

*Over 30 Years Experience*

# HUTCHISON GROUP

## Labor Relations Consultants

### **Helping Companies Maintain Union Free Status**

Hutchison Group consultants have decades of experience helping some of the world's best companies address a wide range of employee and labor relations issues. We are highly regarded for our ability to work with management and employees to create a positive work environment and maintain union free status; providing proven services designed to reduce costs, improve productivity and promote teamwork.

#### **Avoid Costly and Disruptive Union Organizing Campaigns**

For those organizations with a non-union workforce, we can help to discreetly determine your vulnerability to potential 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 can create deep and long lasting divisions within the workforce, not to mention the negative consequences should the union prevail (e.g. increased costs, restrictive work rules, work stoppages, etc.). In addition, a union victory at one site can encourage the union to attempt organizing at other company locations.

#### **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 identifying and addressing areas of concern, as unionization can negatively impact share price and company valuation.

#### **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 employee and labor relations, maintain union free status, and negotiate innovative and competitive labor agreements. 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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## Maintain Union Free Status

### **Assess Your Vulnerability to Union Organizing Identify and Address Areas of Concern Before they Become a Problem**

Like most things in life, to identify and confront a problem early on is by far the most effective approach. Failure to recognize warning signs and your vulnerability to possible union organizing can often result in having to engage in a costly and disruptive union campaign that can create deep and lasting divisions within the workforce.

Our principal tool in determining a client's vulnerability to union organizing is to facilitate small group meetings with a representative sample of the workforce, where employees can talk freely and share their opinions about the company (no direct mention or reference of unions). During these sessions, our experienced facilitators LISTEN carefully to employees and focus on (1) what is working well, (2) areas of concern, and (3) their recommendations for improvement.

The assessments are almost always appreciated by the employees, and the insights derived from these conversations provide management with a valuable and unique opportunity to address areas of concern in a proactive manner. As a result, employees are far less likely to seek out union representation, and the union is denied potential inroads or issues they might otherwise exploit in their attempt to organize the workforce.

### **Independent and Experienced Assessors Work Best**

Our consultants have decades of experience conducting employee relations assessments. We are skilled listeners and understand how to make employees feel comfortable during the process, ensuring good participation. Upon completion, we present management with insightful results, and prepare an effective action plan to address key areas of concern.

Also, using our independent assessors provides two key advantages. First, without question, our experience has shown that employees participating in the focus groups are far more comfortable to speak freely, as it eliminates any fears about possible retaliation. Second, it ensures total objectivity on the part of the assessors, avoiding any possible bias or subliminal influence to minimize potentially unpopular feedback from employees.



*The Hutchison Group is a highly regarded management consulting firm focused on all aspects of employee and labor relations. We specialize in assessing vulnerability to future union organizing, negotiating competitive labor agreements, and offer 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)**

**For More Information Contact:**

Cameron J. Hutchison  
President & Founder  
Email: [cameron@hutchgrp.com](mailto:cameron@hutchgrp.com)  
Tel: (203) 233-6200