

BUILDING the **FUTURE** **TOGETHER**



Please wear you mask
during all session

RECRUITING



RECRUITING QUALITY WORKERS

TOOLS LOCAL #435 / #20 HAVE USED TO RECRUIT NEW MEMBERS:

- RADIO ADS
- SOCIAL MEDIA (FACEBOOK, TWITTER, INSTAGRAM, TICTOK, YOUTUBE)
- BILLBOARDS WITH GEO FENCING (EXPENSIVE AND LOW RESULTS)
- TV COMMERCIALS (STREAMING TV COMMERCIALS)
- LOCAL TV NEWS STATION,
- SMALL TOWN NEWSPAPERS
- YARD SIGNS (IN FRONT OF TARGETED PROJECTS)
- WALKING JOB SITE (NON-UNION SITES, RECRUIT FROM OTHER TRADES ON THE CURRENT JOB SITE)

RETENTION

- Mobile Trailer
- Job Fairs (getting contractors involved)
- Partner up with Community Groups
- Advisory Boards (have contractor sit on these boards with union officials)
- Visit High Schools and Trade Schools (guidance counselors, career and college counselors, coaches)
- Set up Tours at the JATC
- Start a Bounty System (get your members involved)

Tell People WHO a Sheet Metal Worker is and What we do!!!



WORKING WITH THE CONTRACTORS

- Set Up Contractor Interviews
- Increase the Wages on entry level Applicants
- (*We are not just competing against the Non-union we are competing against all other Building Trades.*)
- Advance placement into Apprentice programs
- Let other classifications sit in Apprentice Classes (if you see something in them don't hold them back or make them wait.)
- Run adds using the Contractors name or logos (working together)



RETENTION

New Member Classes, Educating Members on:

- Benefits (how to access them)
- Retirement
- What to do if they get laid off
- Union History
- Union Events
- Job Site Visits from Union Official asking and answering question from new members

BUILD / URBAN LEAGUE



1st BUILD graduates – July 29, 2015



2nd BUILD graduates – October 27, 2015



3rd BUILD graduates – March 3, 2016



4th BUILD graduates – August 11, 2017



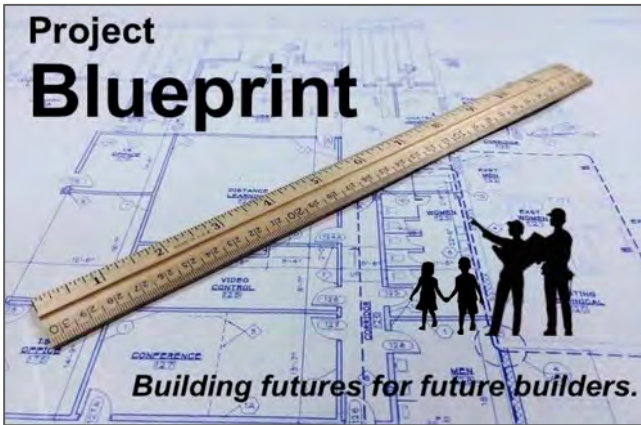
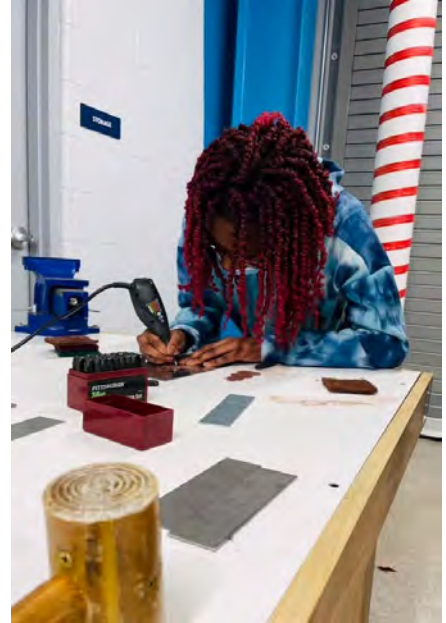
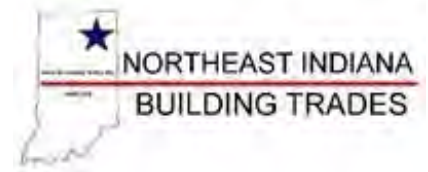
5th BUILD graduates – April 27, 2018

