

SMACNA SPECS

SEPTEMBER 2009

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2009 SCHOLARSHIP WINNERS ANNOUNCED

SMACNA of Western Pennsylvania is pleased to announce that two winners have been chosen as the 2009 recipients of the Kenneth W. Enscoe Sheet Metal Industry Scholarship! They are Laura Conrad and Leah Lubresky.

Laura, who recently graduated from Freedom High School, is headed to the Community College of Beaver County in order to determine what career path she is interested in pursuing.



Laura Conrad

She will do that by starting out in the Liberal Arts degree program.

During her high school years, she participated in a number of activities including track and field, soccer, and National Honor Society. She also received awards for High Honor Roll, Honor Roll, Perfect Attendance and Athlete of the Week.

Laura is the daughter of Bob and Heather Conrad of Freedom, PA.

The second winner of the Kenneth W. Enscoe Sheet Metal Industry Scholarship is Leah Lubresky.

She is the daughter of Tom and Tammy Lubresky of Natrona Heights.

Leah graduated from Highlands High School after receiving high academic honor awards throughout. She was a member of the varsity soccer team for four years and was involved in many other extracurricular activities.



Leah Lubresky

Leah is headed to Slippery Rock University where she plans to study Exercise Science—Physical Therapy. She was awarded a merit scholarship from the school to assist her in this endeavor.

SMACNA of Western PA wishes both of these students, as well as those who applied but did not win this year, the best of luck in their upcoming college careers. We know that they will make their parents, their school, and SMACNA proud!



SSM TEAM WINS ANNUAL GOLF OUTING!

With temperatures pushing into the mid-90's at Diamond Run Golf Club, the team from SSM Industries stayed cool and managed to shoot the lowest team score for the day at SMACNA's 42nd Annual Golf Outing on August 10th.

Even though it was very hot, everyone had a great day and enjoyed the chance to play a very nice course. SMACNA would like to thank everyone

who helped sponsor this event or provided prizes. Without your help this event wouldn't be nearly as successful.



SSM Industries Team

NEW AFFILIATE MEMBER APPLICANT OFFERS INTERESTING OPTIONS FOR COMPANIES

Colonial Life, a provider of member benefits, has applied to SMACNA of Western PA to become a new Affiliate member. As an employer, how would you like to reduce your tax commitment, reduce major medical insurance costs, increase employee retention rates, and have access to an internet human resources site to help answer the many questions that small employers have every day? And all this is available at no direct cost to you.

Colonial Life offers a number of voluntary products for employers to choose from to help employees personalize their overall benefit strategy and package. These products include things such as Short term disability, Accident and Sickness Insurance, Cancer Insurance and Critical Illness, Life Insurance and more.

Colonial's Medical Bridge 3000 plan is designed to help employees offset their insurance deductible costs – by providing indemnity for many of the expenses that wouldn't be covered until meeting the annual deductible. Medical Bridge 3000 gives the employers the opportunity to consider increasing their major medical deductible, offer the Medical Bridge 3000 plan for the employees and have a significant cost savings for health insurance. The Medical Bridge 3000 premiums can be employer paid, employee paid or any combination thereof. With today's escalating healthcare costs Medical Bridge 3000 can be an effective cost containment tool.

Most of Colonial Life's products can be purchased pre-tax through a Section 125 plan. Colonial Life also provides a "no fee" section 125 plan administration (POP or "premium only" plans) through an exclusive arrangement with our benefit partners, Ameriflex. Pre-tax enrollments lower taxable incomes and consequently lower the employer's share of payroll taxes, while maximizing the take home pay of employees.

All Colonial Life clients have direct access to Commerce Clearing House's *HRAnswers Now* website. This site offers information on federal and state laws and regulations as well as HR policies and guidelines. Using this site, writing or updating employee handbooks can be a breeze.

Colonial Life Benefits Counselors will be contacting member companies in October to ask for the opportunity to explain these and many other reasons to have Colonial Life help you save money while offering wise benefit choices for both you and your employees.

SMACNA BUSINESS NEGOTIATION PROGRAM UPCOMING

Customized for SMACNA Contractors, this program will build, strengthen and improve working relationships to promote joint problem-solving and collaboration. Unlike labor negotiations, this course will specifically focus on other types of business negotiations with customers, vendors, contractors, municipalities and other non-labor related issues.

