

2

*SASMI I and  
SASMI II submit  
summaries of their  
annual reports*

3

*Re-cap of CLUW  
convention held in  
Pittsburgh*

# FOCUS ON FUNDS

3

*International  
Pension reciprocal  
agreement map*

4

*National Health  
Fund's Shopping with  
the Doctor - Part 4*

Vol. 9 No. 2

Sheet Metal Workers' International Association

February 1992

NTF

## *Training Experts Review NTF's Apprentice Programs*

**M**ore than 60 full-time sheet metal training coordinators recently attended a one-week session in Tucson, AZ to review up-to-date training problems and programs.

Three principal aspects of the discussions concerned the recruitment of qualified applicants for apprenticeship, the management of training facilities and offices, and the legal responsibilities of Joint Apprenticeship and Training Committees.

Some 47 local unions and contractor associations were represented in the discussions. About a third of the participants had previously received certificates as qualified graduates of the National Training Fund Instructor Training Program.



...continues as qualified graduates of the National Training Fund Instructor Training Program.

**"WITH THE DIMINISHED  
RECOGNITION OF TRADE  
JURISDICTIONS, FORCED BY  
CUSTOMERS, NON-UNION  
CONTRACTORS, AND OTHER  
BUILDING CRAFT UNIONS, WE  
MUST CROSS TRAIN FOR  
'SYSTEM MECHANICS' AND WE  
NEED YOUR HELP TO DO IT."**

JERRY OLEJNICZAK

NTF Administrator Jerry Olejniczak briefed the group on the revision of the NTF's Service Work Curriculum and on a recently designed Service Work Instructor Training Program. He urged JATCs to develop a better training program for service work technicians with an eye toward gaining more jobs for sheet metal workers during the slow periods within the construction industry.

Olejniczak also reviewed the new apprentice program for hazardous waste technicians, and discussed the importance of the NTF's TAB (Testing, Adjusting and Balancing) and Welding Certification Programs.

In a discussion of efforts to keep  
*continued on page 3*

## NOTICE

This issue contains important information about your rights under SASMI and SASMI-II (The Stabilization Agreement of the Sheet Metal Industry) as required by federal law. The information should be read and retained for future reference. See page 2.



# Jobs! Jobs!

## *SASMI CAP Helps Union Contractors Win Bids*

**N**ow, another graphic illustration of how the SASMI CAP program makes it possible for union contractors to win bidding contests which provide jobs for SMWIA members.

Some 18 members of Local 162 have been at work since December 1990 at the job site on a giant General Mail Facility in Sacramento, CA. During the same period as many as 10 SMWIA people have been employed in the shop of Robert A. Walker, Inc., a union contractor.

Work for these people on this job will continue well into the latter part of 1992.

"The local union people tell me that without the financial help from SASMI CAP, all this work would have been done non-union," says Louis Carullo, the SASMI Administrator in Washington.

The original decision had been to give the HVAC and architectural sheet metal work on this very big postal service project to a non-union firm from Salt Lake City.

With support from Local 162, Robert A. Walker Inc. protested the

results of the bidding. Then, using both the SASMI CAP benefits and the Local's Equality Fund, Robert A. Walker Inc. was able to make a winning bid for the job.



**SASMI CAP helped a union contractor win the job at this big facility.**

How big the project is can be seen from the fact that there are over 95 tons of metal now "in the air", and the amount will rise to nearly 140 tons when the job is done. In addition, there are 7,000 feet of architectural flashing which circles the huge facility three times.

"We congratulate Local 162 for its initiative in helping a union contractor to win a big contract that means jobs for our people through the

SASMI CAP program," says SMWIA President Carlough.

"Everyone knows that jobs are scarce these days, and in this thin market we've got to use the tools at our command. Thanks to the foresight of the SASMI trustees, SASMI and its special CAP program are helping union contractors compete more successfully.

"Remember, SASMI is here to help you," President Carlough reminds local unions and contractors.

SASMI's initials stand for the Stabilization Agreement of the Sheet Metal Industry. Employers pay 3% of wages into the SASMI fund, which helps SMWIA members who may be jobless or under-employed.

CAP stands for Comprehensive Assistance to Participants. Under CAP, eligible employers can arrange for CAP 1/2%—an additional contribution paid voluntarily by employers—to pick up a part of the tab for the cost of health, pension and other benefits for SMWIA members, thus reducing the contractor's costs and permitting lower bids on highly competitive jobs. (If the contractor happens to make windfall pro-

*continued on page 2*

## SASMI CAP [continued from page 1]

fits on the job, he is obligated to reimburse SASMI for at least some of the costs.)

