

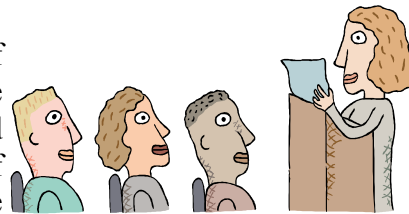


*A Partnership
of Labor
and Management*

Volume 12, No.1 **Spring 2001**

Preparing Young People for the Workplace: A Labor Management Perspective

Recruitment and retention of workers is a very troublesome problem for labor and management in these days of full employment. The Teamsters Service Bureau and others have developed programs to better prepare potential employees for the world of work. Executive Director Jean Dunn of the Teamsters Service Bureau has put together a presentation in conjunction with management partners and educators for Twin City Area Labor Management Council's Quarterly Membership Meeting on June 5, 2001, 11:30 a.m.-2:00 p.m., at the Teamsters Local #120 Union Hall, 2635 University Avenue West, St. Paul, just east of the KSTP Tower. There is plenty of free parking. The cost is \$25.00 for members and \$35.00 for non-members.



Please call the Council office at (612)624-5218 for more information. Registration deadline is May 30, 2001.

CALENDAR OF EVENTS
April 1, 2001—June 30, 2001

April 26, 2001
Navigating Stormy Waters II
Metropolitan State University

May 22, 2001
Executive Board of Directors Meeting

May 15, 2001
Membership Investment Renewals Due

May 15, 16, 17, 2001
3-day Facilitation Training

May 28, 2001
Memorial Day Holiday
TCALMC office closed

June 5, 2001
Quarterly Membership Meeting
Preparing Young People for the Workplace:
A Labor Management Perspective

June 20, 2001
Committee Effective Training

**Twin City Area
Labor Management Council
Carlson School of Management
321—19th Avenue South
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Minneapolis, Minnesota 55455**

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Management
Co-chair

Roger Siegal
AFSCME
Council #14
Labor Co-chair



ONE FISH, TWO FISH FLYING ALL THE WAY TO...

The Twin City Area Labor Management Council's Annual Membership Meeting

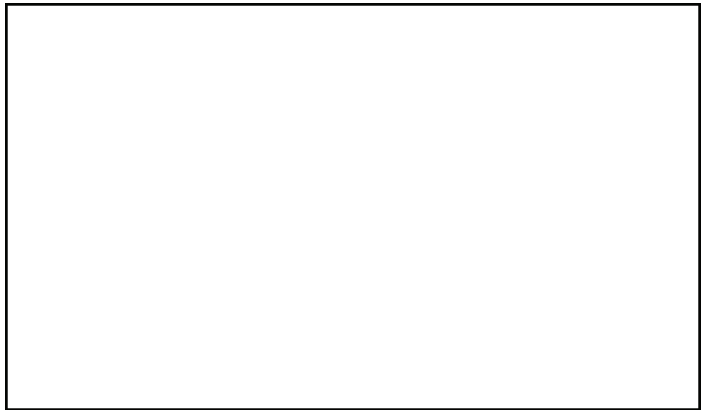
The Twin City Area Labor Management Council held its Annual Membership Meeting on Wednesday, March 7, 2001, at the Touchstone Energy Place at RiverCentre in St. Paul.

The meeting began with Carr Hagerman of ChartHouse Learning Corporation inspiring Council members on the FISH! Philosophy of MAKE THEIR DAY, PLAY, BE THERE AND CHOOSE YOUR ATTITUDE. The Fish Philosophy started in the Seattle fish market where the fishmongers tried to find a way to make their working environment more positive. By **WORKING TOGETHER** they managed to increase retention, improve customer service, increase accountability, and embrace change enthusiastically.

