COMMUNICATE
COMMIT
DELIVER
2018
Sheet Metal Anthropologist
TIME
Fateful Voyage
What really happened aboard the Exxon Valdez
Captain Joseph Hazelwood
ON THE BEACH
ON THE BEACH
PRE-70s CREW
(45-50)

DECK
ENGINE
GALLEY
RADIO
PRE-70s CREW

(45-50)
POST-70s CREW
(12-15)

DECK

ENGINE

GALLEY
THE STRUCTURE OF SCIENTIFIC REVOLUTIONS

THOMAS S. KUHN

WITH AN INTRODUCTORY ESSAY BY IAN HACKING
EVOLUTION

TIME

Age of Sail

Age of Steam

Age of FOC
EVOLUTION

TIME

Age of Sail

Age of Steam

Age of FOC
EVOLUTION

TIME

Age of Sail

Age of Steam

Age of FOC
CONTRACT BARGAINING

CONTRACT ADMINISTRATION
EVOLUTION

TIME

- Age of Guilds
- Industrial Age/Unions
- Rise of Non-Union Competition
NON UNION MODEL
UNION RESPONSE

LONG LOST PRIVATE
GONE, RED ZONE

THREATENED PRIVATE
AT RISK, YELLOW ZONE

DAVIS-BACON
SOLID, GREEN
EMPLOYMENT LEVEL

Number of hours of union work done in a defined period of time (year)
EMPLOYMENT SHARE

Union employment level as percentage of total employment level (union and non-union) in a defined period of time
EMPLOYMENT LEVEL

WEATHER

EMPLOYMENT SHARE

CLIMATE CHANGE
LEVEL OF REAL OUTPUT

TIME

BUSINESS CYCLE

Peak

Expansion

Recession

Trough

Expansion

Recession

Peak

Trend line

Trough
BREAKOUTS

HOW TO DEVELOP A MARKET RECOVERY PLAN
(aka “Market Recovery – It’s Not Just for Contract Bargaining”)

HOW TO USE TARGET / EQUALITY FUNDS FOR MARKET RECOVERY
(aka “Market Recovery Funds – Can We Buy Our Way to Market Recovery?”)

HOW TO EXPAND YOUR MARKET RECOVERY CONTRACTOR BASE
(aka “Market Recovery – A Whole New World”)

HOW TO MANAGE A MARKET RECOVERY WORKFORCE
(aka “Market Recovery – Which is Better, Single or Parallel Workforce?”)
SHIFT HAPPENS