

Labor Management Grants Program FY2007 Funding Summary

05-IL/I-009 (S-2007)

Chicago Building Trades Council
Construction Employers' Association, Chicago IL
\$27,645

SUMMARY: There are two key areas to address during the grant continuation period. (1) To further explore the perceptions of apprentices and journeymen who have been in the trades for less than six years. These individuals represent the future of the construction trades industry both as workers and potential future leaders. This group comprised only 8% (n=23) of our survey sample and only 7.5% (n=4) of our focus group sample. (2) Round out our knowledge of the barriers and facilitators to taking on a supervisory role by interviewing a group of contractors. This is particularly important in the lack of support from management was one of the greatest barriers to taking on a foremen role identified in the focus groups.

07-WI/P-001

National Rivet & Manufacturing Company, Waupun, WI
National Rivet & Manufacturing Company – IAMAW Local Lodge 1516
Workplace Improvement Partnership Project
\$65,000

SUMMARY: The National Rivet & Manufacturing Company is a private, family business that has operated in Waupun, WI since 1928. The grant will assist labor and management in the continuing implementation of their workplace improvement efforts. In order to survive labor and management have to work together, encouraging all employees to use their knowledge, skills, and abilities to make the organization successful. Both labor and management leaders recognize and accept the need for change and have demonstrated their willingness to continue the change process. It is believed that appropriate productivity enhancing activity combined with better defined work practices can help us regain a competitive position in the market. The National Rivet & Manufacturing Co., want to improve participation and involvement of employees in the workforce and improvement initiatives.

- Improve employment levels by 10%
- Improve productivity by 15% over the life of the grant
- Improve on time delivery by 20%
- Reduce reportable quality defects by 15%
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The old ways of doing things are not sufficient to compete effectively in the global economy. A new form of knowledge transfer has to be developed to enable current and new employees to perform their roles more effectively. There is a need for specific machinists/tool and die skills. The local technical college has been contacted to conduct a needs analysis and determine the specifics of a site specific training regiment to provide the necessary skills enhancement training. The increasing competitive environment there is a need for employees to understand their direct role in the manufacture of quality products and the maintenance of quality standards.

07-MA/I-002

The Construction Institute, Boston, MA
Expansion of the Construction Institute

\$125,000

SUMMARY: The Construction Institute (TCI) was originally created in 1998 as the Labor Management Construction Safety Alliance (CSA), with the support of a grant from FMCS. TCI was created through a collaborative effort between the Massachusetts Building Trades Council (MBTC) and is an affiliated union representing 75,000 workers; and several employer associations including Building Trades Employers Association (BTEA), The Associated General Contractors of Massachusetts (AGC) and New England Mechanical Contractors Association (NEMCA).

TCI has established itself as a key player in promoting safety and health in the regional construction industry. TCI will bring union construction labor and management representatives together to work cooperatively in order to enhance the image of the unionized sector of the construction industry in Massachusetts and increase union competitiveness in the marketplace. TCI will pursue this goal through four primary objectives; (1) to increase the quantity and quality of opportunities for labor, management, and the owner/user community to address and collaborate on issues of mutual concern including, but not limited to market development; (2) to increase the availability of research data on the impact of unionization on construction and areas for continuous improvement, and to disseminate these results and other information to construction stakeholders and other parties; (3) to increase positive communications between the unionized construction sector and the media and consuming public; and (4) to improve the value that the union sector brings to the construction through education, outreach and advocacy on identified issues of mutual concern.

07-IL/A-003

Chicago Federation of Labor, Chicago IL
Chicago Manufacturing Renaissance Council

\$125,000

SUMMARY: This application was submitted on behalf of the Chicago Federation of Labor and the Chicago Federation of Labor (CFL) Workers Assistance Committee to support the regional expansion of the Chicago Manufacturing Renaissance Council (CMRC). For more than 100 years the Chicago Federation of Labor, the central labor council in Cook County for the American Federation of Labor and Congress of Industrial Organizations, has forged alliance with businesses, workers and associations. Through the CFL, the CFL Workers Assistance Committee is part of a network of 320 labor unions and the business they represent, 500,000 union members, countless trade and industry associations and schools and training programs that all work together to improve and strengthen regional businesses.

- ✓ Expand CMRC partners to include additional labor, management, government and community leaders from those areas outside of the City Chicago.
- ✓ Ensure engagement of manufacturers and manufacturing-related unions in regional efforts to address skill shortages in the manufacturing industry.
- ✓ Strengthen the capacity of the workforce development system to address the workforce and training needs of the manufacturing industry.
- ✓ Increase the capacity of public schools systems (Community Colleges, High Schools, etc.) to address the skills shortage in the manufacturing sector.

