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
 - 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 <u>communicate the results with co-workers.</u>
- 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!

Checklist for choosing an Issue

- 1. Results in real improvement in peoples work situation
 - a. If you can see and feel the improvement then you can be sure it has Inspired the members
- 2. Give workers a Sense of Their Own Power
 - a. Workers should come away from the campaign feeling the victory was won by them and the their direct involvement which made the difference
- 3. Inspire the Members
 - a. Most people will work harder for a cause for dignity and respect, or justice on the job than they will for an extra \$\$
- 4. Be worth the Effort
 - a. Members should feel that they are fighting for something about which they feel good and merits the effort If a minor issue would take a major job action to win , involving a great deal of time or risk then it probably is not worth the effort
- 5. Be Winnable
 - a. The problem must not be so large and insurmountable so that the union is overwhelmed and the membership is demoralized in the process. Especially in the beginning of an internal organizing campaign. It is important to start with easier, more winnable issues to build worker confidence and to get them to see that it is worth the effort.
- 6. Be Widely Felt/ Be Deeply Felt
 - a. Many People must feel that this is a real problem, feel strongly enough to do something about it and must agree on the solutions. It is not enough that a few people in one department feel strongly about it. The best issues affect as many interest groups as possible crossing job classifications, gender, race, and seniority
- 7. Be Easy to Understand
 - a. It is preferable that you don't have to convince people that the problem exists, that your solution is good, and that they want to help solve it.
- 8. Set the Stage for the next campaign
 - a. The best issues are those that help build the union and prepare the membership for the next action
- 9. Build Labor Solidarity
 - a. Choose issues that help you link up with other worker groups
- 10. Be Consistent with your Union's Values and Vision
- a. The issue we choose must reflect our values and vision for political justice for all workers and families

Checklist for choosing an Issue		Issue:
1.	Results in real improvement in peoples work situation	
2.	Give workers a Sense of Their Own Power	
3.	Inspire the Members	
4.	Be worth the Effort	
5.	Be Winnable	
6.	Be Widely Felt/Be Deeply Felt	
7.	Be Easy to Understand	
8.	Set the Stage for the next campaign	
9.	Build Labor Solidarity	
10.	Be Consistent with your Union's Values and Vision	