

SECOND EDITION | 2016

THE METAL PRESS

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SMACNA GREATER CHICAGO



MEMBER SPOTLIGHT | Joe recognizes that the industry faces its share of challenges, but he remains optimistic about the future.

BOARD MEMBER SPOTLIGHT: A SHEET METAL STATE OF MIND

JOE PASSANNANTE, OPERATIONS MANAGER, CLEATS MANUFACTURING COMPANY, INC.



JOE PASSANNANTE

Our youngest board member, and standing Vice President, Joe Passannante, has a family history in sheet metal that has helped him

become a leader in the industry.

Joe joined the SMACNA Greater Chicago Board in 2010. By 2012 he was an officer serving as treasurer. Then, in 2014, Joe earned the position of Vice President of the board. "I'm honored to have the opportunity to continue to serve and contribute to this great organization and to the sheet metal industry," said Passannante.

His industry involvement carries into the Sheet Metal Workers' Local 73 Joint Apprenticeship Training Committee (JATC) where Joe serves as a chairman. Joe is extremely passionate about keeping the industry competitive and moving in the right direction. "The entire trade starts with this program," said Joe, "and we need to ensure that apprentices have the opportunity to learn

the skills necessary for staying on top of the latest technology within the industry. We owe it to each apprentice, and our industry as a whole, to provide the opportunity to complete the program with the highest and most current skill set attainable."

Joe started in the family sheet metal business while still in high school, joining the company full-time in 2004 after graduating from college. He is joined by his two brothers, Steve Jr. and Nick. Management classes at DePaul University prepared Joe to join the family business. Working in the exciting industry alongside his family members gave him the passion necessary to succeed.

"I'm proud of my family's history in the sheet metal business," said Joe. "My father, Steve Passannante Sr., has been a card-carrying union member for over 40 years."

Joe's late grandfather, Ernie DeLord, opened two businesses in 1964, Cleats Manufacturing Co. and Vent Products Co. During a time when most contractors fabricated their own sheet metal, getting into duct fabrication was a risk. It was also an afterthought that came about several years into the Cleats business. Vent Products designed and manufactured dampers and louvers. Today, their customer relationships

remain strong, and the family is grateful for the many employees who have stayed with the companies; some for more than 20 years. The union blood was, and is, strong.

Cleats' volume, measured in pounds of metal, has increased substantially over the past several years thanks to the strong team currently in place. More importantly, pounds shipped per-hour-worked has also moved in the same direction. When asked about the current state of construction in the area, Joe said, "This is an exciting time to be in construction in Chicago—we have quite a bit of work in healthcare, tenant buildouts in existing buildings and new high-rise projects."

Joe added, "Rather than simply sending out individual pieces of duct and fittings, we have been preassembling extended runs of ductwork to include control dampers and fire dampers from Vent Products. This has increased the efficiency of our customers' field operations and saves significant time and money in their installations."

Joe recognizes that the industry faces its share of challenges, but he remains optimistic about the future, and hopes his involvement on the board, plus his hunger to learn and improve, will be impactful across the industry.

RE-ELECTIONS

Who is taking the lead within SMACNA Greater Chicago?

RE-ELECTED LEADERSHIP

On Tuesday, November 10, 2015, the SMACNA Greater Chicago board renewed the terms of the following officers for another year beginning January 1, 2016:

PRESIDENT
JAMES S. BILLARD

Hill Mechanical Group

PRESIDENT ELECT
KEN WIESBROOK

Wiesbrook Sheet Metal, Inc.

VICE PRESIDENT
JOSEPH PASSANNANTE

Cleats Manufacturing Co., Inc.

SECRETARY-TREASURER
MICHAEL OBROCHTA

OB Industries, Inc.

The membership also re-elected the following Board Members for three year terms beginning January 1, 2016:

HANK J. ARTLIP

Artlip & Sons, Inc.

JAMES A. CESAK

Tal-Mar Custom Metal

WILLIAM COMFORTE

Climatemp Service Group, LLC

JOHN D'ANGELO

State Mechanical Services

JON P. HUDGENS

Elgin Sheet Metal Co.

