

the Partnership Connection

SMACNA

Columbia Chapter



SMWIA

Local 16

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Partnering for Excellence

By now, many of you will have seen the excellent video on partnership, *Keeping the Promise*, from SMWIA National President Sullivan and SMACNA National President Wilson. The video lays out a powerful vision for what our industry needs to do to remain competitive for the future. If you have not seen it yet, we encourage you to stop in at Local 16 and view it.

Over the past year the Local 16 and SMACNA Labor & Management Committee has been working to develop our joint marketing identity, promote unity and cooperation within our industry and create materials to promote our industry to our customers. This ties in closely with the shared vision of our Nationals in the video

The first marketing project to roll out is our new hard hat stickers featuring the joint logo. Wearing the logo on your hard hat is an easy way to start spreading the word on jobsites that you and your coworkers are part of the SMACNA & SMWIA team. These diamond shaped vinyl stickers are designed to go on the sides of your hardhat so they won't interfere with your company's logo or your name on the front.



When creating this design your Labor & Management Committee felt it was very important to succinctly convey to our customers the difference between us and our competitors. The words "**quality**" and "**value**" have been added to the logo to promote this difference. You will be seeing us use this logo and message on many future materials.

When placing these stickers on your hard hat it is important to think about what it means to live up to the promise that these two simple words imply. Just putting the sticker on your hardhat doesn't make it true; we have to be committed to achieving it!

The stickers are being provided by SMACNA and are being distributed through our contractors. **If you haven't received one yet, ask your employer for one!** Our next marketing projects include a large scale version of the hard hat sticker for SMACNA contractors to place on company vehicles and a bumper sticker for members of Local 16 to place on their personal vehicles.

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- Drug Testing Program Begins

Partnering for Excellence



Len Phillips, Business Manager
SMWIA Local #16



Tom Goodhue, Executive Director
SMACNA Columbia Chapter

The Sheet Metal Workers Trust Funds created this quarterly newsletter as a resource for our participants, members, and contractors. Our goal is to help you better understand and utilize your Health & Welfare and Retirement plans as well as your Training Programs by featuring timely articles on topics important to you. We will also keep you updated on key partnership activities of SMACNA Columbia Chapter and SMWIA Local #16.

SUMMER

BLAST



EXPLODES:

ALMOST 600 ATTEND!

The attendance at this year's Summer Blast event shattered the records of our first two years. The new venue of

Willamette Park in West Linn worked out great and let us spread out to have more fun.



Congresswoman Darlene Hooley even dropped by to chat and help us with the prize drawings! A big thanks once again to our generous SMACNA contractors, industry suppliers and vendors who made this great event possible.

Plan now to join us next year!



Jerry Galarneau Retiring from the HVAC & Metals Institute



After almost 40 years in the industry, including 18 years of award winning service in apprenticeship and training, the HVAC & Metals Institute's leader Jerry Galarneau is retiring at the end of this year.

Jerry started his sheet metal apprenticeship in 1967 and worked for many years at American Sheet Metal, Ted Nelson, R&J Metal Fabricators and the Lynch Company. In 1988 he became a part-time instructor in the sheet metal apprenticeship program and was promoted to Apprenticeship Coordinator in 1995.

Jerry came a long way from his early days making projects out of tin at the Beech Street School to leading the innovative training now conducted at our state-of-the-art HMI facility. Along the way Jerry earned a Bachelor of Arts Degree in Labor Education in 2003 and became a leader in

the Apprenticeship community, both locally and nationally. He recently received the Carl Sorenson Award for Outstanding Contributions to Apprenticeship and has served on the ITI's Accreditation Committee since its founding.

As Chair of the Sheet Metal Training Trust (JATC) Doug McQuown (Arctic Sheet Metal) has known and worked with Jerry on apprenticeship issues for many years and states that "Jerry has created a training program we can all be proud of and is leaving us with a solid foundation for the future."

When asked about the many highlights in his career, Jerry notes the transition to concentrated training as his most important accomplishment. "This was the best thing to do for our apprentices and the industry. The transition took some creativity to accomplish. The support I received from our contractors and membership to achieve this change has been very rewarding."

Jerry estimates that he has worked with over 600 apprentices during his tenure at HMI. He has been a teacher and mentor to many and a friend to everyone in the industry. We all wish him the best in his retirement.

Protecting Our Most Valuable Resource: Our Members

While many construction contracts now require drug-free workplaces and testing programs – there is a more important reason the leadership of Local 16 and SMACNA have put in place a new Drug-Free Workplace (DFW) program. **We care about the health and jobsite safety of every one of our members.**

SMACNA and SMWIA make a big investment in training and maintaining a skilled and competitive workforce – an investment we don't want to lose due to substance abuse problems. If a member develops a problem we want to help them recover and stay in the industry. On the opposite page you will find information about the DFW program. This new program, coupled with treatment and counseling opportunities available through our health benefits, will help us maintain our ranks. And it will make us safer at work and even more competitive in the marketplace.

