



St. Louis



THE ROAD TO PARTNERSHIP

Where Did It Start
and
Where Does it End?



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1998

- Signatory contractors strong in new construction
- Non-union contractors dominated residential replacement
- Local 36 started residential rebate programs for equipment replacement & maintenance agreements
- Jurisdictional grievances between Sheet Metal Workers & Pipefitters
- Labor/Management relationship just ok



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1999

- David Zimmermann becomes President/ Business Manager for Local 36
- The start of quarterly meetings to hash out any issues



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2000

- Jack Goldkamp becomes SMACNA President
- Zimmermann resolved issues with Pipefitters and eliminates grievances
- Local 36 members approved 30 hour OSHA training and mandatory drug & alcohol testing
- JATC doubled in size
- Negotiation Committee attended Mutual Gains Seminar
- St. Louis County requires mechanical licensing by journeymen for all commercial work



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2001

- Mutual Gains attended by Negotiating Committee
- Negotiations as usual
- Trust started developing
- Contract includes mandatory random alcohol & drug screening
- Contract includes 30 hour OSHA training



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2002

➤ Negotiation Committee attended Partners in Progress



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2003

- Residential Rebate Program in jeopardy
- Local 36 could not bear expenses for program rebates and administration alone
- Management listened and a new program was developed using SMACNA staff & joint funding from Local 36 and the contractors
- Residential Rebate Program saved by the Partnership



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As of 12/29/09

**SMACNA / LOCAL #36
RESIDENTIAL MAINTENANCE REBATES**

YEAR	NUMBER	REBATE AMT.	TOTAL
2003	5,135	\$25	\$ 128,375
2004	12,414	\$25	\$ 310,350
2005	13,607	\$25	\$ 340,175
2006	13,795	\$25	\$ 344,875
2007	14,286	\$25	\$ 357,150
2008	13,960	\$25	\$ 349,000
2009	11,505	\$25	\$ 287,625
	5,885	\$50	\$ 294,250
TOTALS	90,587		\$ 2,411,800

INSTALLATION REBATES

PERIOD	NUMBER	REBATE AMT.	TOTAL
Spring, 2009	461	\$ 125	\$ 57,625
	696	\$ 250	\$ 174,000
Fall, 2009	178	\$ 125	\$ 22,250
	294	\$ 250	\$ 73,500
TOTALS	1,629		\$ 327,375



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2004

➤ Negotiating Committee attended Partners in Progress



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2005

- First SMACNA/Local 36 Planning Conference
- Mike Gaffney facilitated
- Attended by over 40 labor & management representatives
- 13 themes emerged on day 1
- Action committees assigned
- Goals identified to develop positive labor/management relations & increased market share for sheet metal industry



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2006

- Mutual Gains contract negotiations
- Repeated Discharge Clause for workers laid off for cause twice during 12 month period
- Workers required to meet with Labor Management Appeals Committee to address issues
- Mark Breslin addressed Local 36 apprentices and contractors



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2007

- Mark Breslin spoke to 3000 Building Trades Apprentices & Labor Management Leaders
- Sponsored by PRIDE's Labor Management Committee, co-chaired by Dave Zimmermann



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2008

➤ Negotiating Committee attended Partners in Progress



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2009

- SMACNA/Local 36 Planning Conference
- Facilitated by Mike Gaffney
- 47 Labor & Management attendees
- New Horizons Futures study reviewed
- Labor Management teams identified areas to improve & grow industry market share
- Rebate program expanded
- Unique Service Apprentice accelerated and utilized Journeymen as mentors in ride-along program



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2009

- Mutual Gains contract Negotiations
- Negotiation Committee expanded
- Wage freeze extends expired contract wages five months
- Contractors agree to additional funding for Apprentices Program
- Eye on training for new market opportunities
- Local 36 sets 2010 goal to build Platinum Level Design hall/with larger school



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2010

- Groundbreaking for new building
- Political partners for extending mechanical licensing to St. Louis City & surrounding counties
- Residential Maintenance & Replacement Rebate program continues to thrive & produce man hours in a tough economy
- SMACNA plan to relieve Local 36 of burden of journeyman licensing PEU training



LOCAL 36 SHEET METAL WORKERS UNION

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07.31.09



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