REGIONAL MEETING SOLUTION SUMMARY

- 300+ CONTRACTOR AND UNION LEADERS
- SUGGESTIONS, STRATEGIES AND SOLUTIONS
- BASIS OF YOUR ACTION PLANS
KEY CHALLENGES: PARTNER RECRUITMENT SOLUTIONS

• INNOVATIONS
  – Junior Colleges (10-7-4-2)
  – Web Based Training Center Tours
  – Gen Y Apprentice Recruiters (Y to Y)
RECRUITMENT SOLUTIONS

»CHANGING OUR STORY
– AA Degree Programs: Changing Our Story
– Construction Career Pyramid
KEY CHALLENGES
PARTNER SOLUTIONS

• RECRUITMENT INNOVATIONS
  – Industry Blitz or Joint L-M Job Fairs
  – On-line 365 Day Applications
  – Contractors Forward Applications to JATC
  – Multi-Level Campaigns

• Student
• Parent
• School Counselors (Tradeupnm.com)
KEY CHALLENGES
PARTNER SOLUTIONS

• RECRUITMENT INNOVATIONS
  – Increase Wage for Apprentices ($ 3-4)
  – Summer Internships
  – Pre-apprentice Scholarships
  – Member Finder Fees ($ 100)
  – Expanded Retiree Work Addendums
KEY CHALLENGES
PARTNER SOLUTIONS

• # of Apprentices vs. Apprentice Ratios?
• Biggest Problem = Contractor Utilization
• Apprentices as Asset or Pain in Ass?
  – Ratios: 4:1 to 2:1 / 1:1
  – Stripped Guys Do Not Apply to Ratio
  – Utilization + Flexibility = Competitive Advantage & Crew Cost Reduction
KEY CHALLENGES
PARTNER STRATEGIES

• PORTABILITY
  – General Able to Move to 4 Key Men
  – Regional Portability
  – Communication Prior to Job is Courteous, Professional and Cooperative
  – Full Portability in Non Union Areas
  – Full Portability for Apprentices
KEY CHALLENGES
PARTNER STRATEGIES

• LABOR SHORTAGES
  – Very Situational
  – In General Yes but Not Severe
  – Most More Concerned About Future
  – Real Problem: Contractor Utilization vs. Union Concern of Unemployment
  – Now and Later
KEY CHALLENGES
PARTNER STRATEGIES

• ACCOUNTABILITY

• FINALIZE AND IMPLEMENT THE CODE OF CONDUCT / CODE OF EXCELLENCE
KEY CHALLENGES
PARTNER STRATEGIES

• ARCH., INDUSTRIAL, RESIDENTIAL
  – Problem: Are the Contractors Really Interested Outside the Comfort Zone?
  – Use of Blitz of Industry Nights to Man Up
  – Development of New Specialized Agreements
  – Rebates for Service & Maintenance ($ 25)
KEY CHALLENGES
PARTNER STRATEGIES

• LABOR-MANAGEMENT INITIATIVES
  – Local SMACNA – Union Strategic Planning
  – Mandatory Supervision in Apprenticeship
  – Push for Enactment of New ITI Curriculum
  – Direct End-User Marketing Campaigns & Representatives
KEY CHALLENGES
PARTNER STRATEGIES

• LABOR-MANAGEMENT INITIATIVES
  – Industry Nights: Single or Multi-Craft with Market or Business Focus
  – Survival of the Fittest Taught to Apprentices
SMACNA & SMWIA SOLUTIONS

• LEADERSHIP DEVELOPMENT

• Supervision, Leadership & Business Training
  – Superintendent Training (ITI)
  – Foremen Training
    • 2 Foremen Per Contractor Per Year?
  – Young Contractor Training
SMACNA & SMWIA SOLUTIONS

- Develop How-To Guide for Blitz or Job Fair and Distribute
- Develop Code of Conduct and Guide for Implementation
- Engage In Joint Legislative Action
- Assist in Addressing New Technology
  - Web Development
  - My Space
  - Facebook
SMACNA & SMWIA SOLUTIONS

- Assist in Development of Regional Partners In Progress Meetings
- Set Up a National Communications Plan to Influence the Rank and File
- Make Partners In Progress Information Available ASAP for Action
SOLUTIONS IN ACTION

• 20 - 60 – 20

• ONE GOOD THING

• ONE SIMPLE COMMITMENT
• “Men, at some times, are masters of their fate.”

- Shakespeare