



Labor Management Committees

The Labor Management Committee (LMC) is designed to build better working relationships between the administration and its employees. LMCs use interest-based principles such as identifying the issue(s), identifying individual and mutual interests, brainstorming options, developing objective standards to weigh options and consensus decision making to discuss and resolve workplace problems.

The LMC process is voluntary and there are many ways that an LMC can be structured. If your district/AEA is interested in developing an LMC, it's important to answer the following questions regarding the LMC's purpose, structure, conduct and compliance.

Labor Management Committee Considerations

Purpose

- Will the LMC address one issue (i.e. insurance) or multiple issues?
- Will there be separate LMCs for different employee groups?
- What are the expected outcomes, goals and limitations of the LMC?
- What role will the LMC play in the development and maintenance of the employee handbook(s)?

Structure

- How many people will serve on the LMC?
- Who selects the LMC members? How long will members serve on the LMC?
- How will local associations be represented in the LMC?
- Can non-association employees serve on the LMC?

Conduct

- What are the times, duration and locations of meetings?
- What are the norms of the LMC?
- Is it necessary to have a point person for the LMC and who is it?
- How will the LMC troubleshoot issues?
- How will the LMC keep other employees and the administration informed?

Compliance

- How do open meetings and public records laws apply to the LMC?
- Are there LMC requirements stated in the master contract, employee handbook or other district/AEA documents?
 - If so, what systems are in place to ensure compliance?

Contact Anna Harmon, IASB Legal Services Director at aharmon@ia-sb.org or (515) 247-7050 with questions regarding this information.