



With the growing complexity of compensation, health, welfare and retirement benefit plan designs, negotiating parties need objective support to achieve a mutually satisfactory result. As the duration of typical collective bargaining agreements has lengthened in recent years, so too has the critical importance of determining terms that both parties can work with for the long haul.

## HOW SEGAL WATERS CAN HELP

Segal Waters Consulting Practice can help negotiators reach agreement based on a full understanding of available options and economic trade-offs, as well as the short- and long-term financial and workforce demographic implications of particular choices.

## SEGAL WATERS EXPERTISE

Long-standing relationships 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.

## THE SEGAL WATERS ADVANTAGE

Segal Waters 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.



## HOW SEGAL WATERS CAN HELP

Our expertise working with labor and management provides credible solutions to all parties in the bargaining process.

## WHY CHOOSE SEGAL WATERS CONSULTING?

- **Unmatched expertise.** Founded in 1939, Segal has focused exclusively on the human resources needs of the public sector.
- **Consulting Approach:** Public Sector practitioners who listen, customize approaches based on what is best for our clients, and how clients want to partner together.
- **Knowledge of Your Environment:** Our consulting approach draws from a national perspective, including studies on how public sector employee demographics impact compensation and benefit practices, and how to predict and overcome future challenges.

