

#PINP18



COMMUNICATE COMMIT DELIVER

2018





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#PINP18



COMMUNICATE COMMIT DELIVER

2018





50/50 RAFFLE

WE RAISED
\$3,416 FOR EACH CHARITY
HELMETS TO HARDHATS AND
UNIDOS POR PUERTO RICO

THANK YOU TO



Metalfab Inc

SHEET METAL | AIR | RAIL | TRANSPORTATION

SMART

LOCAL 15

for your collaboration in the design
and build of the General Session set

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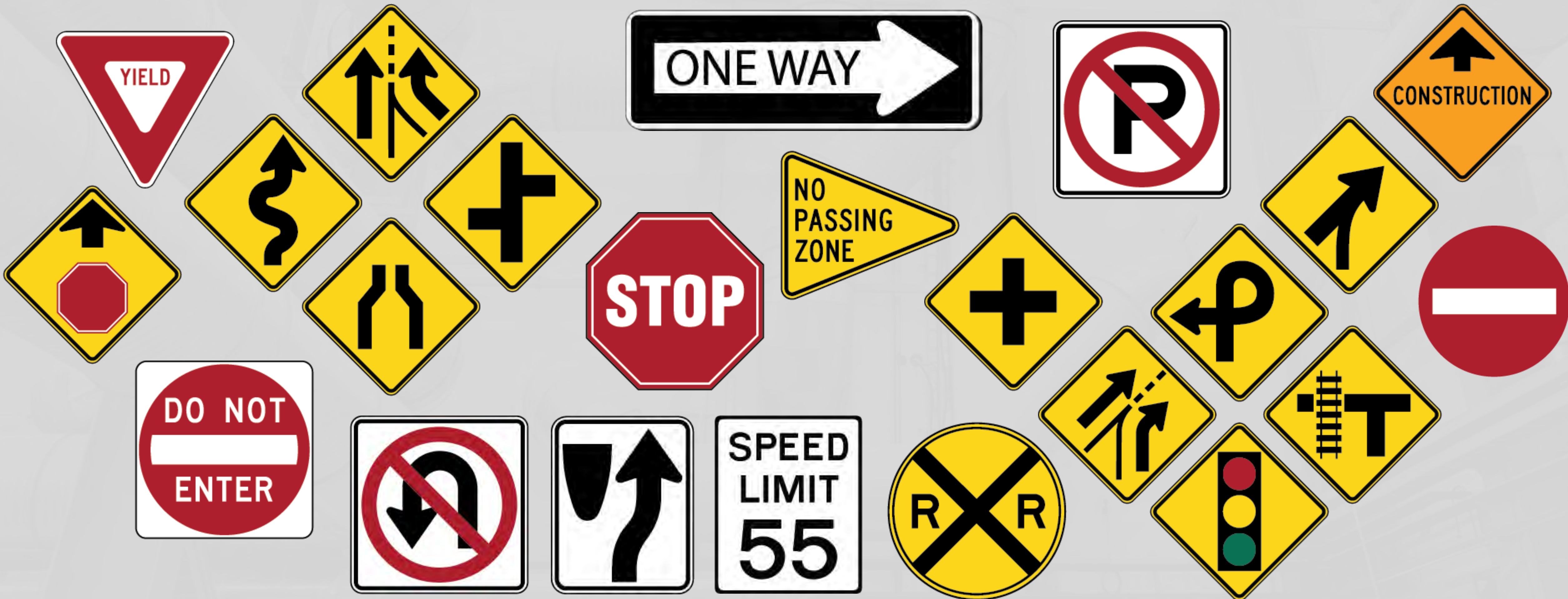


COMMUNICATE COMMIT DELIVER

2018



WHERE DO WE GO AND HOW DO WE GET THERE?



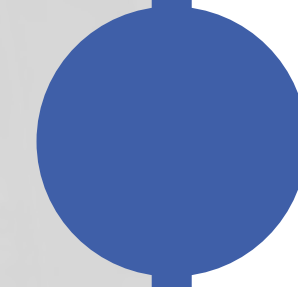
WHERE DO WE GO AND HOW DO WE GET THERE?



