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CONCILIATION SERVICE

Labor-Management Committees



Commissioners Luther Bennet and Mark Ellis
LA/MS Labor-Management Conference
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Today's Plan

- **Overview of Labor-Management Committees**
- **Break into smaller groups and work a problem**
- **Groups will report out**
- **Summarize and distribute written material**



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Labor-Management Committee

- **A joint committee that brings representatives of both the Company and the Union into regular communication and contact over subjects of mutual interest.**
- **LMC's provide an ongoing forum to deal with common problems.**



LMC Guidelines

- **MEMBERSHIP**
 - Should be composed of the leadership of Labor and Management (those who interact with each other).
- **NUMBERS**
 - Should be relatively equal and limited to three to five members each, from both Labor and Management. Larger groups tend to be less effective.



LMC Guidelines

- **MEETINGS**

- Usually held once each month for one or two hours at a predetermined time and place. Meetings should begin on time and end on time.

- **AGENDA**

- Most effective when a written agenda is prepared in priority order by each group, then alternately merged and provided to each member in advance, usually 2-5 days.



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LMC Guidelines

- **MINUTES**

- Written minutes should be taken in summary form only, and communicated to the membership and other managers, but only after approval by each group.

- **CHAIRPERSON**

- Normally alternated between Labor and Management. An FMCS Mediator can serve as a facilitator at the beginning until parties become comfortable with the LMC process.



LMC Guidelines

- **RESTRICTIONS**

- Active grievances are not appropriate in the LMC.
- LMC may deal with problems that could be the cause or reason or subject of a grievance that is not yet active.
- An LMC is not the appropriate vehicle for actual modification of the Labor Agreement.



LMC Guidelines

- **SKILLS**
 - Most LMC's function best using brainstorming, problem solving techniques and consensus.
 - Decisions based on information, communication, exploration, then consensus, eliminates them as a source of irritation and creates a "buy in" of the solution for both groups.



LMC Guidelines

- **PURPOSE**

- The objectives of an LMC are to improve the communication and understanding between the parties, and to solve problems in a non-adversarial environment.
- LMC's can have a positive impact on your day-to-day relationship.



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LMC Keys for Success

- **Willingness**
- **Desire**
- **Commitment**
- **Expectations**



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LMC – Keys for Success

**A Foundational
Principle for
Labor-Management
Partnerships**





How do you get started?

- **Exercise: Setting up an LMC**
 - 1) You will be given a situation with relevant contract language
 - a) Healthcare Cost going higher
 - b) Job Rotation and Plant Re-alignment
 - c) Progression Training
 - d) Safety
 - e) Staffing the facility
 - 2) Divide into groups of approximately 15
 - 3) Work as a group to answer the questions on the next slide
 - 4) Select a person to report out
 - 5) We will have pamphlets for those participating at the end!
 - 6) Slides will be available on the “Agenda” tab of the Conference Website



How do you get started?

- **Questions to be considered for your start-up**
 - 1) **What are the objectives for the group?**
 - 2) **If you need additional experts, who are they?**
 - 3) **5 ground rules**
 - 4) **Goals to be achieved in six months**
 - 5) **Goals to be achieved in one year**
 - 6) **Metrics/benchmarking established to “we are not meeting just to be meeting”**