

TWIN CITY AREA LABOR MANAGEMENT COUNCIL

SUMMARY OF EVENTS AND SERVICES

January 1995-June 2009

The following is a Summary of Programs and Services offered by the Twin City Area Labor Management Council for the period of January 1995-June 2009.

The Council continues to have strong organizational member support. This was accomplished by membership renewal efforts, new member drives, membership meetings, breakfast meetings, conferences, facilitating and training sessions, and other miscellaneous meetings discussing issues that impact the labor management community. Staff also provided an information and referral center on labor-management issues. The membership of the Council continues to be extremely supportive and active in all activities. The Board of Directors and Staff are very appreciative of our members.

The Council responded to requests to help develop, organize, facilitate and train labor management committees. Working with a new labor management committee often resulted in adding to the membership of the Council. A minimum of 6-9 months was spent with each new labor management committee. In addition to responding to requests of labor management committees, a significant part of developing a labor management committee was the training to ensure the committee would succeed. A minimum of six hours of training was provided to each new committee member. Over 2837 individuals received Committee Effectiveness Training and Co-Chair Training since 1995. The TCALMC co-sponsored several training programs with both the Minnesota Bureau of Mediation Services and Federal Mediation and Conciliation Service specifically designed to give individuals the opportunity to gain additional knowledge, tools and confidence to function more effectively in important leadership roles.

The Council held several Executive Board of Directors' meetings and many subcommittee meetings discussing and planning activities for the improvement of the Council and community. Board members had the opportunity to tour different organizations that sponsored the Board meetings. Throughout this period, Board participation and attendance has been excellent.

The Council has presented the Annual Earl Willford Labor Management Cooperation and Partnership Award since 1997. This award was named to honor the memory and work of Earl Willford who was the Director of Labor Management Programs at the Minnesota Bureau of Mediation Services. Earl was well known and loved throughout the State for his work with public sector unions and their management groups. In addition to establishing labor management committees, Earl trained new committees - many labor management committees owe their success to his excellent teaching skills. Earl had the extraordinary ability to bring people of diverse interests and backgrounds together. He did this in a calm and gentle manner and always projected his sincere respect for individuals. Earl died suddenly attending the National Labor Management Conference in Chicago on May 29, 1996. In a eulogy given at the National Conference, Earl was described as a "peacemaker." Twin City Area Labor Management Council is proud to name its Labor-Management Cooperation Award in Earl's memory. The following are those organizations and/or individuals that have received this award to date.

2009 EARL WILLFORD AWARD RECIPIENTS

Metropolitan Airports Commission/Minneapolis Building & Construction Trades Council/St. Paul
Building & Construction Trades Council
City of Minneapolis 311/AFSCME Local 9

2007 EARL WILLFORD AWARD RECIPIENTS

City of Woodbury Public Works and International Union of Operating Engineers Local #49
City of Circle Pines Public Works and International Union of Operating Engineers Local #49

2007 INDIVIDUAL EARL WILLFORD AWARD RECIPIENTS

Todd Doncavage, International Union of Operating Engineers Local #49
Kent Korman, International Union of Operating Engineers Local #49

2007 CERTIFICATE OF MERIT RECIPIENT

City of North Branch Public Works and IUOE Local #49

2007 BEST NEW COMMITTEE RECIPIENT

Centennial Lakes Police Department and LELS

2006 EARL WILLFORD AWARD RECIPIENT

City of Blaine and International Union of Operating Engineers Local #49

2005 EARL WILLFORD AWARD RECIPIENTS

Ramsey County Sheriffs Department and MN Teamsters #320
City of Eden Prairie and IUOE Local #49
Smurfit-Stone Corporation and PACE Local #7-0264

CERTIFICATE OF MERIT RECIPIENTS

City of Hopkins and IUOE Local #49
City of St. Louis Park and IUOE Local #49

2004 EARL WILLFORD AWARD RECIPIENTS

Smurfit-Stone Container Corporation and PACE Local #7-0264
City of St. Louis Park and IUOE Local #49
City of Minneapolis – Emergency Communications Center and AFSCME Local 9

HONORABLE MENTION

City of Woodbury and IUOE Local #49

2004 CERTIFICATE OF MERIT

MOEA/MPCA Labor Management Committee

2003 EARL WILLFORD AWARD RECIPIENTS

Smurfit-Stone Corporation and PACE Local #7-0264
Scott County Highway Department and IUOE Local #49

2003 CERTIFICATE OF MERIT

City of Inver Grove Heights and AFSCME Council #14

2002 EARL WILLFORD AWARD RECIPIENTS

Jim Holte, Teamster Local #1145
Denis Madden, Honeywell, Commercial Avionics Products
Wright County Public Works and IUOE Local #49
Teacher Federal Credit Union and OPEIU Local #12
Minneapolis Building & Construction Trades and Millwrights Local #548

2001 EARL WILLFORD AWARD RECIPIENTS

City of North Branch and IUOE Local #49 Labor Management Committee
David Erickson, Business Agent, International Union Engineers Local #49

2001 HONORABLE MENTIONS

M.A.M.A./IUOE Local #49 Labor Management Committee
Edina Labor Management Committee
Anita Roy, Business Manager, Office & Professional Employees International Union Local #12

2000 EARL WILLFORD AWARD RECIPIENTS

Gerry Parzino, Business Rep., PACE Local #7-0264
City of Eden Prairie and IUOE Local #49
Labor Management Committee of Minneapolis Fire Department
Minneapolis Building Trades Council and Metropolitan Airports

