



*A Partnership
of Labor
and Management*

Volume 11, No.1

Winter 2000

The Fish Program Is Coming To TCALMC

**YOU'VE HEARD ABOUT IT!!!
YOU'VE READ ABOUT IT!!!
NOW IT'S TIME TO SWIM AND CATCH IT!!!**

The **FISH PROGRAM** is coming to TCALMC's Annual Membership Meeting on **March 7, 2001**.

Energize your organization with the many benefits of FISH—Recruit and retain, create loyal customers, inspire accountable employees, and stimulate innovations, to name just a few.



CATCH THE ENERGY

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Labor Management Council
Carlson School of Management
321—19th Avenue South
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Richard Brainerd
Metropolitan Council
Management
Co-chair
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Council #14
Labor Co-chair

Calendar of Events!

*January 1, 2001
through
March 31, 2001*

January 1, 2001
2001 Membership
Investment Renewal
Begins

January 22, 2001
Deadline for Award
Nominations

January 22, 2001
Deadline for
Organizational
Representative
Applications

January 24, 2001
Executive Board of
Directors' Strategic
Planning Session

March 7, 2001
Annual Membership Meet-
ing and Award
Presentation

March 14, 15, 16, 2001
3-day Facilitation
Training



REMEMBER:

**THE DEADLINE TO
NOMINATE YOUR LABOR
MANAGEMENT COMMIT-
TEE AND/OR WORKING
PARTNERSHIP IS 5:00 P.M.
JANUARY 22, 2001.**

**WINNER(S) WILL BE
RECOGNIZED AT THE
TCALMC ANNUAL
MEMBERSHIP MEETING
MARCH 7, 2001.**

**DOES YOUR ORGANIZATION HAVE A LA-
BOR MANAGEMENT COMMITTEE AND/OR
WORKING PARTNERSHIP?** What specific ac-
complishments has the labor management committee
or partnership made toward the improvement of or-
ganizational effectiveness? What cost savings have
resulted from labor management committee recom-
mendations? **DO YOUR ACCOMPLISHMENTS
DESERVE RECOGNITION?**

The Twin City Area Labor Management Council
will present the Annual Earl Willford Labor Manage-
ment Cooperation and Partnership Award to indi-
viduals or unions and their management counterparts
that have demonstrated a commitment to promoting
excellent labor management cooperation.

The Award is named in memory and honor of Earl
Willford, former advocate and director of labor man-
agement programs at the Minnesota Bureau of Me-
diation Services.

The Award(s) will be presented at the Annual
Membership Meeting scheduled on March 7, 2001.

The deadline for nominations is January 22, 2001.
For additional information or nomination forms,
please call (612)624-5218.



**TWIN CITY AREA LABOR MANAGEMENT COUNCIL'S NEW
EXECUTIVE DIRECTOR, CAROL THOMALLA**



As I begin my new role as Executive Director of the Twin
City Area Labor Management Council, I look forward to con-
tinuing the development of partnerships with the University of
Minnesota-Industrial Relations Center, Federal Mediation and
Conciliation Service, the Minnesota Bureau of Mediation Ser-
vices, and all of our members. I believe that it is very impor-
tant we continue together to promote the Vision and Mission
Statement of the Council. Our success depends on your active
participation. I encourage each of you to contact me with any
suggestions or comments to improve our programs.

I wish you a prosperous New Year, and thank you for your
confidence and support. I look forward to working with you in
2001.



PACE JOINS PARTNERSHIP TO SECURE TRAINED WORKFORCE

Reacting to the announcement of a \$340,000.00 job skills grant awarded to Century College on behalf of the Paper and Packaging Industry Labor Management Committee, David Halper, general manager of Smurfit/Stone Container Corporation, stated, "This award is a vindication of labor and management's hard work and cooperation during a time of transition and challenges. Our industry now faces the future with the prospect of having in place a training program designed specifically for our industry. This project will attract, retain, and train a viable competitive workforce for the new millennium." Gerry Parzino, business representative for PACE Local #7-0264, responded to the announcement of the job skills grant by stating, "Union and management leadership, and collaboration, have made possible an exciting long-term project to help secure a



viable and trained workforce within the Paper and Packaging Industry. Working with Century College, labor and management are working on crafting an apprenticeship program unique to the Paper Packaging Industry."