07-IA/-004 (S-2007)

Iowa Health Buyers Alliance
Des Moines, IA
\$31,248

The Iowa Health Buyers Alliance (IHBA) was founded in April 2004 by the Dubuque Area Labor Management Council, the Health Policy Corporation of Iowa and the Labor Management Health Care Coalition, Upper Midwest. With almost 10,000 members, the Alliance works to improve the quality, operation, performance and cost-effectiveness of their health care and benefits plans. During the continuation period the FMCS grant will enable the IHBA to (1) identify, develop, evaluate, recommend and provide access to cost-effective and high performance policies, practices, providers and products; (2) increase the membership base; and (3) solidify administrative roles and develop kept partnerships.

05-NY/I-006 (S-2007)

Skilled Trades Diversity Council
\$24,450

The Skilled Trades Diversity Council is composed of members of Tompkins Workforce New York, The New York State Department of Labor Apprenticeship Program and other local construction contractors, Tompkins-Seneca-Tioga Area Board of Cooperative Education Services and local community organizations that work with youth and underrepresented populations. With the FMCS grant, the Council plans to increase workplace diversity in the construction industry with expanded outreach to underrepresented populations, a pre-apprenticeship program and exit interview for employees who are leaving skilled trades.

Labor Management Grants Program FY2006 Funding Summary

06-OH/PS-001

University of Cincinnati
Service Employees International Union
District 1199
\$66,516

The University of Cincinnati and District 1199 of the Service Employee International Union requested an FMCS grant to research, develop and implement a pilot project that will seek to identify the problems and to improve the performance of employees who may be at risk of discipline for performance related issues. Presently, there is no evaluation mechanism available which distinguishes inability from unwillingness to work. The pilot project will enable the probable cause of poor performance to be determined as supported by statistical results for presentation to the LMC for disposition.

06-FL/PS-002

City of Tamarac
International Association of Fire Fighters Local 3080
\$93,352

The Tamarac Employee Safety Committee (TESC) was created in October of 2002 by the City of Tamarac and its two labor unions, the International Association of Fire Fighters, Local 3080 and the Federation of Public Employees, District 1 to improve safety among city employees. The grant will enable TESC to employ a Safety Analyst who will address employee and management safety concerns and serve as a communication bridge between labor and management.

06-NH/P-003

Bronze Craft Corporation
Glass, Molders, Pottery, Plastic and Allied Workers International Union
Local 257-B
\$36,753

Bronze Craft Corporation is a mid sized metal casting manufacturing company founded in New Hampshire in 1944. Its unionized employees are represented by the Glass, Molders, Pottery, Plastic, and Allied Workers International Union, AFL-CIO, Local 257-B. Since 2000, the company has had to layoff more than one third of its work force because of declining revenues, as well as a one-week strike in 2004. To stay Competitive and to maintain its solvency, the company, through a new Labor-Management Committee, is taking steps to improve its manual material handling processes based on ergonomic injuries sustained by employees. The FMCS grant will be used to provide the equipment to complete the project. After implementation of the ergonomic project, Bronze Craft Corp expects a 40% improvement year over year for all ergonomic and work related injuries and a 30% reduction for all injuries.

06-OH/A-004

Quality Construction Partnership
East Central Ohio Building & Construction Trades Council
\$125,000

Quality Construction Partnership (QCP) –The QCP’s ultimate goal is to promote working opportunities for its participants by providing quality, safety-conscious craftsmen and craftswomen who are dedicated to on-time, on-budget project completion. The QCP is comprised of proactive contractors and building trades craft persons whose collaborative purpose is to promote economic growth in the region. The QCP will focus on the construction industry in six counties: Carroll, Coshocton, Holmes, Stark, Tuscarawas and Wayne.

Labor Management Grants Program FY2005 Funding Summary

05-OH/I-001 (NC)

Akron General Medical Center
Ohio Nurses Association
\$35,778

The AGREE (Akron General Respects Each Employee) Program is a Dynamic Adaptive Dispute System (DyADS) to help Akron General Medical Center and the Ohio Nurses Association develop a process to manage workplace conflict. The FMCS grant enables the AGREE Program to obtain the assistance of an Ombuds person who will coordinate and manage the disputes, maintain statistics, serve when appropriate as a third-party neutral, and promote awareness of the AGREE Program through education and training.

05-WI/I-002

Federal Mogul Corporation Powertrain Systems
IAMAW Local Lodge 1438
\$64,994

In the past 6 years, Federal-Mogul Corporation Powertrain Systems of Schofield, WI, has experienced a 24% reduction in both staff and sales (globalization has lowered the price of piston rings). Federal Mogul Corporation and the Local Lodge 1438 of the International Association of Machinists and Aerospace Workers have been in the process of executing a new labor-management relationship based on the High Performance Work Organization (HPWO) Partnership process developed by the IAMAW, and the grant will enable them to successfully implement the HPWO Partnership.

