

# **AFGE FIREFIGHTERS COUNCIL**

*Serving Federal Firefighters through Knowledge and Strength*



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September, 2011

## **AFGE FIREFIGHTERS COUNCIL'S ATTORNEY ADDRESSES DLA CHIEFS AT DoD's WORLD-WIDE FIRE AND EMERGENCY SERVICES TRAINING CONFERENCE, ATLANTA, GA**

AFGE Firefighters Council's Legal Counsel, Sandra Adams-Choate was invited to host a training session for those attending the Defense Logistics Training Session held during DoD's World-Wide Fire and Emergency Services Training Conference, August 22-26, at the Hilton Atlanta, GA.

The Chiefs had indicated that they wanted to learn about Labor-Management Forums, Interest-Based Bargaining and have a workshop that would involve problem solving based on actual cases or factual situations. At first blush, it could appear that the subjects were somewhat disparate but as Ms Choate pointed out, all involve problem solving by using various "tools". So, she entitled her presentation that included both handouts and a power point presentation, "Management Trends in Problem Solving: Interest Based Bargaining and Labor-Management Forums".

The presentation included an overview of the basic methodologies followed for problem solving and showed how the "tools" including Partnership, Interest-based Bargaining and Labor-Management Forums each can be used as an effective method of achieving certain goals. It was enlightening for many to see the side-by-side Partnership and Labor-Management comparison which showed the similarities but the real differences as well.

The problem-solving exercises evoked lively discussion as was intended. The attendees were divided into small groups and each given a particular fact situation and asked three or four specific questions pertaining to how they would address the problem. It included those instances where labor relations within the fire department were not particularly good and where there was little trust between labor and management. The bottom line, said Ms Choate, is for any one of the tools to be successful, the parties must come to the table within an open mind, no hidden agendas, time must be allowed for the parties to work together with trust and respect, and each party must be amenable to a compromise position—consensus.

For copies of the handout, power point presentation, click on the links as follows:

1. ["Management Trends in Problem Solving: Interest Based Bargaining and Labor-Management Forums" \(Handout\)](#),
2. ["Management Trends in Problem Solving: Interest Based Bargaining and Labor-Management Forums" \(Power-point presentation\)](#),
3. [Problem Solving Exercises](#).