HONORABLE MENTIONS

City of Hopkins Labor Management Committee
City of Vadnais Heights and IUOE Local #49 Labor Management Committee
White Bear Township Labor Management Committee
Minneapolis Federation of Teachers Local #59
Smurfit/Stone Container and PACE Local #7-0264

2000 CERTIFICATE OF MERIT

Circle Pines Public Works Labor Management Committee
Edina Labor Management Committee
City of Hastings and IUOE Local #49 Labor Management Committee
City of Minnetonka and IUOE Local #49 Labor Management Committee
City of St. Louis Park Labor Management Committee
City of Woodbury
University of Minnesota Office Ergonomics Committee

1999 EARL WILLFORD AWARD RECIPIENTS

UAW/Ford - Twin Cities Assembly
City of White Bear Lake Labor Management Committee

1998 EARL WILLFORD AWARD RECIPIENTS

Jim Hansen, IUOE Local #49
City of Edina Labor Management Committee
City of Circle Pines and IUOE Local #49
CenterPoint Energy Minnegasco and Gas Workers Local #340

1997 EARL WILLFORD AWARD RECIPIENTS

Hennepin County Management and Labor Representatives
Ramsey County Interest Based Collective Bargaining Team and AFSCME Council #14
Tom McLaughlin, AFSCME Council #14

Since 1995, the Council has hosted/co-hosted fourteen (14) Annual Meetings (90-130 participants); twelve (12) Earl Willford Labor Management and Cooperation Award presentations; thirty one (31) Membership Topic Meetings (70-100 participants); nine (9) Breakfast Meetings (20-30 participants); nine (9) Conferences (100-320 participants); eight (8) Golf Tournaments (89-105 participants); thirteen (13) Healthcare Forums (15-20 participants); four (4) Community Projects and many, many other miscellaneous events. Each of these provided an open forum for discussion of issues that have impacted the labor-management community with topics such as:

8th ANNUAL TWIN CITY AREA LABOR MANAGEMENT GOLF TOURNAMENT. June 15, 2009 at Hillcrest Golf Club of Saint Paul. Members enjoyed an afternoon of golf followed by dinner. Trophies were presented for 1st and 2nd place teams. A traveling trophy was presented to the best Labor-Management Team. This trophy will be returned next year and presented to the best Labor-Management Team at the 9th Annual TCALMC Golf Tournament.

THE GREAT DIVIDE: GENERATIONS IN THE WORKPLACE. February 19, 2009 at the Minneapolis Federation of Teachers Local 59, 67 8th Avenue NE, Minneapolis, MN 55413. A discussion and presentation led by current and former officers of Minneapolis Federation of Teachers regarding understanding the challenges in the workplace related to age, culture and attitudes of co-workers, employees and union members and solutions to the issues these create.

THE CHALLENGES, CHOICES AND CREATION OF LEADERS. November 6, 2008 Membership Meeting at the Minneapolis Federation of Teachers Local 59, 67 8th Avenue NE, Minneapolis, MN 55413. An interactive session led by Federal Mediation and Conciliation Service Commissioner Jo Romer and Director of Mediation Services, Region 10, Glenn Tarkowski as they facilitate a thought-provoking discussion related to leadership today and into the future.

LABOR AND MANAGEMENT COMMUNITY PROJECT. June 19, 2008 at the Simpson House. This is a shelter for homeless men, located downstairs at the Simpson Methodist Church. Labor representatives, Management representatives, Community representatives, advisors TCALMC staff, family and friends served an evening meal to those less fortunate. This is another activity of labor and management working together helping the community.

7th ANNUAL TWIN CITY AREA LABOR MANAGEMENT GOLF TOURNAMENT. May 19, 2008 at Hillcrest Golf Club of Saint Paul. Members enjoyed an afternoon of golf followed by dinner. Trophies were presented for 1st and 2nd place teams, and Most Honest Golfers. A traveling trophy was presented to the best Labor-Management Team. This trophy will be returned next year and presented to the best Labor-Management Team at the 8th Annual TCALMC Golf Tournament.

2008 ANNUAL MEMBERSHIP MEETING. March 12, 2008 at IUOE Local 49, 2829 Anthony Lane South, Minneapolis, MN 55418. The Annual Meeting's program included a panel of speakers explaining what was happening at the Republican National Convention coming this fall in St. Paul and how labor and management were going to work together to make the event successful. The panel included: Cyndi Leshner, President-Host Committee; Jayne Khalifa, Deputy Coordinator, City of Minneapolis; Matt Bostrom Assistant Chief with the City of St Paul's Police Department Shar Knutson, President of the St. Paul Trades and Labor Assembly and Harry Melander, Executive Secretary of the St. Paul Building Trades. A brief business meeting took place and labor management committees were acknowledgement and presented with longevity awards.

LABOR AND MANAGEMENT COMMUNITY PROJECT. October 23, 2007 KIDS Café, Merrick Community Center, St. Paul. The Executive Board of Directors participated in a labor management community project through the Caring Connection projects of Greater Twin Cities United Way. Labor representatives, Management representatives, Community representatives, advisors and staff participated in assisting the less fortunate children in an after school program helping with reading, math, crafts and basketball, as well as providing a meal that the children could eat before heading home for the evening.

