

Exploring the Past, Present, and Future of Work

The logo features a repeating pattern of stylized human figures in shades of beige and purple. The figures are arranged in a grid, with some overlapping. The text "HIGGINS" is written in a large, bold, gold-colored sans-serif font, and "LABOR PROGRAM" is written below it in a smaller, bold, dark brown sans-serif font.

HIGGINS
LABOR PROGRAM

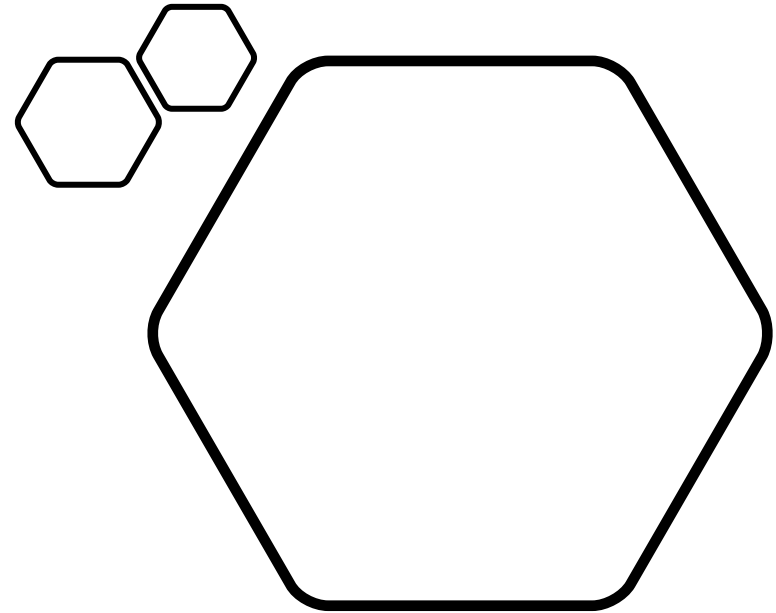
Kevin Hawkins

1981 Notre Dame Graduate

Community Fellow Notre Dame Center for Social Concerns

Labor Mediator

Promoting A Just Wage Economy Through Mediation





FMCS

FEDERAL MEDIATION &
CONCILIATION SERVICE

THE HAWKINS FAMILY



FOUNDATION

Background

The Just Wage Framework

- Enables a Decent Life
- Enables Asset Building
- Provides Basic Social Security for Worker & Household
- Wage Structure is Non-Discriminatory
- Wage is not Excessive
- Wage Reflects Participation by Workers
- Wage Considers, Performance, Qualification & Type of Work



The Perils of the Economic Discussion

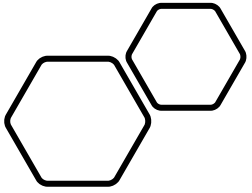
- Tension
- Anxiety
- Frustration
- Competitiveness
- Politics
- Personalities
- Conflicting perceptions & priorities
- Divisive



What are some of the underlying causes of difficulties within the economic discussion?

