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| **Figue 16.2: DETERMINANTS IF IMPASSES** |

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| **Environmental Factors:**A – economic contextB – political contextC - legal contextD – size of city |

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| **Structural organizational factors:**A – Bargaining structureB – Management characteristicsC – Union characteristics  |  | **IMPASSE**A – probability of an impasseB – stage of procedure in which case is settledC – Probability of going to final step of procedure  |

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| **Interpersonal/personal factors:**A – attitudes of parties toward each otherB – management negotiator characteristicsC – Union negotiator characteristics |

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| **Bargaining history**  |