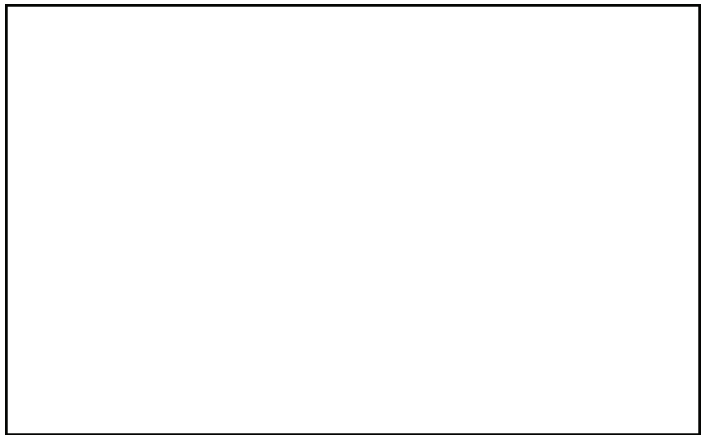
Those that attended learned that few things are as rewarding and infectious as lifting another person's spirits. Through an act of kindness or engagement, you can turn routine encounters into unforgettable experiences. The glue in our humanity is in "being there" for one another. When you are fully present, you can make a positive difference in someone's life with every encounter. When you look for the worst you will find it everywhere. When you look for the best, you will find new opportunities for learning and fulfillment. The attitude you choose each day not only affects you, but everyone around you. When we put more energy into what we enjoy, and find ways to "play," we jump-start creativity. Play is not about acting irresponsibly; it's about finding ways to have more fun accomplishing serious goals.

Following our main speaker, a brief membership business meeting was held which included the 5th Annual Earl Willford Labor Management Cooperation and Partnership Award. The Council received three committee/partnership, and two individual nominations for 2001. The following nominations received an *HONORABLE MENTION* for achievements that included raising the awareness of training skills and accomplishments of employees and implementing career development programs to make their workplaces a better place to work as well

as being able to maintain a constant forum for discussion of problems and concerns:



Anita Roy, Business Manager, OPEIU Local #12

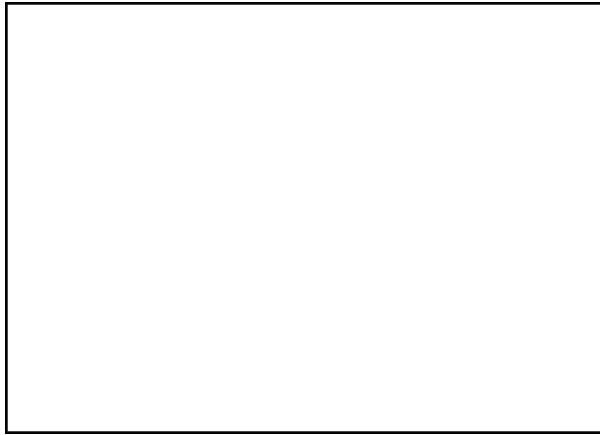


M.A.M.A. /IUOE Local #49 Labor Management Committee



City of Edina Labor Management Committee





The COMMITTEE/PARTNERSHIP 2001 AWARD WINNER went to the **City of North Branch/IUOE Local #49 Labor Management Committee**

*Labor Management Committee—
North Branch Style*

The Labor Management Committee was first suggested and encouraged by Local #49 organizer Jim Hanson at the completion of our first public works union contract. Entering and exiting our contract negotiations without any major disagreements and issues, the forming of the committee could be viewed as preventive medicine. The City of North Branch and Local #49 took the steps to be proactive in their relationship. With the positive relationship forged, the focus of the committee looked at what could be done and improved rather than what needs to be fixed.

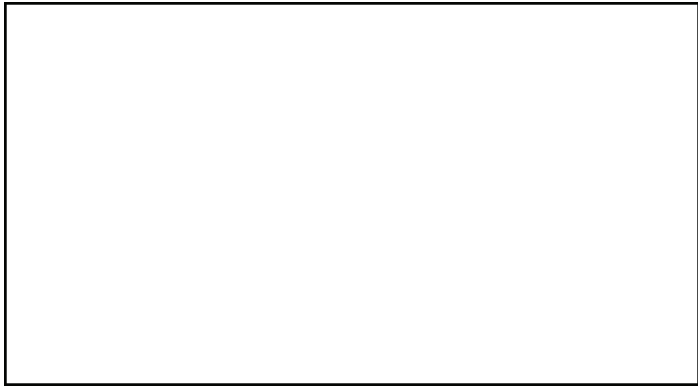
Monthly meetings became something that the group looked forward to, and not just because the meetings were great, but because a large lunch was prepared, usually by Chef Cory Gergerson (union rep) following the meeting.

Many improvements were made, including school kid safety education program, a more informed public, citizen survey, quality assurance card, and a personal contact card regarding current and future work conducted by Public Works Department.

With the winning of the Earl Willford Award, discussion and debate is occurring on how we may top our 2000 efforts.

Thank you to the Twin City Area Labor Management Council for your time and assistance in helping our committee be successful. We look forward to our continued partnership.

