

# William J. Wolverton, Owner

## Wolverton Consulting LLC

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### Tech-Savvy Labor Relations (LR) Consulting Firm

Virtual and Live Training | Interactive Insight | Cutting-Edge App for Disciplinary Investigations / Decisions

**Fill LR training void in utility industry.** Program customized to client's labor contract and business needs. Entertaining, engaging, and informative.

- Incorporate interactive engagement, critical element in adult learning; including:
  - Videos stopped to ask audience how to respond to various scenarios
  - Forces thinking and greatly improves retention
- Use multi-media (lecture, visuals, videos, question/answer, and role playing)
- Taught by well-respected, articulate LR professionals

**Proprietary Application** facilitating investigation of disciplinary infractions, ensuring fair and defensible actions.

- Robust search feature enables users to locate pertinent infractions
- For each disciplinary infraction, provides:
  - Definition
  - Required elements
  - Possible aggravating and mitigating factors
  - Suggested avenues for investigation
- Digital Applications are the future; our tools will appeal to new supervisors and managers

#### Other Services

- Provide strategic advice on LR matters, from arbitral risk to negotiating imperatives
- Act as advocates in arbitration as well as chief negotiators in collective bargaining

#### Experience and Expertise

- Effective Trainer – Implemented multiple training programs as Labor Relations leader, including interactive training program to launch first contract at Baltimore Gas & Electric (BGE), large investor-owned utility. Program designed with learning consultant to ensure effective engagement, an ongoing commitment of firm.
- Proven Negotiator – Negotiated over 40 Contracts. Agreements were cost-effective and innovative. Changes in sick pay dramatically reduced absenteeism in multiple companies. Obtained “me-too” clauses, requiring unions to accept benefit changes that apply to management. Colorful and detailed weekly negotiating reports kept top management informed and engaged.
- Able Advocate – Acted as company advocate in numerous arbitrations, winning high percentage. Member of D.C. Bar.
- Experienced LR Professionals – All Trainers, advocates and advisors in firm possess abundant experience dealing with day-to-day, as well strategic LR issues in utility industry.