



# NYS & CSEA Partnership

## CHARACTERISTICS OF SUCCESSFUL LABOR-MANAGEMENT COMMITTEES

The success of Labor-Management Committees (LMCs) depends on the quality of the relationship between the parties. Successful LMC relationships typically possess the following characteristics:

- 1 SINCERITY** – LMCs require honesty and genuineness, as opposed to lying, deception, hypocrisy, and evasiveness. Saying one thing while doing another is a common indicator of insincerity. Truthfulness and the ability to stand by one's word are marks of sincerity.
- 2 PERSISTENCE** – LMCs require ongoing and diligent attention. New LMCs often begin with a rush of enthusiasm and then die out. Maintaining a committee is hard work and successful LMCs “keep at it.” Parties that remain committed to the LMC process find that as their relationship matures, they successfully handle more difficult and complex issues.
- 3 PATIENCE** – At times, one side or the other may be perceived as moving too slowly, too quickly, not at all, or in the wrong direction. Successful LMCs are tolerant and understand that mistakes and set-backs will occur. Patient LMC members ask for and grant forgiveness when appropriate.
- 4 CONSIDERATION** – The basis for mutual trust and respect is the genuine recognition and care for the other party's welfare and needs. Consideration reflects a willingness to look beyond possible short-term gains. Successful LMCs weigh the impact of how an issue is handled on the long-term relationship. Between the parties.