Please assist me with the below problem.

Management Negotiation

During negotiations, the union has made a proposal that overtime will be paid at time-and-a-half for a minimum of 2 hours whenever it is assigned. The current contract states that overtime is paid at time-and-a-half only for the time worked.

Negotiations have been proceeding smoothly with a give-and-take approach. The **labor-management relationship** does not have a history of strikes, but the company is seeing more pressure for productivity improvement and cost reductions from its clients, while the union is under pressure from its own members at the company to improve the management’s respect for an individual’s personal time and home life.

**Ask Yourself**: How does a cooperative union-management relationship affect the negotiations concerning this issue?

**Questions for management**: **(use as heading inside paper)**

* What is the overall effect and influence of this proposal on the company?
* What type of position must management take?
* What alternatives may be considered to counter this proposal?