SMACNA Colorado/SMWIA
Local #9
Partnership Efforts
March 18, 2010
Historical Perspective

- Status of Labor Relations
- Deklewa Defections
- “Something Had to Change”
Building Relationships

• Trust One Another
• Implement Accountability
• Respect Opposing Views and Positions
Changing Attitudes

• Communication
  – Frequent Interactions
  – Find Common Ground
  – LMCC Meetings
  – Youth to Youth Presentations
  – After Hours Get-Togethers
Creative Thinking

• “What Worked Before Ain’t Working Now”
• Use of Letter of Understanding
• Incorporate Options/Flexibility
Creative Thinking Examples

• Elimination of Ratios
  – 2001 – Ratio of 5½:1; 2010 – Ratio of 3:1
  – Initial Pushback From Members
  – Zero Problems Since Implementation
  – Recover Market Share
Creative Thinking Examples

• Contingent Wage Increases
  – Focuses on Actual Market Conditions
  – Bail Out Provision/Safeguards For All Parties
  – Requires Trust On Both Sides
Creative Thinking Examples

• JOBS Program
  – Rate of Return - $6.29: $1.00 Spent
## J.O.B. REPORT FROM 2/01/2003 - 01/14/2010

<table>
<thead>
<tr>
<th></th>
<th>WON</th>
<th>LOST</th>
<th>PEND</th>
<th>FIELD</th>
<th>FAB</th>
<th>DENY</th>
<th>TOTAL JOBS</th>
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- **TOTAL MONEY INVESTED**: $9,627,950.59  
- **FIELD MONEY RETURN**: $35,156,831.53  
- **TOTAL MONEY PENDING**: $1,940,362.00  
- **FABRICATION MONEY RETURN**: $13,161,844.12  
- **TOTAL MONEY WON**: $7,687,588.59  
- **TOTAL MONEY RETURN**: $48,318,675.65

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<td><strong>J.O.B. RATE OF RETURN AS OF REPORT DATE</strong></td>
<td>$6.29</td>
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### 2009

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<th>No. of Requests</th>
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<th>No. of Jobs Lost</th>
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**2009 Totals**: 997 |

| No. of Jobs | 703 | 141 | 479 | 0 | 90 |
Teamwork

- Organizing Efforts
  - Work Directly With Local #9 Organizers
- Marketing Efforts
  - Website Testimonials
  - Special Projects
- Mechanical Industry LMCC
- Legislative Efforts
  - Work Together When Appropriate