

#PINP18



# COMMUNICATE COMMIT DELIVER

2018





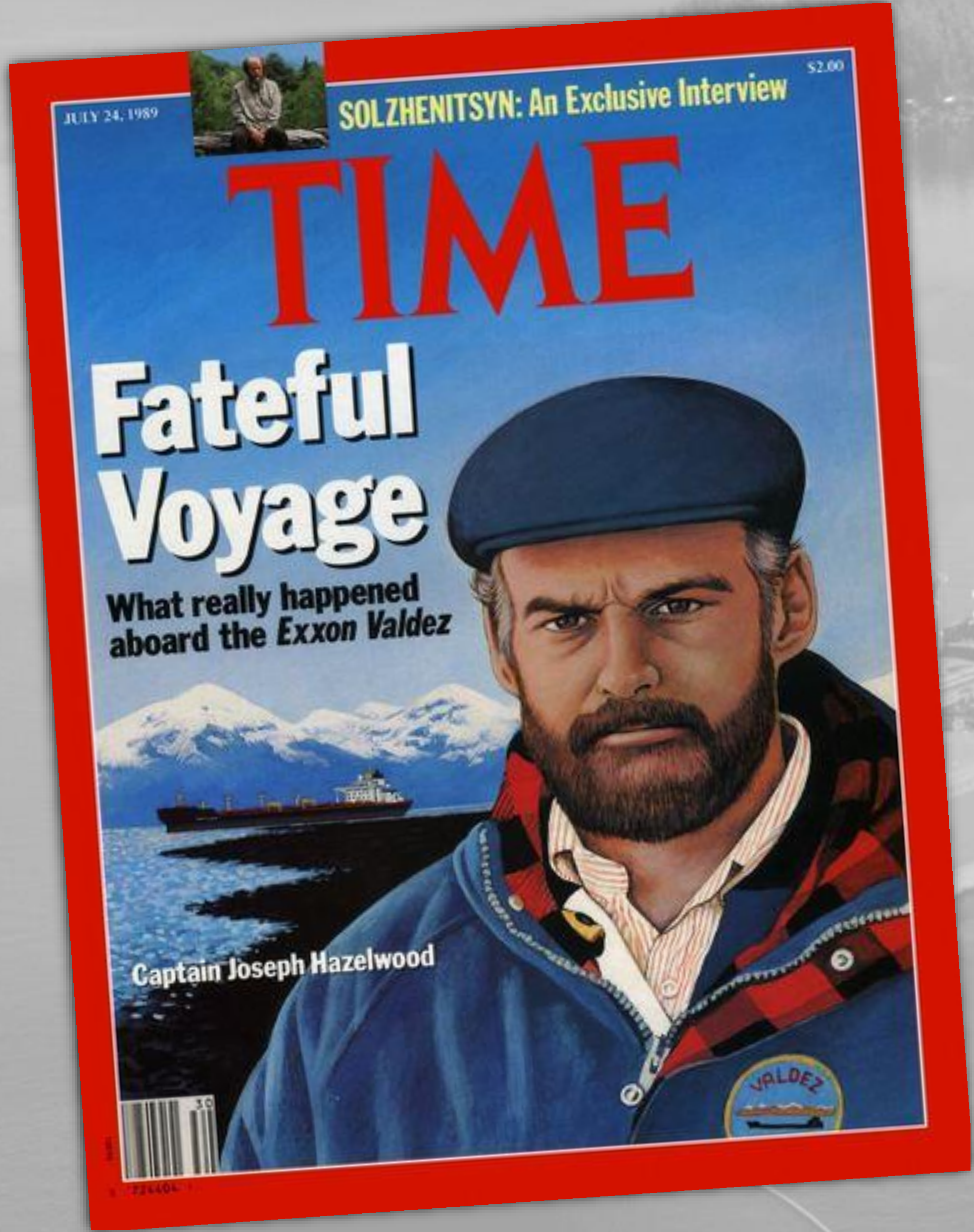
# MICHAEL GAFFNEY

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Sheet Metal Anthropologist



EXXON VALDEZ





**ON THE BEACH**



PAUL R. TREGURTHA

THE  
INTERLAKE  
STEAMSHIP CO.

**ON THE BEACH**

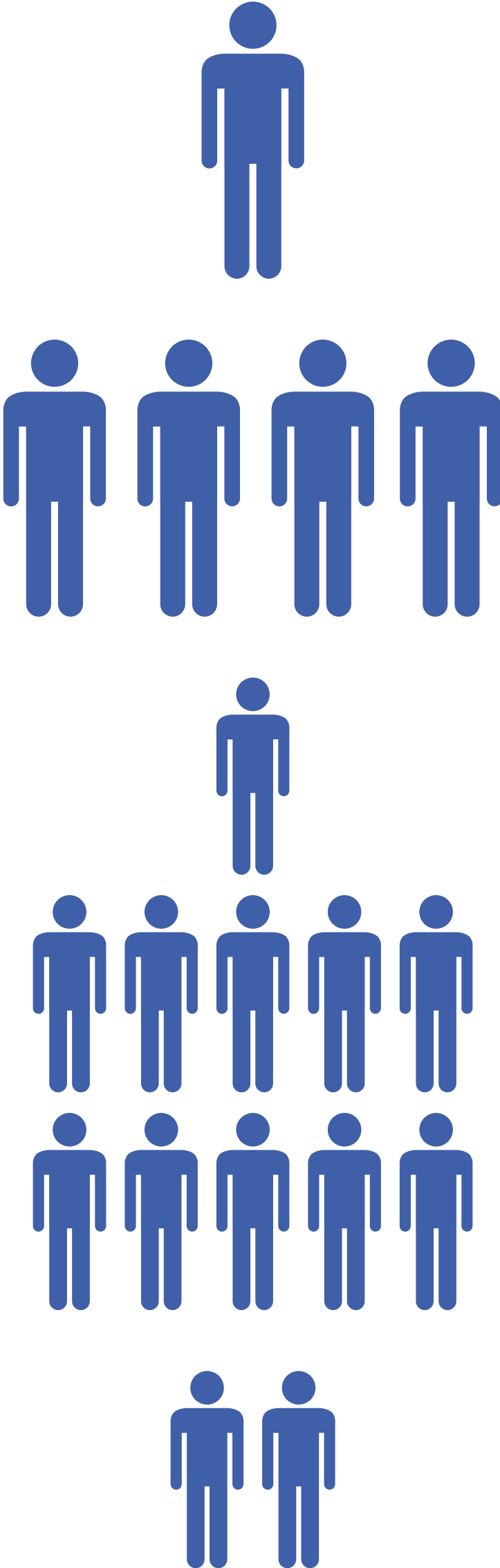




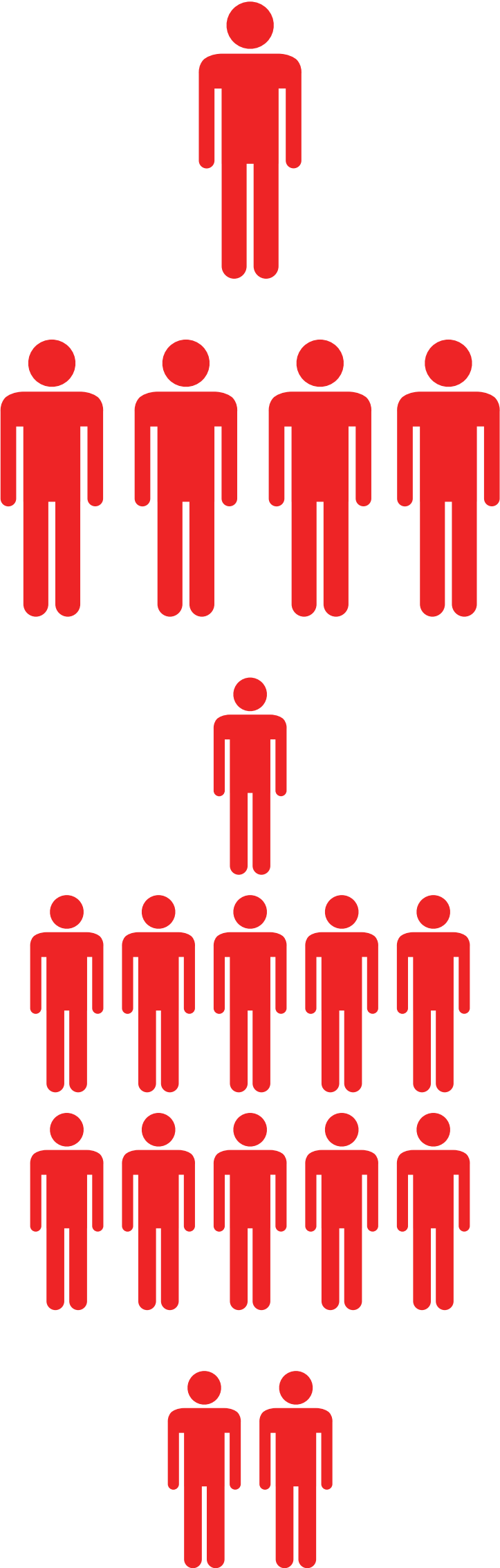
# PRE-70s CREW

(45-50)