TCALMC Awarded \$66,000.00 Grant

The Twin City Area Labor Management Council has been awarded \$66,000.00 in a State Matching Grant for 2001. There was a total of \$302,000.00 available from the Minnesota Area Industry Labor Management Grant through the Minnesota Bureau of Mediation Services. The Council was one of 11 applicants to receive a portion of the grant.

This is a matching grant; therefore the Council must raise another \$66,000.00 in order to receive the full amount from the State. Sources of income to meet the match comes from memberships, contributions, conference income, registration fees for membership meetings, and training sessions.



Carol Thomalla, Executive Director and David Spencer, Organizational Representative ring the bell for Salvation Army. *Burr.*



Did you know?

According to the Minnesota Department of Economic Security (MDES) research and statistics office:

The Twin City's unemployment rate in the metro area as of October 2000 was 2.2%; statewide the rate was 2.8%.

The percentage of part-time workers in Minnesota in 1998 was 21.5%.

Female labor force participation rate in Minnesota in 1998 (most current statistics) was 70.1% - in the U.S. it was 59.8%. Male participation rates were 80.8% in Minnesota and 74% in the U.S.

The average annual wage for workers in Minnesota by unemployment insurance was \$643.95.

What is a NEO (new and evolving occupation) and how can I find out if I should train for a position that is self-directed or team oriented? (Note: visit the MDES website listed below and find answers to this question.

What is "churning" and is it a sign of economic downturn? (Go to MDES website and discover that employment expansion occurs along side of employment contraction. All of this activity is part of a modern economy.

One of Minnesota's fastest growing industries (1996 - 2006) is the computer and data processing service area. Estimated employment in this area in 1996 was 31,172, but employment is projected to rise to 69,530 by 2006 - a 123% change.

It has been estimated that Minnesota has about 52,400 persons working as secretaries/clerical support staff (employers look for entry level applicants to have a high school diploma plus nine months of technical training, type 60 wpm, and have skills with personal computers) with a starting wage of \$7.20 per hour, but an average pay of \$11.80 per hour.

Has your organization had problems locating IT (Information Technology) workers? Check with MDES and request their publication: [Beyond 2000: IT Workers in Minnesota](#).

Making a career decision? Want more information? Go to MDES website (**www.mnworkforcecenter.org**) and ask for a publication titled: [Minnesota Careers - Careers and Education Planning and Explanation Guide](#).

Thank you to all our
2000 contributors
and members!!



How Does Your Labor Management Committee Stack Up?

To sustain a labor management committee, there are certain practices and pre-conditions. Below are listed some. You can feel free to add your own:

- Training for all labor management committee members.
- Union/management advocates for partnership.
- Commitment to the labor management committee mission statement, norms of behavior, by-laws and a signed letter of understanding endorsed by all committee members.
- Union/management support for a problem solving approach to workplace issues.
- Continuous improvement through on-going re-training with emphasis on problem solving and communication skills.
- Committee members need to:
 - Tell the truth
 - Be fair
 - Keep promises
 - Ask questions
 - Don't debate - dialogue
 - Support collective inquiry
 - Listen to understand, not to respond
- Separate people from the problem.
- Use consensus decision making when determining options.
- Focus on the present and future. Bury the past.
- Treat all internal/external customers with respect and dignity.
- Recognize, reward, and respond to good works/service.
- Strive for consistency and uniformity in the application of all work policies and practices.
- Remember that the labor management committee process is not a "quick fix" and/or a "cure-all." It is a continuous process.
- Remember, too, that worker participation in a labor management committee is not a substitute for sound labor management relations.