The Equality Program has been adopted by many local unions. Under its provisions members of a local union toss a certain number of cents per hour "into the pot".

The contributed money goes to members working on a job where Resolution 78 wage concessions have been needed to win the contract for a union employer. The Fund helps bring the income of those members more or less up to the local average pay.

As they know from first-hand experience in Local 162, this system — SASMI CAP and the Equality Fund — really works: It produces jobs for SMWIA members. ■



**The new General Mail Facility in Sacramento, California has big dimensions. The sheet metal work is all union.**

## SASMI

### SUMMARY ANNUAL REPORT FOR NATIONAL STABILIZATION AGREEMENT OF SHEET METAL INDUSTRY TRUST FUND

This is the summary of the annual report of the National Stabilization Agreement of the Sheet Metal Industry Trust Fund ("SASMI"), EIN 52-1036457, a supplemental unemployment fund, for the period of January 1,

transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the plan).  
4. Loans or other obligations that are in default.

## SASMI II

### SUMMARY ANNUAL REPORT FOR NATIONAL STABILIZATION AGREEMENT OF SHEET METAL INDUSTRY TRUST FUND-II

This is the summary of the annual report of the National Stabilization Agreement of the Sheet Metal Industry Trust Fund-II ("SASMI-II"), EIN 52-1326001, a supplemental unemployment fund, for the period of January 1, 1990 through December 31, 1990. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 ("ERISA").

SASMI-II has committed itself to pay all claims relating to providing supplemental unemployment benefits incurred under the terms of the plan.

#### BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$6,992 as of December 31, 1990, compared to \$50,733 as of January 1, 1990. During the plan year the plan experienced a decrease in its net assets of \$43,741. During the plan year, the plan had total income of \$422,932, including employer contributions of \$410,529 and earnings from investments of \$12,403.

Plan expenses were \$466,673. These expenses included \$191,653 in administrative expenses, \$263,088 in benefits paid to participants and beneficiaries, and \$11,932 in other expenses.

You have the right to receive a copy of the full annual report or any

and parties-in-interest (that is, persons who have certain relationships with the plan).

To obtain a copy of the full annual report, or any part thereof, write or call the office of Louis Carullo, who is plan administrator, SASMI-II, 601 N. Fairfax Street, Suite 400, Alexandria, Virginia 22314 at (703) 739-7250. The charge to cover copying costs will be \$3.00 for the full annual report, or \$1.00 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 601 N. Fairfax Street, Suite 400, Alexandria, Virginia 22314, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the D.

The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 ("ERISA").

SASMI has committed itself to pay all claims relating to providing supplemental unemployment benefits incurred under the terms of the plan.

## BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$[4,401,910] as of December 31, 1990, compared to \$3,952,830 as of January 1, 1990. During the plan year the plan experienced a decrease in its net assets of \$8,354,740. This decrease includes unrealized appreciation and depreciation in the value of the plan assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$41,701,008, including employer contributions of \$40,048,112, employee contributions of \$0, realized losses of \$409,160 from the sale of assets, and earnings from investments of \$1,292,614, and other income of \$769,442.

Plan expenses were \$50,055,748. These expenses included \$5,216,858 in administrative expenses, \$44,838,890 in benefits paid to participants and beneficiaries, and \$0 in other expenses.

You have the right to receive a copy of the full annual report or any part thereof, on request. The items listed on Page 2 are included in that report.

1. An accountant's report.
2. Assets held for investment.
3. Fiduciary information, including

6. Transactions in excess of 3 percent of plan assets.
7. Benefit insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Louis Carullo, who is plan administrator, SASMI, 601 N. Fairfax Street, Suite 400, Alexandria, Virginia 22314 at (703) 739-7250. The charge to cover copying costs will be \$3.00 for the full annual report, or \$1.00 per page for any part thereof.

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part thereof, on request. The items listed below are included in that report.

1. An accountant's report.
2. Fiduciary information, including transactions between the plan

should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefits Programs, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216. ■

# FOCUS ON FUNDS

Sheet Metal Workers International Trust

Sheet Metal Workers National Health Trust Fund

Sheet Metal Workers National Pension Fund

SMW+

National COLA Fund  
Edward F. Carlough Plaza  
601 N. Fairfax St., Suite 500  
Alexandria, VA 22314  
(703) 739-7000 1-800-231-4622  
For Plan Participants Only  
Walter W. Carlough, Fund Administrator

National Training Fund for The Sheet Metal and Air Conditioning Industry  
Edward F. Carlough Plaza  
601 N. Fairfax St., Suite 240  
Alexandria, VA 22314  
(703) 739-7200  
Gerald Olejniczak, Administrator

