

**LABOR-MANAGEMENT COOPERATION GRANTS PROGRAM  
FY2010 FMCS FUNDING SUMMARIES****10-IL/I-001****Alliance for Quality Child Care and SEIU-HCII****Chicago, IL****Amount Awarded: \$50,892**

**Problem:** Owners and workers at newly organized independent Chicago-area child care centers in the Alliance for Quality Child Care lack the resources to apply for and receive ratings on Illinois's Quality Counts Quality Rating System (QRS).

**Strategy:** Form a new labor-management committee to facilitate cooperation between centers and between workers and owners, both on contract implementation and on projects of joint concern. The specific projects will be working with a consultant to help centers receive accreditation and additional reimbursements through the QRS, and develop a plan to reduce costs by developing some initial shared services arrangements.

**Results:** Design and implement structures and processes for workplace representation to facilitate communication and cooperation; enroll 90% of centers in the QRS system, with 50% achieving a two star rating or higher; implement shared services programs for purchasing, training and back-up staffing.

**10-WA/A-002**

**Building Trades Labor-Management Organization of Washington State and AFL-CIO**

**Seattle, WA**

**Amount Awarded: \$112,327**

**Problem:** The construction industry is the highest risk industry in Washington State in terms of occupational safety and health. Washington's construction industry leaders -- both labor and management -- have identified a lack of leadership in safety and health on the part of mid-level personnel to be a key barrier to better safety and health performance.

**Strategy:** The Building Trades Labor Management Organization of Washington State (commonly known as Build It Smart) proposes to reduce the incidence of occupational fatalities, injuries and illnesses in the construction industry in Washington by instilling safety and health leadership capacities at the middle supervisory level through focused training and certification.

**Results:** Our aim is to reduce the number of compensable fatalities, injuries and illnesses in the construction industry and associated Washington State Department of Labor and Industries (L&I) Industrial Insurance costs.

**10-NY/A-003**

**CSEA Institute for Workers' Opportunities, Resources & Knowledge and AFSCME**

**Albany, NY**

**Amount Awarded: \$104,300**

**Problem:** CSEA has a need to enhance labor-management education and training resources for over 200,000 state and local government employees.

**Strategy:** A multi-module video-based component will be created and disseminated to existing and new state and local government labor-management committees. The video training will enhance and augment web-based training that allows for self-directed learning that targets visual learners.

**Results:** New and existing labor-management committees will receive education and training video resources to orient new committees, as well as sustain existing committees by providing a comprehensive self-directed toolkit.

**10-IL/I-004**

**Chicago Labor-Management Trust and AFL-CIO, AFSCME and Local 1092  
Chicago, IL**

**Amount Awarded: \$92,421**

Problem: Steadily rising health care costs in the third largest city in the US have caused city employees to suffer in other areas such as working conditions and wages in order to maintain health benefits.

Strategy: Conduct a gap analysis to discover a number of areas in which labor and management can jointly agree to adopt initiatives that will result in savings for both the city and its employees.

Results: Reduce health care costs to 8% a year or less. Establish wellness initiatives that will improve the long-term quality of life for employees. Create more visibility and influence of the Chicago Labor-Management Trust to improve the workplace for city employees.

**10-NE/A-005**

**City of Lincoln (Lincoln Fire & Rescue) and IAFF Local 644  
Lincoln, NE**

**Amount Awarded: \$60,268**

Problem: Lincoln Fire and Rescue (LF&R) and IAFF Local 644 have determined that the need exists to increase diversity among LF&R staff, as well as address the less obvious needs for an improved workplace climate, improved communication between labor and management, genders and diverse cultures, and secure assistance to appropriately respond to changing workplace dynamics. The project's overarching goal is to establish a better workplace rapport within the context of a changing community.

Strategy: The project will hire an objective, independent evaluator to assess pre- and post-project attitudes, concerns and needs. A project coordinator will be hired to implement project activities. LF&R and IAFF Local 644 will also work with an FMCS mediator to bring in customized diversity and communication skills and labor-management cooperation training.

Results: Improve labor-management relationships by nurturing frequent, effective and collaborative communication. Strengthen workplace climate and unit cohesiveness by supporting relationships between labor-management, genders and cultures. Enhance LF&R/IAFF Local 644's relationship with the public, particularly among refugee/immigrant communities, low-income neighborhoods, other minorities and women. Change the image and perception of who can have a career as a firefighter to include women and minorities.

**10-NY/A-006**

**Consortium for Worker Education and 1199 SEIU, DC 37 AFSCME**

**New York, NY**

**Amount Awarded: \$76,900**

Problem: As a growing sector with a high proportion of women and single parents, health care workplaces struggle to meet the needs of their patients with a well-trained, reliable workforce able to balance work and family responsibilities.

