EMPLOYMENT CONTRACT NEGOTIATIONS

What are they?

Employment contract negotiations involve two or more parties discussing the terms and conditions of a contract and binding legal agreement before officially signing. Terms of the contract that can be negotiated include salary, vacation time, start/end dates, work modality (in-office, remote, hybrid), relocation costs, commission rates, professional development, flexible shifts, etc.

Did you know ECCS offers negotiation workshops & appointments?

Who can negotiate?

Negotiating offers are not encouraged for co-op students. However, coop students who have longer term co-op offers (12-16 months) and graduate students can potentially negotiate contracts.

To be eligible to negotiate a co-op contract, students will need to have past co-op and/or other work-integrated-learning experiences that provide weight behind their negotiation request.

Other Considerations

Research in advance to see if what you are asking for is reasonable.

The company may not be in a fiscal position to increase any forms of compensation. What does that mean for your willingness to sign the contract?

Help them understand why you deserve what you are requesting (e.g., time working in the field/ experience)

Book an Employment Offers/Negotiations appointment with your Career Educator on Oscarplus to learn more about how you can approach negotiations for co-op contracts and post-grad employment or contact SSC if you are an alumnus.