TIM RUSSELL

GHC Mechanical, Inc.

Congratulations to these members who will serve as Officers and on our Board of Directors!

HANK J. ARTLIP | Appointed to the SMACNA Board of Directors

SMACNA + ARTLIP MAKE IT OFFICIAL



HANK J. ARTLIP

We are excited to announce that Hank J. Artlip, President of Artlip & Sons, Inc., is now serving a four-year term on the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) Board of Directors. Hank sees this as an opportunity to give back to an organization and an industry that have given him so much.

Taking an active role in the industry is important to Hank. His current involvement consists of:

- * Board of Directors, SMACNA
- * Board of Directors, SMACNA Greater Chicago
- * SMACNA-IFUS Board of Trustees - Chair
- * JATC - Trustee
- * Labor Management Cooperative Committee (LMCC) - Co-chair and Trustee
- * Industry Fund - Trustee

Hank has served in the past as president of the SMACNA Northeastern Illinois chapter.

It's pretty obvious that this is what Hank was born to do. Working with his father and two brothers at Artlip & Sons,

the family enjoys getting work done together. When asked what he loves most about what he does, Hank said, "The people I get to work with every day. That includes everyone from staff, to customers and trade partners. There are challenges and obstacles every day, and it's the way everyone works together to resolve them that can define us. It can be very difficult at times, but it can also be very satisfying."

The majority of Artlip & Sons' work is in the service sector, and that is what Hank hopes to focus on at the national level. "Service is an important part of what we do as a company and a strength we share with many SMACNA members," said Hank. He's looking forward to his first meeting as a Board member in January.

All of us at SMACNA Greater Chicago congratulate Hank on this prestigious, and well-earned position. We look forward to seeing the great things we know Hank will accomplish!



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FACEBOOK.COM/SMACNAGREATERCHICAGO



SAFETY STUFFERS | The new Safety Stuffer campaign reminds our employees to not be “Dead Men Walking.” Order yours today!

THE SAFETY APOCALYPSE: WHERE ZOMBIES LIVE AND INJURIES DIE



Just as the zombie apocalypse is intended to eliminate human life, the safety apocalypse is meant to eliminate injury. In SMACNA Greater

Chicago’s new safety stuffer program the “walking dead” are used as a reminder for workers to follow safety rules that will keep them “walking alive.” The new safety paycheck stuffers embody real-life dangers, using the “already dead” to point out very serious dangers.

SMACNA Greater Chicago wants to help contractors keep their workers as safe as possible. The off-beat and trendy

themed stuffers are designed to help members reduce, or even eliminate, worksite injuries through consistent, attention-getting reminders.

NOT CURRENTLY A PART OF THE SAFETY STUFFER PROGRAM?

Contact SMACNA Greater Chicago at (708) 544-7007 or email at tony@smacnagreaterchicago.org



SMART® | "I Want Smart" is the new marketing campaign from Local 265.

MARKETING SMART

SMART PARTNERSHIP

The Labor Management Cooperative Committee (LMCC) of SMART (Sheet Metal, Air, Rail and Transportation) Local 265 and its contractors have come together, once again, to show the industry what happens when Labor and Management work together. This partnership has already succeeded in developing a self-funded Bonding Program, Random Drug Testing Program, a Scholarship Program and a Residential Rebate Program. In addition to the extremely successful marketing endeavor described in this article, they are in the process of launching a Roof Warranty Program.

SMART MARKETING

This passionate and positive team is determined to spread their message via their new "I Want SMART" marketing campaign. Putting value, quality and trust first, Local 265 and its contractors have their priorities straight, and they know how to market. John Daniel, FST/ Business Representative SMART Local 265, was instrumental in developing and implementing a new marketing strategy. He was charged with creating a new and exciting marketing platform.

