

## In 2010, Hours May Be Down, but Need for Building a

**T**he Painters and Allied Trades Labor Management Cooperation Initiative (LMCI) provides key resources to local union leaders, employers and even rank-and-file union members who want to take their businesses and careers to the next level.

"It's a somewhat unique organization because we tailor (our services) to the needs of both sides of the bargaining table," said Kevin LaRue, administrator of the LMCI. "It may sound a bit contradictory in nature, but, if you think about it, you'll realize that our mutual success depends upon a sound business and a skilled workforce above all else. LMCI is a part of making certain employers of the International Union of Painters and Allied Trades, and those who work for them, have the tools to achieve that success."

Here are just a few of the services and programs that LMCI is offering IUPAT employers and members in 2010.

### **SAFETY TRAINING AWARDS RECOGNITION (STAR)**

STAR is an incentive program that serves to install a culture of safety in the workplace by rewarding ongoing safety training and maintaining a safe work record on the job site. As a result of STAR, IUPAT employers benefit from more favorable workers' compensation rates and IUPAT members are on the job longer without injury.

### **SUPERVISOR TRAINING PROGRAM (STP)**

LMCI Supervisor Training Programs I and II are designed to strengthen the abilities of project supervisors at all levels. STP I pro-

vides newer supervisors and foremen with the tools and techniques to better meet the responsibilities of their jobs. STP II lets experienced supervisors update their understanding of supervision, strengthen their skills in traditional areas and develop new skills in emerging areas.

### **MUTUAL GAINS BARGAINING SEMINAR**

Dr. Michael Gaffney began developing this seminar while on the faculty of Cornell University's School of Industrial and Labor Relations and has been refining it over the past 25 years. The seminar is designed to convey both the theory and practice of a systematic approach to bargaining that results in better solutions; greater compliance by the parties; and improved, more effective relationships.

### **PROJECT MANAGEMENT**

The LMCI Project Management Program provides some of the tools that an effective project manager needs, such as how to plan, lead,



The LMCI Supervisor Training Program, such as this recent one in Vancouver, British Columbia, for IUPAT District Council 38, is designed to strengthen the abilities of project supervisors at all levels.

## Better Business Is Up

organize and control the management of projects and programs from inception to reality. This training enables the project managers to make decisions that positively affect project goals and benefit the signatory contractors. For IUPAT members and signatory contractors, the program provides a career path from apprentice to project manager.

### GREEN BUILDING

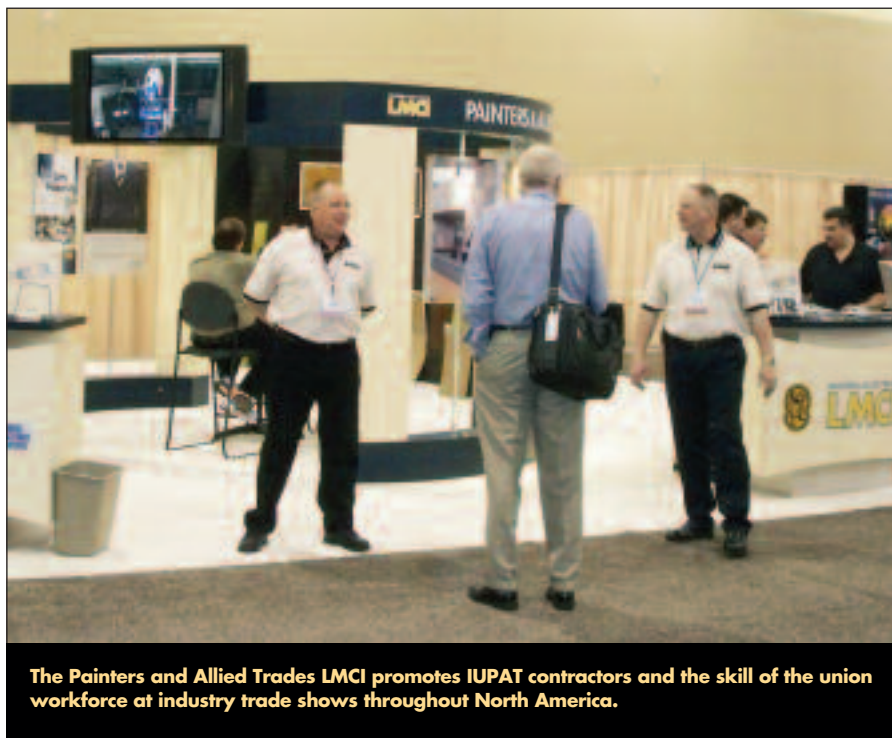
There is an increasing demand, in both the private and public sectors, to understand sustainable construction practices, and the LMCI's commitment to Green Building is evident in its newly developed training offerings. The LMCI and the Green Academy and Center for Sustainability (GACS) at Cuyahoga Community College (Tri-C) have co-developed training programs to deliver coursework in Green Building for signatory contractors.

### SOCIETY FOR PROTECTIVE COATINGS (SSPC)

The LMCI, working closely with the Finishing Trades Institute (FTI), has training resources for making SSPC C-3 Lead Paint Removal, C-5 Lead Paint Removal Refresher and C-7 Abrasive Blasting Program available to contractors. The course contains specific discussions on protecting workers, compliance with environmental regulations, proper management of waste streams and operations that result in avoiding potential exposures to lead, and associated control technology.

### NACE PIPELINE CERTIFICATION

The LMCI, in partnership with the FTI and NACE International, has collaborated to provide training and qualification to address the Operator Qualification (OQ) Rule for the oil and natural gas pipelines



The Painters and Allied Trades LMCI promotes IUPAT contractors and the skill of the union workforce at industry trade shows throughout North America.

industry. The NACE International Operator Qualification (OQ) Program provides training and qualifications that address 40 covered tasks for corrosion, including 13 coatings-related covered tasks.

### FINISHING INDUSTRIES FORUM (FIF)

This three-day annual event features discussions and programs that focus on the most pressing issues facing our industries. The event is enlivened by attendees' participation in question-and-answer sessions about creating and maintaining an effective labor-management relationship. Information flows regarding every tool available from the LMCI, IUPAT and Finishing Contractors Association (FCA) to increase market share, field the best-trained workforce, and successfully navigate the legislative and regulatory issues in today's industries.

### TRADE SHOW PROMOTION

Despite a down economy, industry trade shows such as SURFACES, PACE and INTEX remain well-attended with plenty of business being done between manufacturers, contractors and end-users. The Painters and Allied Trades LMCI makes its presence known at these shows with its own booth that promotes LMCI programs, as well as the IUPAT-FTI training, FCA and IUPAT-FTI signatory contractors who work in the industry. By the time the show is over, attendees are well-educated about the positive impact that IUPAT contractors and the skill of the union workforce can make on the bottom line.

These are just a few of the programs available from the LMCI. We're adding more every year! Go to [www.LMCIonline.org](http://www.LMCIonline.org) for more information on what else we have to offer and how you can take advantage of these great opportunities.