

Rate your Labour Management Committee

Source: OPSEU course, *Advancing Union Issues through Labour Management Committees*

Committee structure and set-up

Indicator of committee effectiveness	Yes	Somewhat	No
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 purpose • 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 representatives 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

Indicator of committee effectiveness	Yes	Somewhat	No
The Committee meets regularly			
Differences in opinion and interests are dealt with constructively at meetings			

Indicator of committee effectiveness	Yes	Somewhat	No
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

Indicator of committee effectiveness	Yes	Somewhat	No
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: <p>a) _____</p> <p>b) _____</p>			
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: <p>a) _____</p> <p>b) _____</p>			
The LMC's work has strengthened solidarity amongst members through: <p>a) _____</p> <p>b) _____</p>			

Reality Check

Based on your assessment above:

1. What's working pretty well in your LMC?

2. What are your top two areas for improving your LMC's effectiveness?

1.

2.