LABOR AND MANAGEMENT'S GOAL: A WORKPLACE FREE FROM VIOLENCE. Membership Meeting December 12, 2007 at CWA Local 7200, 3521 E. Lake Street, Minneapolis, MN 55406. A panel discussion addressed the steps that have been taken and the next steps necessary to develop and implement safety procedures to protect workers in the field experiencing violent behavior within neighborhoods. The panel included: David Barthel, Area Vice President – CWA Local 7200; Rowena Holmes, Safety Officer with the City of Minneapolis; William Smith, Inspector, Minneapolis Building Inspections; Greg Perez, President, CWA Local 7200; and Frank Biagi, Safety Coordinator – Qwest Communications.

6th ANNUAL TWIN CITY AREA LABOR MANAGEMENT GOLF TOURNAMENT. May 21, 2007 at Bunker Hills Golf Course in Coon Rapids. Members enjoyed an afternoon of golf followed by dinner. Trophies were presented for 1st and 2nd place teams, and Most Honest Golfers. A traveling trophy was presented to the best Labor-Management Team. This trophy will be returned next year and presented to the best Labor-Management Team at the 7th Annual TCALMC Golf Tournament.

2007 ANNUAL MEMBERSHIP MEETING AND 11TH ANNUAL EARL WILLFORD LABOR MANAGEMENT COOPERATION AND PARTNERSHIP AWARD. March 6, 2007 at IUOE Local 49, 2829 Anthony Lane South, Minneapolis, MN 55418. Guest panelists: Gloria Lewis, President/CEO of Big Brothers Big Sisters; Tom Frantzen, United Way Impact Speaker and Former Little Brother; and Jim Hansen, International Union of Operating Engineers Local 49 Assistant Business Manager and Current Big Brother. Business meeting and acknowledgement of Board members and staff and the Earl Willford Labor Management Cooperation and Partnership Awards were presented.

LABOR AND MANAGEMENT COMMUNITY PROJECT. October 24, 2006 KIDS Café, Merrick Community Center, St. Paul. The Executive Board of Directors participated in a labor management community project through the Caring Connection projects of Greater Twin Cities United Way. Labor representatives, Management representatives, Community representatives, advisors and staff participated in assisting the less fortunate children in an after school program helping with reading, math, crafts and basketball, as well as providing a meal that the children could eat before heading home for the evening. The Executive Board feels that this is an important way of supporting labor and management cooperation and helping the community at the same time.

LABOR AND MANAGEMENT CHALLENGES WITH A NEW AMERICAN WORKFORCE. Membership Meeting October 4, 2006 at the Lakes and Plains Regional Council of Carpenters and Joiners, 700 Olive Street, St. Paul, MN 55101. A panel discussion, moderated by Bob Weisenburger, BMS, addressed

the representation of immigrants and refugees in collective bargaining. Panelists included: Tom Gillaspay, State Demographer; John Luke, Minneapolis Hilton; Bill Peters, Hennepin County; Susan Ager, Benedictine Health Center; Don Seaquist, UFCW Local 789; and Gerry Parzino, USW Local 264.

5th ANNUAL TWIN CITY AREA LABOR MANAGEMENT GOLF TOURNAMENT. May 22, 2006, Bunker Hills Golf Course. Members enjoyed an afternoon of golf followed by dinner. A Hole-In-One Contest was added this year. Trophies were presented for 1st and 2nd place teams, and Most Honest Golfers. A traveling trophy was presented to the best Labor-Management team. This trophy will be returned next year and presented to the best Labor-Management Team at the 6th Annual TCALMC Golf Tournament.

2006 ANNUAL MEMBERSHIP MEETING AND 10TH ANNUAL EARL WILLFORD LABOR MANAGEMENT COOPERATION AND PARTNERSHIP AWARD. March 23, 2006 at Phalen Park Golf Course Clubhouse, 1615 Phalen Drive, St. Paul. Guest speaker: The Honorable Chris Coleman, Mayor of the City of St. Paul shared his goals and vision for the City of St. Paul as well as his objectives for continued labor-management cooperative programs throughout the City. Business meeting and acknowledgement of retired and former Board members and staff and the Earl Willford Labor Management Cooperation and Partnership Awards were presented.

LABOR AND MANAGEMENT COMMUNITY PROJECT. February 23, 2006 KIDS Café, Merrick Community Center, St. Paul. The Executive Board of Directors participated in a labor management community project through the Caring Connection projects of Greater Twin Cities United Way. Labor representatives, Management representatives, Community representatives, advisors and staff participated in assisting the less fortunate children in an after school program helping with reading, math, crafts and basketball, as well as providing a meal that the children could eat before heading home for the evening. The Executive Board feels that this is an important way of supporting labor and management cooperation and helping the community at the same time.

TRENDS IN BENEFITS: OPTIONS FOR LABOR AND MANAGEMENT Quarterly Membership Meeting November 30, 2005 at the Lakes and Plains Regional Council of Carpenters and Joiners, 700 Olive Street, St. Paul, MN 55101. Guest speakers Darrin Drosky of Zenith Administrators and Abigail Countryman of the Segal Company spoke about the latest trends in benefits and the options available for labor and management to consider for helping manage costs.

4th ANNUAL TWIN CITY AREA LABOR MANAGEMENT GOLF TOURNAMENT. May 23, 2005, Bunker Hills Golf Course. Members enjoyed an afternoon of golf followed by dinner. Trophies were presented for 1st and 2nd place teams, and Most Honest Golfers. A traveling trophy was presented to the best Labor-Management team. This trophy will be returned next year and presented to the best Labor-Management Team at the 5th Annual TCALMC Golf Tournament.