"I WANT SMART"

The campaign name, "I Want SMART", promotes the residential service and

retrofit contractors of Local 265 who use the Residential Rebate Program. The rebranding effort involved creating a new logo and website, which John stated was, "not at all frightening, but exciting." He had the support of the LMCC, along with full autonomy from former Business Manager John Boske, which continues with Local 265's current Business Manager, Chuck Ruegge. "I'm pleased to be a part of the campaign," said Chuck. "And we are all excited about the opportunities it will yield for everyone involved."

WHY SHOULD "I WANT SMART?"

SMART Local 265 realized that the non-unionized sector had a competitive advantage, and it was not their price point or their value point. Market research showed that their contractors' pricing was competitive and, paired with their rebate program, they could win the work. The competitive advantage was the amount of resources the non-unionized sector was investing in advertising.

Funding for the marketing campaign and customer rebate program comes from contributions to the LMCC fund. John said, "It's easy to be passionate about a program that really works. The customer gets a quality job, value for their hard-earned dollars and a contractor they can trust. It's a simple concept; when our contractors get the calls, our membership works and the customers get what they pay for. It's a win, win, win."

WHAT ELSE IS SMART?

With a 300% ROI and growing, the program has been a huge success since its inception in March of 2014. Currently, the campaign includes advertising on six radio stations, sponsorship of the Lou Manfredini show and the full Black Hawks radio season. Pair this branding activity with a responsive website, a strong SEO campaign, social media and blog components, and the campaign performs. Chuck stated, "As the campaign continues to mature, we are identifying more opportunities. This heating season, we have launched a digital/email marketing campaign targeting 1.2 million digital impressions and 200,000 emails to residents who live in homes that are 12-17 years old."

The LMCC management co-chair, Hank J. Artlip, is very excited about the energy and direction of this marketing campaign. The short-term "call to action" techniques and long-term branding strategies built into this campaign will continue to create opportunities for contractors and members alike.





LEGISLATION | A brief overview regarding the current legislative climate.

LEGISLATIVE HIGHLIGHTS

As each of you knows, there are many legislative topics at the forefront of our industry. Below are two of the top national topics that SMACNA National and SMACNA Greater Chicago are closely monitoring.

In addition to the newsletter, we will continue to keep our members updated via our website, email and letters from Tony Adolfs, SMACNA Greater Chicago's Executive VP, on the more pressing issues. New this year, we will utilize Facebook to communicate hot legislative issues, so please "like" and follow our page at [facebook.com/smacnagreaterchicago](https://www.facebook.com/smacnagreaterchicago). We encourage open communication regarding these and other topics.

FACEBOOK TIP: If you don't see our updates in your news feeds, try engaging with our page (like, comment, share, etc.) a few times to indicate to Facebook that you truly are interested in its content.

SMACNA CONTINUES WORK ON MULTIEMPLOYER PENSION COMPOSITE PLAN DESIGN

While legislative language is ready, a Composite Plan bill has not yet been introduced; SMACNA continues to work to have them included in another moving legislative vehicle. Composite Plans would combine the best features of traditional defined-benefit (DB) plans and individual 401(k) plans. The new design would feature:

- Shared risk between employer and participants
- Lifetime benefit
- Voluntary switch from current plan to Composite Plan
- Labor and management support of the proposal
- Legacy Plans must be maintained according to PPA Rules
- No withdrawal liability moving forward (no need for PBGC – Pension Benefit Guaranty Corp.)
- Composite Plans must be conservatively funded, and at 120%, to avoid funding issues during times of stock market volatility

Action on Composite Plans is being stalled by those who want to undo the benefit suspensions included in the final Multiemployer Pension Reform Act (MPRA) law.

CADILLAC TAX POTENTIALLY DELAYED BY TWO YEARS

Congress may provide some relief from the Affordable Care Act's Cadillac tax, the 40% excise tax on "high cost" healthcare plans that is scheduled to be effective in 2018, by pushing it back by two years. The potential delay discussion is not confirmed, but would move the tax's effective date to 2020. The common belief is that President Obama would accept a second bill. No final decision has been made but bargaining parties are developing their healthcare strategies for 2017 and beyond now. While there may be a two-year delay in implementation of the tax, a full repeal is not likely.