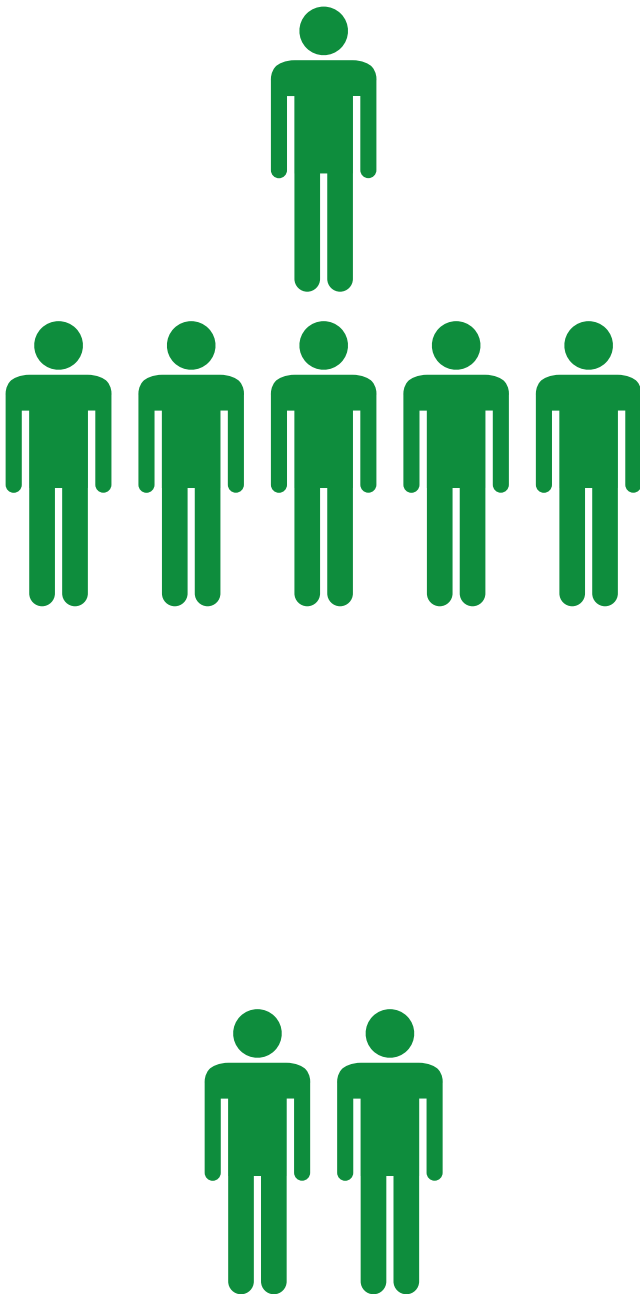
DECK



ENGINE



GALLEY



RADIO







**LONG LOST  
ROUTE**

**THREATENED  
ROUTE**

**PROTECTED/  
CABOTAGE**





PORT OF OAKLAND

PORT OF OAKLAND

TERMINALS ZPMC

MEKONG FREIGHT

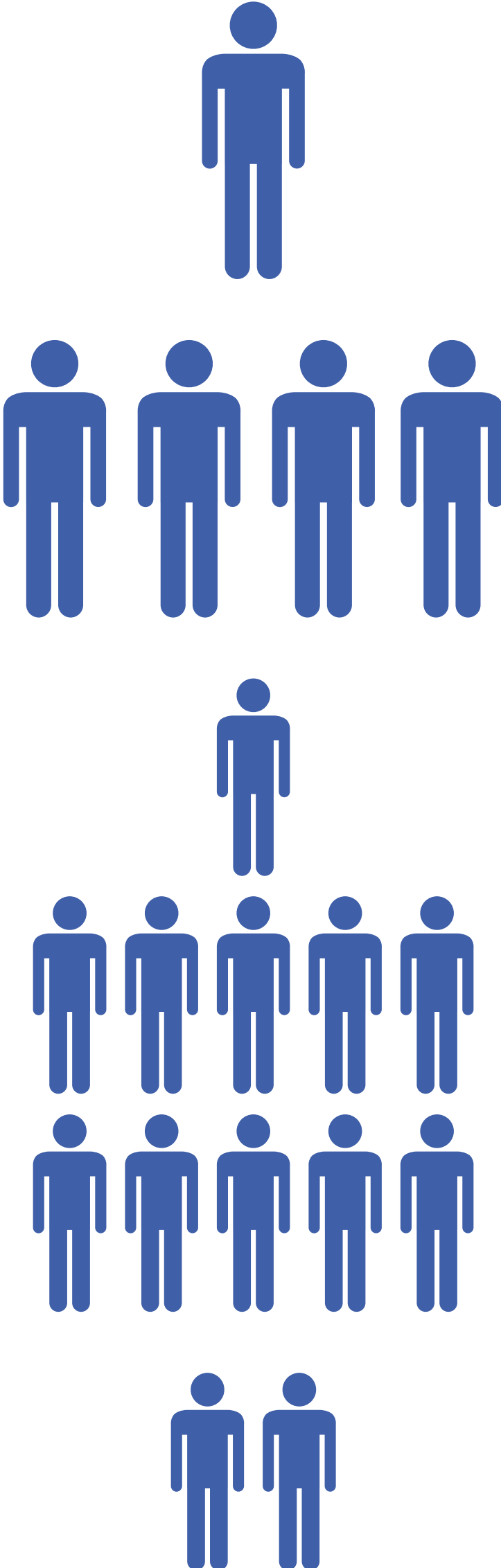
OSAKA

AmNex

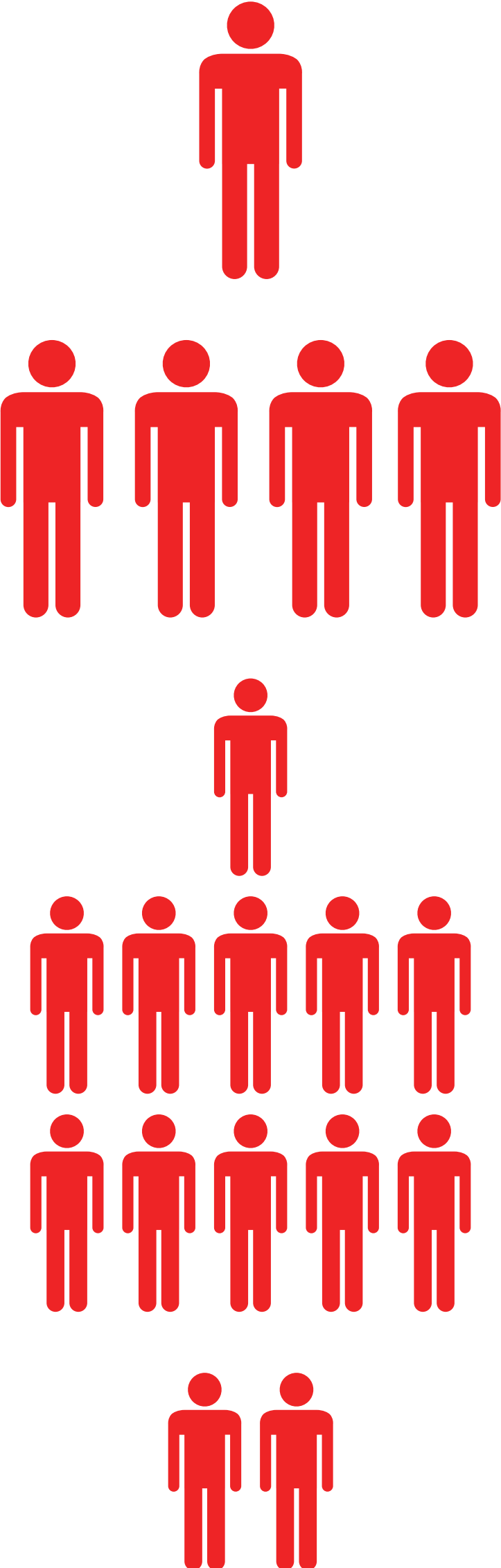
# PRE-70s CREW

(45-50)