2005 ANNUAL MEMBERSHIP MEETING AND 9TH ANNUAL EARL WILLFORD LABOR MANAGEMENT COOPERATION AND PARTNERSHIP AWARD. April 13, 2005. Guest speaker: Pam Borton, Head Coach, University of Minnesota Women's Basketball spoke on the benefits of teamwork, trust and communication. Business meeting and acknowledgement of retired and former Board members and staff and the Earl Willford Labor Management Cooperation and Partnership Awards were presented.

HOMELAND SECURITY. March 21 and March 22, 2005. Presenters: Tim Turnbull, Hennepin County Emergency Services Director, Richard Norberg, Office of Freight and Commercial Vehicle Operations, and representatives from OSHA and State EMS. Topics covered included: threat indicators—suspicious behaviors, agents/devices, self protection, physical security, management of communications and stress, and the roles and responsibilities of Public Works employees.

STATUS OF THE ECONOMY, THE IMPACT ON LABOR AND MANAGEMENT. September 28, 2004. Art Rolnick, Senior Vice-President and Director of Research at the Federal Reserve Bank and Jim Hynes, Fund Administrator, Twin City Pipe Trades and Federal Reserve Board Member shared their insights on the current status of the economy, the impact of the upcoming elections, and the role of members on the Federal Reserve Board, and how these topics effect labor and management.

3RD ANNUAL TWIN CITY AREA LABOR MANAGEMENT GOLF TOURNAMENT & FUNDRAISER, May 24, 2004, Bunker Hills Golf Course. Members enjoyed an afternoon of golf followed by dinner. Trophies were presented for 1st, 2nd and 3rd place teams, and Most Honest Golfers. A traveling trophy was presented to the best Labor-Management team.

20TH ANNIVERSARY (1984-2004), 2004 ANNUAL MEMBERSHIP MEETING, EXECUTIVE BOARD OF DIRECTOR ELECTIONS AND 8TH ANNUAL EARL WILFORD LABOR MANAGEMENT COOPERATION AND PARTNERSHIP AWARD. March 10, 2004. Guest speaker John Behrends, Behrends Education Systems, enlightened and inspired us to become “Everyday Heroes” in our quest to improve our respective workplace environments.

“HOMELAND SECURITY – ITS IMPACT ON LABOR MANAGEMENT SAFETY COMMITTEES” Membership Meeting, December 11, 2003. Guest speaker, Assistant Commissioner Timothy Leslie, MINNESOTA Department of Public Safety, shared the latest information on homeland security, how it affects labor and management in the workplace and its impact on labor management safety committees.

“DEALING WITH ANOTHER HEALTH CARE SHIPWRECK!” MINNESOTA Labor/Management Conference on Health Care, November 21, 2003. William E. Hembree, Director of Health Research Institute spoke about national trends in Health Care affecting Labor & Management. J.B. Kenney, Exec. Director, Labor Management Health Care Coalition, shared information on the Minnesota scene & Coalition initiatives to improve quality and reduce costs. A panel discussion with the Medical Directors of Minnesota’s 3 major health plans, followed titled, “What Health Care System Leaders and Providers Say About the Future of Health Care & Costs? How will this effect employers and labor?” Participants enjoyed a buffet lunch and informal networking. The afternoon was spent in break-out panel discussions regarding the challenges and opportunities facing employers and labor in the private and public sectors.

2ND ANNUAL TWIN CITY AREA LABOR MANAGEMENT COUNCIL GOLF TOURNAMENT. May 19, 2003, Bunker Hills Golf Course. Unfortunately, a rained out experience. 120 registered golfers were served lunch and quality networking opportunities. In addition, rain checks were issued and a good time was had by all.

2003 ANNUAL MEMBERSHIP MEETING AND 7TH ANNUAL EARL WILLFORD LABOR MANAGEMENT COOPERATION AND PARTNERSHIP AWARD. February 26, 2003. Guest speaker, Joel Maturi, Athletic Director, University of Minnesota, shared his comments on “The Value of Teamwork in Today’s Challenging Times”. New to the Annual Meeting was the recognition of Labor Management Committees in existence for 5 and 10+ years.

“HOW YOUR LABOR-MANAGEMENT SAFETY COMMITTEE CAN HELP YOU PREPARE FOR AN OSHA INSPECTION”. Quarterly membership meeting, September 17, 2002, Holiday Inn - Arden Hills. Guest Speaker Tim Brown, Labor Management Safety Training Coordinator, MINNESOTA Department of Labor and Industry, discussed how an organization’s labor management safety committees can help prepare for an OSHA inspection and provided insights to help reduce the frequency and severity of workplace injuries, including discussion on the 10 most cited OSHA standards.

HEALTH CARE ON THE RISE AGAIN: WHAT'S HAPPENING? WHY? WHAT CAN WE DO?

Quarterly membership meeting, June 20, 2002, Holiday Inn - Arden Hills. Guest speakers included Sean Kenney, Ken Dowell, Bill Pearson and Gary Thaden of the Upper Midwest Labor Management Health Care Coalition (UMLMHCC) discussing what the Coalition is and goals they are working toward. General healthcare trends, pharmacy Trends and labor-management options, and why it is important for labor and management to work together on healthcare issues.

