

MAKING CONNECTIONS, MAKING A DIFFERENCE

**Making
Connections 2024**

• The National Transit Workforce Conference

• November 11 – 13, 2024 • Baltimore, MD •





Advancing Workforce Development through Positive and Powerful Workplace Partnerships



Speakers



Darnice Marsh
Labor Management
Partnership
Coordinator
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Sean Adgeron
Deputy Director and
COO
*Miami-Dade County
Transportation &
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Patrick Brady
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*Amalgamated
Transit Union Local
587 (WA)*



Joseph D'Elia
President
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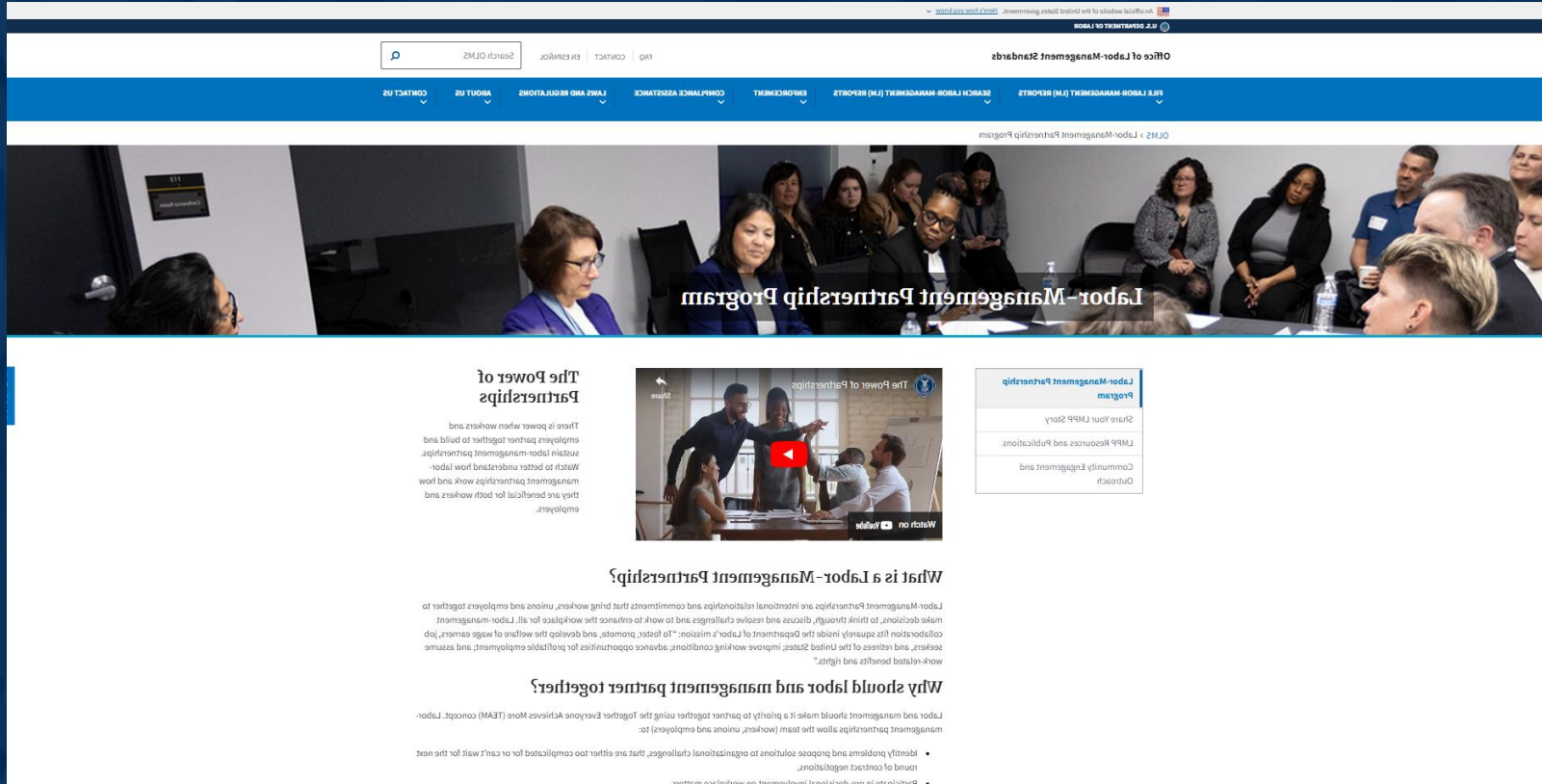


Debra Frazier
Moving Metro Co-
Coordinator
*King County Metro
(WA)*



**Jamaine "G"
Gibson**
Director of
Apprenticeships
and Workforce
Development
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PARTNERSHIPS MATTER AT THE US DOL



The screenshot shows the website for the Office of Labor-Management Standards. The header includes a search bar and navigation links for "HOME", "ABOUT US", "CONTACT US", "ENFORCEMENT", "EMPLOYMENT", "SEARCH LABOR MANAGEMENT (LM) REPORTS", "SEARCH LABOR MANAGEMENT (LM) REPORTS", "COMPLIANCE ASSISTANCE", "LAW AND REGULATIONS", "ABOUT US", and "CONTACT US". The main content area features a large image of a group of people in a meeting, with the text "Labor-Management Partnership Program" overlaid. Below this is a section titled "The Power of Partnerships" with a video player and a list of links: "Program", "Share Your LMP Story", "LMP Resources and Publications", and "Community Engagement and Outreach".