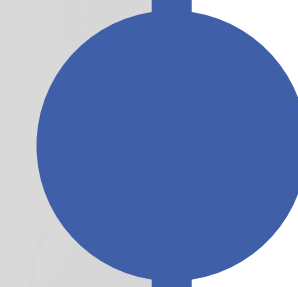
4 THEMES



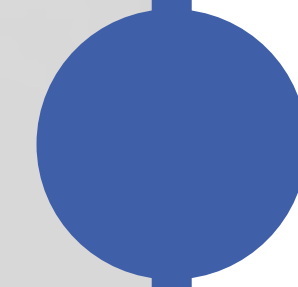
Manpower



Market Recovery/
Retention



Communication



Technology



MANPOWER

HIGHLIGHTS/ISSUES

MIDWEST

- Choose Bigger campaign
- Mandatory Journeyperson Upgrade Training
- Non standard recruiting (i.e women, minorities)
- Skill training (safety, etc.)
- Member Assistance Programs (MAP)

MANPOWER

HIGHLIGHTS/ISSUES

WEST

- Welding, TABB, Architectural
- Recruiting Advertising
- Organizing from non-union
- Community colleges & VoTech schools
- Job Corps
- Social Media Advertising
- Find a way to appeal to Millennials/Gen Z

MANPOWER HIGHLIGHTS/ISSUES

SOUTH/ SOUTHWEST

- Had some locals with shortages and some with full employment or declining work
 - Some with specific shortages (kitchen equipment)
 - **Applicant pool is “not what it used to be”**
- Need leadership skills
- Other trades inability to man work impacting us
- Organizing from non-union
- Social Media Advertising
 - Geo Fencing and other social media
- Find a way to appeal to Millennials/Gen Z

MANPOWER HIGHLIGHTS/ISSUES

SOUTH/ SOUTHWEST

- Charter High Schools teaching mechanical trades
- If you bring in young people, have to have work to keep them employed
- Pre Apprenticeship in high schools
- Merit Badges—Metal Works badges
 - 6 month waiting list and people from VA flying in
- Other trades inability to man work impacting us

MANPOWER HIGHLIGHTS/ISSUES

EAST

- Journeyperson upgrade needed
- Promoting members with skillset when possible
- Shining Star programs to identify welders, draftspeople, layout. Joint effort with **Labor/Management to identify "Stars"**
- Boston-Relationship with VoTech schools
- Recruiting non-union
- Local 28-using market recovery \$\$ to bring in light commercial - advance to apprenticeship

MANPOWER HIGHLIGHTS/ISSUES

OTHER PRESENTATIONS

- Get the right people in the right seats on the bus
- Referral programs/incentives
- Develop plan to retain key people and know costs of turnover
- **Don't utilize same 'ol recruiting techniques**
- Utilize Helmets to Hardhats, SMART Heroes program or other recruiting tools out there

MARKET RECOVERY/ RETENTION

MIDWEST

Needed succession planning
-Customers like stability

Never take a customer for granted

MAP's

Mentoring

Internal organizing

Harassment Training at all levels

MARKET
RECOVERY/
RETENTION

WEST

MARKET RECOVERY/ RETENTION

SOUTH/ SOUTHWEST

Houston has lost medical facility marketshare to non union

No one in the room said market share had grown in last 10 years

- Pricing
- Non union
- Loss of contractors

Few areas had market recovery funds

I want SMART program (PHX)

MARKET RECOVERY/ RETENTION

SOUTH/ SOUTHWEST

Service Programs (PHX)

Residential Agreements (NM)