National Energy Management Institute  
Edward F. Carlough Plaza  
601 N. Fairfax St., Suite 160  
Alexandria, VA 22314  
(703) 739-7100  
James T. Golden, Administrator

SASMI-Stabilization Agreement of the Sheet Metal Industry

SASMI II-Stabilization Agreement of the Sheet Metal Industry-II  
Edward F. Carlough Plaza  
601 N. Fairfax St., Suite 400  
Alexandria, VA 22314  
(703) 739-7250 1-800-858-0354  
Louis Carullo, Administrator

Sheet Metal Occupational Health Institute  
1750 New York Avenue, N.W.  
Washington, D.C. 20006 - 5386  
(202) 783-5880  
Gary Briggs, Administrator

Alcohol, Substance Abuse Employee Assistance Program  
1750 New York Avenue, N.W.  
Washington, D.C. 20006 - 5386  
(202) 662-0886  
John "Jack" McCabe, Director

Change of Address coupons should be sent to: Focus on Funds,  
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Washington, D.C. 20006 - 5386.

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(continued from page 1)

increasing the effectiveness of apprentice training, the NTF Administrator brought the group up to date on the program for CAT - Concentrated Apprentice Training, in which book-learning sessions are grouped in two or more week-long programs a year. He



The conference allowed more than 60 training coordinators the opportunity to exchange ideas mutually beneficial to their respective training programs. Seated left to right: Richard Gatewood, Dallas/Fort Worth and Clarence Neese, Washington, DC.

also discussed a new study conducted by Ohio State University for measuring the competency of apprentices.

Other discussions at the meetings involved the SMWIA's Youth to Youth Program, the status of women in apprenticeship programs, and the study conducted for the NTF by the Richard Day Research Associates on the attitudes of Sheet Metal Apprentices.

Tony Swoope, a fellow sheet metal worker who serves as the Acting Director of the Federal Bureau of Apprenticeship and Training, and William K. Ecklund, Counsel for the NTF, generated some very enthusiastic discussions on training issues. ■

## SMWIA Women at CLUW Convention Examine Progress in Industry

**S**ix Sheet Metal women attended the recent 6th biennial convention of the Coalition of Labor Union Women (CLUW) in Pittsburgh.

The CLUW convention, which drew more than 1,200 delegates and guests, featured a special session on pre-retirement planning for working women.

A real hit of the convention was a fashion show of clothing for women in jobs where, until recently, it was unusual for women to work. Referred to as "non-traditional", work in the construction sector, including sheet metal, is attracting more and more women.

Job satisfaction, pride in the craft, wages and benefits are singled out by the sheet metal journey-level women as strong drawing points to the industry.

Work clothing sized to fit women, however, has not caught up with the interest of women in joining

the skilled construction trades.

CLUW's Committee on Women in Non-Traditional Jobs, chaired by Lynn MacDonald of the Sheet Metal Occupational Health Institute and member of Local 33, Clarksburg, WV, sponsored the fashion show.

Gloves, shoes, overalls, and respirators, among others, are difficult for some women to find in properly fitting sizes. The items modeled in the photos were provided by Deborah Evans Crawford, who runs a women's work clothing outlet, "Workables for Women," in Clinton, Pa. (412-899-3555). Crawford sells only American-made and - whenever she can locate them - union-made items.

Sheet Metal delegates to the convention included Joyce Hayward, Local 17, Boston; Mary Kirby, Local 88, Las Vegas; Sue Silverstein, Local 18, Milwaukee; Layne Carlough McCarthy, Local 28, New York; and Lynn MacDonald, who was also re-



Attendees at CLUW's 6th biennial convention, from left: Lynn MacDonald, SMOHI and Local 33, Clarksburg, WV; Joyce Hayward, Local 17, Boston; Sue Silverstein, Local 18, Milwaukee; Mary Kirby, Local 88, Las Vegas; Amy Price, NEMI; and Layne Carlough McCarthy, attorney and Local 28, New York.



