

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

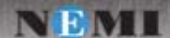
»CHANGING OUR STORY

- 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

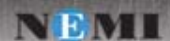


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KEY CHALLENGES PARTNER STRATEGIES

- **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



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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



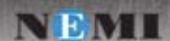
KEY CHALLENGES PARTNER STRATEGIES

- LABOR-MANAGEMENT INITIATIVES
 - Industry Nights: Single or Multi-Craft with Market or Business Focus
 - Survival of the Fittest Taught to Apprentices



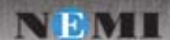
SMACNA & SMWIA SOLUTIONS

- 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



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- **“Men, at some times, are masters of their fate.”**

- Shakespeare



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