



SHEET METAL & AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION

# ACCELERATE YOUR IMPACT

Politics and Structure: Working with Your Union Partners

Thursday, November 9, 2023

2-3:30 PM EST

PRESENTED BY  
Mark Saba  
Executive Director  
SMACNA Detroit



## **INTRODUCTION**

**Mark Saba, former Business Manager  
current Executive Director**

Labor Management experience a value to  
SMART Local 80 and SMACNA Detroit



## LOCAL UNION ELECTED LEADERSHIP

- Business Manager / Financial Secretary Treasurer
- Business Agents\*
- Organizer / Marketing Representative\*
- President
- Vice President
- Recording Secretary
- Executive Board

\*May be appointed positions



## **LOCAL UNION ELECTION PROCESS**

- Candidate campaigning
- Association does not get involved with union election
- Transitioning to new Business Manager

## **EXECUTIVE BOARD (E-Board) and OFFICERS** *3-year terms*

### President

- Chairs E-Board and Union Membership meetings
- Delegates responsibilities

### Vice President

### Recording Secretary

- Minutes
- Runs meeting in absence of President / Vice President

### Executive Board

- Trial Board for member charges
- Approves expenditures

**E-Board meets monthly in advance of the Union Membership meeting** (union membership not present)

# **BUSINESS MANAGER and AGENTS**

*3-year terms*

## **Manager**

- Day-to-day operations of the Local
- Chief negotiator for union
- Establishing friendly relations with Employers, and defending the jurisdiction of SMART
- Managing hiring hall, grievances, organizing, labor/management relations, community outreach, and political advocacy

## **Agents**

- Responsible for all matters in geographical jurisdiction of the Local
- Boots on the ground – report to Business Manager

**Union Membership meets monthly**

(open to all union members)

# ORGANIZER / MARKETING REPRESENTATIVE

## *Appointed*

- Reports to SMART and Local Union
  - Subsidized salary
- New signatory companies
- Market Recovery programs
  - Tracking information together with Association office staff
- Works to secure market share



## JOINT TRUST FUNDS

- Union Trustees elected by union members
  - Detroit is elected – some Local's appointed
- Management Trustees appointed by Association
- Positions of Chairman and Secretary
- Relationship with the TPA (BeneSys)
  - Local 80 has Local Pension Fund vs. NPF
- Management and Labor working together

Joint Apprenticeship Trust Fund (JATC)





## NEGOTIATIONS

- Negotiation Committees
  - Union
  - Management
- Positions of Chairman and Secretary
- Less is More
- Informal *pre-meetings* are helpful - before proposals are presented
- Understand the issues for both sides of the table
- Schedule regular Labor Management meetings outside of negotiations



## **LOCAL GRIEVANCE PROCESS**

- Union Executive Board appoints Trial Board vs. National Joint Adjustment Board (NJAB)
- Management appoints Local Joint Adjustment Board (LJAB) representatives
- Less is More
- Keep timeline procedure in accordance to the CBA
- Research the grievance and have all details available for review
- Goal for Labor Management is to take care of the disagreement at LJAB level

# LABOR and MANAGEMENT

## Owning a Contractor Business and Managing a Union Hall

### CONTRACTOR BUSINESS

Revenue

Liability

Equipment / Supplies

Safety Procedures

Customer Service

HR / Non-Bargaining Employees

Personal Investment

### UNION HALL

Driven by

**CBA and SMART Constitution**

Labor Force Supply

Work Jurisdictions

Contractor Relations



## **RELATIONSHIP between EXECUTIVE DIRECTOR and BUSINESS MANAGER**

- Labor Management Committee meetings
- Solving issues before grievances are filed
- Inner-office administrative staff relations

**Communication**

**Trust**

**Respect**

***SMART General President Mike Coleman***