

The degree to which organizations succeed in facilitating harmonious labor relations is often linked to the fluidity and transparency of management decisions. Many employers with collective bargaining agreements often rely on Labor Management Committees (LMCs) to provide an environment for collaborative labor management decision-making. The philosophy behind the creation of an LMC is that greater cooperation between labor and management on matters of *mutual* interest to both parties will create a more satisfying and productive workplace.

The Segal Company's seasoned Public Sector Compensation and Bargaining Practice (PSCBP) consultants can help LMCs foster group problem solving, open information sharing and teamwork, all of which lead to implementation of negotiated organizational change.

Segal has a long-standing reputation as a trusted and objective source for LMC support, either behind the scenes or at the table. Our objectivity and unique perspective enables us to create collaboratively agreed upon solutions for our clients.

The following is a partial list of services Segal consultants can provide in conjunction with LMC activities:

- Marketplace trend surveys
- Salary and wage surveys
- Job classification studies
- Time off and work analyses

With regard to health and welfare benefits:

- Benefit design and cost surveys
- Benefit cost analysis
- Flexible benefit alternatives
- Life insurance and LTD coverage analysis
- Employee/bargaining-unit opinion surveys

Supporting retirement plan benefit negotiations:

- Plan design and benefit comparisons
- Plan performance analyses
- Review of plan assumptions
- Actuarial model and development
- Evaluation of defined benefit, defined contribution and hybrid alternatives



Our consultants then use the information we have gathered to address workplace challenges, such as recruitment and retention issues, absence management, inefficient use of benefits and other issues. Segal's ability to provide objective and unbiased analysis creates a substantially more cooperative and productive environment in which an LMC can accomplish its purpose. Our easy-to-understand recommendations and communication skills give clients tangible, reliable information that creates win-win solutions to complex and dynamic issues.

Finally, our staff is devoted to working in collective bargaining environments on "both sides of the table." This enables Segal to have credibility with both employer and labor trustees.

Segal is working with labor and management in a variety of venues including public and private universities, cities, states, international unions and local school districts.

To learn more about Segal's Labor Management Facilitation consulting capabilities visit our Web site at www.segalco.com or call Elliot Susseles, Senior Vice President and Practice Leader, at 202.833.6436.

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