The Power of Partnerships

There is power when workers and employers partner together to build and sustain labor-management partnerships. Watch to better understand how labor-management partnerships work and how they are beneficial for both workers and employers.

What is a Labor-Management Partnership?

Labor-management partnerships are intentional relationships and commitments that link workers' unions and employers together to think through, discuss and resolve challenges and to work to enhance the workplace for all. Labor-management collaboration fits perfectly inside the Department of Labor's mission: "to foster, promote, and develop the welfare of wage earners, laborers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assume work-related benefits and rights."

Why should labor and management partner together?

Labor and management should make it a priority to partner together using the TEAM (Team) concept. Labor-management partnerships allow the team (workers' unions and employers) to:

- Identify problems and propose solutions to organizational challenges, that are either too complicated or can't wait for the next round of contract negotiations.





DESCRIBE YOUR
PARTNERSHIP.



King County
METRO

Moving forward together



**MENTORS
MOVING
METRO**



Miami-Dade and Transport Workers Union Local 291





WHAT HAS IT TAKEN
TO START/SUSTAIN
YOUR PARTNERSHIP?

King County Metro Transit & ATU 587 - Partnership started with a plan



LABOR-MANAGEMENT PARTNERSHIP PROGRAM RESOURCES AND PUBLICATIONS

An official website of the United States government. [Search how you know](#)

U.S. DEPARTMENT OF LABOR

Office of Labor-Management Standards

FAQ | CONTACT | EN ESPAÑOL | Search OLMS

FILE LABOR-MANAGEMENT (LM) REPORTS | SEARCH LABOR-MANAGEMENT (LM) REPORTS | ENFORCEMENT | COMPLIANCE ASSISTANCE | LAWS AND REGULATIONS | ABOUT US | CONTACT US

OLMS > LMPP Resources and Publications

LMPP Resources and Publications

Labor-Management Partnership Program


Share Your LMPP Story

LMPP Resources and Publications

Community Engagement and Outreach

The Labor-Management Partnership Program has resources to help you build and sustain your own partnership. Stay up-to-date by using the following resource links to learn more.

Disclaimer: The resources and publications do not constitute an endorsement of the organization by the Department of Labor.




[How a Staff-Driven Labor Management Initiative Answered the C.A.L.L. for Exceptional Care](#) ^{CF}

This case study discusses how a staff-driven labor management initiative answered the Caring, Attentiveness, Leading, Learning (C.A.L.L.) to answer, implement and provide exceptional care for patients.

By www.labormanagementinitiatives.org

[CASE STUDY](#)




[The Kaiser Permanente Labor Management Partnership: The First Five Years](#) ^{CF}

This case study analyzes the evolution of the Labor Management Partnership at Kaiser Permanente from its inception in 1997 to June 2002 and identifies a set of crucial issues and challenges the parties in moving forward.

By Susan C. Eaton, Thomas A. Kochan, Robert B. McKersie

[CASE STUDY](#) | [LMPP](#) | [RESEARCH](#)




[Unions, Worker Voice, and Management Practices: Implications for a High-Productivity High-Wage Economy](#) ^{CF}

Read to learn more about the how research that highlights how labor-management partnerships are effective to be used in the workplace.

By Thomas A. Kochan, William T. Kimball

[CASE STUDY](#) | [RESEARCH](#)

LABOR CENTER




[University of California Berkeley Labor Center: High-Road Training Partnerships Project](#) ^{CF}

Read about how the Labor Center and High-Road Training Partnerships builds the capacity of unions and high road employers to work collaboratively to solve challenges.

By laborcenter.berkeley.edu

[RESEARCH](#)




[Moving Forward Together: Creating and Sustaining Labor-Management Partnerships](#) ^{CF}

This presentation discusses the importance of keys to making labor and management collaboration work in the transit industry.

