**Casual Classification Wages**

**Objective:** Establish a lower starting wage and minimal annual increases for the new Casual Classification.

**What to Say:**

* **Opening Statement:** "Given the current financial constraints and the need for a sustainable labor model, we propose starting wages for the Casual Classification at the minimum wage level as per employment standards legislation. This is necessary to avoid potential store closures and layoffs."
* **Justification:** "Our goal is to ensure the longevity and stability of the company. By setting the starting wage at the minimum, we can maintain operational viability and protect the existing workforce."
* **Annual Increases:** "We propose an annual increase of $0.20 after one year of service. This increment is reasonable and aligns with industry standards for casual labor, ensuring we remain competitive while managing costs."

**2. Casual Classification Job Security**

**Objective:** Maintain numerical flexibility with minimal severance costs and no just-cause termination protection.

**What to Say:**

* **Opening Statement:** "The nature of the grocery industry demands flexibility. To adapt to seasonal fluctuations and performance-based needs, we propose that Casual Classification employees can be terminated without cause, receiving only the minimum severance required by legislation."
* **Justification:** "This flexibility is crucial for us to manage labor costs and maintain efficiency. It also allows us to reward high-performing employees and address underperformance promptly, ensuring a productive workforce."
* **Hiring Flexibility:** "We also propose no limit on the number of Casual Classification employees hired, allowing us to adjust our workforce according to market demands."

**3. Casual Classification Pension**

**Objective:** No pension plan for the Casual Classification.

**What to Say:**

* **Opening Statement:** "Given the transient nature of casual work and the financial realities, we propose that the Casual Classification employees will not receive a pension plan. This aligns with industry standards and reflects the short-term employment expectations of casual workers."
* **Justification:** "Most casual employees are not seeking long-term careers in the grocery industry. By not offering a pension, we can allocate resources more effectively to support business sustainability and competitiveness."

**4. Permanent Classification Wages**

**Objective:** Manage labor costs while maintaining a satisfied, higher-skilled workforce.

**What to Say:**

* **Opening Statement:** "While recognizing the financial challenges we face; we understand the importance of maintaining fair wages for our Permanent Classification employees. We propose a modest approach to wage adjustments."
* **Proposals:** "An across-the-board decrease of 1.5% is a reasonable request given the company's situation. However, to foster goodwill and ensure ratification, we are open to considering a zero increase or a small increase, possibly coupled with a one-time signing bonus."
* **Justification:** "This approach balances the need for cost reduction with the necessity of retaining skilled employees who play critical roles in our operations."

**General Strategies and Tactics**

1. **Data and Facts:**
   * Present financial data showing the necessity of cost reductions.
   * Highlight industry standards and comparisons to justify your proposals.
2. **Empathy and Understanding:**
   * Acknowledge the union's concerns and the importance of job security and fair compensation.
   * Emphasize the shared goal of company stability and employee job retention.
3. **Concessions and Flexibility:**
   * Show willingness to negotiate on less critical points to gain agreement on your primary objectives.
   * For instance, if the union strongly opposes no pension for Casual Classification, consider offering a minimal matching contribution.
4. **Consistency and Unity:**
   * Ensure all team members present a united front with consistent messaging.
   * Practice and role-play potential scenarios to handle objections smoothly.

**Example Dialogue**

**Employer Team Leader:** "To begin, we want to express our appreciation for the hard work and dedication of all employees. Our proposals aim to secure the future of the company, ensuring we can continue to provide employment and serve our community."

**Union Team Leader:** "We understand the financial challenges but are concerned about the impact on our members, especially regarding job security and fair wages."

**Employer Team Leader:** "We share your concerns and have carefully considered these factors. Our proposal for the Casual Classification starting wage at minimum wage is crucial for avoiding store closures and preserving jobs. The $0.20 annual increase ensures fairness and competitiveness."

**Union Team Member:** "What about job security for Casual Classification employees?"

**Employer Team Member:** "We propose maintaining flexibility in termination policies to manage seasonal demands and performance issues effectively. This is essential for our operational efficiency and overall company health."

By maintaining a clear focus on your objectives, backing your proposals with data, and demonstrating a willingness to find mutually beneficial solutions, you can effectively negotiate to achieve your goals.