

Rate your Labour Management Committee

| Indicator of Committee Effectiveness | Yes | Some what | No |
|---|-----|--------------|----|
| Committee Structure and Set-Up | | | |
| The collective agreement guarantees a Labour Management Committee (or Employment Relations Committee, etc) | | | |
| The provision in the collective agreement spells out: <ul style="list-style-type: none"> • the Committee's purposes • the Committee's authority for implementing decisions • composition of the Committee • frequency of meetings • how agendas and minutes will be handled • how unresolved issues will be handled • paid time for union participation at meetings • paid time for union caucusing • employer-paid travel and expenses for union-side members | | | |
| All seats on the union side are filled | | | |
| Union-side members are representative of different worksites and the membership | | | |
| Union-side members have had training in their roles | | | |
| All seats on the management side are filled | | | |
| How Well the Committee Solves Workplace Problems | | | |
| The committee meets regularly | | | |

| | Yes | Some- what | No |
|--|-----|---------------|----|
| Differences in opinion & interests are dealt with constructively at meetings | | | |
| The Union-side members caucus effectively and come to the meetings with clear proposals | | | |
| Helpful decisions are taken at Committee meetings | | | |
| Minutes accurately record decisions, and are circulated in a timely way | | | |
| Decisions are implemented and evaluated in future meetings | | | |
| LMC work builds the Union | | | |
| Union-side members regularly communicate results of LMC meetings to: <ul style="list-style-type: none"> • Local Executive • Grievance Committee • General Membership through the following means: a) _____ b) _____ | | | |
| The LMC work feeds into the Local's demand-set process for bargaining | | | |
| The LMC's work has increased the union's profile in the workplace through: a) _____ b) _____ | | | |
| The LMC's work has strengthened solidarity amongst members through: a) _____ b) _____ | | | |

“Reality Check”

Based on your assessment above:

1. What’s working pretty well in your LMC? _____

2. What are your top 2 areas for improving your LMC’s effectiveness?
 1. _____
 2. _____

Write each of your 2 top improvement priorities on a separate post-it note with felt marker.