



**SMACNA Colorado/SMWIA  
Local #9  
Partnership Efforts  
March 18, 2010**

# Historical Perspective

- Status of Labor Relations
- Deklewa Defections
- “Something Had to Change”

# Building Relationships

- Trust One Another
- Implement Accountability
- Respect Opposing Views and Positions

# Changing Attitudes

- Communication
  - Frequent Interactions
  - Find Common Ground
  - LMCC Meetings
  - Youth to Youth Presentations
  - After Hours Get-Togethers

# Creative Thinking

- “What Worked Before Ain’t Working Now”
- Use of Letter of Understanding
- Incorporate Options/Flexibility

# Creative Thinking Examples

- Elimination of Ratios
  - 2001 – Ratio of 5½:1; 2010 – Ratio of 3:1
  - Initial Pushback From Members
  - Zero Problems Since Implementation
  - Recover Market Share

# Creative Thinking Examples

- Contingent Wage Increases
  - Focuses on Actual Market Conditions
  - Bail Out Provision/Safeguards For All Parties
  - Requires Trust On Both Sides

# Creative Thinking Examples

- JOBS Program
  - Rate of Return - \$6.29: \$1.00 Spent



**J.O.B. REPORT FROM 2/01/2003 - 01/14/2010**

<u>WON</u>	<u>LOST</u>	<u>PEND</u>	<u>HOURS WON</u>		<u>DENY</u>	<u>TOTAL JOBS</u>
586	1563	124	<u>FIELD</u>	<u>FAB.</u>	77	2330
			914237	339743		
<u>TOTAL MONEY INVESTED</u>			\$9,627,950.59	<u>FIELD MONEY RETURN</u>		\$35,156,831.53
<u>TOTAL MONEY PENDING</u>			\$1,940,362.00	<u>FABRICATION MONEY RETURN</u>		\$13,161,844.12
<u>TOTAL MONEY WON</u>			\$7,687,588.59	<u>TOTAL MONEY RETURN</u>		\$48,318,675.65

J.O.B. RATE OF RETURN AS OF REPORT DATE                      \$6.29

<u>2009</u>	<u>No. of Requests</u>	<u>No. of Jobs</u>	<u>No. of Jobs Won</u>	<u>No. of Jobs Lost</u>	<u>No. of Jobs Denied</u>	<u>No. of Jobs Pending</u>
Jan-08	53	45	11	30	0	4
Feb-08	92	61	14	45	0	2
Mar-08	85	56	13	44	0	0
Apr-08	89	66	13	50	0	3
May-08	104	65	12	52	0	1
Jun-08	89	58	17	42	0	2
Jul-08	86	64	16	43	0	6
Aug-08	81	62	14	46	0	2
Sep-08	75	58	6	49	0	3
Oct-08	84	55	13	35	0	8
Nov-08	64	46	7	23	0	17
Dec-08	95	67	5	20	0	42
<u>2009 Totals</u>	<u>997</u>	<u>703</u>	<u>141</u>	<u>479</u>	<u>0</u>	<u>90</u>

# Teamwork

- Organizing Efforts
  - Work Directly With Local #9 Organizers
- Marketing Efforts
  - Website Testimonials
  - Special Projects
- Mechanical Industry LMCC
- Legislative Efforts
  - Work Together When Appropriate