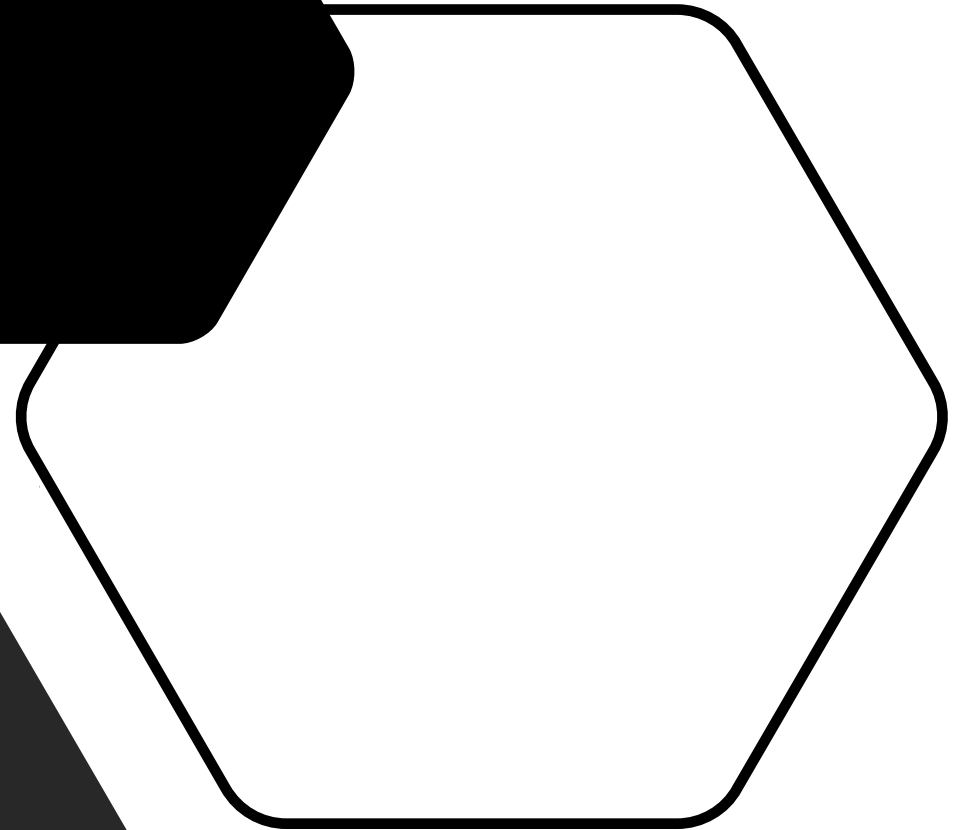
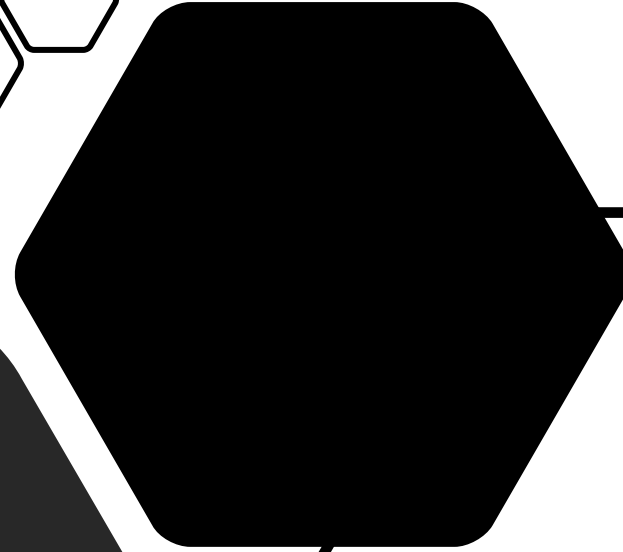
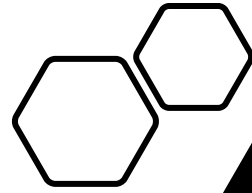


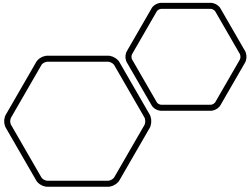
- What are the concerns of the employer?
- What are the concerns of Labor?



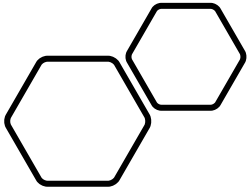
What concerns do labor & the employer have in common regarding the economic discussion?

ROI... Return on
Investment... A
common concern
and a great source of
conflict

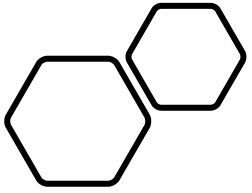




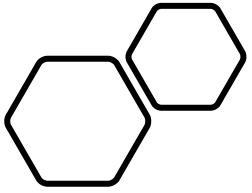
How does the mediator find common ground and build on it to reach a reasonable and equitable economic agreement? How can an advocate for either party build on it?



When would be a good time to employ the Just Wage Framework in Collective Bargaining? In a one-on-one economic discussion?



Do you think it is important to humanize the economic discussion? If so, why?



Additional Questions or
Comments?

Thank you for your time!