



FMCS

FEDERAL MEDIATION &
CONCILIATION SERVICE

FY2018 LABOR-MANAGEMENT COOPERATION GRANT PROGRAM FUNDING SUMMARIES

18-NY/I-001

Consortium for Worker Education

International Association of Machinists and Aerospace Workers District 15

Salem/Truck King International

New York, NY

Amount Awarded: \$250,000

Problem: The regional transportation and logistics industries are deeply challenged by a lack of skilled workers in a number of critical areas, namely workers with a Commercial Driver's License and mechanics (automotive, Diesel, and hybrid). Data from the New York State and Federal Departments of Labor show these titles as "in demand" occupations, this despite the fact that both career tracks in the unionized parts of the sector (mostly regionally) are very well compensated, provide family sustaining benefits, and do not require post-secondary education. There are a number of factors at play here, including the shuttering of many vocation training courses available in the public high schools, the aging out and retirement of the current workforce, and younger workers' lack of knowledge to the occupations available in the transportation and logistics sector. The resultant lack of a skilled and ready workforce, or even a significant pipeline, leaves many employers to contend with significant idle equipment, expensive outsourcing for repairs, and poaching of staff from competitors.

Strategy: To address these shortfalls of skilled workers in the transportation and logistics industries, the CWE and its union and employer partners will create a permanent LMC to administer a workforce development intermediary. The purpose of the LMC will be to recruit, assess, prepare, train and place in employment and/or apprenticeship a constant stream of workers with Commercial Driver's Licenses and entry-level mechanical credentials. Special emphasis will be given to recruiting young workers, women, and veterans (currently, CWE has programmatic relationships with NYC Department of Education, Non-Traditional Employment for Women and Helmets to Hardhats). The LMC will be titled New York Alliance for Transport and Logistics Advancement Services (NYATLAS). Program information can be found at www.nyatlas.org.

Results: The NYATLAS program will recruit, train and place with sector employers up to 50 workers in the Commercial Driver and/or Mechanic/Technician titles over the course of the next 18 months. Additionally, as this grant greatly offsets training monies drawn from other sources, CWE will use matching funds to strengthen capacity, organizational sustainability, and greatly expand the participating employer base of the NYATLAS.

18-PA/A-002

Mechanical & Service Contractors Association of Eastern PA

Steamfitters Local Union #420

Plumbers Local Union #690

Blue Bell, PA

Amount Awarded: \$97,636

Problem: Current trends and predictions indicate that the Philadelphia area will continue to experience a workforce shortage in the coming years. Coupled with the consistent need to compete for market share, labor and management leaders must work together to educate and train the existing workforce as well as recruit new members. Additionally, the labor-management partnership must adapt to the constantly changing technology landscape to ensure they remain competitive.

Strategy: The labor-management representatives plan to cultivate and grow their partnership by holding regular strategic planning meetings with members from each organization and attending conferences and joint retreats. The Mechanical & Service Contractors Association (M&SCA) also plans to grow their educational offerings and certification classes for member employees. Additionally, M&SCA will implement a new and innovative online portal that allows member companies to track and document employee trainings and certifications.

Results: The M&SCA of Eastern Pennsylvania sees the overall benefit of this grant program as strengthening its existing labor-management partnership. The improvement of the M&SCA education program is expected to assist their members in securing more work and continuing to maintain a highly skilled workforce in an ever-evolving market. Finally, the online training portal is expected to provide a streamlined and sustainable record-keeping system for member companies to use going forward.

18-CT/I-003

New England Healthcare Employees Union District 1199 & the Connecticut Nursing Homes Training and Upgrading Fund

New England Healthcare Employees Union District 1199/SEIU

Advanced Center for Nursing and Rehabilitation, New Haven, CT

West Hartford Health and Rehabilitation Center, West Hartford, CT

Qualidigm

Hartford, CT

Amount Awarded: \$94,117

Problem: Nursing homes across the country are required by the Centers for Medicare and Medicaid Services to develop Quality Assurance and Performance Improvement (QAPI) programs. However, many nursing homes have struggled to effectively implement QAPI. When implemented effectively, QAPI is a true culture change, doing more than what is regulated and ensuring the best outcomes for the nursing home residents. To implement QAPI most effectively, it is vital to involve frontline caregiving staff from the beginning, as they are the “eyes and ears” of what actually takes place within nursing and rehabilitation facilities. Taking such frontline staff out of the complement to participate in QAPI committees and other quality improvement related work is difficult; without bringing in replacement workers for them. Financially, this is a challenge for many nursing home employers.

Strategy: The 1199 New England Training Fund and Qualidigm, a healthcare consulting company, will coordinate with two Connecticut skilled nursing facilities (one inner city, one suburban) to fully involve frontline staff in QAPI committees. All committee members from both buildings will meet regularly at their respective facilities, identifying at least one specific topic to address based on their identification of an ideal area in need of performance improvement. A key to the project's success will be the use of replacement workers, allowing frontline staff to attend committee meetings and participate in other project work during the course of each month. This will allow the staff to have uninterrupted time to reflect deeply, off the units while focusing on the work to be done and their role in it.

Results: By the end of the project, staff at both nursing homes will demonstrate improved communication between labor and management; improved overall employee satisfaction; and improved understanding of, and participation in, QAPI. This project is also expected to result in positive outcomes such as cost savings, and the completion of at least one measurable QAPI project that impacts quality, improves care, or reduces waste.