

Over 30 Years Experience

# HUTCHISON GROUP

## Human Resource Consultants

### Experienced Human Resource Consultants for Union and Nonunion Environments

In recent years we have seen a growing demand for experienced Human Resource Consultants to assist with special projects and interim executive duties. As a result of increased work loads, special program requirements and aggressive schedules, many companies have found that retaining assistance from outside HR consultants is very helpful.

At the Hutchison Group, our team of HR Consultants works closely with our clients to understand their specific needs, providing them with the knowledge and experience to help meet their goals. Working as an extension of our client's management team, we explore alternatives, set objectives, and identify the best approach for achieving measurable results. Here are just a few of the Human Resource Consulting Services that we can provide:

- Contract HR Executives for Special Projects
- Manage Company Restructuring, Consolidation and Expansion
- Support Planned Mergers, Acquisitions and Divestitures
- Advisor and Resource to HR Team Members
- Employee Relations Assessments
- Custom Designed Training Programs (Individual Coaching as Required)
- Performance Driven Compensation Programs
- Productive Work Environments (Flexible Job Structures and Job Descriptions)
- Best Practice Policies and Procedures

### Our Clients - Helping Some of the Worlds Best Companies

For over 30 years, we have had the privilege of working with some of the world's best companies, helping them achieve their human resource goals; reduce costs, improve labor relations, negotiate innovative labor agreements, or maintain union free status. For a complete list of our clients and services please visit our web page at [www.hutchgrp.com](http://www.hutchgrp.com)





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### **Negotiate Exceptional Labor Agreements Reduce Costs and Improve Performance**

Our HR Consultants have over 30 years of experience designing and negotiating competitive “win-win” labor agreements with many of our nation’s largest labor unions. Working closely with our clients management team, we help identify and address specific areas of concern, and develop effective strategies for negotiating new agreements to help position the company and their employees for future success. Given our experience, we can either lead the negotiation process, or help guide and support company negotiators to a successful conclusion. Services performed in this area include but are not limited to the following:

- Extensive Planning and Preparation (good agreements require great preparation)
- Assess the Needs and Priorities of both Management and the Union
- Research Industry Best Practices and Propose New Contract Language
- Lead Negotiations or Assist and Support Company Negotiators
- Develop Employee Communication Plans to Help Secure Contract Ratification

### **Maintain Union Free Status Avoid Costly and Disruptive Union Organizing Campaigns**

For those organizations with a non-union workforce, we can help to discreetly determine your vulnerability to future union organizing. Having worked with both union and nonunion companies over the past 30 years, we have learned to identify key warning signs and recommend proactive steps to reduce your risk of a union organizing campaign. Failure to recognize these warning signs can result in having to engage in a costly and disruptive union campaign, which often creates deep and long lasting divisions within the workforce, not to mention the negative consequences if the union prevails (higher costs, work rules, etc.).

### **Reassure the Board of Directors and Shareholders**

As an added benefit, these efforts help to reassure the Board of Directors and Shareholders that management has applied the necessary resources to achieve their goals and avoid costly disruptions that can negatively impact both share price and company valuation.



*The Hutchison Group is a highly regarded management consulting firm focused on all aspects of labor relations. We specialize in planning and negotiating competitive labor agreements, assessing vulnerability to future union organizing, and a broad range of other HR services designed to help reduce costs and improve productivity.*

**We're on the Web!**

**[www.hutchgrp.com](http://www.hutchgrp.com)**

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