

The Future for Union Sheet Metal Construction

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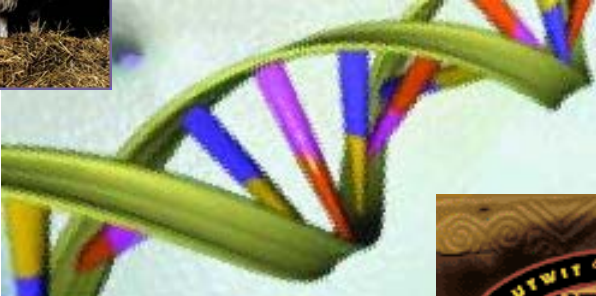
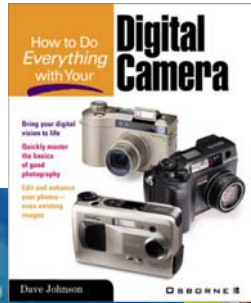
5 BIG QUESTIONS ABOUT THE FUTURE

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

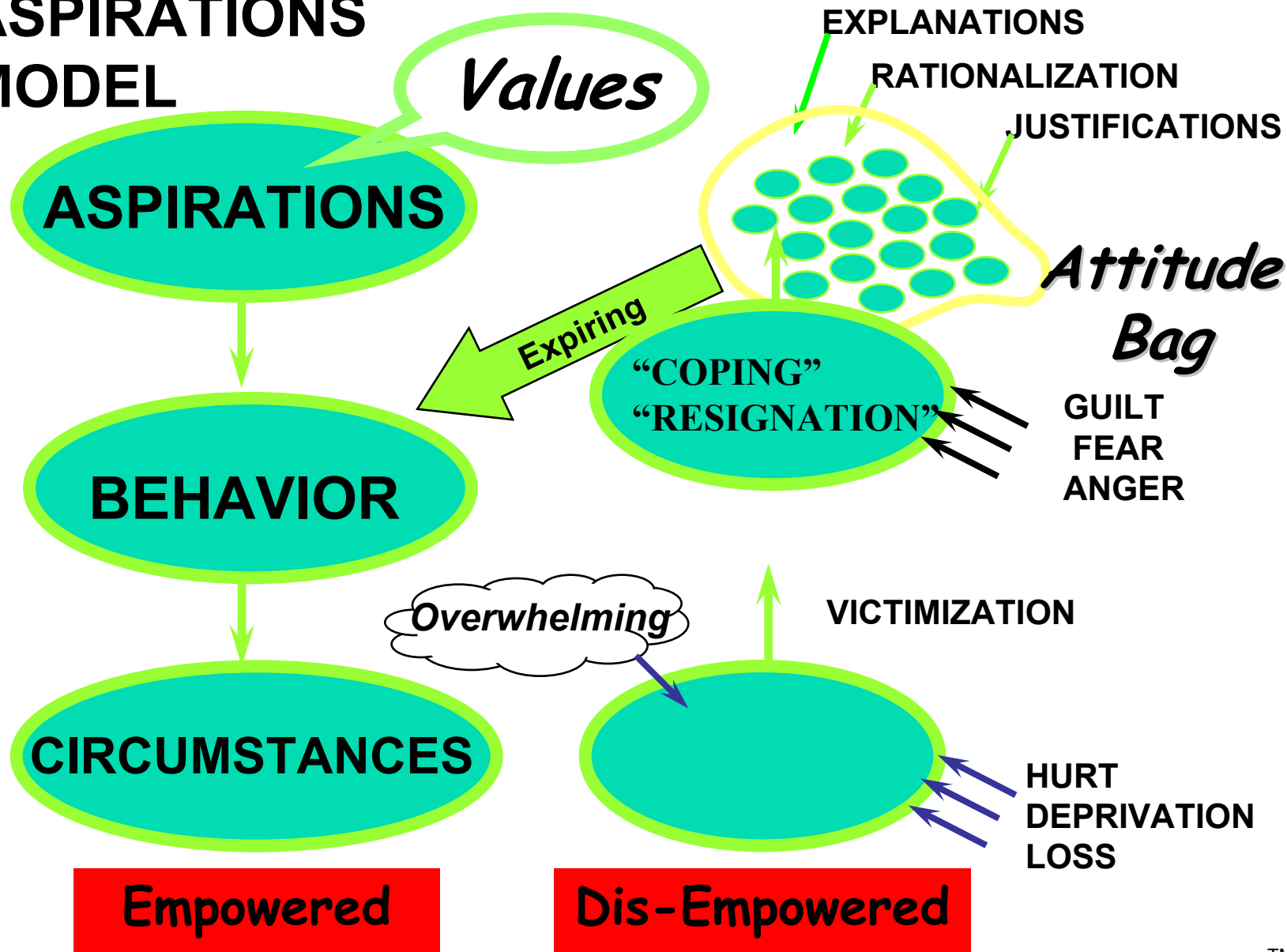


Ten Years of Surprises



5 BIG QUESTIONS ABOUT THE FUTURE

ASPIRATIONS MODEL



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**

Poor
SMWIA/
SMACNA
Relationship

Good
SMWIA/
SMACNA
Relationship

**Same Stuff,
Another Day**

**Not Your
Grandfather's
SMWIA**

Low Amount of Change in the Industry



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**