Participants will learn how to effectively negotiate with clients and other contractors through strategic and controlled communication. SMACNA's newest program on Business Negotiations is scheduled for November 9-10, 2009, in Tempe, Arizona. The program focuses on negotiation skills, strategies, tactics and techniques through interactive presentations, small group discussions, case studies and role playing. Program goals and objectives include:

- Increase awareness of the complexities of negotiation;
- Learn to communicate clearly and effectively to build and improve working relationships;
- Recognize when to accept and when to "walk away" from a deal;
- Enhance skills through hands-on experience and feedback; and
- Provide a process for continued improvement and learning.

SMACNA's Business Negotiations Academy is recommended for owners, department and/or division managers, sales representatives, marketing representatives, estimators, purchasing agents, project managers, and other individuals in direct contact with owners and general contractors.

SMACNA of Western PA offers scholarships to pay the tuition for any member who would like to attend. Please call the SMACNA office at 412-922-0130 for more information.



RECENT COLLECTIVE BARGAINING SETTLEMENTS

A number of collective bargaining agreements were settled this summer with lower than usual increases. Below is a sampling of those settlements.

Local 27 in Central and Southern New Jersey settled a three-year agreement for \$1.30, \$1.50 and \$1.50. This represents increases of 1.9%, 2.1% and 2.1%.

Local 24 in Columbus, Ohio, settled on a three-year contract with increases of \$0.65 (1.5%) on June 1, 2009, \$0.65 (1.5%) on January 1, 2010, \$1.30 (3.0%) in year two and \$1.30 (3.0%) in the final year.

SMACNA Mid-Atlantic and Local 100 in Washington, DC, completed a five year deal with increases of \$0.85 (1.9%), on July 1, 2009, \$0.85 (1.8%) on January 1, 2010, \$1.80 (3.8%) in the second year, \$2.10 (4.3%) in the third year, \$2.28 (4.5%) in year four and \$2.38 (4.5%) in the fifth year of the agreement.

Local 85 in Atlanta and SMACNA Georgia finished a three year agreement at \$1.10 (2.7%), \$1.01, (2.5%) and \$1.25 (2.9%).

SMACNA St. Louis and Local 36 recently ratified a two year

agreement that called for a wage freeze for the first six months and then increases of \$1.55 on February 1, 2010, \$1.11 (2.0%) on August 1, 2010 and \$1.09 (1.9%) in the final year of the contract.

Florida SMACNA and Local 32 agreed to a one year contract with an increase of \$0.37, or 1.0%.

According to the Construction Labor Research Council, average first year increases in new settlements are running at about 3.1% (\$1.49), down from 4.9% (2.30) for the same period in 2008.

SMACNA St. Louis and Local 36 recently ratified a two year agreement that called for a wage freeze...

NEMI RELEASES STUDY

NEMI (National Energy Management Institute) has released a report that states in part that the American Recovery and Reinvestment Act (ARRA) "provides approximately \$10 billion for energy-efficiency projects through the General Services Administration (GSA),

Department of Defense (DoD), Veterans Administration (VA) and Department of Interior (DoI). Of this amount, a little less than half, \$4.65 billion, is expected to be spent on HVAC-oriented work. Of this amount, an estimated \$2.5 billion is targeted for retrofits, system

remediation and related HVAC work over the life of the ARRA."

The GSA estimates that more than 80% of this money will be spent in areas where union labor and contractors have a strong presence.

NEWS FROM HARRISBURG

Even though the State budget impasse garners most of the headlines coming out of Harrisburg, other legislative issues continue to percolate in the State Capitol. In particular, SMACNA of Pennsylvania has been actively lobbying to keep multiple prime procurement alive and well in Pennsylvania.

For years, multiple primes

construction has been under attack from general contractors and others who benefit from single prime construction. In particular, school districts have been applying for, and receiving, waivers of the multiple primes requirement even though the Mandate Waiver Task Force concluded that there was no evidence to sup-

port the claims that single prime was cheaper.

Legislation designed to eliminate these waivers is already moving in the State House. For more information on this or other state legislative issues contact John Wanner, Executive Vice President of SMACNA of PA by calling (717) 441-6053.



**We're on the web at
www.smacnawpa.org**

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