



## DUBUQUE AREA LABOR-MANAGEMENT COUNCIL

*“Working together for a better community”*

P.O. Box 14, Dubuque, IA 52004-0014  
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The Awards Committee of the Labor-Management Council is soliciting nominations for the Council’s Bob Bennett “Good Faith Award.” The award honors one individual connected with a union (labor) and one individual connected with an employer (management) for a particularly important endeavor or for their work over an extended period of time (e.g., a lifetime or career, or their tenure with a specific organization).

Past honorees include Donald Meyers, Ken Townsend, Milt Avenarius, Bill Delaney, Jan Hess, Pat Dillon, Don Roby, Bill Herrig, Mel Maas, Mike Stohlmeyer, Jim Waller, Joe Carew, Nick Lucy, Chuck Naylor, Jim Feehan, Darlene Millard, Dan Hammel, Jim Schrempf, Merle Duehr, Randy Peck, Bob Runde, Ron Wiegman, Dave Baker, Cindy Gunther, Tom Flynn, Dan White, Joe Hanson, Mary Lursen, John O’Connor, Bruce Davis, John Rosenthal, Dr. Liang Chee Wee, Rick Ackley, Dave George, Craig Breitbach, Jim Flogel, Joel Miller, Larry McDermott, Mike Portzen and Tom Townsend.

**Anyone working at or retired from a place of employment with a collective bargaining agreement in Dubuque, Jo Daviess or Grant Counties is eligible for nomination.** Top executives, middle management and front-line employees (anyone) may be considered.

As I think you are aware, Bob Bennett was a retired Federal Mediation and Conciliation Service commissioner who served the Dubuque area for many years. Bob has outlined for us the meaning of “good faith” in labor relations. I have attached a copy of Bob’s comments for you to review as you consider making a nomination.

A nomination form is attached. You are asked to return your form by Friday, October 11, including any information or material which you believe supports your nomination. You may nominate one labor and/or one management person, based on her or his example in:

- A) Practicing good faith in labor-management relations;
- B) Working for a better community.

The nominations will be reviewed and recipient(s) selected by the Council’s Awards Committee and recognized at our Awards Banquet on Tuesday, November 26<sup>th</sup> at the Grand River Center. If you have any questions, please contact me at 582-8804.

Thank you for your time and attention. I look forward to hearing from you.

Sincerely yours,

Kelly Cooper  
Executive director





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# **The Meaning of Good Faith in Collective Bargaining**

*Comments by retired FMCS Commissioner Bob Bennett  
at a breakfast for community advisors, January 15, 1997*

Labor-management advocates are community leaders, expected to conduct themselves in a responsible way in their day-to-day relationships. Their actions are viewed not only by their constituents but also by the entire community.

A major component of that leadership role is the demonstration of “good faith.” Faith has sometimes been referred to as the illogical belief in the occurrence of the improbable.

Good faith is demonstrated by earning the trust of others – establishing your integrity by keeping your word – keeping an open mind – and being patient as well as flexible. Having a desire to reach an accommodation that is best for all. Having a sense of humor and being able to laugh at yourself.

Whether engaged in collaborating or considering a grievance, demonstrating good faith in the process is paramount.

Collective bargaining is an established institution in our economic way of life. Individuals of power and influence face off and begin the process of give and take and compromise.

The give and take is simple to understand. For example, it’s like trading a cow for a calf. There is always disagreement as to whose cow or whose calf has been traded.

The more serious test is in the ability to compromise. Now good faith will expose itself. Establishing your integrity and earning the trust of others will be accomplished by keeping your word, keeping an open mind, being patient and flexible.

In all of this, an important yet simple part of the showing of good faith is the ability to use “common sense.” Ralph Waldo Emerson once said, “Nothing astonishes men so much as common sense and plain dealing.”

It takes effort to exercise good faith. Just remember it is easier to go down a hill than up. But the view is from the top!

There are as many descriptions of good faith as there are men and women. This one is mine.