The Senate, although it made significant changes to the House reconciliation bill, kept a provision to repeal the Cadillac tax. It also includes provisions to repeal the medical device tax and to bring the individual and employer mandate penalties to zero dollars. The president is expected to veto the legislation when, as expected, the two houses come to final agreement on the Reconciliation bill.

NEW MEMBER WELCOME

WELCOME NEW ASSOCIATE MEMBERS

SMACNA Greater Chicago welcomes three new associate members. With each new member we grow not only bigger, but stronger. We welcome our new members and know, with their involvement, SMACNA Greater Chicago will accomplish many good things in 2016.



FLEET MANAGEMENT

NEW ASSOCIATE MEMBER

Welcome to SMACNA Greater Chicago!

ENTERPRISE FLEET MANAGEMENT

Drew Kellogg
395 Roosevelt Rd.
Glen Ellyn, IL 60137
Phone: (630) 534-7785
www.efleets.com
drew.m.kellogg@efleets.com



NEW ASSOCIATE MEMBER

Welcome to SMACNA Greater Chicago!

NELSON INSULATION COMPANY

Paul Ottolino
366 Hollow Hill Dr.
Wauconda, IL 60084
Phone: (847) 526-8333
www.nelsoninsulation.com
pottolino@nelsoninsulation.com



NEW ASSOCIATE MEMBER

Welcome to SMACNA Greater Chicago!

NELSON THERMAL INSULATION & FIRESTOPPING

Sean Necas
366 Hollow Hill Dr.
Wauconda, IL 60084
Phone: (847) 526-8333
www.nelsonthermal.com
snecas@nelsonthermal.com



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TOM SZYMCHAK (LEFT)
TONY ADOLFS (RIGHT)

SMACNA CHAPTER EXECUTIVE OF THE YEAR | Congratulations to our very own Tony Adolfs!

SMACNA'S CHAPTER EXECUTIVE OF THE YEAR IS RIGHT HERE



SMACNA's 72nd Annual Convention was extra special this year. Our very own Tony Adolfs was the recipient of the Petersen-Dunn Chapter Executive of the Year Award!

Each year, SMACNA evaluates chapter executives who unceasingly strive to make a difference, and as many as 80 capable executives are up for the award. Vincent R. Sandusky, CEO of SMACNA, said, "SMACNA reserves this award for the executive who has had the greatest positive impact on the industry, the SMACNA members' business environment and the capabilities of their SMACNA chapter."

Tony is particularly strong in collective bargaining and in the legislative arena, and has an unrivaled passion for what he does. SMACNA's leadership thinks of Tony as "the epitome of a well-rounded exec" who is there when the organization needs him. His overall commitment to SMACNA, SMACNA Greater Chicago and the sheet metal industry as a whole propel Tony to the top of the list.

Tony first joined this industry as a college intern, and after graduation was hired on as a Safety Director at SMACNA Chicago. He has invested over 24 years in the sheet metal industry. His involvement today is stronger than ever. In 2014, he spearheaded the formation of the new local SMACNA chapter by merging the Northern Illinois and Chicago chapters into one. This merger has allowed for additional resources, opened networking

between contractors signatory to Local 265 and Local 73, improved overall communication.

Sandusky stated, "While there are many factors that led to Tony receiving the Executive of the Year Award, it was the seamless merging of two major chapters into one that really caught our attention. He worked with the leadership of both organizations to communicate the benefits of the merger and then shepherded its execution."

This is not Tony's first recognition within the organization; in 2003, he received the SMACNA Chapter Executive Legislative Advocate of the Year Award. He attributes his success to a culmination of all of his work over the years.

Congratulations, Tony!

SMACNA GREATER CHICAGO'S ANNUAL CONFERENCE | Pelican Hill, California

THINK SPRING AND SAVE THE DATE: SMACNA GREATER CHICAGO'S ANNUAL CONFERENCE

Where do pelicans go to enjoy the warm coastal water of southern California? Pelican Hill.