Strategy: Build a model featuring the development and implementation of curriculum and workshops in designated facilities within the New York City public hospital system, private nursing homes and homecare agencies that can be easily and inexpensively replicated. A series of workshops with an expected participation of 600 workers and 25-30 supervisors will be conducted. Post-workshop surveys and focus groups will also be held to obtain feedback to enhance the model. "Train the trainer" sessions delivered by labor-management committees are another critical element of the model that will help develop a structure to ensure training and learning continue after the conclusion of the grant period.

Results: Demonstrate how low cost labor-management led strategies can lead to improved relationships between employees and employers regarding communication and creating a supportive atmosphere to solve work/family issues. The expected benefits include; a reduction in absenteeism, lateness and improper use of sick time due to a lack of child care or family obligations. Additionally the model will increase the capacity of the labor-management committee to address work/family and other issues.

**10-WI/I-007**

**Construction Professionals Association and**

**International Brotherhood of Electrical Workers Local 14**

**Carpenters Local 1143**

**Bricklayers & Allied Craftworkers Local 1**

**Plumbers and Steamfitters Local 434**

**Operative Plasterers and Cement Masons Local 599**

**Sheet Metal Workers Local 18**

**La Crosse, WI**

**Amount Awarded: \$101,400**

Problem: Skilled trade workers struggle with employment in this economy due to non-unionized construction workers gaining popularity with their lower wage requirements. This is a problem when price is the only consideration in selecting

a contractor for a project. Also, construction companies who utilize union labor face the challenge of recruiting suitable future employees, especially women and minorities.

Strategy: Educate owners on the benefits of the utilization of organized labor on their projects. Promote organized labor through the use of project labor agreements, and best value bidding. Recruitment of women, minorities and students through various activities, including the forming of a Construction Career Academy at a local high school.

Results: Construction Professionals Association (CPA) expects to increase by at least 15% awarded work to contractors in relation to non-unionized construction companies. Also increase by 25% the percentage of both women and minorities in apprenticeship programs of the skilled trades represented by CPA within 18 months.

**10-MI/A-008**

**Education Alliance of Michigan and American Federation of Teachers**

**Lansing, MI**

**Amount Awarded: \$65,000**

Problem: A new law in Michigan requires that all K-12 teachers and administrators expand an annual performance evaluation system for more than 100,000 educators. 757 school districts and public school academies must develop and implement evaluations through creating new frameworks or broad guidelines already created from an education working group. There is little assistance available to local schools districts to create this framework in a consistent manner with expert guidance.

Strategy: The purpose of this grant is to support a core group of education labor and management leaders as they prepare resources and materials, and hold regional training sessions across the state for school districts and teacher unions as they create and implement their annual educator evaluation processes.

Results: Guidelines, model policies, procedures and best practices will be created for the use of 700+ school districts in Michigan.

**10-NY/I-009**

**Lutheran Medical Center and 1199 SEIU**

**Brooklyn, NY**

**Amount Awarded: \$52,325**

Problem: Inadequate staffing occurs when excessive absences due to sick and extended leave arise. Approximately 58% of the injuries are strains or sprains

and 18% of injuries are contusions/bruises/hematoma. Lutheran Medical Center has lost close to \$700,000 in wages, replacement workers and lost productivity due to these work injuries.

Strategy: The labor-management committee will analyze work injury data, evaluate work sites, and design and pilot a “light duty” program which would facilitate a voluntary return-to-work program for injured workers. The project would also include a comprehensive prevention component including job description and policy and procedure review as well training for 500 workers.

Results: A comprehensive review of worker injury data by the labor-management committee will be completed. Recommendations for injury prevention will be made and an injury prevention education curriculum will be created and implemented for 500 workers. A voluntary return-to-work program for injured workers to temporary “light duty” assignments will be designed and piloted. Changes to job descriptions, policies and procedures, purchase of equipment and other tools to facilitate injury prevention and return-to work will be completed.

#### **10-OH/I-010**

**Ohio Electrical Labor-Management Cooperative Committee and IBEW, NECA**

**Hamilton, OH**

**Amount Awarded: \$34,167**

Problem: The Ohio Electrical Labor Management Cooperative Committee faced with the need to build a harmonious relationship between labor and management in the new “green” construction industry, was awarded a grant for the purpose of establishing the first IBEW/NECA Ohio Energy Summits to go statewide.

Strategy: It was identified that labor and management are often coming to “green jobs” from different and sometimes destructive positions. These summits will bring together contractors, IBEW Locals, NECA members, end users, manufactures, distributors, and community leaders to learn together what the particular needs of the ‘green” economy will be. This series of five statewide summits will feature “Green Technology Roundtables” that will help introduce this new technology to all participants by providing discussions on such issues as energy audits, green marketing and smart grid technology.

Results: The ability for all participants to learn together about “green” technology will assist in quieting some of the fears voiced by both management and labor over the technology. The information provided by these summits will be captured and placed on the web site of the OELMCC so that all future employers and employees can benefit from these five summits.