

Solid Ground Labor Management Committee Meeting Update

On September 20, 2018 the Labor Management Committee (LMC) met with management for the first time since contract negotiations. Meetings will be held on the third Thursday of every month from 10:00 am to noon. The purpose of the LMC (Article 22 page 27 of the CBA) is “to foster communications between the Employer and the Employees to resolve issues and disputes, and to exchange ideas to promote improved communications and working conditions throughout Solid Ground.” The LMC works to resolve any concerns, questions and issues that arise during the term of the Collective Bargaining Agreement (Union Contract) which need addressing. Several weeks before each meeting the Union will remind all Union employees of the upcoming meeting and ask for agenda items. If you have any questions, concerns or issues to bring forward for consideration at the LMC meeting, please let one of your LMC Team members know.



Our LMC Team: *Roberta Petersen, David Olivera, Jessica Lam, Cynthia Linder*, and Union Representative, *Diane Arnold*. Our Team is in transition. *Adriana Fasso-Harrier* and *Olivia Mansker-Stoker* will be joining our LMC Team at the next meeting on October 18, 2018.

We need LMC Team Members from Broadview and Solid Ground Transportation. If you are interested in joining our Union Team, please contact one of our Team members or our Union Representative, Diane Arnold.

Our special thanks and appreciation to **Jessica Lam** for her commitment as a Bargaining Team member throughout the long and often difficult contract negotiations and for her efforts on the Labor Management Committee. Jessica is leaving Solid Ground. We will miss her insights and thoughtfulness in our meetings and her commitment to her Union sisters and brothers.

Management Team: Gordon McHenry, Jr., Barbara Gangwer, Colleen Goodwin and Gabriella Aguayo.

Meeting Summary

The Union and Management spent the first session discussing and agreeing on ground rules and what types of issues will be discussed over the course of the next few years in the LMC.

Topics to be Discussed:

- Policy changes and minor changes to the Collective Bargaining Agreement (if both Union and management have an interest)
- Major planning items
- Trainings
- Research and fact sharing

Ground Rules:

1. Mutual Respect
2. Assume good intent
3. Speak about issues not individuals
4. Inform management and seek management input/feedback
5. Inform bargaining unit and seek bargaining unit input/feedback
6. Free to speak our truths without retaliation from management or Union
7. Share facts outside the LMC as issues not individuals
8. Union and Management get equal time to discuss issues
9. In-person attendance preferred but phone conferencing okay too
10. End of meeting check-in before adjournment

Other Topics Discussed:

We discussed the new emergency procedure at the Sandpoint Campus, specifically, and workplace health and safety, generally. An emergency “show of support” procedure is being implemented at the Sandpoint Campus and management will share the procedure with the Union Team at the next LMC meeting. Management shared that the Safety Committee meetings continue to happen at each worksite but, in addition to those meetings, a member of each worksite’s Safety Committee will come together to share concerns of their worksite with the wider group. This process is still in the planning stages.

Lastly, the Union reviewed with management the role of the Union Steward in the workplace and in the Weingarten (investigatory) meeting as well as the National Labor Relations Act regulations that protect Union Stewards from retaliation from management and give Union Stewards equal power with management so they can represent their co-workers to the full extent of the law.

Questions? Please contact one of our LMC Team members or Union Representative Diane Arnold at diane@opeiu8.org or (206) 441-8880 ext. 115.