Mark your calendars now to attend SMACNA Greater Chicago's Annual Conference at Pelican Hill in southern California. The 2016 conference will be held April 14 through April 17, 2016.

You can share the perfect spring habitat of the California Brown, or even the charismatic White Pelican, at Pelican Hill Resort. This year, SMACNA Greater Chicago will teach, lead and entertain members at this elegant golf and spa resort near Newport Beach, California.

Keep checking the SMACNA Greater Chicago website and your mail for more details.



RATINGS | Top 600 Specialty Contractors

ENR'S SPECIALTY RANKS

Each year, Engineering News-Record (ENR) publishes the Top 600 Specialty Contractor "who's who" industry rankings. This year, SMACNA Greater Chicago member – The Hill Group of Franklin Park – ranks number one in the sheet metal category and number 69 overall. Westside Mechanical of Naperville came in at 226. Congratulations to both!

SMACNA National did the math and this year's revenues from SMACNA members comprise 57% of ENR magazine's top 50 mechanical contractors and 63% of the sheet metal category. Eleven SMACNA members are in the top 20 firms in sheet metal with a combined revenue of \$434.2 million. The sheet metal category total is \$692.5 million. Twenty SMACNA contractors rank in the top 50 mechanical firms with a total revenue of \$8.6 billion. The mechanical section total is approximately \$14.9 billion.

The Oct. 26 article also recaps top specialty contractor executives' opinions on industry conditions and trends. These contractors categorize current conditions

as "the good old days." Everything is not perfect, but specialty contractors are enjoying a steadily growing market and are having more say on project design.

SMACNA National also denotes the following industry trends:

- The market is strong. There is less worry about the bottom falling out of the business.
- Contractors must be cognizant of world turmoil and be prepared for a sudden shift.
- Competition is still intense, but firms are using risk-assessment tools and are more cautious on bids.
- Owners increasingly are embracing the growing trend of alternate project delivery.
- The subcontractor is becoming the designer.
- Owners are integrating subcontractors into the contracting team earlier in the building process.
- The labor war is about building the next generation of talent.

*EXCERPT COURTESY OF DECEMBER 2015 SMACNEWS.

RETIRING | Julie Daddono retires from SMACNA Greater Chicago after 24 years.

JULIE'S NEXT CHAPTER



Julie Daddono retired at the end of October after serving more than 24 years with the SMACNA Greater Chicago

chapter. It is time to start a chapter of her own. Leaving her former life as a dedicated SMACNA Greater Chicago Executive Assistant was bittersweet. She brought a presence that was bold and unique and as her coworker, Janis Mennella, states, "Her sense of humor brought additional positivity to the work environment." She worked hard and was an important player in our industry. Congratulations, Julie!



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MARKETING | An overview of the presentation given by Nehlsen Communications at the November RBM.

FIVE NEW WAYS TO MARKET YOUR BUSINESS

IN CASE YOU MISSED IT

SMACNA Greater Chicago wants to keep contractor members up-to-date on services that can help their businesses grow and succeed. That's why we offer outside-industry speakers at our Regular Business Meetings. In November, we asked Nehlsen Communications to present "New Ways to Market Your Business" to better acquaint members with some of the newer marketing techniques that are effective alone, or in conjunction with more traditional methods.

GO MOBILE AND INCORPORATE VIDEO

Technology has streamlined and automated design and construction. It has also changed the way we communicate - both with our workforce, and to the outside world. Smartphones and tablets have revolutionized construction, adding mobility solutions to every process. It is important to realize that while GCs, architects and engineers are viewing their designs, bids and plans on mobile devices, they are also viewing your website on their mobile devices.

In a tightly-packed twenty minutes, Crystal Milburn and Mitch Seifert of Nehlsen Communications described the importance of mobile websites, as well as how to keep both mobile and non-mobile websites relevant, interesting and engaging.

"A website is only a useful sales tool if it can easily be found," said Mitch. "Without search engine optimization your site will show up at the bottom of Google listings." Mitch and Crystal stressed that "content is king," cautioning contractors to pay close attention to the message and the quality of content on their business sites.

