

National Agreement Workshop: LMP Committees

OVERVIEW

- LMP Committees are partnership meetings between labor and management to discuss joint issues and topics outlined in the National Agreement
 - Examples: Workforce Safety, Workforce Planning and Development
- LMP Committees help ensure we have a strong voice and participate in decision making on joint priorities

PEARLS

- Build relationships with each other as Coalition members and with management partners (allies) to strategically move the work.
- Speak up and refer to the National Agreement and Collective Bargaining Agreements (CBA) to ensure issues are aligned.
- Gather all needed information, including data, when bringing interests forward.
- Ask questions for clarification, utilize labor caucuses for a united front.
- Know which hat you are wearing and know your audience.
- Demonstrate partnership.
- Control the cadence of the meeting to ensure everyone has been heard and understands the issues.

PITFALLS

- The right people are not in the room to make decisions.
- Data and other information for discussions have not been provided.
- Labor is not aligned on issues and possible solutions.
- Not pulling in union leaders for support in moving stagnant issues.
- Speaking for groups that are not present.
- Not providing proof and examples of issues.
- Not creating charters for groups with longevity.

- Not onboarding new members appropriately: reviewing committee charter, providing 3 months of minutes and introducing them to committee members.
- Not checking for quorum for decisions to be made.
- Not using LMP tools—interest-based conversations, checking for consensus.
- Not clearly defining the problem that you are trying to solve.

PUSHING BACK

- Ability to use cease and desist, when needed by labor
- Pause when there is a violation of the National Agreement and/or the Collective Bargaining Agreement
- Escalate union leaders and sponsors.

KEY NATIONAL AGREEMENT SECTIONS

E. Education and Training (NA p.32)

F. Staffing, Backfill (planned replacement), budgeting and Capacity building (NA p.35)

J. Workplace Safety (NA p.45)

KEY PROVISION: New initiatives should include labor participation from their inception. (NA p.5, col.1, para.1)