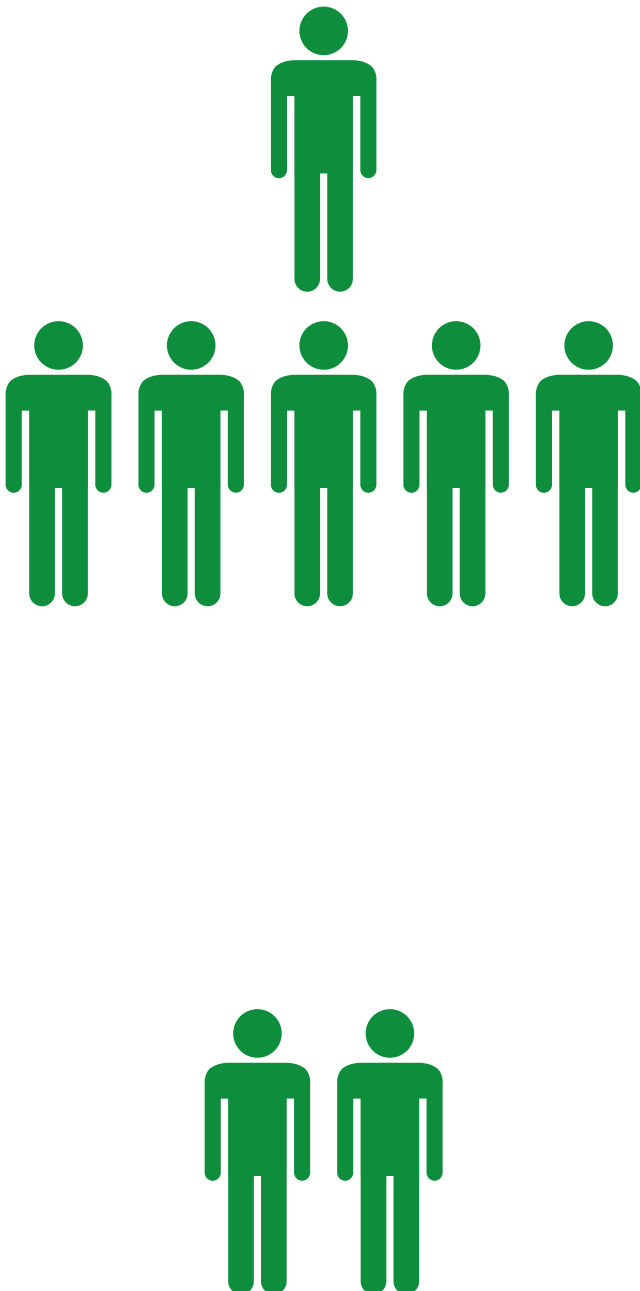
DECK



ENGINE



GALLEY



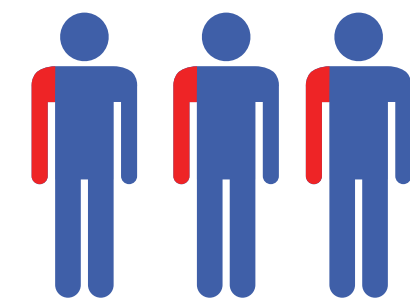
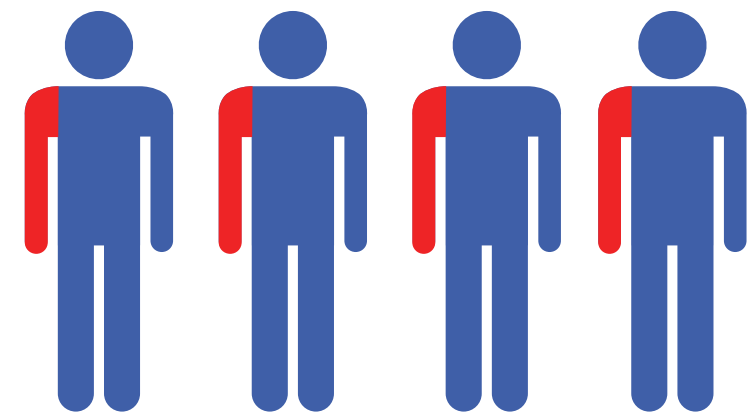
RADIO



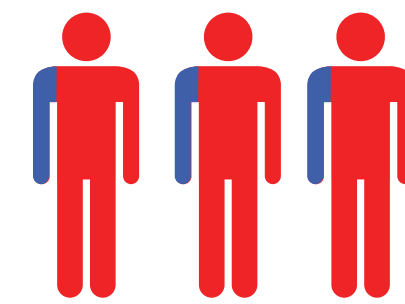
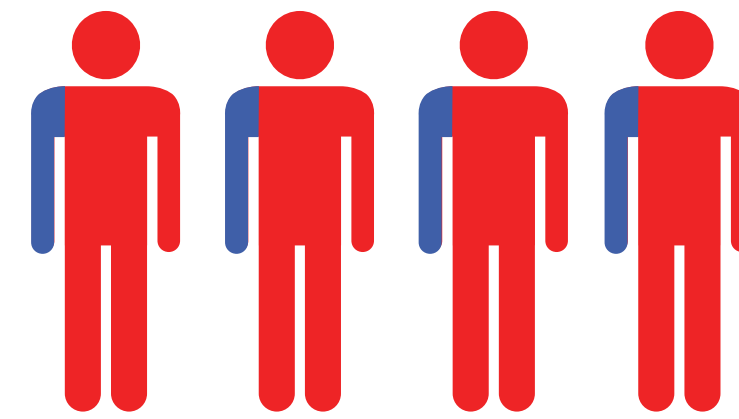
# POST-70s CREW

(12-15)

DECK



ENGINE



GALLEY





50TH ANNIVERSARY EDITION

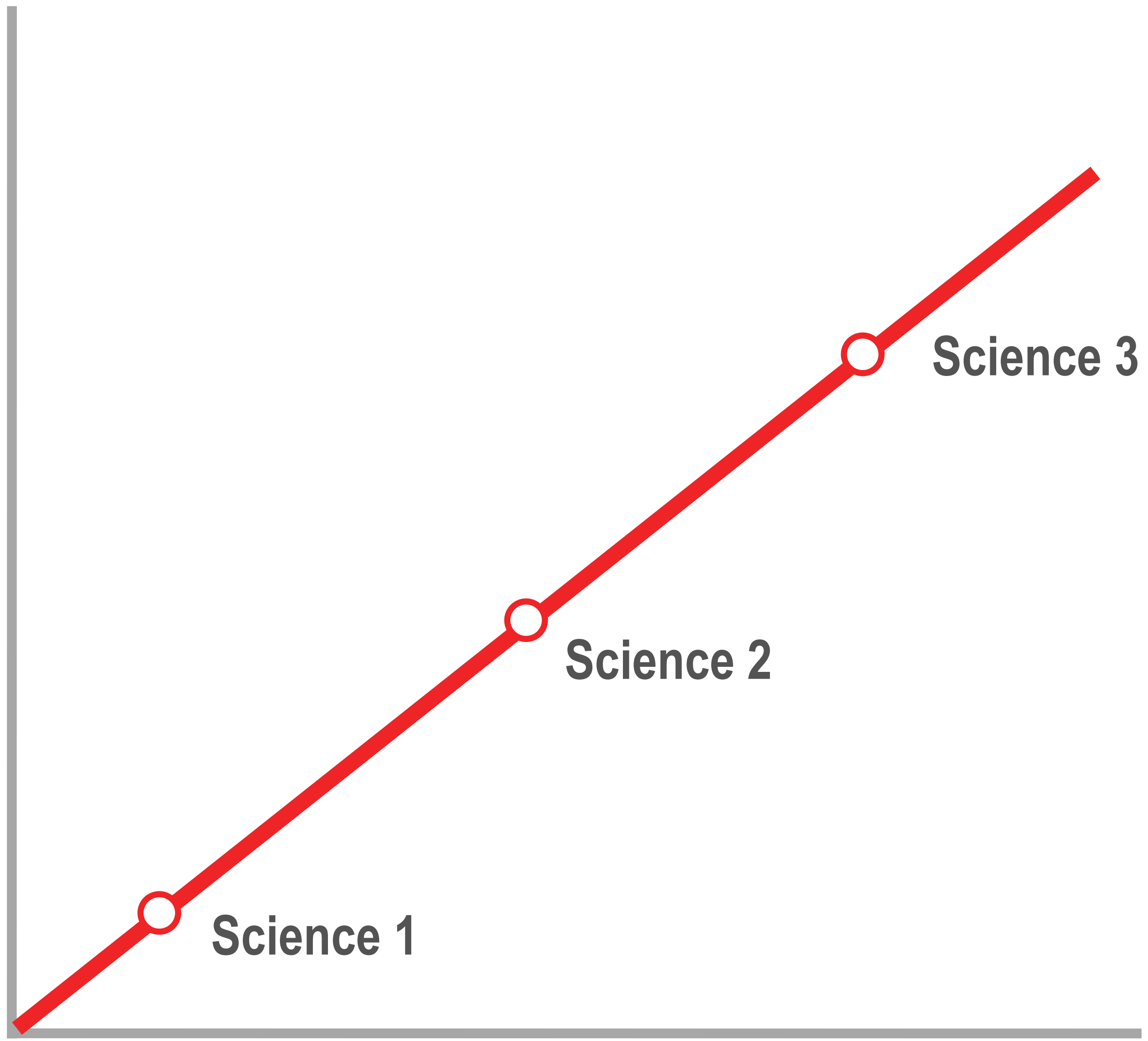
THE STRUCTURE OF SCIENTIFIC  
REVOLUTIONS

