

Why KALM?

Historically, organized labor and management have been perceived as adversaries. It is the Kalamazoo Area Labor-Management Committee's position that labor and management have many common goals of vital interest.

Kalamazoo area communities deserve good schools, stable jobs, a good place to live, a responsive government, a chance for advancement and a voice in decision making at all levels.

We are convinced that, by working together toward tomorrow, we can bring about a better way of life for all our citizens. It is through this working together that we believe we can and will preserve jobs and encourage orderly economic growth.

KALM's Mission is...

To develop and strengthen good labor-management relationships that will improve the quality of life in the greater Kalamazoo area.

KALM's Objectives

- To offer impartial assistance and understanding when labor and management have differences.
- To aggressively work to enhance the attractiveness of the Kalamazoo area to business.
- To help business and schools produce students who are ready for the workforce.
- To cooperate with business, education, and government in developing training opportunities for the area's workforce.
- To inform the community about the role of labor in the local and national economics.
- To educate the public about the process of labor negotiations and the need to respect that process.
- To let the local workforce know that their positive work ethic plays a major role in helping to keep profitable businesses in our area.
- To promote labor-management cooperation and recognize that the most mutual benefits are achieved as a result of cooperative labor-management relationships.
- To recognize and reward significant workplace innovations and improvements accomplished through labor-management cooperation.
- To actively engage in and inform high school students of the process of collective bargaining in particular and the concept of conflict management in general.

Who Benefits from KALM?

The entire community benefits from excellent labor relations through increased productivity in the workplace, superior education for our children, and a strong committed government.

KALM's members reap further benefits from informative monthly meetings, networking with colleagues and counterparts, gleaned valuable information from guest speakers, and participating in KALM-sponsored educational programs.

What are these programs?

KALM holds two major events each year which draw record crowds and full participation:

- KALM's innovative *Student Collective Bargaining Institute* program provides area high school students an opportunity to learn the art of negotiation through hands-on simulated bargaining contract sessions.
- The annual *Tribute Dinner* honors employers, unions and individuals that settled contracts during the previous year, brought innovative ideas or changes to the workplace, or improved relationships due to labor-management cooperation

Monthly Meetings

Monthly meetings include a program featuring a local speaker who will address current workplace issues.



About KALM's Members

Kalamazoo Area Labor-Management Committee's membership is comprised of representatives from union leadership, company presidents and human resources directors, presidents of councils, educators, state and federal mediators and other community leaders interested in promoting positive labor relations in the greater Kalamazoo area.

KALAMAZOO AREA
LABOR-MANAGEMENT COMMITTEE

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How is KALM Funded?

KALM sustains itself through a membership fee structure and contributions. Monetary contributions and in-kind donations are welcome and assist in expanding KALM's programs.



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