

Labour Management Committees

FREQUENTLY ASKED QUESTIONS

- 1) **What is a Labour Management Committee?** These committees, which were previously called Employee Management Advisory Committees, are typical within unionized environments. Your committee will be made up of representatives from MAHCP's membership (including volunteer frontline allied health professionals and an MAHCP Labour Relations Officer) and representatives from your employer's management and/or Human Resources teams.

The committee's purpose is to discuss operational needs, ideas and issues while increasing collaboration and improving communication. Our goals are to ensure transparency, improve our visibility, and build relationships with employer representatives, while uncovering issues that may be bubbling up and affecting our members.

- 2) **Why should I volunteer for the committee? What is my role?** Members who join these committees have an opportunity to speak out on behalf of their allied health co-workers through the lens of bettering the workplace for all.

Committee membership is a good way to develop your leadership skills and grow your career. As a member, you'll be providing frontline input on potential changes your employer may be looking to implement, and encouraging their consideration of the impact on allied health. MAHCP will work with you to put out calls to your worksite's members for possible agenda items in advance of each scheduled meeting.

- 3) **Will there be other allied health members on the committee?** It depends. Depending on the size of your employer/worksites, there may be multiple MAHCP member representatives.

- 4) **Who else will be on the committee apart from allied health professionals?** The committees will be made up of MAHCP members and employer representatives. Your MAHCP Labour Relations Officer will also be a committee member, and your site's HR representative(s) may be part of the committee.
- 5) **Our workplace already has a volunteer MAHCP Member Advocate. How is this different?** MAHCP Member Advocates (MA) are volunteers who serve as our 'feet on the street' at the frontlines in support of their fellow union members. Member Advocates may certainly submit an Expression of Interest form to sit on this committee, but that experience is not necessary to volunteer. [Learn about Member Advocacy here.](#)

The committee member's role is more formalized and scheduled, and participation requires engagement with members of the employer team in meetings. MA's, on the other hand, may need to interact with members informally at any time, which could include handing out union communications to new employees, meeting or talking with members about workplace challenges, connecting with their LRO confidentially to flag broad workplace concerns, or supporting us in understanding workplace dynamics.

- 6) **Do I need my manager's permission to participate as a committee member?** No, you do not need permission from your manager to put forward your name to the union for consideration. If you are chosen to be on your worksite's committee, MAHCP will notify your employer that we've selected you as a union representative.
- 7) **How often do committees meet and where? Do meetings happen during work hours, and if so, will I be paid for my time?** Labour Management Committees will either meet on site or virtually (likely on a quarterly schedule), and typically during regular business hours, but could meet as often as is necessary. As per our Collective Agreements: Basic pay or equivalent time off, with a minimum of one (1) hour guaranteed to employees

who are not on duty, will be granted to employees appointed by the Association to attend meetings of the Labour Management Committee.

- 8) **Is the discussion that takes place during the meetings confidential?** No, committee meetings are intended to be open and transparent forums, so the discussions should not be expected to be confidential. Meeting minutes will be available to all MAHCP members to read, and although minutes would likely not detail entire conversations or indicate who said what, they will document the substance of the discussion that took place around a topic or idea. The minutes may also include agreed-upon action outcomes to address an issue or advance an initiative.
- 9) **Can what I say while in these meetings be used against me, or could I be disciplined as a result of committee involvement?** Discussions will be held at a higher level and are not intended to be blaming or venting sessions, nor are they intended as opportunities to call out individuals or behaviours. As long as you are being respectful, your voice will be heard and your opinions will be considered.

Meetings should be opportunities to talk about potential changes, which can be difficult, and people need to hear the truth to create change. Although this may feel like a vulnerable position to members, there should not ever be any sort of retaliation or discipline for members speaking out. Your MAHCP Labour Relations Officer will always be present in the meetings and will be able to support you if you have concerns about the process or your role.

- 10) **Is there a set committee term?** Length of employee terms will be decided by each committee and are not set in stone, but typical terms are two years in length.
- 11) **What if I volunteer and then I change jobs or worksites, or I'm not comfortable in the role?** If your personal circumstances change, for whatever reason, and it is no longer

possible or viable for you to continue serving on the committee, we understand. It will be MAHCP's responsibility to find someone to replace you in that role. Simply let your LRO know.

- 12) **What happens if my committee has too many volunteers?** We appreciate all our volunteers but we can't have too many people sitting on committees. In the event that we have more willing members than spots, we can conduct an anonymous vote by email to determine the successful representative.

QUESTIONS? Contact your LRO any time.