

# UPDATE

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## From the CEO's Desk

### FCA Annual Council and FIF -- Two Events You Don't Want to Miss

"FCA is here to stay." This is a quote that I have heard Chairman Ed Smith say multiple times and I could not agree more. More than 14 years ago, some of the great minds of our industry came together to create a contractors association to represent the employers throughout North America. Now more than ever, this proves to be one of the best tools our contractors have.

This past month, record numbers of contractors came from around North America to participate in the only contractor event in our industry, the 2011 FCA Annual Council, held in Chicago.

"I enjoyed it and walked away with useful information for my region," said Kim Clerkin, Executive Director of the Interior Finishing Contractors Association.

"All of the scheduled meetings are always informative; just picking up one bit of information makes them worth it," said Donald Vulich, President of Endurance Painting. "And Steve Burton's presentations are always very beneficial. He provided very solid information."

The Annual Council focuses on education, networking and planning as we unite our contractor community to gain market share. This event, along with the LMCI's Finishing Industries Forum (FIF), should be the first two items you put on your calendar each year.

FIF provides a venue to meet with our labor partners and collectively discuss industry issues while getting information from some of the best leadership and industry professionals in the world. **Mark your calendars for next year's FCA 2012 Annual Council scheduled for May 16-18, in Hawaii and this year's FIF, in Las Vegas, October 31 – November 3, 2011.**

### FCA Branding

FCA is launching an interior branding campaign in the coming month focused on the brand identity of FCA within our industry. Along with the focus on FCA, we will include a tag line of "International" on our letterhead and publications as to be recognized as an international community of contractors. Please visit [FCA online](#) in the coming months for additional information.

## Annual Council Recap

On behalf of our industry, we want to thank everyone for understanding the value of networking and coming together and attending the Annual Council in Chicago this past month. The event was a big success and many great things came

out of it. We also want to thank FCA of Illinois for sponsoring a portion of the event and FCA of Chicago for their hospitality during our stay in their great city.

### **Plenary Sessions**

Featured at this year's plenary sessions was Jono Bacon, author of four books including *The Art of Community*, and George Lucas, author of *The One Minute Negotiator*. Jono Bacon's discussion focused on the value of communities and what opportunities they bring, and George Lucas advised how to proficiently manage the process of ongoing negotiations.

Both speakers were highly insightful and gave those in attendance plenty of ideas and advice to take back to their respective companies.

### **Breakout Sessions**

These informative sessions featured Jono Bacon, Carey Peters, George Lucas and Stephen Burton.

#### ***The Opportunity of Community***

Jono Bacon led this interactive session and brought participants together to identify which opportunities are of the most interest to FCA contractors.

#### ***Construction Labor Trends***

Carey Peters, Executive Director of the Construction Labor Research Council, provided an overview of labor trends in the construction industry.

#### ***Effectively Positioning Your Firm for Greater Success***

During this session, George Lucas of U.S. Learning, Inc. led a discussion focused on positively influencing how others and you view your company.

#### ***Managing the Process of Negotiations***

Steve Burton, attorney at law at Felhaber, Larson, Fenlon & Vogt and FCA legal counsel, gave participants advice on how to prepare for negotiations prior to meeting at the bargaining table as well as the common protocol during negotiations.

### **Advisory Committee Meetings**

FCA's Advisory Committees met during the Annual Council where each committee reviewed FCA's new Committee Structures and Guidelines document and discussed creating a mission statement for each respective committee.

Dan Penski, Director of the FTI, also met with many of the trade committees to provide an update on the new Apprentice Standards. He indicated that the new program is a competency-based training system where apprentices will have to pass different levels of written and physical assessments required throughout the program.

Here's an [update](#) on the latest committee activities and minutes from the meetings at the Annual Council.

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## **Labor Management**

### **Hawaii Labor Management Meeting**

The LMCI put together a labor management meeting in Hawaii that created great discussions on both sides. The leadership of PDCA of Hawaii Association Executive Ray Fujii, and the BM/ST of DC 50, Lynn Kinney, brought representatives from both side to discuss industry issues and how to bring more value to the customer. Both LMCI Administrator Kevin LaRue and FTI Director Dan Penski provided information to the contractors on the value of LMCI and FTI. A breakout session of contractors and FCA led to great discussions with labor resulting in a commitment to continue to do what is necessary to collectively move forward.

### **Cape Cod Labor Management Meeting**

FCA participated in a tremendous labor management meeting between the Painting and Finishing Employers Association of New England, Glass Employers Association of New England and DC 35. Tom Gunning, Executive Director

for both associations, and Jeff Sullivan, Business Manager/Secretary Treasurer for DC 35, provided excellent leadership for this event.

