The Future for Union Sheet Metal Construction

Atul Dighe, Futurist
We Create Our Future

• The future is not fixed
• It may be invented or prevented
• It is not something that happens to you, it is something you do
• The future is not about changing the world, it is about changing our minds
Ten Years of Surprises

5 BIG QUESTIONS ABOUT THE FUTURE
Expiring

**EXPLANATIONS**
- RATIONALIZATION
- JUSTIFICATIONS

**Attitude Bag**
- GUILT
- FEAR
- ANGER

**Values**

**ASPIRATIONS MODEL**

**ASPIRATIONS**

**BEHAVIOR**

**CIRCUMSTANCES**

**Empowered**

**Dis-Empowered**

**“COPING” “RESIGNATION”**

**VICTIMIZATION**

**Overwhelming**

**HURT DEPRIVATION LOSS**

**Leadership BY DESIGN**
Myth #1
All union sheet metal construction will remain “locally” controlled

Myth #2
Unions will continue to have a significant influence in the marketplace and society
Myth #3
The SMWIA and SMACNA contractors will always have an adversarial relationship

Myth #4
Union sheet metal construction will always have a training advantage over non-union sheet metal construction
Myth #5
Employees will always be more loyal to the union than the employer

Myth #6
Union labor agreements will always have their pay scale based upon seniority not outcomes or skills
Myth #7
Both SMWIA and SMACNA contractors will continue to share a common vision for growth of the industry
Union Sheet Metal Construction in 2025

High Amount of Change in the Industry

Permanently on the Bench

Organized to Win

Same Stuff, Another Day

Not Your Grandfather’s SMWIA

Low Amount of Change in the Industry

Poor SMWIA/SMACNA Relationship

Good SMWIA/SMACNA Relationship

5 BIG QUESTIONS ABOUT THE FUTURE
The Bottom Line

- The market must be systematically organized
- Union training methods must become more flexible and dynamic
- Compensation models based upon more than just seniority must be developed
- Leadership must be consolidated at the national level
- SMWIA and SMACNA leaders must continue to clearly articulate a vision of growth and prosperity for all in the industry