



# Talking with Management

## To resolve the non-grievance

Sometimes a bargaining unit employee comes to a steward with a problem that is not a grievance, does not fall within the purview of other administrative agencies, and is not a shared problem, but is something that could be resolved by management. Rather than dismissing the problem, it makes sense to discuss this situation with management. By doing this, the steward keeps the bargaining unit member focused on the fact that management is responsible for workplace conditions. It also maintains a steward's rapport with the bargaining unit.

## In Labor/Management Committees

Article 8 and Article 11 spell out labor management and health and safety labor management committees. Their general purpose is to discuss problems or potential problems shared by a number of bargaining unit members **or a number of management members**. These committees require a special art of listening because to prepare for these meetings the L/M Committee member has to figure out what the interests of management are and has then to convince management to do as he/she wishes. How successful they are is often directly dependent on how powerful management perceives the local chapter to be.

## Here are some hints for more successful meetings:

1. Make sure the concerns you bring are widely shared by the bargaining unit. Bringing concerns of one individual is not appropriate.
2. Make sure you understand the nature of the concern thoroughly -- as well as the solution -- that the bargaining unit wants. Is the bargaining unit willing to compromise?
3. Bring evidence to support your position. Management is more willing to solve a problem if they see facts. Facts may dispel harmful perceptions they might have.
4. Make sure your concerns are specific and can be solved by the committee. An issue which is a statewide policy cannot be solved, for example, by an agency committee. Also, committees work best with a sense of accomplishment. There will be arguments and conflicts, but in this arena, it is best to bring topics and concerns whose resolution both sides can benefit from.

## Reference

Article 8; 11

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