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

Michigan Economic Dislocation Summit

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(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!