THOMAS S. KUHN

WITH AN INTRODUCTORY ESSAY BY IAN HACKING



**EVOLUTION**



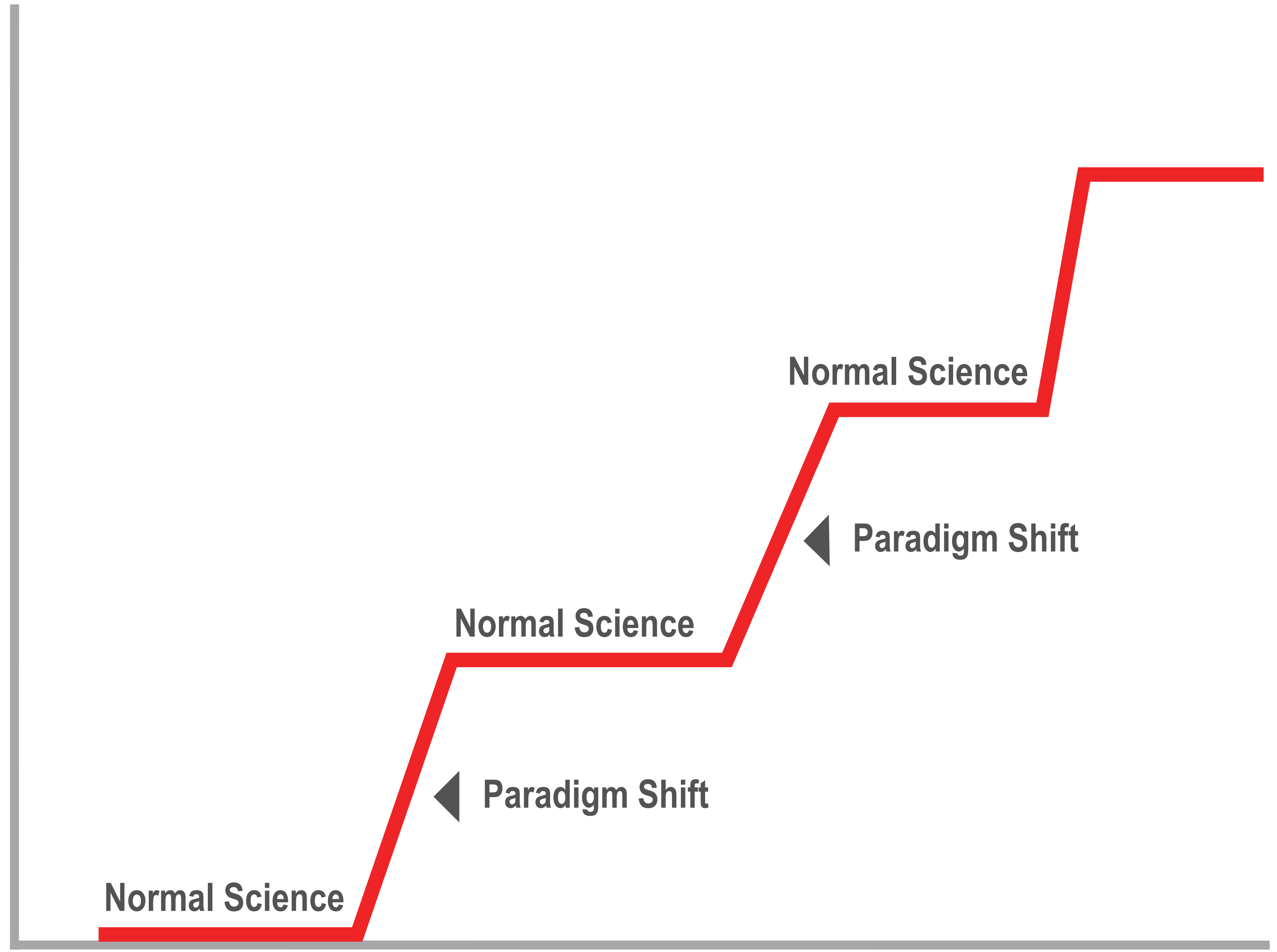
**Science 1**

**Science 2**

**Science 3**

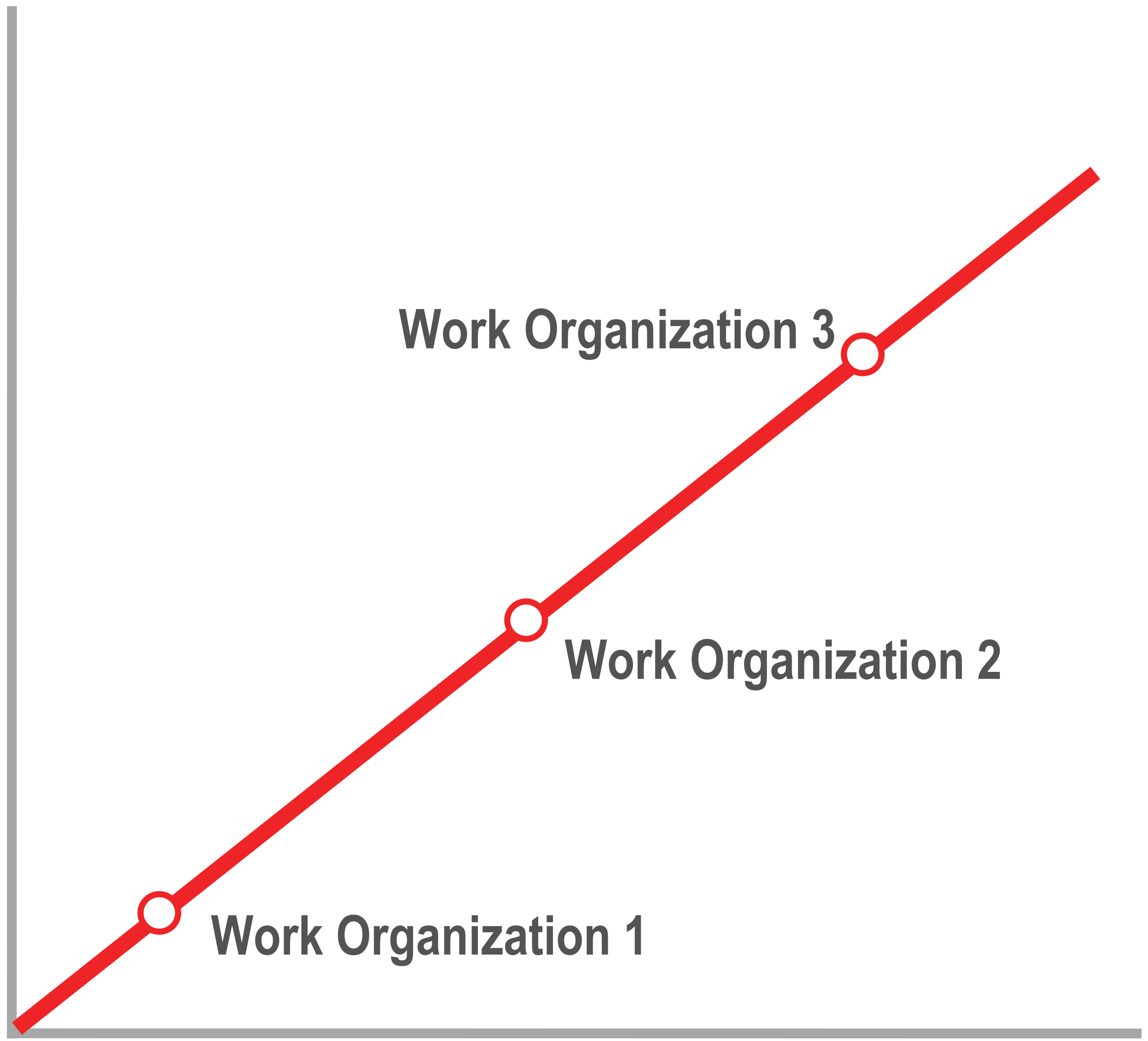
**TIME**

**EVOLUTION**



**TIME**

**EVOLUTION**



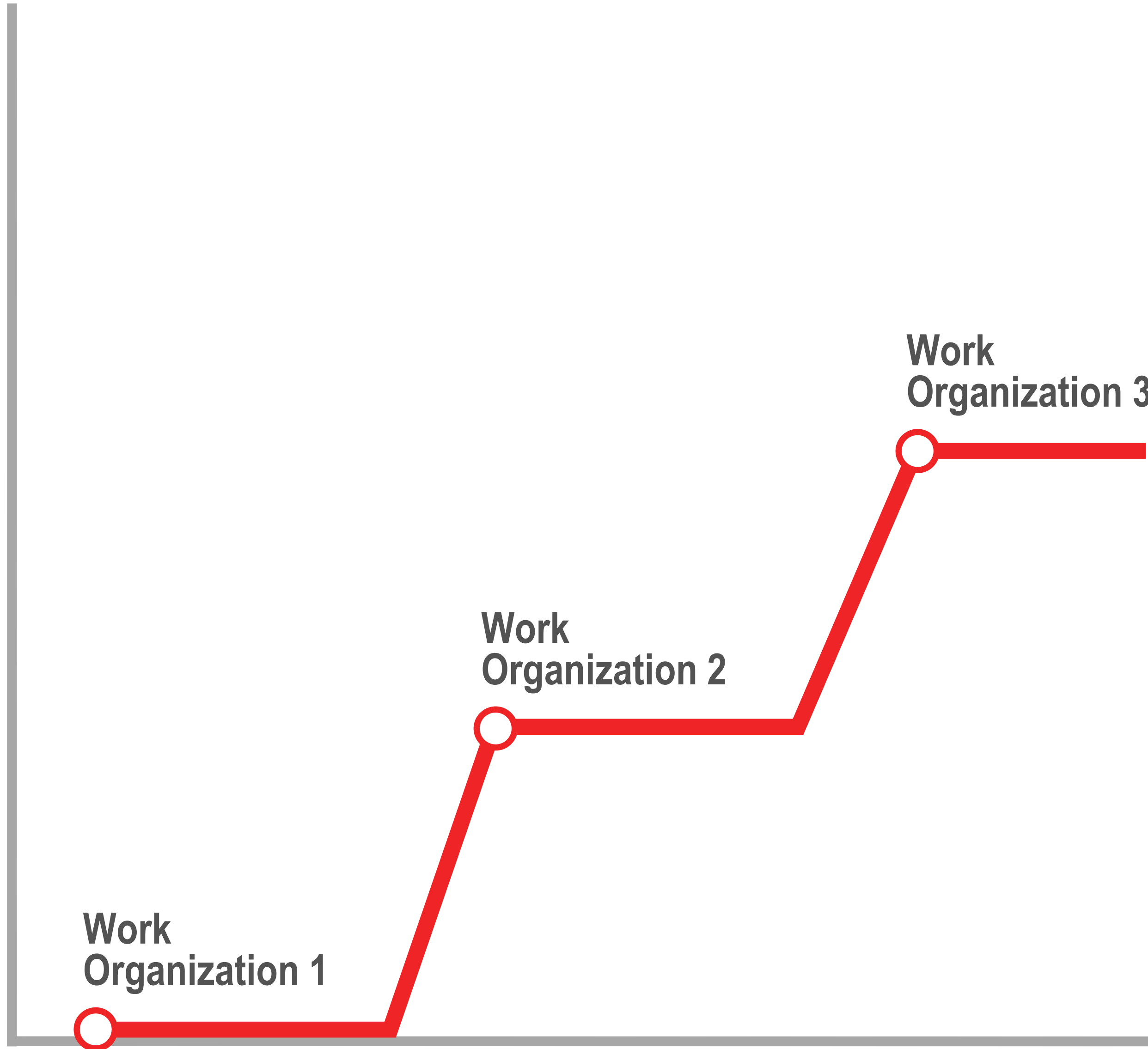