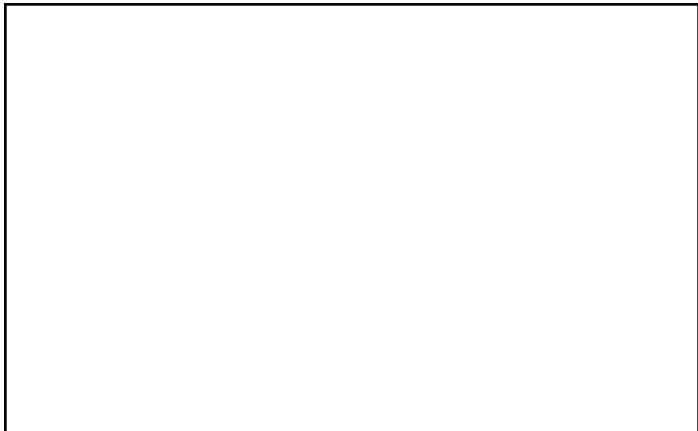
- City of North Branch/IUOE #49 LMC -



*The INDIVIDUAL 2001 AWARD WINNER went to **David Erickson, Business Agent, International Union Operating Engineers Local #49** for helping in the establishment of the City of Minneapolis' Labor Management Committee to promote labor management cooperation, achieve greater trust, expand employee involvement and empowerment, promote innovation through collaborative problem solving and decision making, open communication, and promote better utilization of resources.*

A special THANK YOU to Honeywell for sponsoring this year's awards.

Following the award presentation, the program concluded with a fabulous lunch catered by the Wildside Caterers of the RiverCenter. Those in attendance were also treated to a tour of the Xcel Energy Center (home of the Minnesota Wild).



**CONGRATULATIONS TO ALL OF OUR
2001 EARL WILLFORD LABOR
MANAGEMENT COOPERATION AND
PARTNERSHIP AWARD WINNERS.
KEEP UP THE GOOD WORK!**

Thank You For Renewing Your Membership...



- | | |
|--|--|
| AFSCME Council #14 | AFSCME Council #6 |
| Abbott Northwestern Hospital | Allina Labor Relations |
| Americraft Carton | Blue Cross Blue Shield of Minnesota |
| Century College | City of Arden Hills |
| City of Circle Pines | City of Crystal |
| City of Eden Prairie | City of Edina |
| City of Forest Lake | City of Hastings |
| City of Hopkins | City of Mahtomedi |
| City of Maple Grove | City of Minnetonka |
| City of New Hope | City of North Branch |
| City of North St. Paul | City of Richfield |
| City of St. Louis Park | City of St. Paul |
| City of White Bear Lake | Columbia Heights School District #13 |
| CWA Local 7200 | Dakota County |
| Employers Association Inc. | Ford Motor Company |
| HealthPartners | Hopkins School District #270 |
| Inland Paperboard & Packaging | IBEW Local #110 |
| IUOE Local # 49 | LELS |
| Land O'Lakes | Medica Health Plans |
| Metropolitan Airports Commission | Metropolitan Council |
| Minneapolis School District #1 | Minneapolis Central Labor Union |
| Minneapolis Federation of Teachers | Minneapolis Building & Construction Trades |
| Minnesota Department of Employee Relations | Minnesota Department of Natural Resources |
| Minnesota Hospital & Healthcare Partnerships | Minnesota Laborers-Employers Cooperation |
| Minnesota Nurses Association | Minnesota Government Engineers Council |
| Minnesota AFL-CIO | Nilfisk Advance |
| Northwest Airlines | PACE International Union #7-0264 |
| PACE International Union #7-1259 | Pipefitters Local #455 |
| Plumbers Union , Local #34 | Progress Casting Group |
| Reliant Energy Minnegasco | Smurfit-Stone Container |
| Star Tribune | St. Paul City Council |
| St. Paul Public Schools District #625 | St. Paul Trades and Labor Assembly |
| Teachers Federal Credit Union | Teamsters Joint Council #32 |
| Thiele Technologies | United Defense |
| U of M Industrial Relations Center | U of M Facilities Management |
| U of M Libraries | University of St. Thomas |
| Washington County | White Bear Township |
| Willamette Industries | Xcel Energy |



TCALMC HIRES ORGANIZATIONAL REPRESENTATIVE

The need for labor management cooperation occurred to me about 20 years ago when I was involved in adversarial labor relations as the president of a 300 member local union. I began to pay attention to the early notions of labor management cooperation such as "Quality Circles," "Employee Involvement," etc. These buzz terms really spoke to the need for labor and management to tone down the rhetoric and create a respectful relationship with each other in dealing with workplace problems. About 10 years ago, I convinced my fellow union officers that we should join the Twin City Area Labor Management Council, and I have been actively involved ever since.

