

“Using Labor-Management Committees And Peers in Dislocation Events”

Michigan Economic Dislocation Summit

**Focus: HOPE Conference Center
1400 Oakman Boulevard
Detroit, Michigan**

Wednesday, June 21, 2006

**Presented by:
Lynn Minick
Workforce Development Specialist
NELP**



WORKFORCE INVESTMENT ACT OF 1998

Public Law 105-220--Aug. 7, 1998

112 Stat. 936

Public Law 105-220 105th Congress

TITLE I--WORKFORCE INVESTMENT SYSTEMS

Subtitle A--Workforce Investment Definitions

SEC. 101. DEFINITIONS.

- (38) Rapid response activity --The term "rapid response activity" means an activity provided by a State, or by an entity designated by a State, with funds provided by the State under section 134(a)(1)(A), in the case of a permanent closure or mass layoff at a plant, facility, or enterprise, or a natural or other disaster, that results in mass job dislocation, in order to assist dislocated workers in obtaining reemployment as soon as possible, with services including—
- (A) the establishment of onsite contact with employers and employee representatives--(i) immediately after the State is notified of a current or projected permanent closure or mass layoff; or(ii) in the case of a disaster, immediately after the State is made aware of mass job dislocation as a result of such disaster;
 - (B) the provision of information and access to available employment and training activities;
 - (C) assistance in establishing a labor-management committee, voluntarily agreed to by labor and management**, with the ability to devise and implement a strategy for assessing the employment and training needs of dislocated workers and obtaining services to meet such needs;
 - (D) the provision of emergency assistance adapted to the particular closure, layoff, or disaster; and
 - (E) the provision of assistance to the local community in developing a coordinated response and in obtaining access to State economic development assistance.

Purpose of a Labor-Management Committee

The main function of a Labor-Management Committee is to devise and implement a strategy for assessing the employment and training needs of dislocated workers and obtaining services to meet such needs; to identify resources available from Federal, State and local resources as well as contributions from employers, unions, and community organizations to assist the needs of dislocated workers.

Alternative Names for a Labor- Management Committee

- Labor-Management Adjustment Committee
- Workforce Reduction Committee
- Workforce Transition Committee
- Transition Team
- Community Response Team
- Community Adjustment Committee
- Peer Counseling Network
- Joint Adjustment Committee
- Workforce Adjustment Committee

Benefits of a Labor-Management Committee

- Earlier reemployment
- Workers helping workers
- Coordination of services
- Increased motivation
- Productivity and morale
- Positive labor-management relations
- Positive community impact
- More effective use of resources

Role of a Labor-Management Committee

- Determine if a formal LMC Agreement is necessary (**see handout sample**)
- Develop a Mission Statement
- Help recruit fellow workers to access services
- Help collect information on needs of workers
- Help determine services to be provided based on employee needs
- Help identify community and financial resources

Role of a Labor-Management Committee

continued

- **Determine if Peer program should be implemented**
- **Provide a social support group for the dislocated worker**
- **Help with tracking the progress of affected workers**
- **Provide a mechanism for disseminating information**
- **Help organize job search training**
- **Help organize retraining opportunities for affected workers**

Role of a Labor-Management Committee

continued

- **Help develop/implement an inclusive adjustment program**
- **Develop an information newsletter**
- **Host information sessions at workplace**
- **Help develop a referral process to local service providers**
- **Work with Economic Development to attract/create new jobs**
- **Help sell and market the community and its' workforce**
- **Help keep the community informed on what is going on**

Mission Statement

Every Labor-Management Committee should have a Mission Statement that:

- Helps shape the committee and gives it an identity
- Ensures that the committee members share a common understanding of the purpose of the committee and what the committee hopes to achieve
- When articulated to the workforce, sends a clear message regarding the committee's function and expectations
- (see handout sample)

Major Reasons To Use Peers

Peers in general:

- Provide outreach and recruitment of participants
- Serve as advocates for workers
- Serve as liaison between the workers and services
- Help promote programs and services
- Help monitor what works and what does not work
- Help overall but especially with early intervention services
- Are a valuable “tool” in the dislocated worker toolkit!