

Labor Management Committee Meetings

LMC is when union members and managers meet periodically to discuss, and resolve issues or problems that are not typically covered by a collective bargaining agreement.

Overall Purpose/Overview of LMC's:

- Strengthen the Union at the worksite. Allows workers to demonstrate power through meeting as a group with management.
- Address global issues, it is not for individual problems. It is not a grievance process.
- An important factor is that both parties are committed to the process.
- Recognition by management of the union as a viable, responsible organization with a constructive role to play.

Common Categories of Discussion

- Payroll Discrepancies
- Equipment issues
- Working Conditions
- Supplies, Uniforms, Safety concerns
- Company Rules which go against contract agreement (may also end up as grievance filed)
- Unfair Disciplinary Action (for e.g; write ups are not equitable for the same behavior)
- Management Communication, respect, harassment
- Company Policies, Rules, Regulations
- Training
- Workload
- Respect / Management Communication

Preparation

1. Steward/leaders should do a survey or talk with co- workers to get an idea of what exactly is happening. *Reps should confirm the facts. Refer to grievance worksheet.*
2. If this is a contract violation a grievance should be filed within the time frame.
3. Select committee members. (probably no more than 6-8) They should be representative of different shifts, job classifications and cliques if possible.
4. **Meet with steward/leader and then hold a pre-meeting with the committee the day or two before to review:**
 - a. The Issues to be discussed and solutions to propose. (It's important not to just make complaints without solutions in mind!)
 - b. Set Timelines that we will ask for where we expect to see resolution or investigation by management of issues raised
 - c. Get the group to agree on rules of conduct/tone
 - d. Role play possible responses that management will give and what our response will be and who will make it.
 - we don't want to contradict one another in the meeting or talk over one another
 - we want to stick to our planned agenda and speaker assignments
 - **no bringing up personal issues** unless the group has decided it illustrates global problem.
 - No yelling or personal attacks. We want to be respectful to model how we should be treated
 - Give out roles Decide who will take notes, and who is speaking on what issue.
5. Share our agenda with the Employer in advance.

Tips for managing the meeting

- Start with easy issues that should not be that controversial. It can help to get used to resolving things amicably to gain momentum.
- Begin each meeting with a review of any issues that were not successfully resolved from the last meeting—or by recognizing which issues were resolved.
- Have a clear and agreed-upon agenda.
- Have a definite meeting times and stick to it.

- Get clear commitments and take notes so they can be memorialized.
- Don't deal in generalities. Be specific with both examples and proposed solutions.

Follow Up

- After the meeting, the Rep should review what was said and the group should discuss a follow up plan and should discuss how they will communicate the results with co-workers.
- Rep should send out a summary to management (with a copy to the members) of the agreements made. Summary should be within a few days.
- Make sure steward follows up as soon as possible if things have not been resolved and informs the rep. Rep should also be informed if things have been resolved.

Do not allow:

- a. Manager to Pull you aside after the meeting.
- b. Manager to Speak to individual workers aside after the meeting.
- c. Individual worker to pull manager aside after the meeting.
- d. Meeting to be side-tracked by issues not on the agenda.
- e. Meeting to get stuck on issues where we can't reach agreement. We may need to do more organizing to resolve some problems.
- f. Meetings to get canceled or take up too much time.

A Demonstration of Power is **Discipline, Unity and Focus**

Walk in together and leave together!

Debrief after the meeting!

Record impressions and assign follow up!

Agree on message to workers who were not present!

