



THE ROAD TO PARTNERSHIP

Where Did It Start and Where Does it End?



 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



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



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



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



Negotiation Committee attended Partners in Progress



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







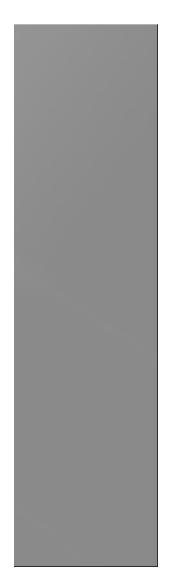
As of 12/29/09

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	REB.	ATE 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





➢Negotiating Committee attended Partners in Progress



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



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



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







➢Negotiating Committee attended Partners in Progress



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



Mutual Gains contract Negotiations

Negotiation Committee expanded

➢Wage freeze extends expired contract wages five months

Contractors agree to additional funding for Apprentice Program

Eye on training for new market opportunities
 Local 36 sets 2010 goal to build Platinum Level Design hall/with larger school



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

