

BUILDING the FUTURE TOGETHER



Please wear you mask
during all session

The background features a complex isometric technical drawing of various mechanical parts, including bolts, nuts, and shafts, rendered in a light blue color. This pattern is overlaid on a smooth gradient that transitions from a deep blue on the left to a vibrant red on the right. The text 'WORKING TOGETHER' is centered horizontally and vertically in a clean, white, sans-serif font.

WORKING TOGETHER

STEVE LANGLEY

BUSINESS MANAGER/FST LOCAL 85

32 YEARS IN SHEET METAL

Lessons Learned

- As an Apprentice Learned many ways to do Sheet Metal.
- As a Journeyman Learned to run work from different Foremen.
- As a Foreman running work Learned to negotiate with other crafts and general contractors to get my job in.
- As an Officer of the local Learned how to run meetings and keep them orderly.
- As a Business Representative Learned to work with the Contractors and the Membership
- And Now I am the Business Manager / FST I am learning to work with the membership, contractors, international, and everyone else.

WORKING WITH SMACNA

Everything is Better with Teamwork

- Apprenticeship.
- The Standard Form of Union Agreement.
- Health Fund
- Pension.
- Partnership.



MY FIRST TIME WORKING WITH SMACNA

JATC

- I was appointed to the JATC in 2005. There I learned that the Union and Contractors had to work together to make our apprenticeship better. We worked together bringing in better qualified apprentices that had a great work ethic. Local 85's apprenticeship program went from having a 30+/-% retention rate to a 60+/-% retention rate.

SFUA

Negotiations

- My first was 2012 ended in Arbitration.
- 2015 we had 21 meetings.
- 2019 almost arbitration again even though we were \$2.90+ ahead of closest craft.
- 2021 extended the 2019 SFUA until 2025 with no or not many language changes. We negotiated the wages and benefits.
- Don't give away the farm but also don't break the bank.

HEALTH AND PENSION

During Negotiations

- We produced Language to increase Pension Benefits without adding funds.
- We added language to start a third leg with NISSP contributions.
- We maintained our Health Fund benefits.
- And a wage increase in the last 2 years.



GEORGIA SMACNA

Partners

- Georgia SMACNA Chapter Executive Ginger Slaick and the Local 85 Contractors have been a pleasure to work with. No, we do not always agree but we talk things out to see if there is another avenue to go down.
- Communication is key in any relationship.
- Timely responses help.
- No reason to get mad or blow your top.

MATT TEREK

MCKENNEY'S, INC.

CONTRACTORS PERSPECTIVE

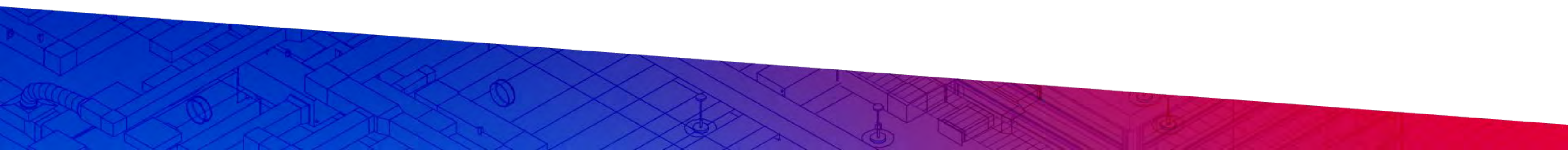
Relationship

- Develop a strategic plan
 - Contractor alignment
- Build a personal relationship
 - Go beyond “typical” meetings
- Change in Business Manager
 - Does this help or hurt?
 - What are we going to do different?

CONTRACTORS PERSPECTIVE

Relationship

- Do what you say you are going to do
- Communicate problems early
 - Jobsite issues
 - Other trades
 - CBA Issues
- Give them a lens into your workload
 - Forecast your needs



CONTRACTORS PERSPECTIVE

Relationship

- Find something you can work on together
 - Recruiting
 - New apprenticeship school
 - TABB Lab
 - Compete with other locals
 - Improve the apprenticeship
 - Retention
 - Curriculum
 - Legislative issues





The background of the slide is a complex, isometric technical drawing in white lines on a blue-to-red gradient. The drawing depicts various mechanical components, including pipes, valves, and structural elements, arranged in a perspective view that recedes into the distance. The overall aesthetic is clean and technical.

PLEASE REMEMBER TO FILL OUT YOUR BREAKOUT
SURVEY ON THE APP

BUILDING the **FUTURE** TOGETHER



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