

Over 30 Years Experience

HUTCHISON GROUP

Labor Relations Consultants

Helping Our Clients Plan and Negotiate Exceptional Labor Agreements

Our labor relations consultants have decades of experience designing and negotiating competitive “win-win” labor agreements with many of our nation’s largest labor unions. Working closely with our clients, we help identify specific needs and develop strategies for negotiating union contracts that benefit all parties. Given our experience, we can lead the union contract negotiation process or help guide and support company negotiators. Services frequently performed in this area include:

- Plan and Negotiate New Competitive Labor Agreements
- Review and Assess Current Labor Agreements
- Assess the Needs and Priorities of both Management and the Union
- Develop “Win-Win” Outcomes that Serve the Interest of both Parties
- Research Industry Best Practices
- Lead Negotiations or Assist and Support Company Negotiators
- Propose New Contract Language
- Develop Employee Communication Plans for Contract Ratification
- Provide Negotiator Training
- Mediation Services

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, negotiate innovative labor agreements, and maintain union free status. For a complete list of our clients and services please visit our web page at www.hutchgrp.com





HUTCHISON GROUP

Exceptional Union Contacts

Proven Strategies that Produce Results

Negotiate Labor Agreements that Reduce Costs and Improve Performance

Our labor relations consultants have over 30 years of experience designing and negotiating innovative labor agreements for some of the world's best companies. Working as an extension of our clients management team we carefully assess the needs of the company, and develop effective strategies for negotiating new "win-win" labor agreements to position the business, union leadership and employees for future success. In addition, we design valuable pre and post negotiations communications plans to help ensure contract ratification and smooth implementation of new provisions. The results of our efforts typically include:

- Reduce Costs and Improve Productivity
- Eliminate Restrictive Work Rules for Increased Flexibility
- Simplify Contracts to Decrease Opportunities for Conflict
- Create a Positive Work Environment
- Develop Important Post Contract Action Plans

Advance Planning is Critical

Good Contracts Require Great Preparation

Like most things in life advanced planning and preparation are key to producing a great outcome, and labor contract negotiations is no exception. First, management and union leadership need to develop and sustain a cooperative partnerships well in advance of formal negotiations. Second, management must carefully assess their needs and begin to share their concerns and goals with both union leaders and employees early on as communications close to bargaining are typically perceived as company propaganda. A well constructed plan to communicate and manage expectations in advance of negotiations is essential for success.

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

For More Information Contact:

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