

Over 30 Years Experience

HUTCHISON GROUP

Labor Relations Consultants

Improve Union and Management Cooperation

Our union relations consultants decades of experience working with both management and union leadership to assess the current labor relations environment, identifying problems and opportunities for improvement. We facilitate discussions with both parties to develop practical action plans for meaningful change, improving cooperation and minimizing conflict.

The Union-Management sessions are typically conducted in a relaxed atmosphere away from the pressures of formal bargaining, which allows participants to freely explore new ideas and strategies for moving forward. Once a new framework has been agreed to, management and the union can commence formal negotiations to solidify the "win-win" concepts they identified during their informal discussions. Other benefits include:

- Assess the Current Union-Management Relationship
- Understand the Importance of Working Together as a Team
- Agree on Common Goals and Interests (build on current successes)
- Identify Problems and Sources of Conflict
- Develop Practical Action Plans for Improvement
- Review Best Practices to Help the Business Compete
- Set the Stage for Productive Contract Negotiations
- Conduct Assessments and Training with Supervisors and Union Stewards
- Design Communication Plans to Keep Employees Informed of Progress

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 improve labor relations, reduce costs, negotiate innovative and competitive labor agreements, and improve union-management cooperation. For a complete list of our clients and services please visit our web page at www.hutchgrp.com



General Electric





HUTCHISON GROUP

Union & Management Cooperation

Building Trust and Establishing Common Purpose Facilitated Discussions and Training for Union Leaders and Management

The first step in our process is to meet separately with management and union leaders to fully understand each party's perspective. Next we arrange for a joint discussion, where one of our experienced consultants facilitates the sharing of information and perspectives. During this session we focus on what is currently working, identify key obstacles, and ideas for improvement. In addition, these sessions provide an opportunity to gain valuable insights as to the pressures and drivers that motivate each party; and to engage in an open discussion as to how, working together, each side can achieve their respective goals.

Working Together: Create Competitive "Win-Win" Labor Agreements Avoid Costly Disruptions and Position the Business for Success

Our 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 management and union leaders, we help identify and address specific areas of concern, and develop effective new labor agreements that serve the interest of all parties.

During the formal negotiations process Hutchison Group consultants can provide a number of important services including but not limited to the following:

- Planning and Preparation (good agreements require great preparation)
- Generate Innovative Ideas Based on Industry Best Practices
- Propose New Contract Language to Address the Needs of Both Parties
- Develop Employee Communication Plans to Help Secure Contract Ratification

In addition, during the formal negotiations process our consultants can either lead the process, or help guide and support company negotiators to a successful conclusion.

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 been proactive in addressing potential areas of concern, to eliminate 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

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