



**JACK C. DAKES, Labor & Management
Consultant**

EXPERIENCE

Mr. Dakes is experienced in labor relations and human resources for the construction and steel industries. He is the former President of the Associated Maintenance Contractors (AMC) and the first Management Co-Chairman of the National Maintenance Agreements Policy Committee (NMAPC), two of the major labor organizations for the construction industry.

During his 20-year tenure at one of the world's largest engineering and construction firms, his primary responsibilities included the development and implementation of labor relations programs, policies and practices in the contract maintenance field. Every request for Maintenance Agreement coverage for major projects was approved, producing approximately 35 million man hours of work. Only two grievances reached the arbitration stage and both were won by the firm.

While employed by a major steel corporation, Mr. Dakes served as Management Representative and Assistant to the Vice President of the Steel Fabrication and Erection Division. In this position, he was one of the primary negotiators of the National Maintenance Agreements with 14 of the International Building and Construction Trades Unions, the industry's most successful on-going program, generating over 1.6 billion man hours of work since its inception in 1971. Later he served as one of two persons coordinating all labor relations and human resources programs on the staff of the Executive Vice President of the Steel Division, which had 84,000 employees at peak. One task was to personally handle a force reduction of 25,000 employees. No grievances or discrimination suits were filed concerning this issue.

EDUCATION

B.S. Commerce - Roosevelt University

PROFESSIONAL ORGANIZATIONS

Past President, Associated Maintenance Contractors
Former Co-Chairman, National Maintenance Agreements Policy Committee