

KNOCK , KNOCK – Who's There? The Union

How To Stay Professional When the
Tables Turn

▪ Traaen & Associates, LLC 2009

Creating The Historical Landscape In Arizona

Hats Off to our municipal partners – for
Arizona that includes City of Phoenix, City of
Tucson, City of Peoria & others.....

Other players...Paradise Valley Unified Schools,
Mesa Unified Schools, Scottsdale Unified
Schools, Phoenix Union District
.....dancing the dance of participation at a
labor table and beyond.....

What Are the Points of Major Concern For Public Organizations

Pro's of union organizing? Updated and more assertive union leadership?

Con's or Concerns regarding union organizing?
Updated and more assertive union leadership?

Neutral Aspects for both parties?

Strategies for the HR Pro's

Let's take it apart in discussion.....

- ▶ Defining your professional/personal responsibilities in the union relationship
- ▶ Defining the expectations of the elected officials regarding the HR team
- ▶ Defining the best hopes/worst fears in terms of the organizational impact

Priceless and Timeless Interactions



Ten Possible Pitfalls That Can Derail The HR Team & The Union

- ▶ 1. Assuming that management sings off the same song sheetevery day
- ▶ 2. Assuming that your Personnel Rules /Code of Conduct /Merit System /Personnel Board use ethics based leadership for all decisions points

Pitfalls Continued

3. Failing to prepare for outliers....on either side – how do you handle out-group members?? Would you want this method captured by the print/other media?
3. Failing to train everyone who will be affected in the ‘intent’ of the newest/redefined language

Pitfalls Continued

5. Failing to coordinate the outcomes of early disagreements/grievances with the ongoing leadership team training at all levels
6. Failing to recognize that union leaders can be 'organizational leaders' and allies to move both small and large initiatives forward

Pitfalls Continued

- ▶ 7. Failing to coordinate professional development for 'all' HR team members so that both the 'history' of the union needs and the 'current initiatives' are well known and understood
- ▶ 8. Failing to return to/use the organization's 'joint' values when the toughest conversations are underway

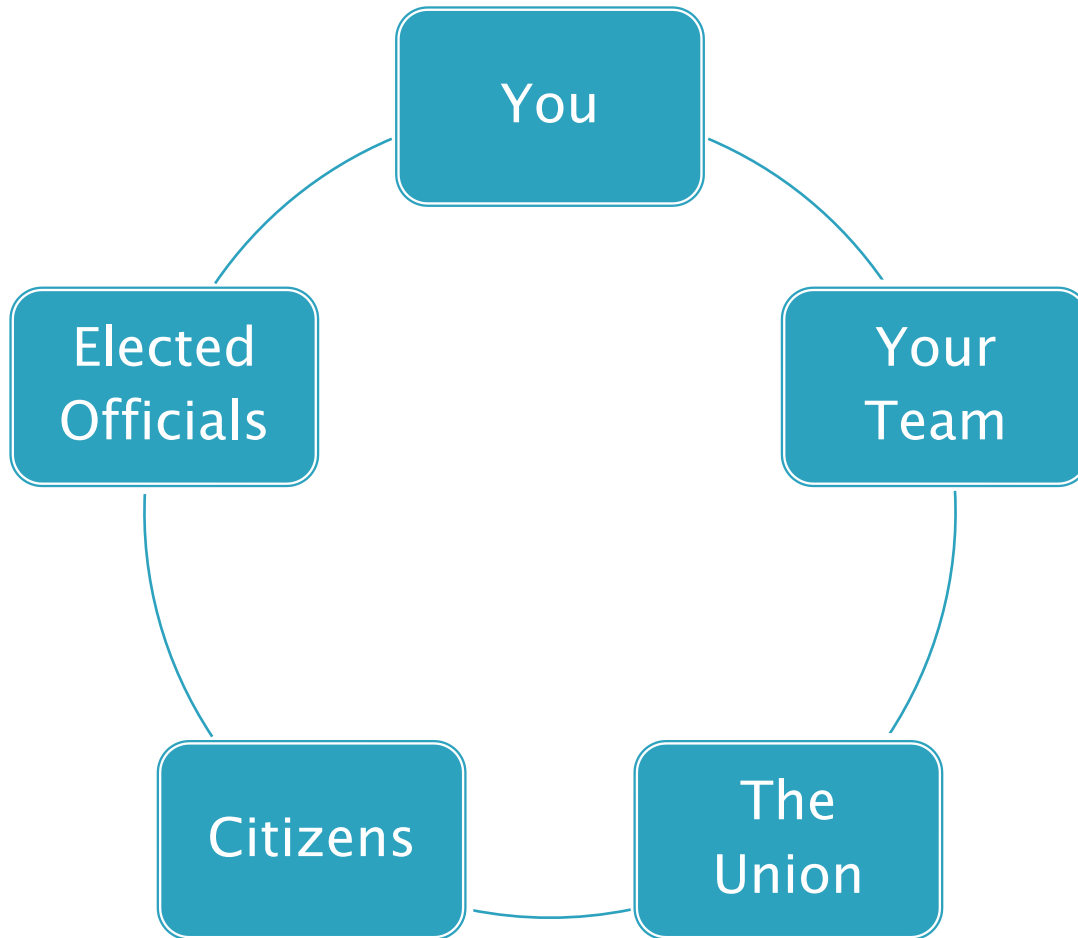
Pitfalls Wrapped Up

- ▶ 9. Failing to adopt a commitment to ‘*never*’ give up and using this commitment as both the opening and closing for every discussion
- ▶ 10. Failing to align too closely with your role so that you *become* ‘the adversary’ rather than remain the professional representative for your team and your organization

Execute and Deliver – 5 Steps

- ▶ 1. Continually check your level of self awareness about unions – E.I., M.I., S.L.
- ▶ 2. Continually check your commitment to the process – hardships and all
- ▶ 3. Continually be open to constructive (and sometimes not so constructive) feedback
- ▶ 4. Continually balance your internal HR systems and their use
- ▶ 5. Continually assume the role of teacher in the process

Q/A/Feedback/Group Reactions



What Is Your Action Plan?

Greatest barriers.....

Greatest advantages.....

Where do you need to have the most support.....

Who is your ethics mentor.....why.....

We are happy to provide support

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