



Belonging and Excellence for All (BE4ALL) is a joint effort by SMART, SMACNA, and the ITI to create an industry-wide culture where everyone is welcome and belongs, including those from historically underrepresented groups, and where we all strive for the highest standards of performance and professionalism, resulting in a thriving unionized sheet metal industry that affirms the dignity and worth of us all. These Toolbox Talks are in support of this mission.

Many members have been fortunate to have at least one person in their career who has stood up for them, provided formal or informal mentorship, or has been there in times of crisis or need. BE4ALL is endorsing SMART's I Got Your Back Campaign as a way to promote this philosophy and to also recognize those who have stepped up and stood up for what's right and to reinforce a culture of paying it forward.

In a trade that relies heavily on teamwork, it is important to have each other's backs. Helping out when you notice someone struggling, or speaking up when you notice unfair treatment, can not only make the difference in someone's career but can also go a long way in boosting job site morale. Especially when someone is new to the trade, hazing or isolation on a jobsite will not be tolerated and can be very distracting and dangerous, leading to workplace injuries and a hostile work environment. And unfortunately, it is also why many individuals have left or maybe thinking about leaving this great trade.

Working in a setting where everyone feels valued and respected allows people to feel appreciated and

empowered, and comfortable asking questions or asking for help when they need it. Positive working relationships on the jobsite have been linked to better productivity and fewer injuries. The goal is to have industry team members spend less time watching their own backs and more time focusing on watching the backs of each other. Focusing on being a teammate – in our case – being a good crewmate.



Studies have shown that new employees, including apprentices, who receive support and mentorship are twice as likely to complete their training and remain successfully employed. A positive work environment has been shown to alleviate stress not only on the jobsite but in other areas of life as well. **We must support each other!**



Sheet Metal and Air Conditioning
Contractors' National Association, Inc.



International Association of Sheet Metal,
Air, Rail and Transportation Workers



International Training Institute.
For the Sheet Metal and Air Conditioning Industry

Let's strive so that every member will have had at least one person in their career who has stood up for them, provided formal or informal mentorship, or has been there in times of crisis or need.

Having someone's back can be small but can have a great impact.

Some examples include:

- Take the time to teach people to use tools and equipment properly
- Make sure that everyone has the correct PPE
- Have fun but not at the expense of others' safety or well being
- Make sure that everyone knows where and when to meet for the shift, for breaks, and in case of an emergency
- Step up if someone is displaying abusive behavior
- Share tools and lift time if limited on the job
- Stand up for positive communication when there is tension between co-workers
- Check in on your teammates and their well being
- Rather than gossip, address concerns in a direct and respectful manner

At the end of the day having each other's backs is the core of a strong union working environment. If there are any issues, please report them to your supervisor, your union representative, or your employer.

Crew Conversation and Notes: *Let's hear from you!*

(1) What are some ways that someone has had your back?

(2) How can you pay it forward?

(3) What are some ideas of how we can promote "Being a Good Crewmate" on this particular project, with this particular crew?

BE4ALL Toolbox Talk - On Being a Good Crewmate - Survey Questions