**Work Organization 3**

**Work Organization 2**

**Work Organization 1**

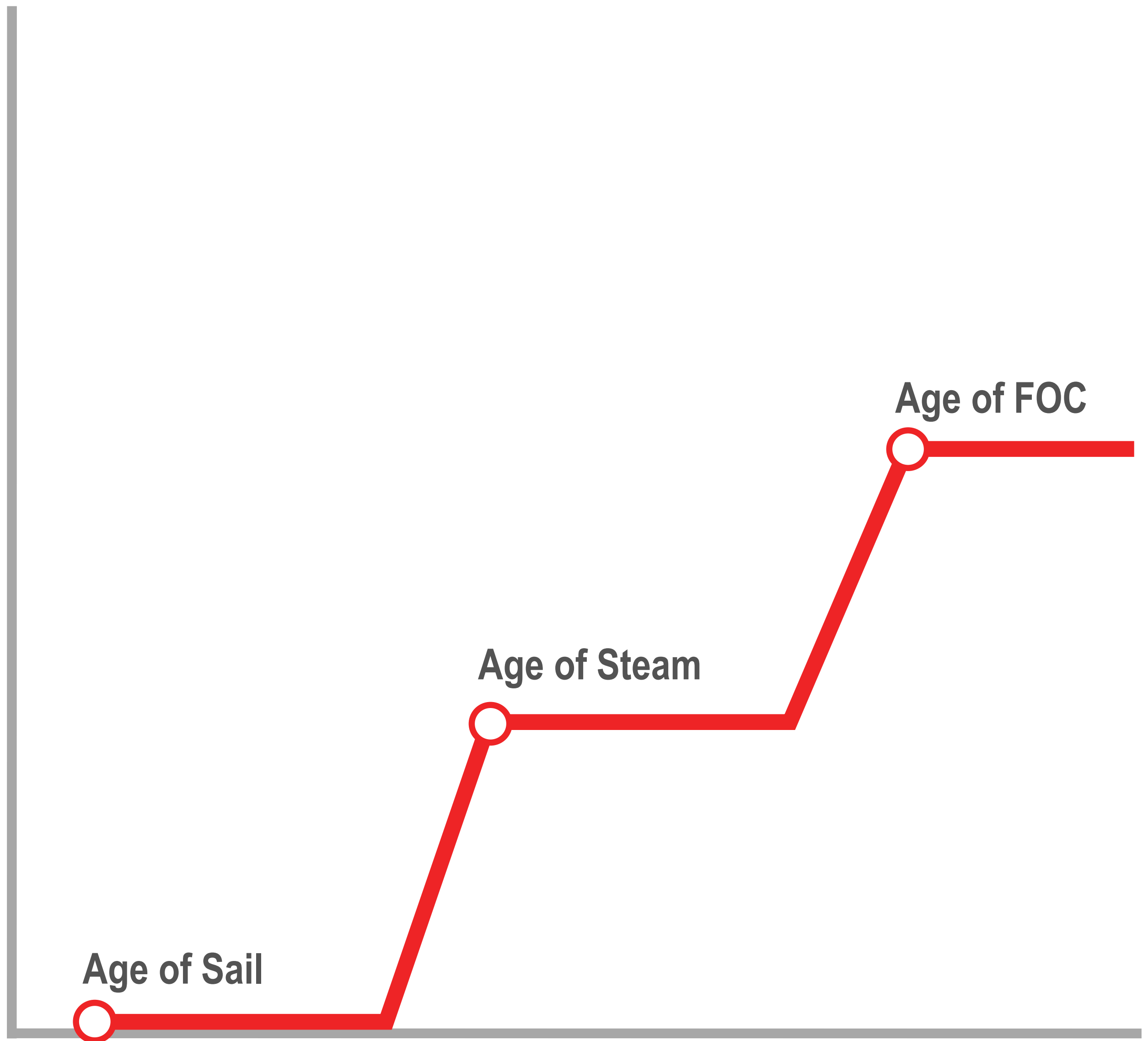
**TIME**

**EVOLUTION**



**TIME**

**EVOLUTION**



Age of Sail

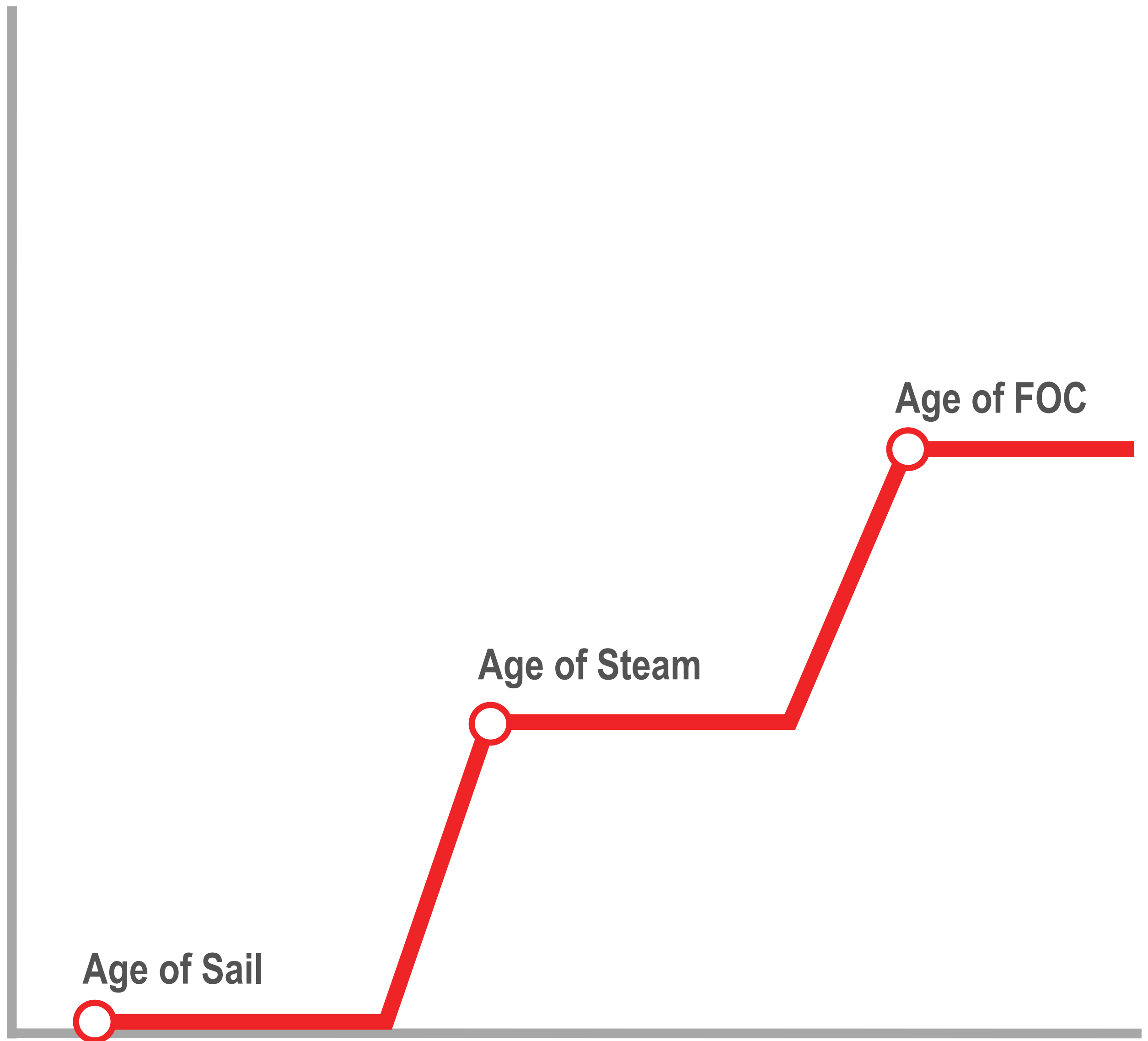
Age of Steam

Age of FOC

**TIME**



**EVOLUTION**

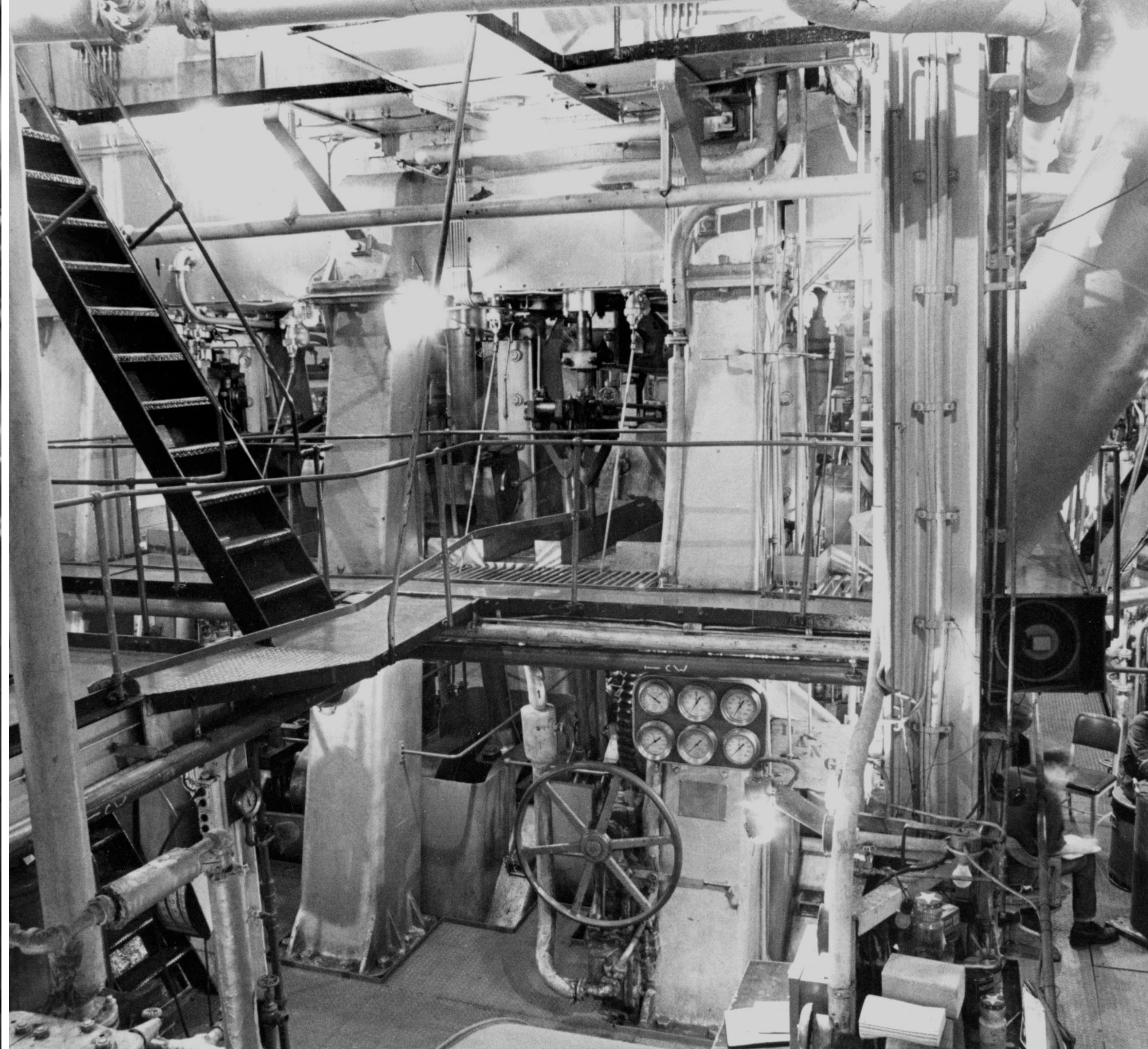


