



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES

IUPAT LABOR-MANAGEMENT UPDATE

Good Afternoon All,

I wanted to send a quick note to inform you on some of the reasons why the IUPAT chose to terminate the LMCI.

The FCA mission statement is as follows:

"The FCA strives to improve the finishing contractors' businesses by providing programs, products and services and by establishing meaningful relationships with organizations that:

- **Expand work opportunities to gain or recapture market share.**
- **Improve contractor competitiveness.**
- **Inform and educate contractors.**
- **Improve the image and awareness of the organized segment of the industry by partnering with the IUPAT to ensure the availability of a superiorly trained workforce.**
- **Encourage the development of labor-management relationships and partnerships at local levels between IUPAT District Councils and local FCA affiliates."**

This mission statement was developed in 2008 when IUPAT and FCA relationships were at its peak and the IUPAT considered the FCA a "true" partner. IUPAT and FCA developed programs together for the industry under the FCA leadership of Ed Zaucha, Bob Swanson, and Ed Smith – to name a few.

This mission statement couldn't be further from reality today.

Reality

- **Expand work opportunities to gain or recapture market share.**

The FCA has given zero support to the Finishing Solutions Network (FSN). They say they want to expand work opportunities, but when the IUPAT spent \$1 million of our members dues money to start up FSN, an effort to convince chain hotels and retail establishment to give signatory contractors a chance to bid their work, FCA CEO Tony Darkangelo refused to provide lists of contractors interested in doing such work. IUPAT affiliates supported FSN and found success in areas such as New York, Chicago, and California through our relationships with contractors to recapture market share with no help from the FCA.

- **Improve contractor competitiveness.**

The FCA fought the formation of an independent glazing certification body to house both the contractor and worker certification. Even though their contractors wanted to move the North American Contractor Certification program to an independent body, the FCA fought this move at every turn. An FCA controlled certification does not provide any opportunities for contractor competitiveness. But nonetheless, the FCA demanded that it retain control of the certification. Luckily, like-minded partners were able to convince the FCA that this is not what the FCA's glazing contractors wanted and eventually moved forward with the independent group.

- **Inform and educate contractors.**

The FCA preaches to the choir. Their chairman, Mike Cassidy, recognizes that they do not represent all 7,000 contractors and chooses to ignore areas who have positive labor-management relationships. They inform and educate in their echo chamber and do not promote to the entire industry. They did however promote strikebreaking and included language on their website instructing contractors how to engage in strikebreaking. This is not what the IUPAT sees as a "partner".

- **Improve the image and awareness of the organized segment of the industry by partnering with the IUPAT to ensure the availability of a superiorly trained workforce.**

Supporting positions of contractors to work double breasted and promote non-union subcontracting language in contracts is not improving the awareness of the organized segment of the industry. This has been done in public forums by the FCA leadership team. Opposing initiatives (like increased industrial painting platform and containment work throughout North America) to expand work opportunities for IUPAT signatories which would result in more work hours to the Industry Pension Fund is not bringing awareness to the superiorly trained workforce.

- **Encourage the development of labor-management relationships and partnerships at local levels between IUPAT District Councils and local FCA affiliates.**

CEO Darkangelo inserting himself in local relationships does not constitute encouragement. His involvement in negotiations in areas to prolong work stoppages is another example of the disruption. This has been a consistent practice of CEO Darkangelo.

Under the leadership of Mike Cassidy and Tony Darkangelo, the FCA has done nothing but disrupt local relationships, acted as an impediment to programs designed to gain market share, and tarnish the image of the union sector of the industry. Completely contrary to a mission statement that the FCA promotes, but does not live up to. They cannot point to a single program they have developed to improve labor management relationships on a national or local level.

Maybe it is time for the FCA to update their mission to reflect their position as an adversary to their union partners.

The decision to terminate LMCI did not come lightly to myself, but the points I outlined are just a few of the reasons why I made that decision.

The days of the LMCI funding FCA to the tune of 2.5 million dollars per year are over.

-IUPAT General President, Kenneth E. Rigmaiden

Stay tuned for more updates on our progress!