The Twin City Area Labor Management Council has a part-time opening for an Organizational Representative. Experience working as an advocate from either labor or management is desired. Experience in collaborative labor management process is desirable. Position reports to the Executive Director of the Twin City Area Labor Management Council. For more information please call the Council's office at (612)624-5218 or write to Twin City Area labor Management Council, Carlson School of Management, 321 - 19th Avenue South, 3-300R Industrial Relations Center, Minneapolis, Minnesota 55455. Applications accepted until **January 22, 2001.**

Two day Labor Management Committee Training for City of Arden Hills on September 28 and 29, 2000:

Fred Reed, City of Arden Hills Public Works
Jim Perron, City of Arden Hills Public Works
Joe Mooney, City of Arden Hills Public Works
Pete Saxe, City of Arden Hills Public Works
Mike Schifsky, City of Arden Hills Public Works
Mike McKinney, City of Arden Hills Public Works
Dave Winkel, City of Arden Hills Parks

Fred Bell, City of Arden Hills Parks
Scott Freyberger, City of Arden Hills Parks
Tom Moore, City of Arden Hills
Terry Post, City of Arden Hills
Dwayne Stafford, City of Arden Hills
Joe Lynch, City of Arden Hills

Labor Management Committee Training for AFSCME Council #6 and Fairview University Hospital on October 2, 2000:

Craig Pearson, Fairview University Hospital
Kathy Anderson, Fairview University Hospital
Peter Clayton, Fairview University Hospital
Simon Reff, Fairview University Hospital
Shane Honeycutt, Fairview University Hospital
Herman Rajcooar, Fairview University Hospital
John Marshall, Fairview University Hospital
Ray Schumann, AFSCME Council #6
Sean Connolly, AFSCME Council #6

Lewis Mathews, AFSCME Council #6
James Conner, AFSCME Council #6
John Penn, AFSCME Council #6
Diane Calistro, AFSCME Council #6
Harrison Perry, AFSCME Council #6
Marvin White, AFSCME Council #6
Jerry Zeah, AFSCME Council #6
Mary Murphy, AFSCME Council #6

Committee Effectiveness Training on November 9, 2000:

Mike Ayers, Hennepin Transfer, Inc.
Jim Carlson, City of White Bear Lake
Dave Downs, City of White Bear Lake
Bob Erickson, Wright County Highway Department
Donald Feger, City of Hopkins Public Works
Dave Goergen, City of Hopkins Public Works
Jason Horner, Aaron Carlson Corporation
Ron McInnis, Aaron Carlson Corporation

Bob McKee, Teamsters Joint Council #32 (observer)
Joe Mulford, Century College
John Schaffenberger, City of Hopkins Public Works
Patty Stanek, City of Hopkins Public Works
Kevin Stokke, City of Minnetonka
Pete Tholen, White Bear Township
Darrin Drosey, Zenith Administrators
Sharon Zopfi-Jordan, Regions Hospital



Some comments from those who attended the November 9, 2000, program at UAW-Ford MnSCU Training Center:

- Very good. I could relate the program to my job. I can also relate and understand my own listening skills that I need to work on. Good program. Need more people from my work to come to the program.
 - I learned new ways to solve problems.
 - Enjoyed small group and learned a lot about labor management concepts.
-

CONFERENCE HELPS CALM STORMY WATERS

On Tuesday, October 24, 2000, the “Navigating Stormy Waters” conference was held at Earle Brown Center. 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,” 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.

The Twin City Area Labor Management Council, Federal Mediation and Conciliation Service, and Workplace Action Team are currently working on “Stormy Waters II,” a follow-up conference that will go into greater depth on designing and implementing effective respectful workplace policies and strategies. “Stormy Waters II” will be held in late spring 2001.

For more information on this event, as well as other resources for creating a violence-free and respectful workplace, please contact Carol Thomalla, TCALMC at (612)624-5218; Jo Romer, FMCS at (612)370-3311; or Mary Elizabeth Berglund, Saint Paul-Ramsey County Public Health/Workplace Action Team at (651)266-2461.

