Time: 9:15 a.m. - 10:15 a.m.
Session: Market Recovery Work: Which Is Better - Single or Parallel Workforces?
Speaker: Michael Gaffney
Room: Sabal E

It's really not a question of which is better, but rather what might contractors and union officers do to build and maintain a stable and productive market recovery workforce (single or dual workforce)? What opportunities and challenges do they face?

**Things to think about before you come and which will be discussed in the session:**

*What are the dynamics for a contractor that employs both building trades and market recovery employees? What are the dynamics within the local union between these two groups of members?*
  - Is there greater risk for market recovery contractors (safety)?
  - Is supervision shared between the two workforces, or separate?
*How recruited?*
*How trained?*
*How advanced?*
*Movement between market recovery and BT status?*
*How paid? Incentive pay?*
*How are crews formed and jobs done differently than BT work?*
*What is the solution that will allow BT employees to do market recovery in a slump yet build a market recovery workforce that will stick with this sector throughout the business cycle?*

**Featured Partnerships:**

**N. New Jersey** (Joe Demark + Ken Fritze)

**E. Washington** (Aaron DeWitt, President, Total Energy Management / Greg Hayter, President, All Valley Sheet Metal Inc., / Bette Price, Chapter Exec. Inland Northwest Sheet Metal Contractors + Kolby Hanson, BM LU55)

**S. Florida** (Danny Villarruel, BM LU32dfdf)

**S. New Jersey** (Richard Bonner, President, Big B Contracting + Andy Caccholi, BM LU27)

**W. Washington** (Tim Carter + Julie Muller-Neff)