

IAFC/IAFF LABOR-MANAGEMENT INITIATIVE

2014 Metropolitan Fire Chiefs Conference

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LMI Program

Introduction



Goals

- Consider new ways to enhance the labor-management relationship in your fire department
- Describe the IAFC/IAFF Labor-Management Initiative (LMI)
- Identify services available to fire chiefs and local union leaders through the LMI
- Introduce some labor-management case studies

Why labor *and* management?



The Labor-Management Initiative

- The Labor-Management Initiative (LMI) is a joint program of the International Association of Fire Chiefs (IAFC) and International Association of Fire Fighters (IAFF)



LMI Benefits

- Improve interpersonal communications
- Increase involvement and cooperation
- Focus on the goals that will benefit your organization and its members
- Minimize the number of grievances and other adverse actions hampering labor-management relationships
- Discover new ways to work through labor-management obstacles to accomplish more for the fire department and the community

LMI Services

- Training
 - 4-day LMI training program
- Technical Assistance
 - Customized for the host FD & local union
- Biennial IAFC/IAFF LMI Conference
 - Next conference(s) TBD



Case Study #1

- Station closings & reductions in force
 - A new mayor was elected during an economic downturn with a mandate to reduce government size and taxes. As a result, the mayor indicated there would be no increase in money going to the fire department. After two line of duty deaths, mandates were placed for improved safety and training, which created a need to shift monies to those areas. The Mayor left it up to the Chief and Local to decide where to create efficiencies saying “I don’t know anything about this.”

Case Study #2

- Mergers & Consolidation
 - A large Midwestern city had a population shift over a 30-year period. From 1970-2000 there was a 40% migration from the old city limits to the township districts. Along with the natural growth of the urban area, these townships had their own volunteer departments that had evolved into career departments. The townships were under city government with the exception of fire departments and schools. These multiple departments created a duplication of services and excessive administrative costs. Discussions were initiated by the Local union, which represented all the fire departments in question, however much of the membership and the township administrations did not agree with the idea of merging departments.

More Information

- IAFC Labor-Management Initiative website
 - <http://www.iafc.org/lmi?navItemNumber=572>
- IAFC/IAFF LMI Conference (TBD)
 - <http://www.iafc.org/lmiconference?navItemNumber=6187>



LMI Program