Adding video to a site is another way to boost Google rankings while showcasing your company brand. Once again, the content of your video is critical to its effectiveness. "One-third of all online viewing is video," Mitch pointed out. "People prefer watching videos to reading content, and have greater recall when information is presented in a video format."

DIGITAL ADS WITH BRAINS

"For an extra boost to organic traffic," Mitch explained, "digital ads provide cost-effective advertising with the ability to target specific audiences. These are paid ads designed by you and served by Google or other third parties. You determine the budget you want to spend and customize the ad to your liking. The best part? If you follow a pay-per-click model, you only pay when a user clicks on your ad. When the user clicks on your ad they are directed to the page on your website that you choose - usually the page most closely related to the topic they were searching when they saw your ad."

Crystal described digital ads like

the pack of gum you grabbed while standing in line at the checkout - you needed it, but forgot until it was served up to you in a noticeable fashion. For those who see the gum but opt not to buy it this time (potential buyers, researchers), digital ad technology can serve gum-related ads as those potential buyers continue shopping at their next stops. This is called remarketing and it allows you to keep your product or service top-of-mind to a consumer who indicated they had a need you could fulfill.

BLOGGING IS NOT JUST FOR THE BIRDS

We know you must be thinking that blogging is for the birds, but we can think of only one bird who is into it: Larry the Twitter Bird. Blogs did not start out as a business tool but quickly gained traction when marketers noticed that consumers were using the internet to seek out information from new and alternative sources.

Because web content tends to remain relatively static, blogging is a way to keep content fresh and interesting to visitors. The best website is a living, breathing entity that changes to meet the needs of its visitors. While blogging is time-consuming, and often difficult to maintain, it is well worth the effort to keep your site constantly interesting and engaging. With new blog posts added

regularly, visitors have reason to keep coming back to your site. Changing blog content keeps your site relevant to your visitors and to Google, boosting your search rankings.

SOCIAL MEDIA BUTTERFLIES

Finally, a two-way conversation! With a known demographic and low price tag, social media is every marketer's dream, and one that the Nehlsen team described as readily accessible to all SMACNA contractors. Offering a more casual, honest forum for conversation, it's a great customer service tool, they explained, helping you get to know your audience, and allowing them to get to know you. Social media provides a platform where your personality can shine on a more even playing field. "Standing out is harder and harder," said Crystal. "You constantly have to be asking yourself what you can do to **1. stand out, 2. reach your**

desired audience, and, 3. stay within your budget. Social media fills the gaps! So, go find that inner social butterfly and report back to us with your success."

EMAIL MARKETING, REFINED

Mitch and Crystal explained that marketing via email messaging has come a long way, and still holds an important place in a well-rounded marketing plan. Email marketing tools have vastly improved and many are low budget.

"Constant Contact is our preferred platform," they said, "providing all of the wants and needs of a good

campaign. With it, marketers can utilize A/B testing to see which subject line performs best and "if/then" rules to make email automation a breeze, for starters. The possibilities are practically endless. More results-driven data is available now than ever before, so refining a campaign to be as ROI friendly as possible no longer takes so much guesswork."

Above all else, the message is to roll up your sleeves and get personal. These five new ways to market your business are effective and proven: video on your mobile website, targeted digital ads, shared expertise via your blog, getting social with your customers and/or keeping that conversation going via email campaigns. People tend to relate to other people before they relate to companies. And people buy from people they like. Show the people just how likable you are and we have every confidence that you will find that next level of success!



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POLICY UPDATE | Drug screening is a mandatory process for our employees.

MANDATORY RANDOM DRUG TESTING PROGRAM

STATISTICS

According to government research, construction workers are the second highest users of illicit drugs. The current percentage of drug use among all construction workers, including supervisors, is 15.1%; nearly double the national average. Installation, maintenance and repair workers average 9.5%. It's probably no coincidence then that overturned vehicles, violent acts, and, slips and falls were listed as the most common causes of fatalities at construction-related worksites.