By www.transitworkforce.org

[LMPP](#)



[Good Jobs Initiative Labor Management Partnerships Training Guide](#)

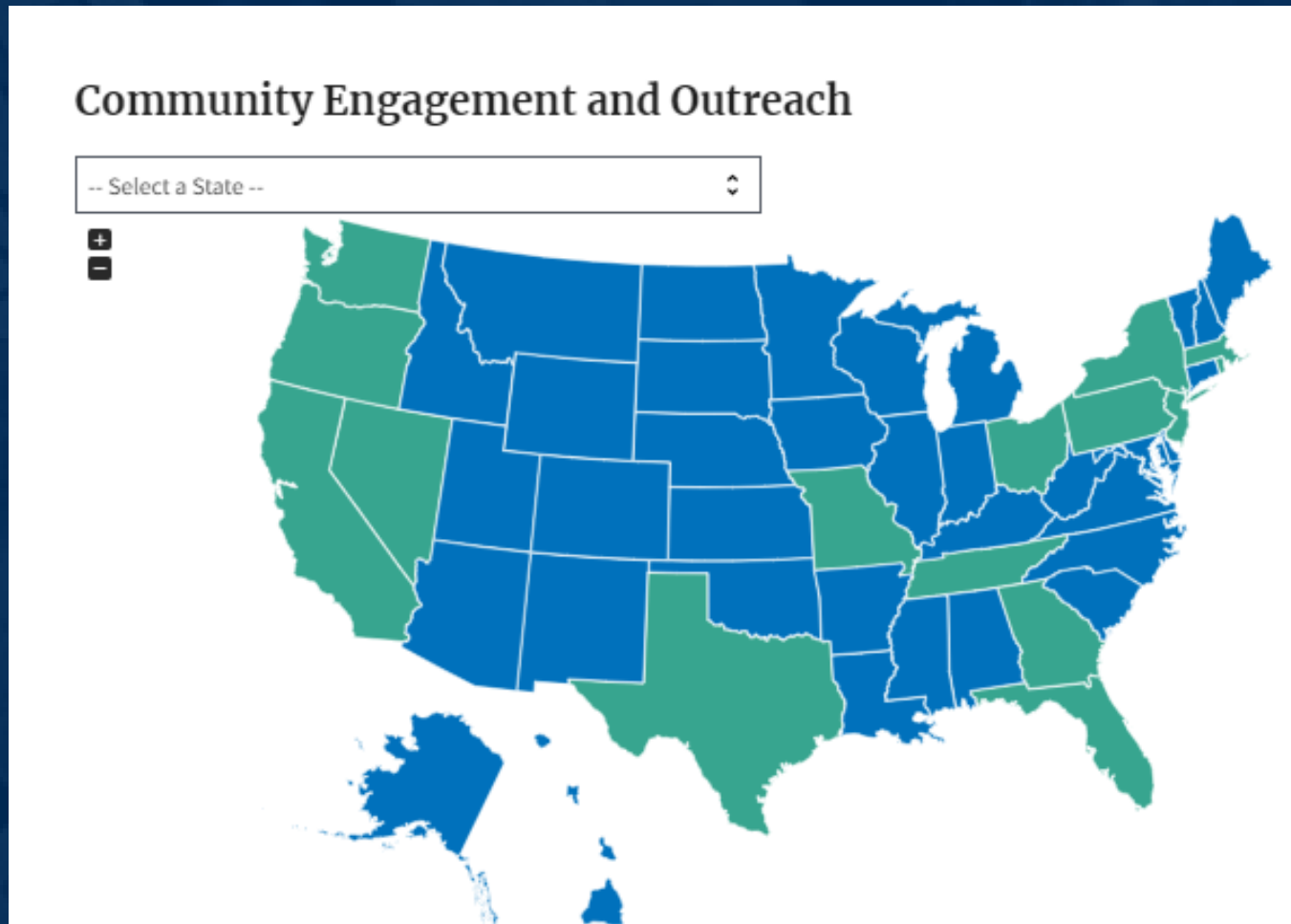
This training guide is a product of the Good Jobs Initiative. It highlights the importance of labor-management partnerships and the connection to good jobs.

By www.dol.gov

[TRAINING](#)



LABOR-MANAGEMENT PARTNERSHIP PROGRAM COMMUNITY ENGAGEMENT AND OUTREACH





WHAT MAKES YOUR
PARTNERSHIP
SUCCESSFUL?



Our mentors makes us successful!

WHAT ADVICE DO YOU
HAVE FOR OTHERS
SEEKING TO CREATE AND
SUSTAIN LABOR-
MANAGEMENT
PARTNERSHIPS?



WORKER VOICE AND MUTUAL RESPECT - KEYS TO POWERFUL AND SUCCESSFUL WORKPLACE PARTNERSHIPS

Jamaine Gibson

Director of Apprenticeship and
Workforce Development

Amalgamated Transit Union



Worker Voice and What It Means To Be In This Together

Strong workplace partnerships for workforce development when:

- Worker voice is a critical part of all important organizational decisions
- Frontline workers are recognized as subject matter experts and given a voice and a role in planning and implementation
- Mutual respect and honest and transparent communication between labor and management leads to buy-in and mutual commitment
- Workers' experience, expertise, and perspectives are valued and respected in all organizational contexts, and workers are part of ongoing organizational dialogue and connection with the community
- We respect and give value and weight to each other's voices, we understand that we are all in this together



As we hear each others' voices, we learn from each other, working together to strengthen our careers, our workplaces, our organizations, and our collective future.

THANK YOU!

For more information, please visit [ATU.org](https://www.atu.org)



WHAT'S YOUR LABOR-MANAGEMENT PARTNERSHIP STORY?

DOL.GOV/LMPP





QUESTIONS

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