



**John A. Nesse, Esq.**

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John Nesse is managing partner at the law firm of Management Guidance, LLP and represents employers in labor relations matters nationwide. His practice includes the negotiation and administration of collective bargaining agreements, grievance-dispute resolution and arbitration, unfair labor practice proceedings and counsel to contributing employers in matters related to Taft-Hartley multiemployer benefit plans. John provides general counsel to 501(c)(6) employer associations on operations and governance matters, especially where the group or its participating employers have an organized labor relationship. He has led or advised in the negotiation of hundreds of collective bargaining agreements in numerous industries. John has particular experience working with multiemployer groups and serves as the lead negotiator for several large industry agreements covering thousands of employees. He has successfully negotiated first collective bargaining agreements, new agreements for employers who are potential successors under the National Labor Relations Act, mid-term concessions and market recovery agreements. John serves as an employer-appointed professional trustee on Taft-Hartley multiemployer benefit trust funds and advises employers and employer trustees on related issues. He has significant experience with the conversion of traditional defined benefit plans to variable benefit designs, modernizing health and welfare plan design, defined benefit pension plan withdrawal liability, and the interaction between collective bargaining agreements and related Taft-Hartley plans. John also has significant experience with state and federal regulatory matters. He has represented employers at the state legislature and in administrative matters, including agency rulemaking at both the state and federal levels. John is an adjunct professor at the University of St. Thomas School of Law, and has served as a judge in the American Bar Association's law student negotiation competitions at the local and regional levels.