



SHEET METAL & AIR CONDITIONING
CONTRACTORS' NATIONAL ASSOCIATION



Current Issues in Bargaining

Collective Bargaining Orientation

January 8, 2025 | Tempe, AZ

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Current Issues in Bargaining

- Recognition language
- Economics
- Objective Standards
- Media Coverage of Strikes
- Social Media
- Facilitation Options
- Impact of a strike on other trades



Current Issues in Bargaining, Cont.

- PTO/Paid Sick Leave
- Maternity Leave
- Earned Sick and Safe Time
- Paid “FMLA”
- Proactively negotiating leave provision



Current Issues in Bargaining, Cont.

- Management Rights Clauses
- Allocation of Increases
- Cannabis Issues
- Four 10-hour shifts
- Overtime Language
- Others?



Common Bargaining Issues

SMART “Basic Minimum Required Provisions of the SFUA”:

- Scope (Article I)
- Subcontracting (Article II)
- Classifications of Workers & Letters of Assignment (Article III)
- Traveling Contractors/2 Man Rule (Article VIII, Sec. 6)
- Definition of “wage scale” (Article VIII, Sec. 7)
- Health Coverage when working temporarily outside jurisdiction (Article VIII, Sec. 8)
- Employ at least 1 journeyman who is not a member of the firm (Article VIII, Sec. 2)
- ITI, NEMIC & SMOHIT Contributions on ALL Classifications (Article VIII, Sec. 15)
- Reopener for SFUA Amendments (Article XVI, Sec. 3)

Other SMART Proposals Encountered by SMACNA Chapters in Bargaining:

- Expansion of the Scope beyond SFUA (CAD, BIM, VRF, etc.)
- Ratios for all SFUA Classifications
- Subsistence Pay (Amount, Distance, Taxability)
- Hotel Occupancy
- Other



THANK YOU!

