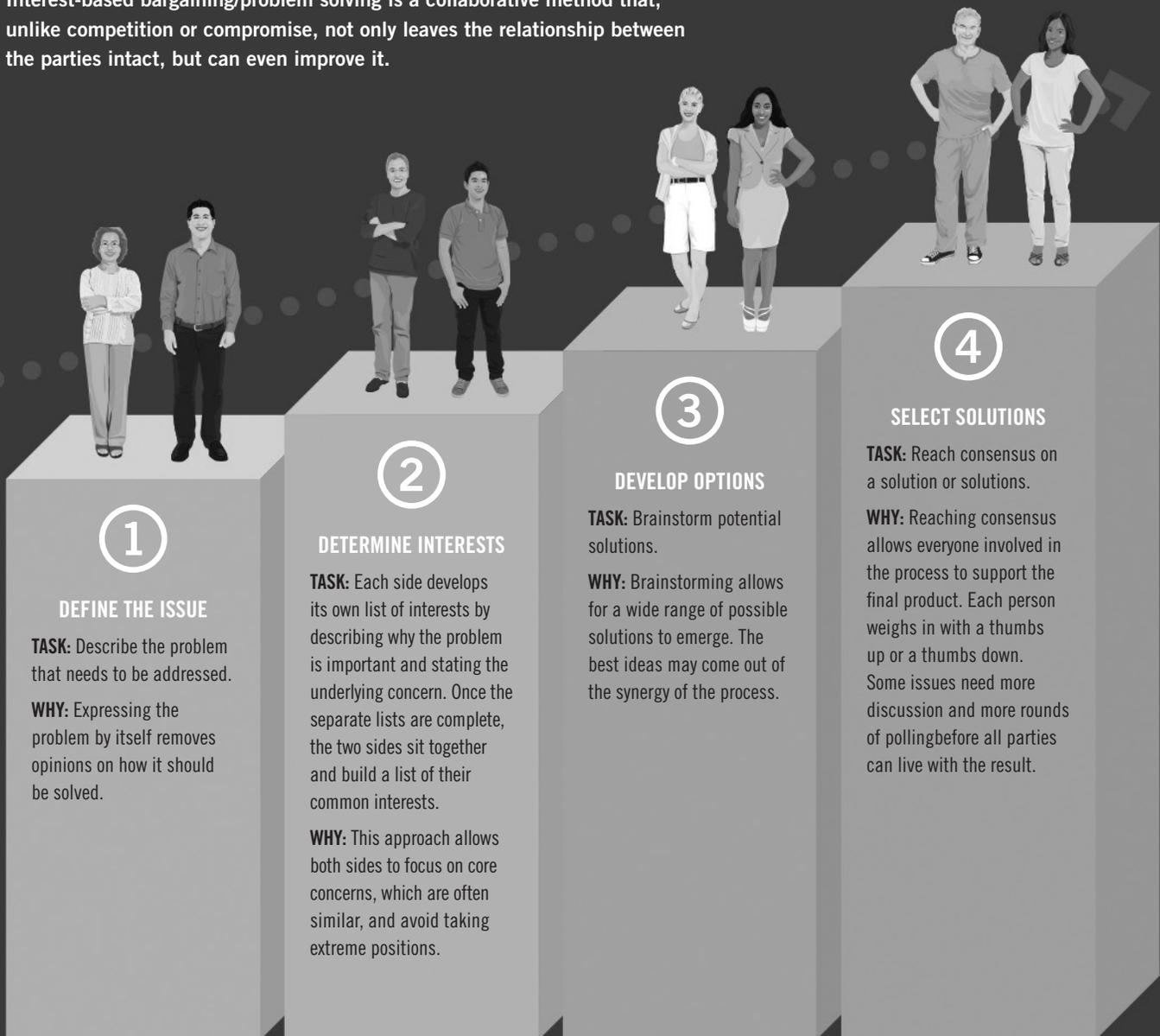


# HOW INTEREST-BASED BARGAINING WORKS

Interest-based bargaining/problem solving is a collaborative method that, unlike competition or compromise, not only leaves the relationship between the parties intact, but can even improve it.



## IS THAT 'INTEREST' REALLY A POSITION?

What do you do when you've got a position masquerading as an interest? Usually, you can get to the interests that underlie a position if you listen carefully and ask the right questions. Find out the needs and concerns behind the position.

A position tells us what you want but not necessarily why you want it.

- » A spouse wants to put 5 percent of income into a retirement fund.
- » A parent wants a child in bed by 9:30 on a weeknight.
- » A union wants a 3 percent across-the-board wage increase in collective bargaining.

An interest tells us what is important to you.

- » A spouse wants enough saved to have a comfortable retirement.
- » A parent wants a child to be well rested for school the next day.
- » A union rep wants a compensation package for members that aids recruitment and retention.