I am totally convinced that only through a collaborative process can labor and management make the changes necessary for the business to survive and grow in the global market where we do our business. If one side or the other wins, the enterprise is failing. Both sides need to win!

The adversarial process of traditional collective bargaining will, and should, continue in those environments where real trust has not been established. However, more and more issues will be dealt with in the labor management committee as these processes evolve, and more workplaces establish trust with one another. After all, both sides need each other.

I look forward to working with the Twin City Area Labor Management Council's membership as the organizational representative and to be of as much assistance to you as I can.



ATTENTION ALL TCALMC MEMBERS...

The Council has purchased the FISH! videotape for your use at no charge. Please call the Office at (612) 624-5218 to find out how you can borrow this video to 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. ALL COPY RIGHT LAWS DO APPLY.

.....
A special thanks to the City of Eden Prairie for their assistance in acquiring this videotape.

*Bob McKee, Organizational Representative
Twin City Area Labor Management Council*

"WALK THE TALK"

If you preach teamwork, do you work well with others?

If you ask people to take risks, does your behavior match your words?

If you recommend lifelong learning, do you attend seminars and keep up in your field?

Those who fail to practice what they preach, lack credibility. Others won't follow their advice.

Put this reminder on your workplace wall: "Walk the Talk"

Source: The Answers Are on the Office Wall, by Paul B. Thornton, Monochrome Press, P.O. Box 424, Exeter, NH 03833

VIDEOS AVAILABLE FOR MEMBER VIEWING:



Imagine a workplace where everyone chooses to bring energy, passion, and a positive attitude with them each day. An environment in which people are truly connected to their work, to their colleagues, and to their customers. IMPOSSIBLE? Not at all. FISH! is a tool to help you lead people toward creating that environment. Watch this tape and explore what is called the **FISH Philosophy: Play, Make Their Day, Be There, and Choose Your Attitude.**

RUNNING TIME: 17 MINUTES, INCLUDES FACILITATOR'S GUIDE AND PLAY BOOK

Team Creativity

New ideas are the lifeblood of an organization, and workteams are expected to create them. Yet new ideas have formidable enemies: policies, procedures, and people who won't let go of old ways. Then there's fear of ridicule or rejection when you want to share your ideas with others. Result: creativity hides in the closet, along with greater progress, productivity and profit. This video shows how to maintain a positive environment where team members are free to be creative. It inspires viewers to replace "idea killers" with "idea builders," and to nurture team creativity as a critically valuable resource.

Viewers will:

- **Gain the courage to be creative**
- **Learn to support the ideas of others**
- **Learn to accept and protect creativity in teams**

RUNNING TIME: 20 MINUTES, INCLUDES LEADERS' GUIDE

WELCOME NEW MEMBERS

Scott County

Minnesota Department of Human Services

Minnesota State Colleges and Universities
(MnSCU)

Rock-Tenn Company

Minnesota Department of Transportation

2001 Membership Investment Renewal is Underway

Membership investment renewal forms have been sent recently to all members of the Twin City Area Labor Management Council. Members are encouraged to return their renewals as soon as possible. Please indicate changes in address and/or contact person as well as any additional persons from your organization that should be added to TCALMC's mailing list.

Members at the Annual Membership Meeting voted to increase the investment cost of membership to \$250.00 in 2001, and \$300.00 in 2002. It was agreed that if an organization has the means to pay \$300.00, it would be greatly appreciated. The cost of membership has not increased since 1989. Membership is from January through December 2001.



WANTED...MEMBERS TO HOST EXECUTIVE BOARD MEETINGS

We are seeking members of TCALMC to host Executive Board Meetings. Interested members are asked to provide a room to conduct the Board meeting, and overview and/or tour (if applicable) of the organization. What a great way to become more involved and network with other Board members. Interested members are asked to call the office at (612)624-5218 or e-mail us at TCALMC@csom.umn.edu.



WELCOME NEW EXECUTIVE BOARD OF DIRECTOR MEMBERS

Christine Caspers
Star Tribune

James Laurent
Metropolitan Airports Commission

Dennis Mixdorf
United Defense

Bob Moore
Teamsters Local #638, Miscellaneous Drivers, Helpers, and Warehousemen

Executive Board Members and Staff Recognized

At the Annual Membership Meeting the following former members of the Executive Board of Directors and staff were recognized for their dedicated service to the Twin City Area Labor Management Council.