Workers engaged in illegal drug use are more likely to have their job terminated, more likely to cause accidents on the job site and are more likely to miss work than non-users. All of this adds up to a huge economic impact on employers. Lost productivity, injuries and increased health insurance claims have forced employers to take decisive action to reduce the use of illegal drugs in the workplace.

According to the National Bureau of Economic Research, drug testing is,

"a highly effective means of deterring illicit drug use among current users as well as potential users." SMACNA Greater Chicago has partnered with ScreenSafe, a drug testing management organization with a knowledgeable background in Union policies, to implement random drug testing. With fewer drugs in the workplace we believe we can reduce risk and provide a safe and productive workplace for sheet metal workers.

REMINDER

We need your help in keeping our workplaces drug-free. It is each contractor's responsibility to get any and all employees registered with ScreenSafe. This includes new and existing employees. One hundred percent of Local 73's jurisdiction should be registered. Any employee not registered won't be in rotation for testing. This could have serious repercussions for all of us and, therefore, it is imperative that we all comply.

Conversely, we want to remove any employees who are no longer with us from the program.

REFRESHER

The program consists of a 50% and 10% random pool. All working members should be tested at least once every two years, but they are always in an ongoing 10% pool. The policy does account for reasonable suspicion and post-accident testing. All of it is tied to an employee assistance program. If a participant is non-compliant, the person must complete whatever their assigned counselor feels is necessary. That participant will also be on an accelerated testing schedule, which consists of tests that must be performed on the participant's own time in order to stay in compliance with the program. Their counselor decides what course of treatment is necessary and what their accelerated testing schedule will be.

FOR MORE INFORMATION

Tony Adolfs
(708) 544-7007 or visit
www.screensafeinc.com.

SCREENSAFE

Designated Representative Responsibilities

- * Register names of new employees with ScreenSafe.
 - o Send the completed Job Seeker Consent Form to ScreenSafe.
- * Send names of people who have left the company.

Information Needed:

Name, social security number/union card number, address, city, state, zip, and phone number.

For people who work 20 hours or more per week and are not a part of another union or bargaining unit.

Notify people who need to **test**.

After employee notified "**Notification Form**" must be emailed/faxed to ScreenSafe with time and date the person was notified.

Remind employee:

They need a **picture I.D.** or be accompanied by a foreman.

They need to test before the **end of the next business day**.

They should keep receipt **or** give to Designated Representative

They need to inform the testing site that they are testing **through ScreenSafe/Sheet Metal**

They need to give their **UNION CARD NUMBER/SOCIAL SECURITY NUMBER/LAST FOUR DIGITS**

Non-Compliant Participants

When you are notified about a non-compliant person this information **must** remain **confidential**.

A non-compliant person is **not allowed** to work until ScreenSafe emails/faxes a copy of the "**Release to Work**" form to you. The person must be **removed** from duty **immediately**.

Please **discretely** notify the person they are non-compliant. **Quietly and calmly** explain to them that you were notified of their **non-compliance** from ScreenSafe and they must leave the job site immediately. Inform the person they need to **call** ScreenSafe 877/727-3369.

SMACNA
GREATER CHICAGO



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HAPPENINGS | Annual Holiday Gala December 12, 2015

2015 HOLIDAY GALA

SMACNA Greater Chicago gathered its members for their 2015 Holiday Gala. This year's dinner and dance was held at the impressive Metropolitan Club in Willis Tower. Once the fog lifted, guests enjoyed not only a wonderful view of the city, but great food, excellent entertainment by the Chicago

Players and most of all, an opportunity to catch up with friends and guests.

Rocco Terranova, President and Business Manager of SMART Local 73 and Chuck Ruegge, President and Business Manager of SMART Local 265, were given a special welcome along with an introduction

of the past and current board members.

For those in attendance, it was a good way to kick off the 2015 holiday festivities. SMACNA Greater Chicago wishes all its members, families and friends a healthy, happy and productive 2016.





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