

Change Brings Good Things to LMCI

would first like to recognize the delegates, contractors, and the FCA here at this time, as well as the trustees and co-chairs of the LMCI, Jim Williams, and Ed Smith.

What is the LMCI and what is its mission? Its mission is stated in the LMCI Trust document; here are its components and how we are responding to them.

The LMCI was created by the IUPAT, the FCA, and other employer associations to improve communication between representatives of labor and management, and engender cooperative and harmonious relations between labor and management in our industries.

Here today it is "Contractor Day," where the IUPAT invited our signatory contractors to share in and be recognized at this general convention.

To provide workers and employers with opportunities to study and explore new and innovative approaches to achieving organizational effectiveness.

The LMCI answered this with Supervisor Training Programs I & II. We developed this to give IUPAT members opportunities to become foremen and become the source of the most skilled labor in the finishing industries.

To provide a forum for open and honest discussion of problems confronting employees and employers in our industries.

The LMCI introduced the Finishing Industries Forum, which is held every year in Las Vegas and continues to grow. We have workshops and speakers addressing the problems (in our industry) and encourage open discussion of them.

To study and explore ways of increasing productivity of both labor and management, and of eliminating potential problems that reduce com-

petiveness and inhibit economic development in our industries.

LMCI conducts market share analyses to examine if we have market share and what we have to do to grow. The LMCI also offers grants to labor and management to help finance these cooperative efforts.



**BILL MCDEVITT
LMCI ADMINISTRATOR**

To enhance the involvement of workers in making decisions that affect their working lives, and to improve the quality of work life for employees in our industries.

The LMCI sponsors mini-roundtables, where a district council, along with its employer association, has an open forum addressing issues they face and how to (handle) them for their mutual benefit.

To expand and improve working relationships between workers and managers, avoid disputes between labor and management before they arise, and assist in promptly and

fairly resolving disputes when they do arise.

The LMCI sponsors regional roundtables in the U.S. and Canada to address problems on the horizon and has the IUPAT, FCA, district councils, and local employer associations raise issues that are or may become problems in their region.

The LMCI also sponsors the Mutual Gains Bargaining Seminar, held every year. This seminar is designed to convey a method of bargaining that results in better solutions and more effective relationships between labor and management.

To promote the use of safe, efficient, high-quality construction services in development, maintenance, and rehabilitation of industrial and commercial facilities.

The LMCI promotes the IUPAT and its signatory contractors in all the leading trade publications in all of our industries. This presence projects the message that we are the finest in what we do in the finishing industries.

To seek and maintain a productive dialogue within our industries.

The LMCI publishes the Finishing Edge to let our district councils and contractors know what we are doing, and manages the LMCI website, a great source for our programs and our industries. In addition, the LMCI introduced industry liaisons; their mission is to keep a productive dialogue going between labor and management in all regions of the U.S. and Canada, and they are doing an excellent job at it!

To foster the development of craft skills and high-quality training in our industries and to foster improvements in occupational safety and health and other working conditions in our industries.

The LMCI developed the STAR Program, which stands for Safety



Training Awards Recognition. This program is now in place in most of our district councils. Partnering with the local employer associations has made this a success, with our members being rewarded for taking safety training courses. In addition, the LMCI, working closely with the FTI, has established license agreements with SSPC and NACE, so that our workers in the industrial paint (sector) are the finest and safest in the industrial paint industry.

The last time the LMCI addressed you was five years ago and, since then, we have come a long way, with many changes. The IUPAT theme for its convention is true for the LMCI: We changed and the LMCI is stronger than ever in the industries of the IUPAT. We don't have time to speak about all the programs, but please read your reports...and read the descriptions of the LMCI programs, and, if you have questions, please call the LMCI.

The LMCI is continuing to change so we may be ahead of the curve in developing programs that our indus-

tries need, so the members of the IUPAT and its signatory contractors have all the tools needed to grow market share.

A new program of the LMCI is the Project Management Program, and the results so far have been excellent. This program benefits IUPAT members, as well as our contractors. This program allows an IUPAT member to become a project manager—project managers often become contractors, and we want our members to be signatory contractors with the IUPAT.

The LMCI is also now presenting Green Awareness that educates and informs both the IUPAT and its signatory contractors on the latest green changes affecting our industries. The FCA is very active in this area as well. Green is now part of STP and Project Management Training. Green is here to stay and is growing, so we have to be aware of what a green job is, and be trained in and educated to those changes.

A brand-new program being presented this fall is LMCI TAC. TAC

stands for Technical Assistance Committee. These committees will eventually exist in all industries and work closely with district councils and contractors that have been awarded large contracts in their areas. The committees will make sure the IUPAT is ready to man the work. The FTI, Job Corps, FCA, IUPAT, and LMCI will make up the committee.

As a former apprentice, now in my 29th year, I can see that the path is complete: Now, you can come into the IUPAT beginning with Job Corps, train as an apprentice and journeyman with the FTI, become a foreman, and become a project manager through the LMCI! The LMCI has come a long way in five years, with your help and support. The programs we develop are designed to make the IUPAT and its signatory contractors the best in the finishing trades.

As administrator of the LMCI, and on behalf of the co-chairs and the ILS (Industry Liaisons), I want to thank you for your support.

[Standing ovation.]