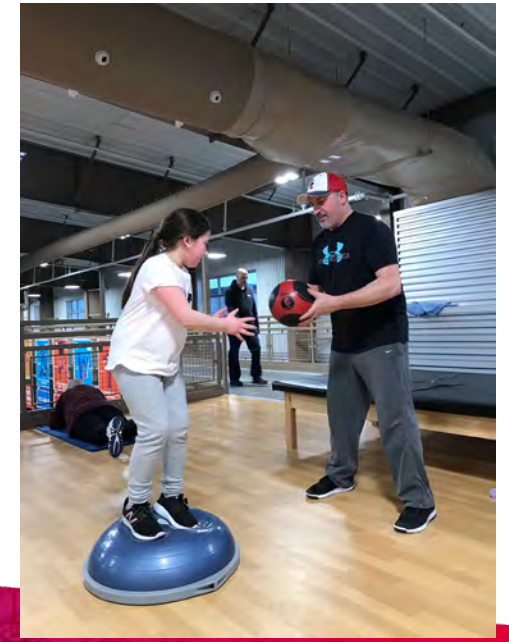
BOYS & GIRLS CLUB OF FORT WAYNE





BOYS & GIRLS CLUB OF FORT WAYNE / PROJECT BLUEPRINT





FORT WAYNE COMMUNITY SCHOOLS




FWCS Career Academy program offers high school students in their Junior and Senior year an opportunity to provide them with both academic and technical skills to be both college and career ready.

- Automotive
- Aviation
- Construction Trades
- Cosmetology
- Culinary Arts
- Early Education
- Health Science
- Information Technology
- Precision Machining
- Public Safety
- Welding



REPAIR FWCS REFERENDUM 2016 & 2020

This \$130 million dollar referendum comes with a net-zero tax rate impact due to offsetting costs and efficiencies to insure all FWCS will have air conditioning as well as up-to-date security systems.



Strong Schools. Strong Community.

On Republican, Democrat and Question Only ballots

Vote YES to continue our progress

- ✓ NO TAX RATE INCREASE
- ✓ Phase 1 on time and under budget
- ✓ School safety and security improvements
- ✓ Needs-only repairs to improve learning environments

Thank You Fort Wayne For Phase 1


Support Fort Wayne Community Schools on the Primary Ballot:

- Vote Early:** Starts April 5, see allencountyelections.blogspot.com
- Vote Absentee:** Call 260-449-7329 for questions
- Vote on Election Day:** In person at your regular precinct on Primary Election Day, May 3

BALLOT REFERENDUM QUESTION:


"Shall the Fort Wayne Community Schools, Allen County, Indiana, issue bonds or enter into a lease to finance the 2016 FWCS School Building Basic Renewal/Restoration and Safety Project which includes restoration and renovation work at approximately 42 buildings and which is estimated to cost not more than \$129,950,557 and is estimated to increase the property tax rate for debt service by \$0.149 per \$100 of assessed valuation?"

ACTUAL: NET ZERO TAX RATE IMPACT DUE TO PAYOFF OF PREVIOUS DEBT

Strong Schools. Strong Community.

Join us in Voting YES for FWCS!



"No matter our politics, people in Fort Wayne can agree that schools are important. The future of every city lies with education. We need to ensure that Fort Wayne provides the best educational opportunity for all of its citizens. We support the FWCS referendum to improve our schools."

Mayor Tom Henry (D) (right) and former Councilman Tom Smith (R)



"Just like your own home, our schools need an updated infrastructure including energy-saving windows, flooring, lighting, plumbing, heating and cooling. Kids respond to their environment. We need to provide them with an environment that is the best for learning. Join us in voting YES."

Retirees (L-R) Don and Margaret Katter and Dennis and Connie McClurg

www.repairfwcs2.com

Authorized and paid for by Repair FWCS.

Strong Schools. Strong Community.

VOTE YES! On Republican, Democrat and Question Only ballots to continue our progress



Phases 1 and 2 were on time, under budget and provided improvements at schools across Fort Wayne. Let's continue our progress:

- ✓ SAFETY IMPROVEMENTS with vestibule entrances at all schools
- ✓ MAJOR RENOVATIONS at Wayne High School, Blackhawk Middle School and Miami Middle School
- ✓ ADDITIONAL CLASSROOMS at Franke Park and Scott Academy

The Building Contractors Association of Northeast Indiana endorses REPAIR FWCS 2020

The project will impact our local economy as well as provide upgrades to FWCS facilities. The project will provide well-maintained, quality learning environments for the students who are critical to our city's future growth and well-being.



Repair FWCS
1417 Woodland Crossing
Fort Wayne, IN 46825

Strong Schools. Strong Community.



"Quality schools in good condition increase property values and improve neighborhoods. Realities not only sell houses, but we market great neighborhoods and thriving communities. The Fort Wayne Community Schools' referendum is an investment in our students and our community. The Update Alliance of REALTORS® supports the referendum on the June 2 ballot."

Renee Cox, President, Update Alliance of REALTORS®

BALLOT REFERENDUM QUESTION

Shall the Fort Wayne Community Schools, Allen County, Indiana, issue bonds or enter into a lease to finance the 2020 FWCS School Building Basic Renewal/Restoration and Safety Project which includes restoration and renovation work at approximately 37 buildings and which is estimated to cost not more than \$130,000,000 and is estimated to increase the property tax rate for debt service by \$0.146 per \$100 of assessed valuation? **Same Maximum Rate Since 2012!**

IMPORTANT ELECTION INFORMATION

Vote YES!

