

EXPERIENCE SUMMARIES TLG CONSULTING HISTORY

CHAPTER 16:

LABOR NEGOTIATIONS, LABOR POLICY & JOB ACTIONS

For more than 25 years, James E. Lukaszewski, *ABC, Fellow IABC, APR, Fellow PRSA, BEPS, Emeritus*, has provided pragmatic, strategic counsel and communication assistance to companies and industries, government officials and their agencies, and non-profit organizations that have become the targets of job actions.

Over the years, helping organizations successfully work through their labor-management issues has been a constant part of his practice. He believes that labor activism is a permanent part of business and public activities. His strategic approach is based on candor, independent action, and driving the process forward in positive increments while focusing on outcomes that are realistic, honorable, and achievable.

Whether the work is at corporate headquarters or in the field at individual plant sites or business units, Mr. Lukaszewski is comfortable speaking and interacting with activist groups and their leaders, as well as management and CEOs of organizations.

In situations where entire facilities have been threatened by sudden changes in government policy, litigation, or community attitudes, he works jointly with labor and management to focus the issues, find common ground, set aside current problems, and work toward solutions that are in the best interests of everyone concerned.

The industries in which Lukaszewski has worked on labor issues include:

- Advising the HR function on strategy
- Coaching (internal and external)
- Collaboration with legal counsel on acceptable and appropriate communication
- Confrontation and negotiation strategies
- Counteraction/demonstration strategies
- Direct guidance in the implementation of internal and external communication strategies
- On-site direction of communication during job actions or negotiations
- Preparation for local and national magazine news shows, e.g., *20/20*, *60 Minutes*, *Hard Copy*, etc.

- Public policy, legislation, and litigation visibility management
- Senior executive coaching in preparation for job actions
- Spokesperson training for chief executives, legal counsel, negotiators, and plant general and operating managers and supervisors
- Strategy

Specific labor issues and situations with which Mr. Lukaszewski has dealt include:

- Activist action
- Basic disputes
- Boycotts
- Confrontation
- Contract rescission
- Corporate campaigns
- Decertification
- Demonstrations
- Downsizing/rightsizing/RIF
- Government and employee job actions
- Litigation
- Negotiation communications
- Negotiation preparation
- Organization drives
- Personal attacks
- Plant closings
- Privatization
- Strikes/replacement workers
- Takeovers/spin-offs
- Workplace violence