SMWIA MEMBERSHIP COMMITMENT

As we face unprecedented competition for the services provided by the membership of the SMWIA, we must recognize our sole marketable items are our skills, productivity and professionalism. To succeed we must show to the end user , be it contractor or client, that there is a value in using SMWIA members. This requires that each member conform s to and supports the CODE OF EXCELLENCE policy responsibilities set forth below so that our promise pf professionalism and productivity is met every day by every member. The future of our membership and the SMWIA is dependent upon our ability to establish our added value to employers and end users in the sheet metal industry.

Mark B Landau Local Union 83

SMACNA EMPLOYER COMMITMENT

The ultimate responsibility of managing the work and projects falls within the control of the employer. With such responsibility our signatory contractors have committed to manage their jobs effectively. Therefore, to build confidence and trust in the CODE OF EXCELLENCE policy, the employer MUST meet its responsibilities in addressing job performance issues.

SMACNA

Signatory Contractors

Ackroyd Metal Fabricators, Inc.
Adirondack Air Balance Co.
Danforth (John W) Construction LLC
J.H. Bennett Inc.
Besco Metals, Inc.
MCD Mechanical, Inc.
Mechanical Testing, Inc
MJL Adtek Enterprises, Inc.
J.E. Monahan Fabrications, LLC
J.E. Monahan Metal, Inc.
Monahan & Loughlin, Inc
Northeastern Air Quality, Inc.
Plattsburgh Sheet Metal, Inc.
K&L Sheet Metal
R&R Locker Company, Inc.
Elmsford Sheet Metal Works
Selby & Smith, Inc.
Technical Building Services, Inc
Titan Roofing, Inc
Kasselman Electric
VBI, LLC.
NEMC2

Sheet Metal Workers Local # 83

2015 Code of Excellence For Sheet Metal Industry

HVAC Industrial Architectural Metal

EXPERTISE

PERFORMANCE • TRAINING • STANDARDS

TOGETHER WE DO IT BETTER

Member Responsibilities

Working Time

First and foremost our members will adhere to our core principles of productivity, eight hours work, for eight hours pay.

All members shall adhere to established contractual starting and quitting times and shall meet their responsibility to their fellow members and employers by arriving to work on time and ready to work.

Break and lunch periods are limited to the time allowed by the contract, or agreement.

Members shall meet their responsibility not to leave the jobsite without proper approval.

When absent the member shall contact supervision in advance of their established starting time to confirm such absence.

All members shall be productive and efficient, with idle time kept to a minimum.

Personal cell phone usage and text messaging shall be limited to appropriate break times or lunch periods, or emergency use as defined by the local union Business Manager and Contractor.

Members shall meet their contractual responsibility to eliminate work disruptions on the job.

All members will work towards the goal of completion of projects on or under the allotted time.

Safety & Tools

Safety, being a primary concern for both our members and contractors, members will meet their obligation to perform work safely and effectively, following employer and industry established rules.

Members will meet their contractual and personal responsibility to utilize proper safety equipment and safety methods.

"Safety is our #1 Priority"
Safety First!
All our employees pass OSHA based safety training OSHA

In meeting their responsibility as highly skilled and qualified craftsmen, all members will carry the necessary and proper tools as required by the collective bargaining agreement.

Members shall meet their responsibility in taking care of the equipment and tools provided by the employer.

Fitness for Duty

Members shall meet their responsibility of being fit for duty by accepting work for which they have the requisite skills and training.

Members shall exhibit and maintain a level of craftsmanship recognized to be within the industry standard.

Members shall meet their responsibility to be fit for duty, with zero tolerance policy for substance abuse.

As representatives of their local union and the employer, all members will be professional in appearance.

The wearing or display of inappropriate materials shall not be tolerated. The Business Manager or his/her designee and leaders on the job will work with other members who have displayed unacceptable work habits so that each member on the job meets a standard of quality and productivity second to none.

Labor/Management Relations

Members will respect the property of the contractor and end users, and graffiti and other forms of destruction and waste will not be tolerated.

Members will respect all legal facility rules of the client and or end user.

Activities which cast the International Association or the local union in disrepute shall not be tolerated.

Any inappropriate behavior toward another member, group of members or any other employee on the jobsite will not be tolerated.

Inappropriate behavior toward customer or employer representatives will not be tolerated.

Employer Responsibilities

To address ineffective supervisors, including superintendents, general foremen, and foreman.

To ensure proper job planning, supervision and layout, to minimize down time.

To make available the proper types and quantities of tools, equipment and materials to insure job progress.

To insure proper maintenance, care, storage, and security for employer-provided and employee-provided equipment and tools.

To demonstrate to the customer the efficiency of our partnership, the employer will insure there are adequate numbers of employees to perform the work efficiently and conversely, to limit the number of employees to the work at hand.

To provide the necessary jobsite leadership to eliminate problems and provide effective solutions.

To enforce the necessary positive attitude with supervisors that the SMWIA local union, their members and the employer are working together.

To insure that jobsite leadership takes the necessary ownership of mistakes created by management decisions.

To eliminate unsafe work conditions and insure that proper safety training, equipment, and methods are utilized.

To address concerns brought forth by the Business Manager or his/her designee. If the problem is not resolved at the lowest level of management, the Business Manager or his/her designee may choose to address the issue with higher levels of management.

If the issue is not resolved, the local union or employer may call for a labor-management meeting to resolve concerns or issues

The Goal of the SMWIA Code of Excellence policy is to promote professionalism within the total membership of the SMWIA and a sense of pride in our membership.