- The 2020 Primary Election will be held Tuesday, June 2.
- Any registered voter may vote absentee by mail this year.
- Visit <http://www.allencountyus/election-board/> for complete information and absentee voting instructions.

APPRENTICESHIP FAIRS & NATIONAL APPRENTICESHIP WEEK AT IVY TECH



IVY TECH
COMMUNITY COLLEGE

WE OFFER:

- Attractive Wage Package
- Job Placement Year Around
- Apprenticeship Applications Taken Year Around
- Apprenticeship Interviews Taken Year Around
- Stripping & Slotting Into Apprenticeship Year Around
- Apprentice Readiness Orientation

NO BRAINER.

The 4-Year Degree vs. Apprenticeship Program With Sheet Metal Workers Local 20



A four year college degree has many merits, but you owe it to yourself to make sure all of your options are considered. Sheet Metal Workers Local 20 provides you the opportunity to earn while you learn, and to also earn an Associates degree. Call today to find out how!

Sheet Metal Workers & Contractors
Local 20



260.478.1614



Permanent Apprenticeship and Summer Positions Available

Training Workers. Forming Metal. Shaping the Future.

COST OF COLLEGE vs. TRADE

THE AVERAGE COLLEGE GRADUATE
HAS
\$60,000 WORTH OF DEBT

APPRENTICES GRADUATE WITH AN ASSOCIATES
DEGREE FROM IVY TECH &
\$0 COLLEGE DEBT



77 Steps Light Installation Downtown Fort Wayne



DIRIG
SHEET METAL
916 W Cook Road • Fort Wayne, IN 46825
SPECIALTY, COMMERCIAL, INDUSTRIAL

PRECON
PROJECTS
DESIGN & LAYOUT
SHINING LIGHT ON PRECONSTRUCTION



**CONTRIBUTIONS THAT BRING
ATTENTION TO OUR TRADE**



Vietnam Memorial Wall Project



Graves
Sheet Metal, Inc.
Committed to Craftsmanship
765.457.4487

DIRIG
SHEET METAL
916 W Cook Road • Fort Wayne, IN 46825
SPECIALTY, COMMERCIAL, INDUSTRIAL



GALLAGHER
KAISER

Foster Park Little League Concession Stand



Veterans Memorial & Shrine Museum Pole Barn



SMART
LOCAL UNION NO. 20



Homes for Wounded Warriors Project

COMMUNITY OUTREACH



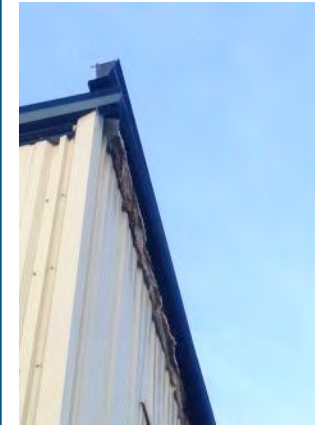
Organized Labor Day Picnic



Making Nose Strips for Face Masks

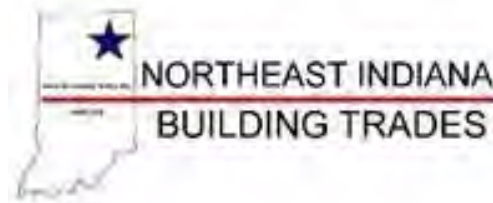
Other Community Outreach Projects:

- Associated Churches of Fort Wayne & Allen County Food Drive
- Dare to Dream Youth Ranch
- Memorial Grove in Memorial Park
- United Way of Allen County
- Fort Wayne Career Academy
- Peggy's Pirates for MS
- Indiana FIERCE Softball Program
- Waynedale Community Picnic
- J&J Racing



Associated Churches of Fort Wayne and Allen County

COMMUNITY SPONSORSHIPS



Building relationships within our community presents unparalleled networking opportunities!



LOCAL 20 CONTRACTORS

DIRIG

S H E E T M E T A L

918 W Cook Road • Fort Wayne, IN 46825

SPECIALTY, COMMERCIAL, INDUSTRIAL



Graves
Sheet Metal, Inc.

Est. 1960

Committed To Craftsmanship

Kokomo, IN | Commercial & Industrial



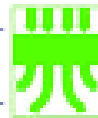
MORRIS
SHEET METAL

 **borchers**
SHEET METAL



**INDUSTRIAL
CONTRACTING
& ENGINEERING**

Mechanical Test & Balance, Inc.



HM WHITE

BSM
Bright Sheet Metal Co. Inc.

None of this could have been achieved without our
contractors!

The background is a complex isometric technical drawing in white lines on a blue-to-red gradient. It features various mechanical components, pipes, and structural elements arranged in a 3D perspective. The drawing is dense and detailed, typical of an engineering blueprint.

PLEASE REMEMBER TO FILL OUT YOUR BREAKOUT
SURVEY ON THE APP

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during all session