Age of Sail

Age of Steam

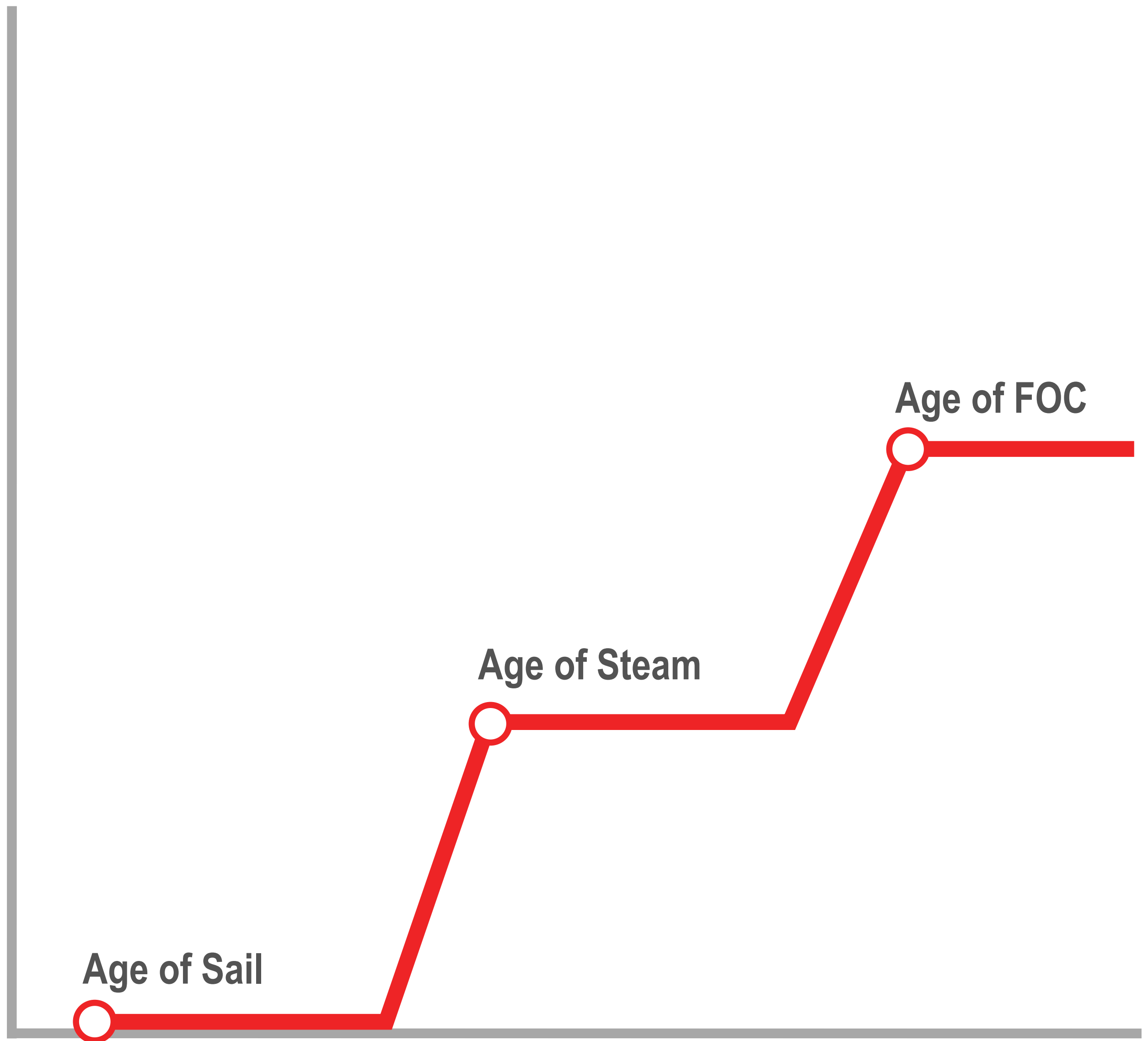
Age of FOC

**TIME**





**EVOLUTION**



Age of Sail

Age of Steam

Age of FOC

**TIME**





**CONTRACT BARGAINING**

**CONTRACT ADMINISTRATION**



**CONTRACT BARGAINING**

**LABOR/MANAGEMENT COOPERATION  
(PARTNERSHIP)**

