

# ONG LABOR MANAGEMENT PARTNERSHIP COUNCIL (LMPC)

## STRATEGIC PLAN

Updated 5 February 2004

**Mission Statement:** The LMPC will enhance mission readiness through partnership between labor and management.

**Vision Statement:** The LMPC will continue to be a champion of change in labor-management relations.

**Key Mission Elements (KME):** Training  
Quality of Life  
Communication

### 1. **Key Mission Element:** Training

Training Objectives:

External Training:

Labor-Management Relations

1. Senior Management
2. First and Second Level Supervisors
3. Bargaining Unit Members

Career Education

1. Bargaining Unit Members

Internal Training:

Topic Specific Training for LMPC Members

### **Critical Processes for External Training:**

Understanding Basic Labor-Management Relations

Quality Partnership Training

### **Critical Processes for Internal Training:**

Basic Labor-Management Relations in A Partnership Environment

Performance Standards that Make Sense

Managing Difficult Employees

### **Metrics:**

Developed Upon Completion of the Training

Validates an Improvement in Labor-Management Relations

Considers Inputs, Processes, Outputs, and Outcomes

Used to Evaluate and Measure Results of Partnership

2. **Key Mission Element:** Quality of Life (People)

**Quality of Life Objectives:**

Environment  
Security

**Critical Processes for Environment:**

Safety  
Working Conditions

Facilities  
Technology

**Critical Process for Security:**

Sense of Worth  
Job Stability  
Vitalization

Downsizing  
Benefits  
Incentives

Empowerment  
Involvement  
Fair Play

**Metrics:**

Organizational Self-Assessments  
Accomplishments  
Recognition

3. **Key Mission Element:** Communication

**Communication Objectives:**

External Communication  
Enhanced Awareness Level

Internal Communication

**Critical Process for External Communications:**

In-Processing Reviews (IPRs)  
Staff Meeting Agendas  
Briefings

**Critical Processes for Internal Communications:**

Meeting Minutes  
Site Visits  
E-mail  
Bulletin Boards

Briefs

**Metrics:**

Communication Effectiveness  
Surveys  
Organizational Self-Assessments  
Supervisor-Employee Feedback

**Summary:**

Strategic Planning is a systematic, integrated, and data driven process. In this document the LMPC has taken the first step to identify and integrate the organization's Critical Processes with long and short-range operational planning to improve Labor-Management Relations. This is consistent with the Mission Statement of the LMPC to deploy responsibility and accountability for these Critical Processes and their Continuous Improvement throughout the Oregon National Guard.

**Historical notes added 2 Dec 03:**

The Labor-Management Partnership Agreement was signed by AFGE Local 2986 President Terry W. Swartwout and MG Raymond F. Rees on 23 Feb 95. The Partnership Agreement established a continuous commitment between Labor and Management to create and build trust. In October 1993, President Clinton signed E.O. 12871 establishing Local Management Partnerships in the Federal government to make the Federal Government work better and cost less to transform government agencies into organizations capable of delivering the highest quality service to the American People. That E.O. was subsequently amended by E.O. 12983 and 13156, which established the National Partnership Council. The Partnership Committee was given four tasking elements: **1) Evaluate labor-management relations, 2) analyze problems and determine root causes, 3) implement and craft solutions, and 4) monitor progress and improvements resulting from this Partnership.** The process to create the LMPC Strategic Plan began at the 7-8 Mar 95 LMPC meeting, Bend, Oregon taking into consideration its taskings. The above Strategic Plan was adopted at the 13-14 Nov 95 meeting.

After President Bush took office he signed EO 13203, February 17, 2001, revoking the above E.O. orders. This Agency elected to continue to Partner. On June 21, 2002, Office of Personnel Management Director, Kay Cole James, issued a memorandum on Labor-Management Relations encouraging agencies and their unions to work cooperatively on the critical challenges ahead. She iterated that "...while agencies are no longer *required* to form partnerships with their unions, they are strongly encouraged to establish cooperative labor-management relations." It is in that spirit that the Oregon Military Department, Labor-Management Partnership Council (LMPC) continues in its taskings.

**Put partnership in the workplace, all workplaces.**

**Develop better Union Steward/Supervisor Relationships.**

**Develop better understanding of Local LMPC's activities.**