05-OR/PS-003

Multnomah County, Oregon
AFSCME Local 88
\$125,000

Multnomah Oregon has the largest population in the county, and the American Federation and State, County and Municipal Employees (AFSCME) Local 88 represents the biggest number of county employees. Relations between labor and management have deteriorated because Multnomah County's ongoing revenue shortfall has caused insecurity among the workforce with severe budget constraints, staff layoffs, and elevated stress and anxiety. The FMCS grant will give the county and the union much needed funds to leverage their resources in order to jointly improve organizational effectiveness, promote cooperative relations, and enhance communications.

05-WA/I-004 (NC)

Pacific Coast Maritime L/M Consortium
Inlandboatmen's Union of the Pacific
\$35,000

The Pacific Coast Maritime Labor-Management Consortium (PCMC) and Inlandboatmen's Union of the Pacific are comprised of the leadership of five Pacific maritime unions and five Pacific maritime employers in Alaska, Washington, Oregon, California and Hawaii. The PCMC was formed to seek an

innovative regional solution to the converging problems of an aging mariner demographic, a lack of entry-level positions and the new international and Federal training requirements. Using prior FMCS grants, PCMC has developed new and innovative approaches to maritime workforce development through partnerships with state and local educators and labor organizations, government workforce development agencies, community coalitions, and U.S. Coast Guard certifying authorities in two states. Additional FMCS funding will help labor and management continue to work together to establish more regional groups in the other Pacific Coast States.

05-OH/I-005

Electrical Trades Center
IBEW Local Union #683
Central Ohio Chapter of National Electrical Contractors Associations

\$122,997

An application for the LAMP (Labor and Management Performance) project was submitted by the Joint Apprenticeship Training Committee (JATC) for the Electrical Trade Center, its educational operations. The goal is to form a more productive relationship between labor and management by improving organizational effectiveness and capabilities, facilitating positive communication between labor, management and the community, and emphasizing labor-management team-building, in order to deliver value to customers and to build a shared vision for the electrical industry in Central Ohio.

05-NY/I-006

Skilled Trades Diversity Council
Tompkins-Building & Construction Trades Council
Laborers Local 589

\$110,027

The Skilled Trades Diversity Council is composed of members of Tompkins Workforce New York, the New York State Department of Labor Apprenticeship Program and other local construction contractors, Tompkins-Seneca-Tioga Area Board of Cooperative Education Services and local community organizations that work with youth and underrepresented populations and women. With the FMCS grant, the Council plans to increase workplace diversity in the construction industry with expanded outreach to underrepresented populations and women, a pre-apprenticeship program and exit interview for employees who are leaving skilled trades.

05-IA/I-007

Iowa Health Buyers Alliance
Paper, Allied-Industrial, Chemical & Energy Worker International Union

\$125,000

The IHBA was founded in April 2004 by the Dubuque Area Labor Management Council, the Health Policy Corporation of Iowa and the Labor Management Health Care Coalition, Upper Midwest. With almost 10,000 members, the Alliance works to improve the quality, operation, performance and cost-effectiveness of their health care and benefits plans. The FMCS grant will enable the IHBA to (1) identify, develop, evaluate, recommend and provide access to cost-effective and high performance policies, practices, providers and products; (2) increase the membership base; and (3) solidify administrative roles and develop key partnerships

05-OH/I-008 (NC)

Akron General Medical Center
Ohio Nurses Association
\$14,222

Additional FMCS funding will assist the Akron General Medical Center and the Ohio Nurses Association with the continuation of an Ombuds person to manage workplace issues and disputes that do not fit a traditional grievance process and promote awareness of the AGREE program through education and training.

05-IL/I-009

Chicago Building Trades Council
Construction Employers' Association
\$99,522

The Construction Employers' Association (CEA) in conjunction with five management associations have come together with the Chicago Building Trades Council (CBTC) to create a joint labor-management coalition for the specific purpose of exploring and addressing the reason for journeymen's reluctance to assume leadership positions. The future of first line supervision in construction depends on identifying motivated and qualified journeymen to step-up to effectively execute foremen roles and responsibilities. The Coalition is comprised of seven industry partners: the Construction Employers Association (CEA), the Chicago & Cook County Building and Construction Trades Council (CBTC), Chicagoland Sheet Metal Contractors Association (CSMCA), the Electrical Contractors Association (ECA), the Mechanical Contractors Association (MCA), the Plumbing and Mechanical Contractors of Northern Illinois (PAMCANI) and the Plumbing Contractors Association (PCA).