The morning speakers including James Williams, General President of the IUPAT, Kevin LaRue, Administrator of LMCI, and Anthony Darkangelo CEO of FCA. Also featured, was an outstanding presentation by Mark Breslin that focused on the value of labor and management working together to grow market share and improve the union construction industry as a whole.

Afternoon activities included team building events that allowed for open conversation and sharing of ideas in a comfortable setting. It was truly an excellent event that ended with great progress and momentum as we move forward.

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## **Advisory Committees**

### **FCA Trade Advisory Committees' Name Changes**

In an effort to better embody our members, FCA's trade Advisory Committees updated their names to better reflect those they represent. The new trade Advisory Committee names are: Architectural Glass and Metal Contractors Advisory Committee, Drywall Finishing Contractors Advisory Committee, Floor Covering Contractors Advisory Committee, Industrial Coating Contractors Advisory Committee and Painting and Wallcovering Contractors Advisory Committee.

### **Architectural Glass and Metal Contractors Advisory Committee**

Guided by Terry Webb of Eureka Metal and Glass Services, Inc., the Architectural Glass and Metal Contractors Advisory Committee met during the Annual Council and created a task group that is developing the specifications of a journeyman glazier. When complete, these specifications are going to be given to the FTI so it knows what specifically architectural glass and metal contractors are looking for in a journeyman.

### **Drywall Finishing Contractors Advisory Committee**

Led by Chairman Tom Clerkin of Ceilings, Inc., the Drywall Finishing Contractors Advisory Committee is developing guidelines on the specifications of a drywall journeyman that will allow the FTI to know what drywall finishing contractors are looking for in a journeyman.

The Committee is also developing the FCA Interior Systems Document, which is a set of standards for drywall and paint and wallcovering in a single document. This document will be a valuable resource to both the architectural community and general contractors when it is completed.

### **Floor Covering Contractors Advisory Committee**

Kevin Sutherland of Commercial Floor Distributors, Inc., Chairman of the Floor Covering Contractors Advisory Committee, and Nick Carrillo, FCA Western Regional Vice President, attended the NeoCon show in Chicago, IL, at The Merchandise Mart. Both developed relationships with specific flooring mills and manufacturers when they showcased the growth of the committee. These types of relationships will create a more competitive buying environment for signatory contractor members of the committee.

For information about attending the 2012 NeoCon show on June 11 through 13, or for highlights from this year, please visit: [www.neocon.com](http://www.neocon.com).

### **Industrial Coating Contractors Advisory Committee**

The Industrial Coating Contractors Advisory Committee led by Chairman Mark Chuplis, of Cannon-Sline Industrial, Inc., continued to establish the requirements of an industrial painter. These standards will be used to define what an industrial coating contractor is looking for in a journeyman.

The Committee is also developing an ID Card System (INS) that will be used to track the training an employee has received. The INS will be a great resource for contractors as they select workers for jobs that require different types of training.

### **Painting and Wallcovering Contractors Advisory Committee**

Under the leadership of Co-Chairmen Paul Buzzin of LPC Limited and Todd Nugent of T.F. Nugent, Inc., the Painting and Wallcovering Contractors Advisory Committee is developing guidelines on the specifications of a painting and wallcovering journeyman that will allow the FTI to know what painting and wallcovering contractors are looking for in a journeyman.

The Committee is also developing the FCA Interior Systems Document, which is a set of standards for drywall and paint and wallcovering in a single document. This document will be a valuable resource to both the architectural community and general contractors when it is completed.

### **Business Practices Advisory Committee**

With the direction of Chairman Don Steadman of All-Tech Decorating Company, the Business Practices Advisory Committee is creating a technology survey to learn what the most effective technology and software is available based on contractor opinion. This survey will be used to create software suggestions that contractors can apply to their current operations to potentially minimize existing overhead costs.

### **Government Relations Advisory Committee**

Led by Acting Chairman Owen Smith, of Anzalone and Associates, Inc., the Government Relations Advisory Committee met during the Annual Council and decided to host quarterly conference calls on the first Monday of every quarter at 3 PM EST. These calls are going to cover legislative issues affecting the finishing industry and are going to be a great resource to keep contractors up-to-date with the most pressing legislative issues. Because the first call was originally scheduled on the Fourth of July, it has been rescheduled to August 7, at its regular time.