New Drug Testing for the Sheet Metal Industry



What is the Sheet Metal Workers #16 Health Trust's Drug-Free Workplace Program?

The "DFW Program" is a joint effort of SMACNA and Local #16. It is managed by a professional Program Manager (Wolfgang Associates) and paid for by the Sheet Metal Workers #16 Health Trust. The DFW Program is intended to address the health and workplace safety consequences of the use of drugs and misuse of alcohol by those employed in the industry. It includes employee assistance for substance problems as a fundamental component.

◆ **When Does the Program Start?** The implementation date for the full program is January 1, 2007 for employers who have attended a program orientation, adopted the Policy, and notified their employees. Employers may join the Program thereafter after completing the same three steps.

◆ **What Are the Reasons for Testing?** The DFW Program includes several reasons for testing, including pre-employment, contract-required, random, post-accident, and reasonable suspicion.

◆ **What Testing Methods are Used?** The primary method for drug and alcohol testing is by urine screening at a certified laboratory,

with automatic confirmation of non-negative tests. Alcohol testing is ordinarily by breath analysis when there is reasonable suspicion of misuse.

◆ **Where Is the Testing Done?** There is a list of designated collection sites where employees can go to give specimens for testing. The designated sites have the proper paperwork (custody and control forms) and trained personnel to conduct the specimen collection correctly. The actual testing is conducted at a laboratory certified by the US Dept. of Health & Human Services, which follows the highest standards for sample receipt, handling, analysis and results reporting.

◆ **What About Use of Medicines?** Use of prescription or non-prescription medication is not a violation of the DFW Policy if the medication is taken in accordance with a lawful prescription or standard dosage recommendation. For safety, employees taking medications that might impair function are required to inform their employers (but not the name of the medication or the reason for taking it). If the laboratory reports a positive result, a specially trained physician (Medical Review Officer or MRO) will call the employee and speak with him or her. If there is a legitimate reason for the presence of the substance, the test will be reported as "Negative."

◆ **How are Results Reported?** The Program Manager sends wallet-sized "Drug-Free Workplace ID Cards" to the designated employer representative for individuals with negative tests (no unauthorized drugs or alcohol). Positive tests are reported to the employer representative by the Program Manager. The employer representative informs the employee about the steps needed to return to work.

◆ **How Does Random Testing Work?** The Program Manager uses a computer to generate random selections from individuals who are currently employed. The selections are communicated to the designated employer representative. Once notified, employees must proceed immediately to the closest collection facility to provide a specimen for testing.

◆ **What If I Test Positive?** Individuals who have positive tests are referred to the Employee Assistance Program to determine what kind of help they need to remain free of drugs and alcohol during working hours. They must agree to follow the evaluator's recommendations and have a negative test to return to work.

◆ **What Assistance is Available For Those with Substance Problems?** The Sheet Metal Workers #16 Health Trust sponsors an ongoing Employee Assistance Program. All members of Local 16 can use this resource, regardless of current eligibility for health benefits. Members are encouraged to contact the Providence Employee Assistance Program **BEFORE** they are tested if they need assistance with substance use:

Portland: 503.215.3561
Outside Portland: 800.255.5255

For additional information about the Sheet Metal Industry Drug-Free Workplace Program, contact the program manager:



Wolfgang Associates, Inc.
7220 SW Sylvan Court
Portland, OR 97225-3742
Tel: (503) 297-4113
Email: stopdrugs@aol.com

**Information? Questions?
Comments?**

If you have any questions or comments about your Health & Welfare or Retirement Plans, please call:

The William C. Earhart Co.,
Inc.

**Administrator of Employee
Benefit Plans**

503-282-5581
Outside the Portland Metro
Area, call: 1-800-547-1314

Write to us at:

P.O. Box 4148
Portland, Oregon 97208

Visit our main office at:

3140 NE Broadway
Portland, OR 97208
Office Hours: M-F from
9am- 5pm

Website:

www.wcearthart.com

(click on *Participant Login*)

Health Claims Department

Claims Analyst:

Contact: **Pam R.**

503-331-8207 or
1-800-547-1314 ext. 207

Claims Analyst:

Contact: **Vickie W.**

503-331-8238 or
1-800-547-1314 ext. 238

Pension Department

All claims or questions about:

Pension and Retirement

Contact: **Micah**

503-331-8224 or
1-800-547-1314 ext. 224

Backup Contact: **Simone**

503-535-1419 or
1-800-547-1314 ext. 419



Bookkeeping

Bookkeeper for:

**Premium Payments,
Hours Bank, COBRA and
Self-Payments**

Contact: **Patty**

503-331-8246 or
1-800-547-1314 ext. 246

Backup Bookkeeper for:

**Premium Payments,
Hours Bank, COBRA and
Self-Payments**

Contact: **Dawn**

503-535-1417 or
1-800-547-1314 ext. 417



P.O. Box 4148

Portland, OR 97208

Permit # 1006