



# The "Mini" Cartland

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## *Don't Overstep*

If your attitude is to get all you can at all times when negotiating with management, and reason and sensibility don't have a seat at the table, it will eventually bite you. At some point—who knows when—the United Auto Workers negotiated a deal that forced the car companies to pay their employees EVEN WHEN THEY ARE LAID OFF! At some point the union had management over a barrel (I guess), management was weak and gave in to an incredibly ludicrous demand. Of course the employees said, "Well if they're going to give it, then we're going to take it." Who knew? So then when a car company

is stretched to the point it has to lay-off workers to survive, then that lay-off does them no financial good until that person finds a job—which, of course, he/she has no motivation to find since he/she is being paid for doing nothing. WOW!

But, as I said, then it bites you. Not only are you left unable to compete with sleeker, better run and more cost efficient competitors, but then when this little bit of information becomes common knowledge you lose sympathy from those who should be your biggest cheerleaders: your average employees in other industries. They now look

at you as pampered.

Management and labor: negotiate with fairness and not with greed. You'll receive a win-win now and together you'll win long term.

Doug

Doug Cartland

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