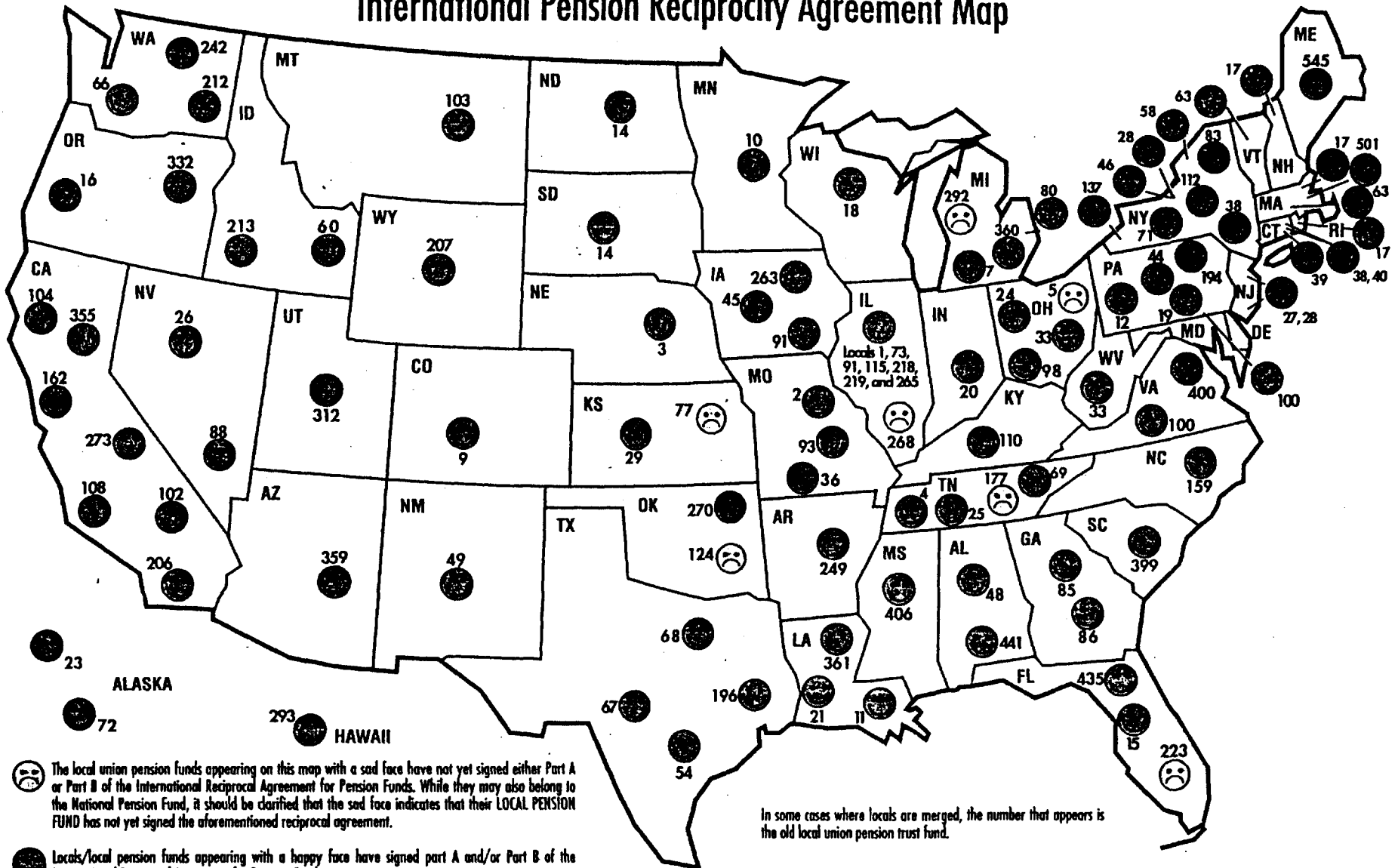
Joyce Hayward of Local 17 and Sue Silverstein of Local 18 model gear prior to "fashion show" of clothing and equipment for women in non-traditional jobs.

elected to CLUW's National Executive Board.

This was the largest sheet metal delegation yet to attend a CLUW convention.

In addition, a joint booth sponsored by SMOHI, NEMI and NTF gave the sheet metal industry significant promotion. NEMI's Amy Price staffed the booth throughout the convention. ■

# International Pension Reciprocity Agreement Map



# Shopping With The Doctor

## Understanding Labels - 4

*[Editors Note: Focus On Funds visits regularly with Dr. Jeffrey I. Barke, a family physician in Orange County, California, about how good nutrition can help prevent serious illness. The conversations with Dr. Barke are conducted by Godfrey Harris, a consultant in Los Angeles. If you have questions about how food might be affecting your health, write Focus On Funds, Shopping with the Doctor, 1750 New York Avenue, N.W., Washington, DC 20006]*

**Focus on Funds (FOF):** *The last time we talked you mentioned that while food labeled "fat and cholesterol free" might seem very healthy, there is a danger that these foods might overload us on too many calories from sugar or add too much salt to our diet.*

**Barke:** That's right. People attracted to low fat and low cholesterol products tend to eat way too much at a sitting. They may end up putting wrong things into their systems in substitution for the right things they keep out. Only a balanced diet leads to lower risk of heart disease. You want to have clean arteries - clear of too much fat or cholesterol - if your heart has to work overtime pushing large amounts of blood to all points of an overweight body.