1ST ANNUAL TWIN CITY AREA LABOR MANAGEMENT GOLF TOURNAMENT. May 20, 2002, Bunker Hills Golf Course. Member enjoyed an afternoon of golf followed by dinner. Trophies were presented for 1st and 2nd place teams, and Most Honest Golfers. A traveling trophy was presented to the best Labor-Management team. This trophy will be returned next year and presented to the best Labor-Management Team at the 2nd Annual TCALMC Golf Tournament.

2002 ANNUAL MEMBERSHIP MEETING, EXECUTIVE BOARD OF DIRECTOR ELECTIONS AND 6TH ANNUAL EARL WILLFORD LABOR MANAGEMENT COOPERATION AND PARTNERSHIP AWARD. April 2, 2002. Guest speaker R. T. Rybak, Mayor, City of Minneapolis, shared his goals and visions for the City of Minneapolis, as well as his objectives for continued labor-management cooperative programs throughout the city. 2002 Executive Board of Directors Labor and Management representatives were elected at the meeting.

WORKING TOGETHER IN TODAY'S DIVERSE WORKPLACE. November 15, 2001, Holiday Inn North, 1201 West County Road E, Arden Hills. This three-quarter day conference provided participants with some compelling, thought-provoking ideas along with a realistic look at issues and solutions faced by labor and management related to workplace diversity.

REBECCA YANISCH, COMMISSIONER, MINNESOTA DEPARTMENT OF TRADE AND ECONOMIC DEVELOPMENT. Quarterly Membership Meeting, September 12, 2001, at Holiday Inn North, 1201 West County Road E, Arden Hills. Governor Ventura announced earlier this year that the Minnesota Department of Trade and Economic Development and Minnesota Department of Economic Security would be merging. One of the goals of the merger is to better integrate workforce policy with the State's economic development policy. What are the plans for the merger, what effect would this merger have on labor and management, and will the merger change any services was the topic of Commissioner Yanisch's presentation.

PREPARING YOUNG PEOPLE FOR THE WORKPLACE: A LABOR MANAGEMENT PERSPECTIVE. Quarterly Membership Meeting, June 5, 2001, at Teamsters Local #120 Union Hall, 2635 University Avenue West, St. Paul. One of the challenges for organized labor and management is how to work with educators, parents, and young people themselves to prepare young people for the issues in the workplace and the opportunities in the workforce. The Executive Director of the Teamsters Service Bureau, Jean Dunn, put together a presentation in conjunction with management partners and educators for this Quarterly Membership Meeting.

NAVIGATING STORMY WATERS II. April 26, 2001, at Metropolitan State University, 700 East Seventh Street, St. Paul, Minnesota. This conference was an extension of the first Navigating Stormy Waters Conference held in October 2000, co-sponsored by TCALMC, Federal Mediation and Conciliation Service, and the Workplace Action Team of the Initiatives for Violence-Free Families and Communities in Ramsey and Hennepin Counties. Joseph W. Shannon, Ph.D., was the keynote speaker. His topic was "The American Workplace: Exploring Anger and Incivility."

FISH PROGRAM. Annual Membership Meeting, March 7, 2001, at Touchstone Energy Place at RiverCentre, 175 West Kellogg Boulevard, St. Paul. The Annual Meeting featured Carr Hagerman of ChartHouse Learning Corporation and the FISH Program and its philosophy: *BE THERE, MAKE THEIR DAY, CHOOSE YOUR ATTITUDE, AND PLAY.*

QUARTERLY MEMBERSHIP MEETING AND 5TH ANNUAL EARL WILLFORD LABOR

MANAGEMENT COOPERATION AND PARTNERSHIP AWARD KICK-OFF. December 13, 2000, at Holiday Inn North. The City of Minneapolis Fire Department Administration and the International Association of Fire Fighters Local #82 (2000 award recipient) kicked-off the 5th Annual Earl Willford Labor Management Cooperation and Partnership Award by providing compelling evidence that union members in workplace decision making are powerful tools leading to tangible improvements in service, cost savings, quality of work life and labor management relationships. Following the presentation by the Minneapolis Fire Department, Anna Maravelas enthralled the audience with a lively and interactive topic focusing on one's thinking patterns, emotions, and health. The context for the intriguing approach to conflict centered on workplace politics and power struggles: causes, costs, and cures.

NAVIGATING STORMY WATERS. October 24, 2000, at Earle Brown Education Center, University of Minnesota, 1890 Buford Avenue, St. Paul. Over 200 people from workplaces around the Twin Cities and beyond attended this conference, which was co-sponsored by the Twin City Area Labor Management Council, Federal Mediation and Conciliation Service, and the Workplace Action Team of the Initiatives for Violence-Free Families and Communities in Ramsey and Hennepin Counties. The conference was designed to be a highly interactive event, with participants discussing a range of workplace issues with one another. Attendees learned both about dysfunction and challenges experienced in a variety of settings, as well as a range of strategies for creating respectful, violence-free workplaces. In addition to interactive dialogue, attendees viewed Theatre at Work's "Unless There's Blood" at a theatre-based training on the continuum of violence and inappropriate behaviors in the workplace. They also were presented with strategies for positive change from Karen Finney of the University Good Samaritan Center and Lenny Larson of the National Union of Letter Carriers, Branch 9.