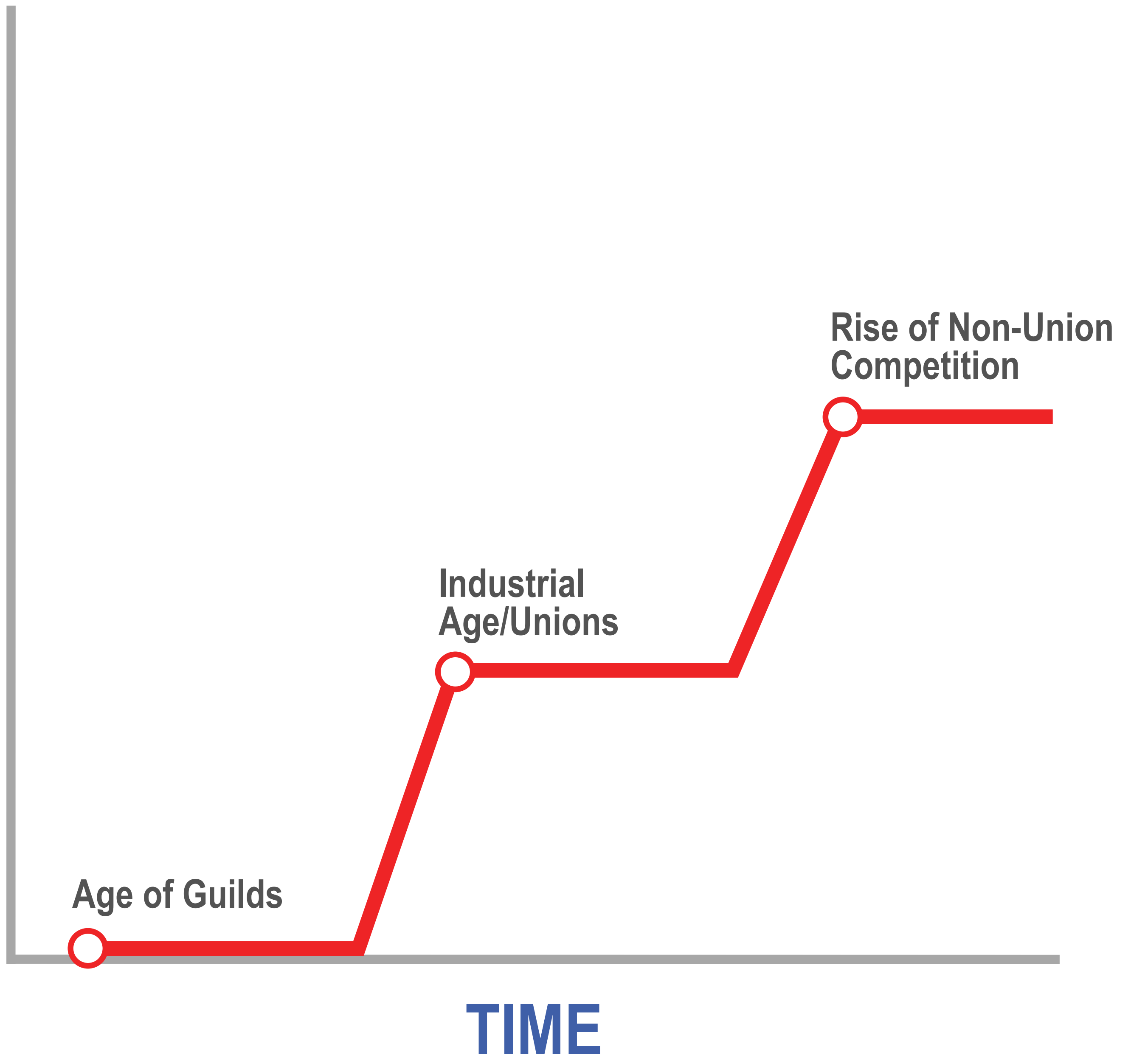
**CONTRACT BARGAINING**

**EVOLUTION**



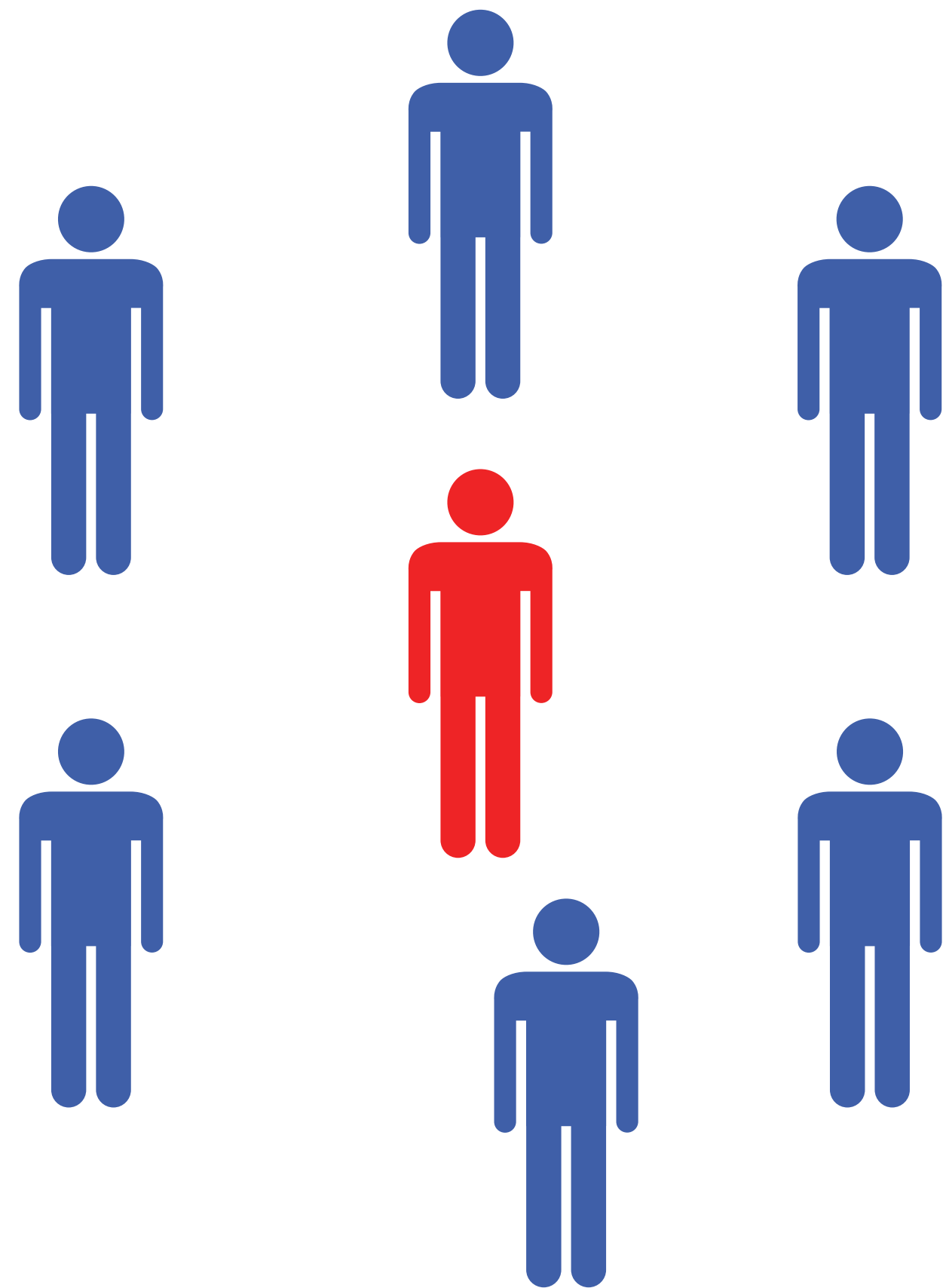
**TIME**

# EVOLUTION



# NON UNION MODEL

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# 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**