05-WI/A-010

North Central Wisconsin LMC
Graphic Packaging Corporation
PACE International Representative
\$119,187

The North Central Wisconsin area includes nine counties; Adams, Forest, Langlade, Lincoln, Marathon, Portage, Wood and Villas. A grant will assist the Council in a transition to a Regional Training Partnership capable of effectively responding to area economic and workforce development needs of their member unions and employers. The initial focus will be on the paper industry, to expand to other manufacturing industries and one additional sector such as Health Care or Construction.

05-CT/I-011

GrowJobsCT Labor-Management Program
District Lodge 26, IAMAW, AFL-CIO
\$105,550

GrowJobsCT is a state-wide labor management program to retain and expand manufacturing jobs that are disappearing in Connecticut at an alarming rate. The grant will provide valuable funding to help GrowJobsCT and District Lodge 26, IAMAW build labor management cooperation, create advanced educational and communications programs on the importance of the manufacturing sector and greatly expand outreach efforts to manufacturers, union-represented manufacturing workers, media and policy makers.

05-PA/I-012

Penn Metal Fabricators
IAMAW Local Lodge 2779
\$48,519

Penn Metal Fabricators performs metal fabrication and welding for the United States military, aviation, US Postal Service, biomedical, construction and electrical industries. In order to remain competitive, both labor and management leaders at Penn Metal Fabricators recognized the need for change and instituted an HPWO (High Performance Work Organization) Partnership in order to improve work processes, reduce costs and generate growth opportunities to save and create jobs. The FMCS grant will enable the partners to continue this joint effort.

05-WI/P-013

Waukesha Engine Dresser Inc.
Local Lodge 1377 IAMAW
\$65,000

Waukesha Engine is a business unit of Dresser, Inc. which has a worldwide leader in the design, manufacture and marketing of highly sophisticated engineering equipment and services sold worldwide since 1929. Currently, 80% of its workforce requires training in one or more skills in their job. The FMCS grant will help Waukesha Engine and the Local Lodge 1377 IAMAW transition from a voluntary training center to a mandatory training system with classrooms and educational resources that will focus on employee workplace skills development.

05-CT/014

MONTANA LABOR-MANAGEMENT ALLIANCE
Montana District Council of Laborers
\$117,897

The Montana Labor-Management Alliance (MLMA) is a nonprofit organization dedicated to protecting the interests of everyone in public works construction – the worker, the contractor, the awarding agency and the taxpayer. To increase the number of young people entering apprenticeship programs in the construction trades the program will focus primarily on high school and college students and workers in minimum wage jobs seeking to improve their situation. Emphasis will be on schools in rural areas of Montana, and the goal is to visit a minimum of 130 high schools.

05-MI/A-015

West Michigan Construction Alliance
Ironworkers Local 340

\$114,758

So that their workforce can better compete with non-represented companies, The West Michigan Construction Alliance and Ironworkers of Local 340 propose to improve the productivity skills of construction employees and the economic development skills of construction management through a labor and management cooperative program. WMCA will initiate training, business and marketing programs to educate their signatory contractors, union leadership and contractor organizations; and provide management, customer service, and technology and advocacy education to empower both labor and management to use modern presentation practices and marketing materials to assist with visibility.

05-WI/PS-016

City of Milwaukee
International Association of Fire Fighters Local 215

\$101,383

The Fire Department of the City of Milwaukee, Wisconsin, and Local 215 of the International Association of Fire Fighters (IAFF), in partnership with the Center for Dispute Resolution Education at Marquette University, applied for a grant to expand and enhance the existing dispute resolution system in the Milwaukee Fire Department by designing and implementing a new training component for probationary firefighters and paramedics (Fire Cadets) that will emphasize cultural competence and knowledge of dispute resolution systems. This will be done through in service training to the rest of the department by specialized teams of trainers.

05-OH/PS-017

Baldwin-Wallace College
Northern Ohio Fire Fighters

\$125,000

The Cities of Berea, Brooklyn, Brook Park, Middleburg Heights, Olmsted Falls, Parma, and Parma Heights, Ohio, partnered with the Division of Business Administration at Baldwin-Wallace College to create the Fire and Emergency Medical Services Regionalization Project. The initial rationale for the Project and data supporting the creation of a regional fire district were outlined in a study conducted by Baldwin-Wallace College in 2005-2006 at the request of the mayors of five of the seven cities participating in the Project. The FMCS grant will support collaboration of labor and management, which is critical to the development of the legal, financial, and operational structure of the regional fire district.