BUILDING A BETTER COMMUNITY. August 17, 2000, at Four Points Sheraton, 1330 Industrial Boulevard, Minneapolis. For the first time, the Twin City Area Labor Management Council, Minneapolis Central Labor Union, St. Paul Trades & Labor Assembly, Teamsters Joint Council 32, United Way of the St. Paul Area and United Way of Minneapolis Area invited organized labor and the business community to talk about leadership and responsibility and our roles in making things happen for the thousands of people who need help. Dr. Reatha Clark King, Executive Director of the General Mills Foundation was the day's keynote speaker.

RED LIGHT ON MINNESOTA'S DASHBOARD: Getting Serious About the New Economy. Quarterly Membership Meeting, June 7, 2000, at St. Paul Trades and Labor Assembly offices located at 411 Main Street, St. Paul, Minnesota. Lyle Wray, Executive Director of the Citizens League presented the Citizens League's findings from a number of studies they conducted over the past four years, addressing Minnesota's place in the changing global economy. The League's most recent study looked at workforce training, a key area for public and private investment in a technology-driven economy. Mr. Wray offered some recommendations for targeted investments to boost Minnesota's businesses and the income prospects for Minnesota's workers.

WHO MOVED MY CHEESE? Annual Membership Meeting, March 2, 2000, at UAW - Ford - MnSCU Training Center, Ford Twin Cities Assembly Plant, 966 South Mississippi River Boulevard, St. Paul. The program began at 12:00 noon with a brief business meeting followed by "Who Moved My Cheese?" the best seller written by Spencer Johnson, M.D., and is a simple parable that reveals profound truths about change. It was presented by Marlene Palkovich, PhD. The meeting also included the presentation of the Earl Willford Cooperation and Partnership Awards.

EARL WILLFORD LABOR MANAGEMENT COOPERATION AND PARTNERSHIP AWARD KICK-OFF. Breakfast Meeting, December 1, 1999, at Holiday Inn North. Participants heard from the City of White Bear Lake and IUOE Local #49, one of the 1999 award recipients, of the steps they took to make a significant contribution for improving labor management relations by working together to develop positive and cooperative relations in the workplace. In addition, attendees were the first to hear about the 2000 award nominations guidelines and selection process.

ANNUAL LABOR MANAGEMENT CONFERENCE. Fall Conference held on November 10, 1999, at the Minneapolis Convention Center. Gordon Graham was the keynote speaker who brought a special message regarding change and the barriers to change, especially in the labor management arena. Gordon Graham's 25 years of experience with creating transitions for individuals and organizations offered a powerful and educating process that allowed participants to address obstacles in a non-threatening manner and to create solutions that could be immediately implemented in their lives and in their workplaces. The Conference had four (4) afternoon breakout sessions. "CRISIS AT THE FRONT DOOR: How Will Labor and Management Deal With The Labor Shortage?" Participants heard opportunities for labor and management to develop recruitment and retention strategies in a tight labor market by utilizing the resources of the Minnesota Department of Economic Security.

INTEREST BASED BARGAINING: How Do You Make It Work? Is The Time Worth It? Attendance at this workshop provided suggestions on ways to direct the IBB process to serve the interests of labor management relationships. **HELP WANTED: Accessing the Hidden, Underutilized, and Available Workforce.** Attendance at this workshop described strategies and tips for labor and management to partner and tap resources to deal with such issues around workforce development, which included: basic language training, childcare options, transportation problems, and basic work ethic problems. "MANAGING CHANGE - IT'S OUR BUSINESS: How PACE Local #7-0264 and the Paper and Packaging Industry Find Common Ground." This workshop focused on the story of union-management cooperation and planning within the Paper/Packaging Industry.

TAKING THE STRESS OUT OF NEGOTIATING BENEFITS IN A UNION ENVIRONMENT: A SUCCESS STORY. Quarterly Membership Meeting on September 9, 1999, at the Holiday Inn St. Paul North. Jim Hoffner of Gillette's St. Paul Manufacturing Center in St. Paul explained the steps that Gillette and its unions, PACE Local #7-0264 and the International Association of Machinists, took to work together to bring down health care costs, manage and understand its healthcare plans, review options to sustain and improve the quality of service provided and improve overall communication between Gillette and its unions.

MINNESOTA HEALTH CARE POLICY ISSUES AND IMPLICATIONS FOR LABOR MANAGEMENT RELATIONS. Quarterly Membership Meeting, May 19, 1999, at Holiday Inn St. Paul North. Jan Malcolm, Commissioner, Minnesota Department of Health spoke about health care policy issues affecting Minnesotans now and in the future. It was pointed out that after several years of moderate increases health care costs are on a startling increase which recent history reminds us of tensions at the bargaining table. Bob McKee and Tim Vescio reacted to Commissioner Malcolm's presentation by commenting on health care issues and cost affecting labor management relations.

UAW - FORD - MnSCU TRAINING CENTER. Annual Membership Meeting, March 25, 1999, at UAW - Ford - MnSCU Training Center, Ford Twin Cities Assembly Plant, 966 South Mississippi River Boulevard, St. Paul. The program began at 1:00 p.m. with a brief business meeting followed by a presentation about the exciting new 5 million dollar facility, the result of a combined partnership of the State Legislature, the Governor, United Auto Workers and Ford Motor Company. The meeting also included the presentation of the Earl Willford Cooperation and Partnership Awards.

