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Panel: Multi-Institutional Labor-Management Committees for Contingent Faculty

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OUTLINE PRESENTATION –

MULTI-INSTITUTIONAL LABOR-MANAGEMENT COMMITTEES FOR CONTINGENT FACULTY

“The FMCS Experience with Multi-Employer Labor Management Committees”

Scot L Beckenbaugh – Deputy Director, Federal Mediation and Conciliation Service

1. Federal Mediation and Conciliation Service(FMCS) – Labor Management Cooperation Act of 1978
 - Avoiding or Minimizing the Impact of Labor Disputes on Interstate Commerce (1947)
 - Assist in development of Industry specific, Local or Area-wide Labor Management Cooperative Committees
 - The FMCS Grants Program
2. Private Sector Models – Industry-Wide
 - Building Trades – Work Based
 - Area Labor Management Committees – Geographic
 - Voluntary Associations – Autonomous vs Subsets
 - Industry Specific Examples – Health Care, Grocery, Crafts
 - Issue Specific – Health Care, Training, Recruitment, Public Affairs
3. Barriers to Overcome –
 - Anti-Trust – Competitors in a Co-operative Environment
 - Community of Interest Concerns
 - Collective Bargaining Bleed
 - Adversarial/ Competitive Views of Labor Management Relations
 - Defining a Scope Of Purpose
 - Understanding the Value Proposition
4. Considering the Key Components for Success – Having a Plan
 - Well Defined Scope
 - Ground Rules
 - Funding/Cost
 - Transparency
 - Communication Structure – Internal and External
 - Training
 - Assessment Mechanisms