

PRESENTING A CONTRACT TO EMPLOYERS

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PROCESS

- contract as requirement before interview
- contract as requirement at review of "must have" at end of interviewing process
- offer of core items is presented by family
- negotiation of core items
- first draft of contract based on negotiations
- flesh out the details of the core items and all the other issues in the A to Z

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PRESENTING THE IDEA

- pre-qualify families to make sure they're truly "nanny employers"
- make it a "must have" rather than a "would like to have"
- make it one of your requirements from the very beginning, job wanted sheet
- when you're reviewing your terms at the end of interview (after the selling and before the offer), include a contract as a requirement of employment
- know the common reasons families have for not wanting a contract and be ready to gently push back

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**COMMON REASONS
EMPLOYERS PUSH BACK**

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WHY DO WE NEED A CONTRACT?

"Other jobs have an Employee Manual that acts as a reference for whatever questions that might come up. In a nanny job, there's no HR department. It's just me and you. Our nanny contract serves as our Employee Manual and makes sure we both have the same expectations and information and provides protection for both of us."

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**WE CAN JUST TALK ABOUT
THINGS AS THEY COME UP**

"I definitely want us to talk about things as they come up. However there are lots of issues we can talk about and agree on now and outline our agreements in a contract. Being proactive and avoiding common problems will save us time, energy, and stress later on. "

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I JUST WANT TO KEEP THINGS CASUAL, LIKE FAMILY

"I do too! A contract won't keep us from having the kind of relationship we want. It will just help us define the terms of the working part of our relationship which will help keep work problems at bay."

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FLEXABILITY IS REALLY IMPORTANT TO US

"And that's important to me too. A contract won't limit flexibility, it will just capture our agreements and make sure we're both on the same page with expectations."

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THINGS ARE FINE. WE DON'T NEED A CONTRACT.

"Lately a few issues have come up that we've had different perspectives about. Rather than be unsure of things and deal with them as they come up - that's really stressful to me - I'd like to walk through the details of a few issues and capture our agreements in a contract."

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WHAT'S REALLY GOING ON

"You've said you were concerned with A, B, and C and it feels like we've gotten through those things. However I still have the feeling there's something else that's making you reluctant. Is there something else we haven't talked about? "

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GETTING A CONTRACT INTO THEIR HANDS

When the family extends the offer, offer to create a first draft of the contract with the current details included.

Present draft contract with negotiable items open or with suggestions / possibilities.

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THINGS TO AVOID

Including a sample contract in your portfolio.

Waiting until the negotiation stage to outline your needs.

Adding a "must have" term during the negotiation period.

Starting before the contract is signed.

Giving into the "I'm sure it will be fine" sentiment.

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