



Labor-Management Resource Center

Twelve Tips to Help Overcome Barriers to Labor-Management Cooperation

1. Look for common ground and work on those issues first.
2. Get to know each other and try to view things from the other party's perspective. Recognize that each team has a legitimate role to play.
3. Expect that there will be some backsliding and mistakes; cut each other some slack.
4. If there is a difficult history, it may be necessary to start small and take one issue at a time until you build trust.
5. Be willing to examine your own actions for fairness and emotional maturity (seek feedback from those willing to tell you the truth).
6. Recognize the external pressures that come to bear on the other team or individual. Be willing to help when you can.
7. Try not to assume that the other party's intentions are derived from your own fears.
8. Listen and be willing to learn.
9. Remember the solutions to issues may not always have exactly equal results for both parties, but may still be beneficial to both.
10. Try to get input from each other; give a "heads-up" on important issues (no surprises).
11. Remember: "Wisdom is the art of knowing what to overlook."
12. Trust the methods even if you can't trust each other.