Creative uses of resolution 78

Light Commercial Agreements

Local 21 trying to get into residential market - ITI came into help

ITI business training

Local 22 - statewide light commercial program/agreement

Find a way to have “sheet metal” be in top results of employment searches

Rotating apprentices when laid off

Allowing apprentices to travel

MARKET
RECOVERY/
RETENTION

EAST

COMMUNICATION

MIDWEST

Conduct regular LMCC meetings

Partnership requires open, honest and regular communication

Local 10 - All trades Labor/Management meetings to strategize

COMMUNICATION

WEST

Direct (face to face) communication is KEY

Constant communication

Labor/Management Retreat

Find/Identify projects/issues that Labor/Management can work on together

COMMUNICATION

SOUTH/ SOUTHWEST

Regular LMCC Meetings

- Formal agendas
- Monthly or quarterly
- Open line of communication at these meetings

DON'T wait for negotiations to get together

Good communication requires

- Being in same room
- Choose a topic and be focused
- Leave personalities/chips at the door
- Let past be past

COMMUNICATION

EAST

Better communication would cut down on grievances

Resolve jurisdictional issues

COMMUNICATION

OTHER PRESENTATIONS

No longer can we communicate the way we do naturally. We must communicate with strategy and intent to drive collaboration and understanding.

Know the generational differences and how their leadership and communication styles differ

Discover the differences in personality types and tools to effectively assess and bridge this knowledge gap

TECHNOLOGY

MIDWEST



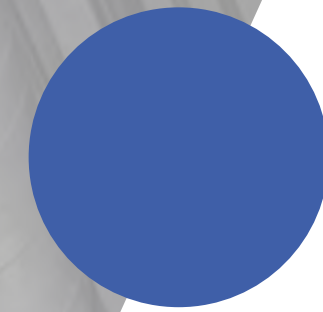
Use of technology to do time cards, cut sheets, etc.

Pre-fabrication

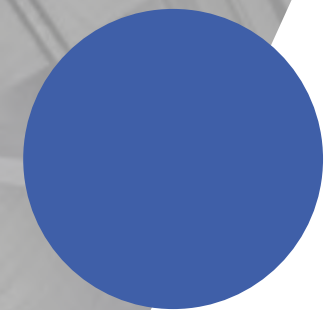
BIM/CAD is now the norm, no longer a differentiator between us and non-union

TECHNOLOGY

WEST



Better communication would cut down on grievances



Resolve jurisdictional issues

TECHNOLOGY

SOUTH/ SOUTHWEST

Streamlines and makes things quicker

Has become an equalizer
- Allows non union to compete at our level

Refocuses skills

Virtual welders, VR, etc.

Changes so fast, hard to keep up and cost of purchasing

TECHNOLOGY



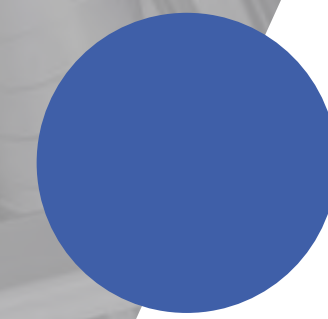
EAST



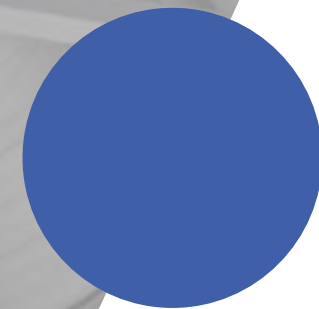
TECHNOLOGY



OTHER PRESENTATIONS



Understand LEAN and LEAN principles



Importance of modularization and pre-fab

TAKE AWAYS

- Omnia mutantur nos et mutantur in illis
 - Be prepared for new processes, structures, protocols (Team of Teams)
 - **If you're not at the table you'll be on the menu**
 - **We're in this together**
 - This is a great industry to be participate in
-

TAKE AWAYS

- Embrace Change
 - It takes both Labor and Management
 - **If we don't shape our futures, it will get shaped for us**
- When contractors and locals get along and have a healthy relationship, both are SUCCESSFUL
- Secret of getting ahead is getting started

TAKE AWAYS

COMMUNICATE

- Honest and frequent communication

COMMIT

- Commit to taking one thing and working on it
- Don't let momentum stop here

DELIVER

- Our Customers deserve and demand it
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