STRENGTHENING LABOR MANAGEMENT COOPERATION. Annual Fall Conference, November 18, 1998, at the Minneapolis Convention Center. This conference featured two morning key-note speakers as well as afternoon breakout sessions for participants. The first keynote featured Harley Davidson Motor Company representatives who described how their partnership agreement enabled Harley Davidson to avoid bankruptcy and become very competitive. The second keynote featured the Executive Director of AFSCME Council #62 in Indianapolis, Indiana. Mr. Fantauzzo described how the union responded to efforts to privatize and inject competition into the city services of Indianapolis. Breakout sessions included: "How Did Labor and Management Work Together at Harley Davidson and in Indianapolis"; "Workplace Violence;

Today's Changing Workforce: The Challenge; and What Can Twin City Area Labor Management Council Do for Employers and Unions?" More than 200 people attended this conference.

PROJECT AGREEMENTS. Membership Topic Breakfast, October 14, 1998, Holiday Inn North on County Road E. This meeting featured a discussion on Project Agreements and how they have made a significant difference in the Twin Cities area. John Williams, Field Representative for Minneapolis Building Trades Council; Dick Anfang, Executive Secretary, St. Paul Building Trades; Thomas McGough, Sr., McGough Construction; Bob Altton, Ex-City Attorney for Minneapolis; and Dale Dobson, Project/Manager/Coordinator for the Convention Center Expansion Project in Minneapolis described how Project Agreements have been beneficial to all parties involved.

HIRED/JOB LINK. Quarterly Membership Meeting, May 13, 1998, at Holiday Inn St. Paul North on County Road E. Jane Samargia, Executive Director of HIRED, described the programs offered by HIRED over a span of thirty some years of service to the Twin Cities community. Bill McMahon Director of JOB LINK explained that JOB LINK is a computer based job development network serving employers, job seekers and the community organizations serving disadvantaged job seekers throughout the Twin Cities area.

UNITED AUTO WORKERS AND FORD MOTOR COMPANY PARTNERSHIP PROGRAMS. Annual Membership Meeting, February 24, 1998 at Minneapolis Hilton Towers. Joe Rielly of United Auto Workers in Detroit and Jack Halverson, Employee Relations Manager at the Ford Plant in St. Paul, described and commented on the partnership programs between UAW and Ford Motor Company--both nationally and locally. Both speakers impressed the participants with the commitment they exhibited to a collaborative way of working together to develop a quality product to compete in the marketplace.

VALUE OF THE PERSON THEORY MANAGEMENT. Quarterly Membership Meeting, December 12, 1997, at Radisson Hotel in St. Paul. Wayne T. Alderson described how the key to total quality excellence is building quality relationships by creating a environment where people choose to surpass set goals and expectations. Making perfect quality and double-digit productivity improvement a state of mind.

PROMOTING, CREATING AND MAINTAINING A LONG-TERM LABOR MANAGEMENT RELATIONSHIP. Annual Labor Management Conference, October 16, 1997, at Minneapolis Convention Center. Robert Baugh, Special Assistant to the Director, AFL-CIO Human Resources Development Institute, and author of Union Guide to Workplace Change was the featured speaker for this one-day conference. The afternoon featured four (4) breakout sessions entitled, "Interest Based Bargaining"; "What You Area Is Where You Were When"; "Successful Labor Management Committee Experiences"; and "Constructive Conflict Management: Building a Model of Cooperation."

WELFARE REFORM. Quarterly Membership Meeting, August 20, 1997, at the Radisson Hotel in St. Paul. This program provided an overview of Minnesota's Welfare Reform Legislation and its impact on employers, labor unions and city and county government.

RESOURCES FOR THE CHANGING WORKFORCE. Topic Breakfast, June 11, 1997, at the Minneapolis Hilton. A group of panelists described resources that are available to employers and employees that deal with issues such as dislocated worker training, specialized seminars, customized training, print and non-print references.

AMERICANS WITH DISABILITIES ACT. Quarterly Membership Meeting, May 12, 1997, at the Whitney Hotel in Minneapolis. A panel of experts answered questions as part of an interactive problem solving activity on ADA. Participants worked in teams to respond to proposed workplace situations. Each group's report was presented to the experts for their remedy or proposed solution.

PROSPECTIVE MEMBERSHIP BREAKFAST. April 16, 1997, at the Radisson Hotel in St. Paul. The purpose of this meeting was to discuss and respond to questions regarding the Twin City Area Labor Management Council and how its services may be of interest and value to an individual, company or organization. The two (2) breakfast meetings generated several new members.

PROSPECTIVE MEMBERSHIP BREAKFAST. March 19, 1997, at the Whitney Hotel in Minneapolis. The purpose of this meeting was to discuss and respond to questions regarding the Twin City Area Labor Management Council and how its services may be of interest and value to an individual, company and organization.

PARTNERSHIP FOR EXCELLENCE. Annual Membership Meeting, February 4, 1997, at the Minneapolis Hilton. Pat Hammell, John Deere Horicon Works, and Steve Kovalaske, International Association of Machinists Local Lodge 873, discussed how union and management at the John Deere Horicon Plant have been involved in making dramatic changes and designed a partnership program entitled "Partnership for Excellence."

QUALITY IN CONSTRUCTION "FIFTY YEARS OF LABOR MANAGEMENT COOPERATION". December 2, 1996, at the Radisson Hotel - St. Paul. A panel of persons directly familiar with quality initiatives in construction throughout Minnesota in the Twin Cities addressed questions such as the background of the construction industry labor management quality initiatives, ways to measure construction quality, who benefits from construction quality and what role labor-management cooperation plays in sustaining quality. The Director of Building Trades Programs, University of Minnesota Labor Education Service presented a video titled "Building Minnesota Right from the Start."