### **Safety Advisory Committee**

Guided by Chairman Randy Bender of Color, Inc. and Allied Construction Services, the Safety Advisory Committee met during the Annual Council and decided to post OSHA bulletins to FCA's website. The Committee continues to develop its Respiratory Protection Program that is intended to establish guidelines to protect employees from potential exposures to harmful concentrations of toxic air contaminants. This program will help employers as they work to maintain a safe work environment.

### **Workforce Advisory Committee**

Led by Chairman Mike Cassidy of Long Painting Co., the Workforce Advisory Committee met during the Annual Council and began to establish what makes a journeyman in the finishing industry. It is going to use the specifications it develops to aid FCA's trade Advisory Committees as they establish what a journeyman looks like in each committee's respective fields. Once complete, these standards will help to raise the bar and maintain the separation of quality work between union and non-union workers.

### **Young Leaders Network Meeting**

The Young Leaders Network met during the Annual Council and decided to host monthly conference calls on topics beneficial to young leaders. The first conference call is going to be Wednesday, July 27, at 1 PM EST. The Network plans to discuss its mission statement it is currently in the process of developing and establish topics for future calls. If you or someone you know is one of the people who will be leading this industry forward in the future, we encourage you to join in on these calls. Email [Nick Carrillo](mailto:Nick.Carrillo@fca.org) for more information.

### **Affiliate Executives' Council Meeting**

FCA affiliate leaders, led by Chairman Ray Fujii, came together in Chicago to share best practices on issues that provide value to their contractors and local industry. Much of the finishing trades industry's success is directly related to the quality of leadership represented by our affiliates and their understanding of the value of working together.

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## **Recognizing Contractors**

### **CREST Awards**

Eleven contractors earned national recognition from FCA for their commitment to running an effective and efficient safety program during the inaugural CREST Awards Banquet at the Annual Council. [Check out the complete list of winners and watch the presentation from the CREST Banquet.](#)

We want to again congratulate the winners and thank all of the companies that entered for understanding the importance of maintaining a safe workplace. Winners will present CREST Partnership Awards at FIF to the key labor representatives who provided support to their safety efforts.

Don't forget, registration for the 2011 entry-year CREST Awards opens January 1, 2012. Visit [FCA](#) online for more information as the registration date draws near.

## **Calendar**

**FCA Young Leaders Network Conference Call** – July 27, 2011 at 1 PM EST

**[Trustee Conference Call](#)** – July 27, 2011 at 2 PM EST

**FCA Government Relations Advisory Committee Conference Call** – August 9, 2011 at 3 PM EST

**FCA Drywall Finishing Contractors Advisory Committee Conference Call** – August 11, 2011 at 2 PM EST

**FCA Painting and Wallcovering Contractors Advisory Committee Conference Call** – August 15, 2011 at 3PM EST

**FCA Young Leaders Network Conference Call** – August 24, 2011 at 1 PM EST

**[FCA Finance Committee Conference Call](#)** – August 25, 2011 at 10 AM EST

**[FCA Nominating Committee Conference Call](#)** - August 25, 2011 at 11 AM EST

**FCA Safety Advisory Committee Conference Call** – August 26, 2011 at 10 AM EST

**[GLASSBUILD America \(NGA\)](#)** – September 7-9, 2011, Georgia World Convention Center, Atlanta, GA

**[FCA Board of Directors Conference Call](#)** – September 8, 2011 from 12-2 PM

**FCA Painting and Wallcovering Contractors Advisory Committee Conference Call** – September 12, 2011 at 3 PM EST

**[AWCI Industry Executives' Conference and Committee Week](#)** – September 13-17, 2011, Coeur d'Alene Resort, Coeur d'Alene, ID

**FCA Drywall Finishing Contractors Advisory Committee Conference Call** – September 15, 2011 at 2 PM EST

**FCA Young Leaders Network Conference Call** – September 21, 2011 at 1 PM EST

**[FCA Affiliate Executives Council](#)** – September 22-24, 2011, Missouri Athletic Club, St. Louis, MO

**FCA Safety Advisory Committee Conference Call** – September 23, 2011 at 10 AM EST

**[GreenBuild 2011](#)** – October 4-7, 2011, Metro Toronto Convention Center, Toronto, Ontario

**FCA Painting and Wallcovering Advisory Committee Conference Call** – October 10, 2011 at 3 PM EST

**LMCI's Finishing Industries Forum** – October 30 - November 2, 2011 Caesars Palace, Las Vegas, NV

**FCA and FCIF Annual Business Meetings** – November 3, 2011 from 8-9 AM PST, Caesars Palace, Las Vegas, NV

**FCA Board of Directors Meeting** – November 3, 2011 from 9:30 AM - 2:30 PM PST, Caesars Palace, Las Vegas, NV

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