

# SCHOOL FOR WORKERS

UNIVERSITY OF WISCONSIN EXTENSION, CONTINUING EDUCATION

## WINTER 1996

### TEAMWORK

*DECEMBER 1-4*

### PAY FOR KNOWLEDGE

*DECEMBER 4-6*

### COSTING THE LABOR CONTRACT

*DECEMBER 9-11*

### NEGOTIATING THE LABOR CONTRACT

*DECEMBER 11-13*

### GRIEVANCE ARBITRATION

*JANUARY 12-17, 1997*



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## **TEAMWORK DECEMBER 1-4**

This program will focus on the component of "new work environment". Teamwork involves a closer working relationship between workers, often a partial takeover of responsibilities and duties handled by supervisors and managers. Duties include quality control, scheduling, work assignments and production planning.

This topic is controversial - Teamwork is often seen as a threat to the union's solidarity, where union members take over management and supervisory functions.

### **TOPICS COVERED**

- Existing forms and structures of teamwork (team concept)
- Labor law and teamwork; how do recent NLRB rulings affect work teams
- Analysis of existing teamwork plans and case studies

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## **PAY FOR KNOWLEDGE DECEMBER 4-6**

Pay For Knowledge establishes pay increases tied to learning new jobs and skills without job bidding and waiting for vacancies. Sometimes it is called "earn while you learn" or "skill based pay."

Often, Pay For Knowledge is seen as an assault on the seniority system, wage schedules and setting younger against older workers.

### **TOPICS COVERED**

- What is Pay For Knowledge, how does it work, what are its strengths and weaknesses?
- Defining job descriptions and training requirements
- Determining the cost of Pay For Knowledge programs and negotiating strategies