



Workforce Development Committee
June 19, 2009
FCA Annual Council
San Diego, CA
Meeting Minutes

1. CALL TO ORDER

The meeting was called to order at 8:10 a.m.

2. INTRODUCTION OF ATTENDEES

<u>Committee Members</u>	
Mike Cassidy – Chairman – Long Painting Co.	Mike LeGood – Painters’ Collaborative Inc.
Ray Fujii - PDCA of Hawaii	Paul Buzzin – LPC Limited
Joe DeVingo – Village Glass and Metal, Inc.	Terry Webb – Eureka Metal & Glass services, Inc.
Todd Nugent – T.F. Nugent, Inc.	
<u>Guest Attendees</u>	
Steve Burton – Felhaber Law Firm	Don Gerken – Manhattan Glass Co.
Joe Maring – K. Schoening & Son	Mark Fowler – WWCCA
Don Steadman – All-Tech Decorating	Albert Carrillo – WWCCA
Frank Dunbar – Selecting Painting & Drywall Co.	Ian Hendry – WWCCA
Keith Stay – Theodore Stay & Sons	Bob Campbell – WWCCA
Bruce Marrow – Morrow Painting Inc.	Doug Hampton – Wilson & Hampton
Joe Clabbers – National Glass & Metal	Dave Stvartak - LMCI
Ron Kudla – Innovative Glazing Systems	Steve Murphy – Murphy Industrial Coatings
Kenneth Ober – Elite Painting Inc.	Chip Martin - FCA Affiliate Organizations of Southern CA
Peter Cafiero – Island Painting, Inc	Steve Murphy – Murphy Industrial Coatings
Ed Charles – Associated Wall & Ceiling Contractors of Oregon & SW Washington, Inc.	Rick Vandegraft – R.W. Vandegraft Painting & Decorating, Inc.
<u>FCA Staff</u>	
Tony Darkangelo – Vice-President	

3. OLD BUSINESS

- A. **Productivity Study.** Chairman Mike Cassidy explained the necessity of the contractors to provide the FCA with more projects needed to complete Productivity Study.

- B. **Minorities.** Chairman Mike Cassidy encouraged those in attendance to have an understanding of their local minority quotas. Rick Vandegraft – President of FCAI, provided information on the two year grant they received for 1.25 million dollars from the State of Illinois to help women in construction. Rick indicated it has been a very successful grant for women in the industry by providing daycare, travel, housing, and other items within the parameters of the grant including an administrator.

C. Recruitment.

- a. Terry Webb reported on the FTI recruitment efforts. Terry indicated the FTI recruitment managers have now visited a majority of the District Council Business Managers to offer assistance in local recruitment. FTI is also looking at leveraging the internet for the younger computer generation and has explored options of a national customized program using careerbuilder.com to attract possible workforce. The initial cost of approximately Two Hundred and Fifty Thousand (\$250,000.00) Dollars is being reviewed to see if other less costly options are available.
- b. Chairman Mike Cassidy asked what the contractors are doing for recruitment in their local areas. Contractors indicated that they were using www.craigslist.com, recruiting from non-union companies and getting manpower from other contractors who were not able to keep people employed in these economic times.

D. Top Workplace Performance.

- a. Chairman Mike Cassidy asked if Top Workplace Performance (TWP) has been implemented into the CBA and if so, has it been successful.
- b. Ray Fujii said in Hawaii it has been in their CBA since Feb 1 2008. Although they have met with contractors on this issue, they have had no activity with this program .
- c. Terry Webb said it has been very effective in Philadelphia stating “This has changed the culture”. The local union is providing better trained workforce because they do not want to deal with the termination of their union brothers.
- d. Mike Cassidy indicated that if TWP is going to work it is in the hands of the contractors to move this program forward.
- e. Discussion followed on the contractor’s concerns of the legal issues surrounding this program with the firing verses lay-off of their employees. FCA Legal counsel, Steve Burton provided insight on the legal issues to be aware of.
- f. Ian Henry stated that the contractors are part of the problem by not providing the union with the reason for the lay-off.
- g. Bob Campbell’s group in Nevada created a committee to develop a process to feed STP information back to the union but also a way for the employee to have this information. With their form, one copy goes to office, one to the employee and one to the union. This form was developed by the field personnel. Bob indicated it has been slow to be accepted but is taking on legs.
- h. LMCI liaison Dave Stvartak indicated that the workers want the TWP.
- i. Mike Cassidy suggested that STP should have a section on how to properly fire or lay-off. Dave Stvartak indicated this procedure varies form company to company based on company policy however; STP does cover the importance of following company policy and procedures. Conversation continued about the contractor’s liability with termination of employment.
- j. Frank Dunbar asked what the performance standards are for STP that employees are held too. Contractors commented that this should be developed in your organization. Mike Cassidy explained he is expecting capable trained journeypersons from the local union and is one of the reasons to be a union contractor. Discussion followed that it is also the

responsibility of the contractors to let the union know what the deficiencies are in the training so something can be done.

- E. **Integrated Management System (IMS).** Mike Cassidy explained the IMS to the committee on how it would track pension money and who the union employees are working for around the country. This system should provide all information pertaining to the contractor including the employee's skill levels. Mike indicated that this might be on hold as of last week. Terry Webb commented he would very disappointed if this program was on hold as a directive was given to FTI to further look at the issues of money and time to get this completed.

- F. **Journeyman Upgrade Training.**
 - a. Contractors discussed what they were doing in the area for upgrade training. Mike Cassidy provided information on their stepped pay scale in Seattle. After finishing the apprenticeship program the journeyman is required to pass a series of testing with the majority of the weight on hands-on performance. Mike explained how the journeyman moves from one level to the next based on their skill level which is connected to a pay increase. The value of this program is that it categorizes them so they can get additional exposure to increase their skill level at a reduced pay rate to the contractor. Once they have increased their skill level they may be retested. If they pass the criteria they will move to the next level with the pay increase.

 - b. Terry Webb asked Steve Burton if the Journeyman Upgrade Training could be added to the International Unions Constitution and would that be an appropriate place for it to be. Steve suggested that he believed it would be and this could be done.

4. NEW BUSINESS

A. Illegal Immigrants.

- a. Is the person an illegal immigrant that is sent to your office? The union has a moral obligation to make sure the employee is legal. Mike provided a referral check-off sheet that they are requiring the union to complete prior to sending out an employee. This requirement was put into the CBA.

5. ADJOURNMENT

- A. The meeting was adjourned at 9:50 a.m.