

# SUMMER 2000

# SCHOOL FOR WORKERS

UNIVERSITY OF WISCONSIN EXTENSION, CONTINUING EDUCATION

## TIME STUDY

*MAY 14-19, 2000*

## JOB EVALUATION IN HIGH PERFORMANCE WORK ORGANIZATIONS

*MAY 15-18, 2000*

## GRIEVANCE ARBITRA- TION WORKSHOP

*JUNE 4-7, 2000*

## HIGH PERFORMANCE WORK SYSTEMS

*JUNE 18-21, 2000*



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**WISCONSIN STATE AFL-CIO**

# HIGH PERFORMANCE WORK SYSTEMS

JUNE 18-21, 2000

Do High Performance Work Systems benefit the worker? Is a new labor-management relationship part of HPWS? Recent School For Worker research has indicated that results for workers are decidedly mixed.

What can you as a Union leader do when confronted with a firm that wants to reorganize production? Will it really save the facility? Should the union take the initiative and propose changes in the way work is organized? Is the union's job to propose a High Performance Work System?

This program will acquaint participants with the common elements of High Performance Work Systems. Successes and analyzing locations that were subsequently closed or downsized will be discussed. We will seek to determine the basis for a successful system from a union's point of view.

The relationship between skill and employment growth within a high performance organization are of particular concern. Proposals to change the workday, most commonly to extend it, need to be addressed from a union point of view. Union leaders with experience in the implementation of high performance will describe its effects on the strength of the union.

## **THEMES**

- What are High Performance Work Systems
- Do High Performance Work Systems benefit the worker
- Do High Performance Systems strengthen the union
- Criteria for measuring the effectiveness of HPWS

## **TOOLS FOR THE UNION**

- Strategic planning and high performance
- Membership involvement and education

## **COMMON COMPONENTS**

- New forms of work organizations
- Technological innovation
- Systems to support joint decision making

Registration for this 2 1/2-day program is at 5:00 pm on Sunday and will conclude about 4:00 on Wednesday.