

When Strikes Threaten,
No One Works Harder For You



While no company welcomes a strike, every employer with a unionized workforce faces the threat. Without an established plan to ensure continued operations during a work stoppage – and an experienced strike management partner to execute that plan – you stand to lose revenues, market share, just-in-time contracts, perishable inventories and potentially much more. For more than 40 years, companies have found the solution with Huffmaster.

Strike Management Solutions



Securing Your Business At A Higher Level

Huffmaster has earned its reputation as the leading strike management resource on the front lines of many of the nation's most difficult and high-profile labor disputes. As a result, few companies can match our depth of experience or our range of services.

We can assist with all aspects of pre-strike contingency planning and, if a work stoppage occurs, we can provide replacement workers, strike-trained uniformed officers and a full array of supporting services. With a unique combination of experience and single-source capabilities, Huffmaster is the proven choice for strike management solutions.

Contingency Planning

Huffmaster pre-strike contingency plans focus on keeping your company operational – no matter how severe the labor dispute.

Our plans are comprehensive. They address all issues, including the need for hiring replacement workers, outsourcing selected services, stockpiling raw materials or finished goods, strike security and more.

Our plans are also fully customizable. By applying experience gained from labor disputes across almost every industry – for an impressive client list including Pepsi Bottling Group, Kraft Foods and Bosch Automotive – we can help you develop a plan that meets your company’s specific operational needs.

Our contingency planning can support your organization in any of three ways:

Plan Development | Not sure where to start? Our experienced labor dispute consultants can assist in the development of every aspect of your plan. They suggest a structure, detail strategies and tactics, and provide recommendations based on “best practices” developed managing scores of strikes every year.

Plan Facilitation | Looking to streamline your process? Our professionals meet with your entire management team, or with individual members, to answer questions or address specific strike related problems.

Gap Analysis | Need an objective assessment of your fully developed plan? Our experts perform a gap analysis on your complete or nearly complete plan to identify areas that have not been addressed, and to suggest alternative tactics that can be more readily executed.



Alternative Workforce



Keeping Your Business in Business

When a work stoppage occurs, finding and managing the skilled and unskilled replacement workers needed to keep your business in business can be a daunting challenge. Huffmaster's Alternative Workforce division can help with complete staffing services, which encompass everything from developing your operational plan before a stoppage occurs through transportation, training, supervision and administration of replacement workers.



Flexible Staffing Solutions

No matter where or when your stoppage occurs, Huffmaster's national network of qualified replacement workers is ready to step in and support your continuing operations.

When you need highly skilled tradesmen, mechanics, forklift drivers or experienced truck drivers (CDL-A licensed) to help you meet critical delivery schedules, Huffmaster can deliver skilled out-of-town replacement workers at one site – or multiple sites.

And, when you need a low-skill, lower cost solution, Huffmaster's exclusive Local Alternative staffing option can supply qualified local replacement workers without the high travel, housing and per diem costs associated with out-of-town workers.

That's business secured to a higher level. That's Huffmaster.



Strike Security

Our “high visibility, low confrontation” approach to strike security begins the moment your management team, employees and union officials see the Huffmaster name. Our uniformed strike security officers are predominantly ex-military personnel with extensive experience on the picket line. They undergo specialized training for each deployment. We position our security officers in highly visible locations. And, using strategically placed video cameras, we thoroughly document picket line behavior to support any terminations, disciplinary actions or NLRB hearings related to the strike. These measures, combined with our thorough understanding of picket line behavior, allow us to prevent most problems from ever occurring.

When a strike occurs – whether expected or unexpected – Huffmaster’s strike security professionals can rapidly respond to secure your facilities, deter strike-related violence and support your continuing operations with:



Picket Line Security | Our highly specialized strike security officers are trained to deter picket misconduct and, when necessary, keep driveways clear using defensive formations.

Property Protection | Designed to help prevent sabotage and/or vandalism to your facility and equipment through high visibility and deterrence.



Mobile Protection | Dedicated to protecting drivers, trucks and other mobile assets by deterring misconduct on the road.

Evidence Collection | Highly specialized officers are trained in investigative and evidence gathering techniques, including documenting evidence of picket line misconduct for use in injunctions, restraining order hearings or for employee disciplinary purposes.



Command and Control | Experienced site management teams can coordinate every aspect of your strike security operation.

Executive Protection | Our highly trained agents provide low-profile security to company owners, managers and/or family members who may be targeted for harassment during a labor dispute.

When to call Huffmaster:

- Prior to Union Contract Negotiations
- When Strikes Occur
- Plant Closing/Downsizing
- Threat of Workplace Violence
- Employee Termination Support
- Frustration with standard “uniformed” guard service



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