For more information about the Workplace Action Team, please contact Co-chair Steve Hoffmeyer, Hennepin County Labor Relations Department at (612)348-7651, or Janeen Massaros, Southern Metropolitan Mediation Services, (952)835-5571.



M.A.M.A./LOCAL #49 LABOR MANAGEMENT COMMITTEE 3rd FALL CONFERENCE

The MAMA/Local #49 Labor Management Committee hosted their 3rd Fall Conference on October 17 and 18, 2000, at Crystal Community Center.

The approximately 350 Operating Engineers and managers were informed about Health Insurance trends by consultant Gayle McCann and listened to nationally known speaker Gordon Graham. Mr. Graham’s discussion was titled, “Framework For Change.” The message was very well received. Many attendees purchased books that Mr. Graham had for sale.

This was Mr. Graham’s second trip to Minneapolis/St. Paul and we hope he will be back soon!



December 13, 2000, Quarterly Membership Meeting and 5th Annual Earl Willford Labor Management Cooperation and Partnership Award Kick-off.

Seventy members and guests attended the Twin City Area Labor Management Council's December 13, 2000, Quarterly Membership Meeting and 5th Annual Earl Willford Labor Management Cooperation and Partnership Award Kick-off on December 13, 2000. The program was highlighted by a presentation from the City of Minneapolis Fire Department and the International Association of Firefighters Local #82. Their testimony provided examples that show trust and collaboration can evolve from an adversarial relationship. Please note that the City of Minneapolis Fire Department and the International Association of Firefighters Local #82 were recipients of the year 2000 Earl Willford Award. Following the fine presentation from the Minnea-



polis Fire Department, Anna Maravelas enthralled her 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. Her remarks were well received by all the participants.



Twin City Area Labor Management Council co-exhibited with Lake Superior Labor Management Association and Iron Range Labor Management Association at the 5th Annual Minnesota Trade and Economic Development Conference, November 2 & 3, 2000, held at Double Tree Park Place Hotel, St. Louis Park.

TCALMC's DISPLAY TRAVELS...



TCALMC's display at the 2000 Minnesota AFL-CIO Convention August 28-30, in Rochester, Minnesota



TCALMC's display at the 2000 Annual Labor Day Picnic sponsored by the St. Paul Trades and Labor Assembly



Browse. Exchange. Use. Share.

BROWSE www.workdayminnesota.org for the latest news on issues important to you and your family—provided in a way you won't find in the mainstream media. Add us to your bookmark or favorites list in your internet browser—or make us your home page.

EXCHANGE views with other union members around the State on our bulletin board. Send us information about what's going on in your workplace, ideas for articles, and items for our calendar.

USE www.workdayminnesota.org in your local union newsletter. Post our alerts on your union bulletin board. Check our in-depth articles for valuable insight into workplace issues that can aid your organizing and bargaining efforts.

SHARE www.workdayminnesota.org with your co-workers, friends and family. Refer students to our labor curriculum and other resources for school projects. Invite us to do a presentation about the website at your local union meeting.

- www.workdayminnesota.org can help you spread the word about economic and social justice.



Barbara Kucera shown above, in attendance at the Minnesota State AFL-CIO Convention in Rochester, Minnesota August 28-30, 2000, is a member of the University of Minnesota's Labor Education Service (LES). She joined the LES in August 2000. Barb is the web master of Workday Minnesota. Visit Workday Minnesota at www.workdayminnesota.org. Discover important sources of information on relevant issues relating to family and work. Network, share, and exchange information on important topics. Plan to bookmark this site on your internet browser!

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TCALMC's Mission and Vision Statement

MISSION

The Twin City Area Labor Management Council provides relevant on-going resources to produce positive change in the workplace through cooperative labor management relationships. We accomplish this through:

- **Sharing experiences and perspectives**
- **Soliciting new members and encouraging their active participation**
- **Establishing and facilitating labor management committees**
- **Seminars and conferences**
- **Training**

VISION

TCALMC...the leader in bringing integrity and innovation to labor management relationships in the workplace.