Mike Howe	Board Member	1992 - 1999
Nick Caruso	Board Member	1995 - 2000
Bob McKee	Board Member	1995 - 2000
Mary Taylor	Board Member	1996 - 1999
Tim Vescio	Board Member	1996 - 2000
Charles Mason	Board Member	1997 - 1999
Darcy Dye	Board Member	1997 - 2000
Rolland Toenges	Board Member	1998 - 2000
Bert Rivers	Board Member	1999 - 2000
David Spencer	Staff Member	1996 - 2000
Bob Weisenburger	Staff Member	1999 - 2000

Each was presented with a clock as a small token of appreciation for their time and assistance.

COMMITTEE EFFECTIVENESS TRAINING:

When: Wednesday, June 20, 2001
(deadline: June 13, 2001)

Time/Location 8:00 a.m.-4:00 p.m.
UAW-Ford-MnSCU Training Facility
966 South Mississippi River Boulevard
St. Paul, Minnesota

Tuition: \$50.00 per person for TCALMC members
\$75.00 per person for non-members

Trainers: Staff of TCALMC and MN BMS



Course Description

The participants attending this highly interactive session will be introduced to the structure and function of the labor management committee process, and to develop the skills, knowledge, and tools to be an effective labor management committee member, and gain a better understanding and appreciation of labor management cooperation.

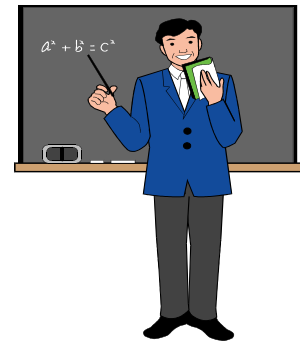
CO-CHAIR TRAINING:

When: Wednesday, July 18, 2001
(deadline: July 12, 2001)

Time/Location: 8:00 a.m.-4:00 p.m.
UAW-Ford-MnSCU Training Facility
966 South Mississippi River Boulevard
St. Paul, Minnesota

Tuition: \$75.00 per person for TCALMC members
\$100.00 per person for non-members

Trainers: Staff of TCALMC and MN BMS



Course Description

This specially designed one-day training is an opportunity for co-chairs of labor management committees who desire additional knowledge, tools, and confidence to function more effectively in this important leadership role.

REGISTRATION FORM

We would appreciate receiving this registration form via fax or mail. Registration is limited.
Please include program title. Copy this form for additional registrations.

Program Title

9 **Committee Effectiveness Training**

9 **Co-Chair**

Program Date: _____

Name: _____

Company/Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

E-mail: _____

Telephone: () _____ Fax: () _____

Amount Enclosed: _____

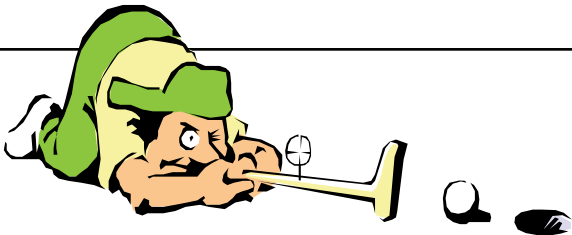
Fees include refreshments, lunch and all training materials.

Mail registration to: Twin City Area Labor Management Council
Carlson School of Management
321-19th Avenue South
3-300R Industrial Relations Center
Minneapolis, Minnesota 55455
Telephone: (612)624-5218
Fax: (612)624-8360
E-mail: TCALMC@csom.umn.edu

**Cancellations or no shows are responsible for registration fees.
Substitutions welcome.**

Twin City Area Labor Management Council
University of Minnesota
Carlson School of Management
321—19th Avenue South
3-300R Industrial Relations Center
Minneapolis, Minnesota 55455

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TCALMC TO SPONSOR GOLF TOURNAMENT IN 2002

The Twin City Area Labor Management Council is beginning to plan its first golf tournament to be held in the summer of 2002. In order to ensure that all our members would be able to participate, we are looking for information on other tournaments that may already be in your plans, or dates for other tournaments that you are aware of.

Please call our office (612)624-5218 or e-mail us at TCALMC@csom.umn.edu

*TCALMC is seeking members to participate on a planning committee for a TCALMC golf tournament in 2002. If interested, please call the Council office at (612)624-5218.
The first committee meeting will be held in June, 2001.*