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

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| **Environmental Factors:**  A – economic context  B – political context  C - legal context  D – size of city |

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| **Structural organizational factors:**  A – Bargaining structure  B – Management characteristics  C – Union characteristics |  | **IMPASSE**  A – probability of an impasse  B – stage of procedure in which case is settled  C – Probability of going to final step of procedure |

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| **Interpersonal/personal factors:**  A – attitudes of parties toward each other  B – management negotiator characteristics  C – Union negotiator characteristics |

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| **Bargaining history** |