

## JERRY GLASS

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### **Jerry Glass is the President of FH Solutions Group in Washington, DC.**

Jerry, a top human resources and labor relations expert, has over 40 years of experience in strategic negotiating, analyzing, advising, and training. He has served as chief negotiator for more than 400 different labor agreements in the airline, aviation-related, railroad, construction, education, media, property management and real estate, and manufacturing industries. He has led negotiations in the public sector, representing cities and counties in various jurisdictions around the country. In addition, he has been the chief negotiator in multi-employer bargaining in the construction industry.

Jerry advises clients on human resources issues, labor and negotiation strategies, and contract proposals. His experience includes comparative studies of various industry agreements with pay, work rules, practices and procedures, and benefit plans. In addition, Jerry provides industry analysis on employee relations, labor negotiations, and industry settlements for investment banks, financial services institutions, and other nonairline companies. He represents investors and corporations in mergers and acquisitions in multiple industries, focusing primarily on conducting due diligence on labor issues, negotiating consolidated collective bargaining agreements involving several companies, and advising merged companies on overall labor and employee relations strategy.

Jerry has trained thousands of employees and managers on collective bargaining, positive employee relations, communicating with employees in union and nonunion settings, grievance investigations and arbitrations, and more

He also has considerable experience in corporate restructurings, having served as chief negotiator and labor advisor in numerous Chapter 11 reorganizations. He has testified in multiple Section 1113 cases and other Chapter 11 bankruptcy cases as an expert witness on management compensation and retention and comparative pay, work rules, and benefits. Federal and state courts also recognize him as an expert on labor relations and human

## EDUCATION

- » George Washington University (M.P.A.)
- » Boston University (B.A.)

resources matters.

Jerry rejoined the consulting firm in October 2005 after serving as executive vice president and chief human resources officer at US Airways from April 2002 through September 2005.

At US Airways, Jerry was responsible for labor relations, human resources, policy and compliance, benefits, compensation, recruiting, and corporate learning and development. Before founding J. Glass & Associates, FH Solutions Group's predecessor, Jerry, served from 1980 to 1989 with the Airline Industrial Relations Conference, the labor policy and information exchange organization of U.S. scheduled airlines, holding several senior positions, including vice president, secretary-treasurer, and director, labor relations research. He reported to the chief executive officers and chief labor relations officers of 22 airlines. He was responsible for keeping members abreast of changes in labor agreements, contract negotiations, and trends in collective bargaining. Jerry produced materials senior management and their staff used to assess intra-industry developments in pay, benefits, and working conditions. He also formerly served as assistant to the director of economic studies for the American Association of University Professors.

In 1994, he co-founded the Labor Relations Association of Passenger Railroads (LRAPR). LRAPR is an information exchange organization comprised of chief labor relations officers from major passenger railroads in the northeastern and midwestern United States. Jerry negotiates collective bargaining agreements and advises passenger railroads on various labor and employee relations matters as part of his representation of passenger railroads.

Jerry has been quoted in hundreds of newspaper and magazine articles and interviewed on numerous podcasts and radio and television programs regarding labor- and human resources-related matters. He has appeared on television, including the *PBS NewsHour with Jim Lehrer*, *FOX Business Network*, and *News Nation*. He has been quoted in the *Associated Press*, *Bloomberg*, *Business Week*, *Chicago Tribune*, *Detroit Free Press*, *Minneapolis Star Tribune*, *MSNBC.com*, *Reuters*, *USA Today*, *The New York Times*, *Los Angeles Times*, and *The Washington Post*.

In addition, he is a frequently requested speaker. His topics have included pay and labor markets in a global era, costing out labor contracts, and health and welfare benefit plan trends.

Jerry is a graduate of Boston University. He holds a master's degree in public administration from The George Washington

University.

## News & Insights

- » July 16, 2021 - "FordHarrison Revamps Airline Team Under New Leadership," Law360 Pulse
- » July 15, 2021 - FordHarrison Announces Changes in Airline Leadership

## Events

- » September 21-22, 2023 - FordHarrison 2023 Airline Labor & Employment Law Symposium "Climb + Descend: Adjusting to a Changing Workforce" - San Antonio, TX
- » March 31-April 1, 2022 - FH 2022 Airline Labor & Employment Law Symposium "Navigating the Turbulence of the Pandemic and Employees' Sky High Expectations" – Denver, CO

## Offices

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