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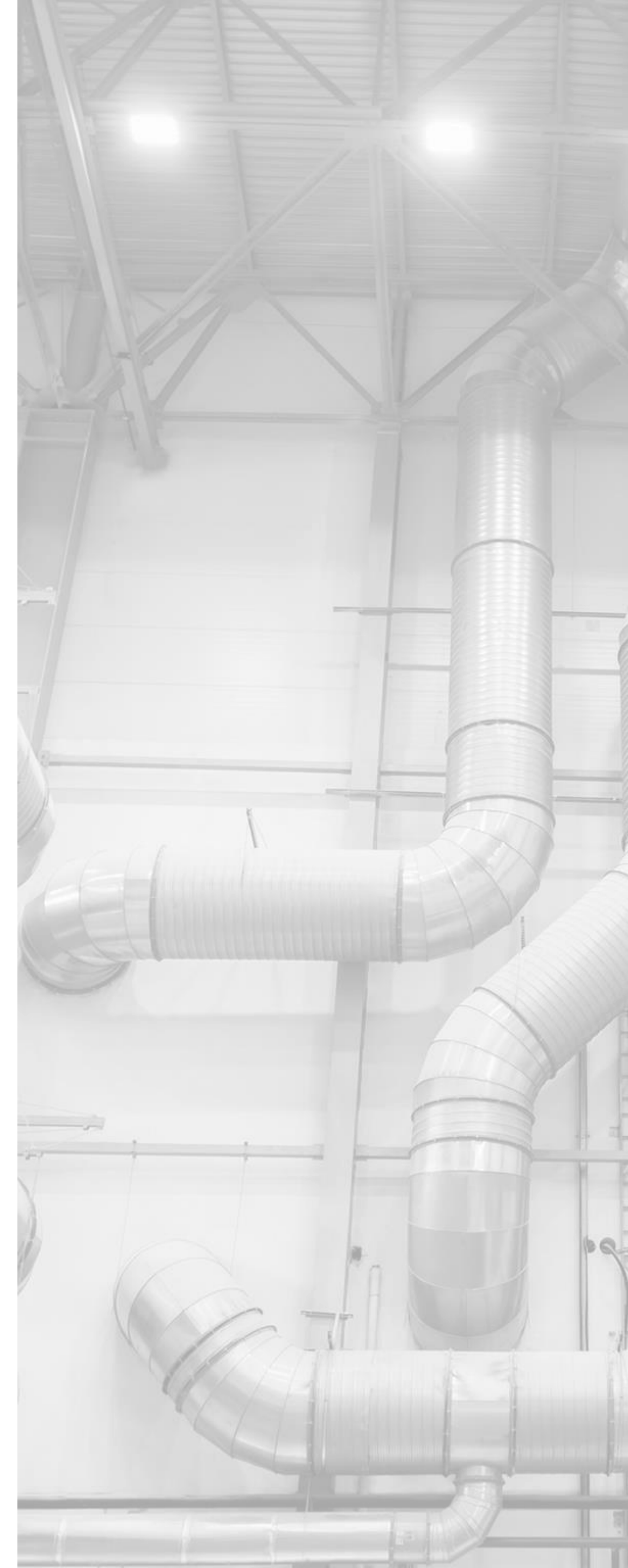
**EMPLOYMENT SHARE**

- 
- 

**WEATHER**

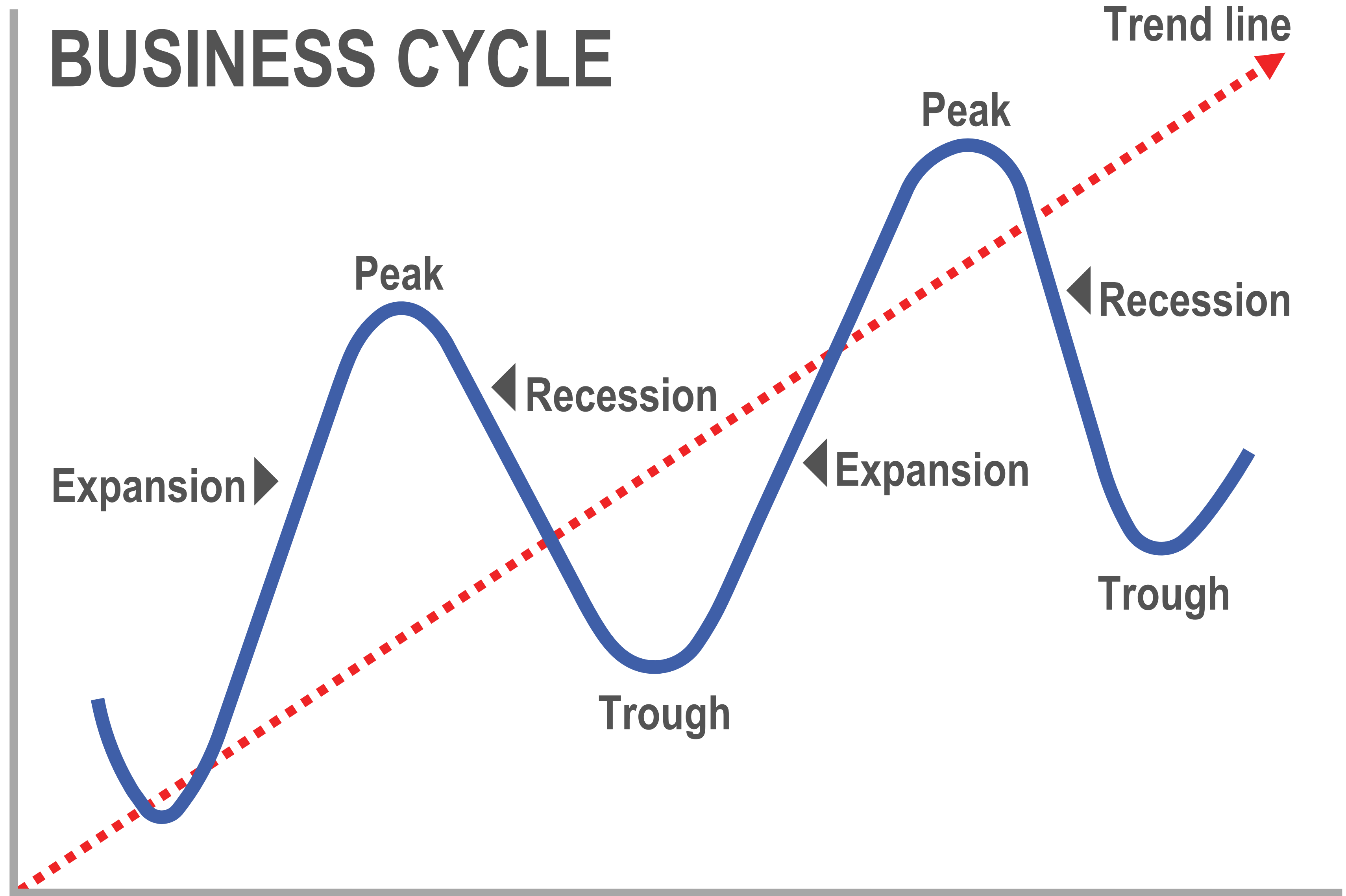
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**CLIMATE CHANGE**



# BUSINESS CYCLE

LEVEL OF REAL OUTPUT



TIME

Alexander Pritsen  
Ανδρέας Πετρίκι

# Isle of Skye

JOURNEYMAN



3529

EXPANSION





# BREAKOUTS

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## **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**



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2018