**FOF:** *Do you have any tips on making sure you don't eat too much at one sitting?*

**Barke:** A couple people have told me about two rules of thumb they use that works for them. While I can't vouch for the scientific basis for the rules, they make a lot of sense. The first is the RULE OF 20 MINUTES. We know that it takes time for signals to travel from the stomach to the brain to tell a person that he or she is getting full. If

people gobble down a complete meal in under 20 minutes, they probably have taken in enough calories to fuel their activities, but they may still feel hungry. So they ask for seconds or continue nibbling on bread or candy and end up consuming way too many calories.

**FOF:** *That sounds like an easy rule to follow. Would it work if I had some carrots or celery about 10 minutes before sitting down to dinner?*

**Barke:** Absolutely. Try it. The little bit of food begins to signal the brain that starvation is not imminent. It is enough to get you to eat less at the meal. But don't get sloppy and substitute something high in fat and cholesterol like chips and beer for the carrots and celery.

**FOF:** *Got it. What's the second rule you mentioned?*

**Barke:** The RULE OF THE TWO FISTS. Never eat more food at one sitting than represented by your two fists. Try it. Make your hands into fists and hold them in front of you over an imaginary plate. This represents the amount of food - if it were piled into

two mounds - that you should end up eating at any single meal. It isn't an exact measurement of calories or the number of ounces consumed, but it does give you a good visual picture to avoid overloading a plate when serving someone else or working a salad bar for yourself.

**FOF:** *If the actual size of a single "serving" identified on a label can fool you, is there anything else on a label that we ought to keep an eye on?*

**Barke:** Yes. Make sure you UNDERSTAND everything on the label in terms of what you and your family need for good nutrition. If the label doesn't have nutritional information or doesn't make sense, I recommend that you avoid the product. Here's an example of understanding a label. If it says that a product is made from fresh ingredi-

ents, that's fine, but realize that the product itself isn't fresh. It may contain numerous chemicals to retain flavor and preserve appearance. Also watch the dates on dairy products and bakery goods in terms of when you expect to consume the products. If you freeze milk or bread, try to use them within six months.

**FOF:** *What about all this other gobbledegook on the labels-the ingredients and the vitamins?*

**Barke:** Let's tackle these subjects on our next shopping tour.

**FOF:** *Fine.*

[Note: Readers on special diets or under medical treatment may want to consult their physician before adopting any of the ideas in this column.] ■

### JOINT PRESS RELEASE

The Sheet Metal Workers' International Association, AFL-CIO, and its local unions and Limbach Company, a large national mechanical contracting firm operating in Boston, MA, Columbus, OH, Pittsburgh, PA, Detroit MI, Los Angeles, CA and Newport Beach, CA, are pleased to announce the settlement of their long labor dispute involving protracted federal court litigation.

Under the terms of the settlement agreement, the details of which will not be disclosed, the two parties have agreed to offer and sign collective bargaining agreements in all areas in which Limbach Company performs sheet metal work. This will resume the long standing and prosperous working relationship shared by the parties for almost 85 years, prior to the dispute.

The Company and the Union are confident the settlement negotiated is not only beneficial to them but to the sheet metal industry as well.

*Limbach Company*

*Sheet Metal Workers'  
International Association*

**IMPORTANT REMINDER  
FOR SCHOLARSHIP  
APPLICANTS**

*Applications for the 1992-93 Florence Carlough Scholarship Awards must be postmarked no later than March 1, 1992. The correct address for mailing applications is: The Florence Carlough Scholarship Fund, c/o SMWIA, 1750 New York Ave., NW, Washington, DC 20006-5386*

# FEBRUARY NOTICES



**SASMI CAP Helps Union Contractors Win Jobs**  
*page 1*

## ANNOUNCEMENT

*Focus on Funds is also feeling the economic crunch under the Bush Administration. Because of the reduction in hourly contributions for all of the Sheet Metal Trust Funds, this monthly publication will be kept to four pages to stay within budget. Important information will, however, always be reported to keep our readers up to date about essential programs and policies. Your comments on our coverage are always welcome.*

## Do You Have a New Address?

We want all members of the Sheet Metal Workers' International Association to receive our Focus on Funds. However, we do need your correct and complete address including postal Zip Code. Use the attached coupon if you have changed your address.

Please complete this entire coupon and mail it with the mailing label below to: Change of Address Department, Focus on Funds, 1750 New York Ave., N.W. Washington, D.C. 20006 - 5386.

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