



CASE STUDY:

Labor Negotiations

Cowden Associates, Inc., workforce management experts, assist a company faced with selling its operation.

Cowden Associates' plan enabled the company to reduce operating costs, create a more efficient operating environment, and successfully negotiate a three-year union contract.



Issue

A 200 year old company faced selling its operation due to a three-year decrease in revenues and increase in expenses. Labor negotiations needed to produce cost saving strategies, including job cuts.

With over a dozen separate union contracts pending expiration, the company wanted to “sell” the unions on cut backs that continued to meet the needs of its 1,200 employees, but was also not detrimental to its bottom line.

Solution

To ensure viability and long-term success, the company needed to create reasonable and comprehensive compensation, employee benefits and pension plans for active and retired employees, which included employee contributions for the first time ever. Cowden Associates, Inc., workforce management experts were the logical solution to work with management in creating a clear vision and accessing the impact of the contract on the efficiency and effectiveness of the organization.

The process of redesign and modification entailed:

- Analyzing existing plans
- Identifying opportunities for cost savings
- Designing solutions that save money
- Assessing the solutions' impact on employees

Results

The company presented the results of the analysis to the union and in turn was able to negotiate a three-year contract that enabled the reduction of future operating costs and created additional operational efficiencies.

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