ACHIEVING QUALITY/EXCELLENCE - ONE COMPANY'S JOURNEY. September 6, 1996, at the Minneapolis Hilton. Rick Converse, Quality Manager at Timesavers, describes the company's continuing journey toward excellence and quality including efforts made, lessons learned and where the company is now.

QUALITY IN THE PUBLIC SECTOR - MYTH OR REALITY? May 13, 1996, at the Radisson Inn in St. Paul. A panel of persons directly involved in quality initiatives in the public sector in Minnesota and the Twin Cities addressed the questions, what works, what are the barriers, who is involved, what does the future hold, and how does labor management collaboration play a role in public sector quality.

PROSPECTIVE MEMBERSHIP BREAKFAST. May 16, 1996, at the Radisson Hotel in St. Paul. The purpose of this meeting was to discuss and respond to questions regarding the Twin City Area Labor Management Council and how its services may be of interest and value to an individual, company or organization.

PROSPECTIVE MEMBERSHIP BREAKFAST. May 1, 1996, at the Holiday Metrodome in Minneapolis. The purpose of this meeting was to discuss and respond to questions regarding the Twin City area Labor Management Council and how its services may be of interest and value to an individual, company or organization.

DEVELOPING TEAMWORK AND COMMITMENT. February 5, 1996, at Minneapolis Hilton in Minneapolis. Annual Membership Meeting featured Dr. Michael A. Johnson a nationally recognized authority, seminar leader, and consultant in the areas of management, organizational and professional development.

FEDERAL LEGISLATION AFFECTING RETIREMENT SAVINGS. December 4, 1995, at the Radisson Hotel in St. Paul. Quarterly Membership meeting featured Denise Roy, Attorney at Law, Associate Professor, William Mitchell College of Law.

HOW IS THE QUALITY MOVEMENT DOING? November 8, 1995, at the Normandy Inn-Minneapolis. Breakfast Meeting featured Bob Killeen, Chair Emeritus, Minnesota Council on Quality.

TREATING WORKERS AS ASSETS - ITS IMPACT ON THE BOTTOM LINE. October 5, 1995, at the Minneapolis Convention Center in Minneapolis. Annual Labor management Conference featured John C. Wells, Director, Federal Mediation and Conciliation Services, Washington, D.C. The conference focused on Break-out sessions: Public Sector: Union and Management Working Together, Private Sector; Successful Collaborative Programs, Improving the Bottom Line, Partnerships Help Meet the Challenge and Needs of the Changing Workplace, Government, Education, Management and Unions Working Together - The New American Workplace: Unions and Management Shaping the Future Together. Speaker Peter Leyden, Information Technologies Writer, Minneapolis Star Tribune spoke about this article series entitled "On the Edge of the Digital Race - Implications of Labor and Management."

INTEREST BASED BARGAINING - A POWERFUL APPROACH TO MANAGING CHANGE THROUGH COLLECTIVE BARGAINING. August 21, 1995, at the Radisson Hotel - St. Paul. Quarterly Membership Meeting featured Maureen Labenski, District Commissioner, FMCS and Lance Teachworth, Commissioner, BMS followed by a panel discussion featuring representatives for the Metropolitan Healthcare Council and the Minnesota Nurses Association; moderated by Jeanne Frank, Commissioner FMCS.

FAMILY MEDICAL LEAVE ACT - UNDERSTANDING THE FINAL REGULATIONS AND HOW TO AVOID LEGAL LIABILITIES AND COSTS. May 15, 1995, at the Holiday Inn Metrodome. Quarterly Membership Meeting featured Robert R. Reinhard, Attorney, Oppenheimer, Wolff & Donnelly.

THE VALUE OF THE PERSON - THE GILLETTE COMPANY EXPERIENCE. April 4, 1995, at the Radisson Hotel - St. Paul. Breakfast Meeting featured Bob Wood, Director of Employee Relations at the Gillette Company in St. Paul.

PREVENTING VIOLENCE AT WORK AND AT HOME. March 13, 1995, at the Saint Paul Hotel. Annual Meeting featured the Workplace Action Team (WAT), part of the Initiative for Violence-free Families and Communities in Ramsey County.

The Twin City Area Labor Management Council has published over 27 newsletters, improving public awareness of Council activities as well as labor management issues. The newsletter has been sent to over 29,000 individuals, an average of approximately 1,500 per issue. In 2006, the Council began distributing its newsletters and meeting notices electronically.

After 23+ years at the University of Minnesota Industrial Relations Center, the Council moved to a new location in the fall of 2007. The Council's office is now located at 2829 University Avenue SE, Suite 100 in Minneapolis, Minnesota 55414. This is an office within the Minnesota Teamsters Service Bureau. This move was prompted by the lack of space available within the Carlson School of Management at the University

The Council distributed an informational brochure, which describes the Council and the advantages of cooperation between labor and management. This brochure was distributed at meetings, conferences and conventions and individuals inquiring about the Council.

In 2002, the Twin City Area Labor Management Council launched a new website at www.tcalmc.org, providing many of its members linking opportunities and informational items through the Internet.

The Twin City Area Labor Management Council continues to remain extremely supportive and active in many organizations addressing labor management partnerships in the community.