



From left are Director of Organizing and Recruitment Jim Tucker, Sonny Welch, Cole Silcox, Ben Gundry, Frank Garcia, Chad Jessee, Demetrius Finister, and Special Representative Joey Rohrer.

said, “Without any part having the willingness to work together within the ethics that bind us all, we would not be where we are today.”

When approaching unrepresented workers and non-union contractors, Brother Hill stated that by prioritizing fostering relationships, the organizing part becomes a whole lot easier. “Everyone has a story,” Brother Hill said, “and they want it heard. We must be able to take the time to build these necessary relationships and show them a feasible means of change, whether it’s a contractor or a prospective member. Also, through the direction of our International Representatives and Business Managers, we are able to successfully negotiate contractual agreements to assist in expanding our market share.”

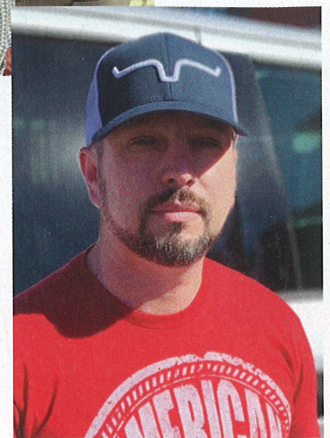
Early on, the 5SPTs had success with HVACR and plumbing service work and the plumbing sector as a whole. They are continually working on expanding all markets, and they hope to make a significant impact on the gas distribution market going forward. Brother Hill said, “We have been able to forge relationships with contractors by educating them on the many values the United Association offers, such as continued and ever-evolving journeyman training and apprenticeship programs. We tell them that they will have access to the most highly trained and safety-orientated workforce in the industry.” The 5SPTs Organizers spend a significant amount of time answering the workforce demands that derive from the commercial markets. As Organizers, they “get out there and go after it,” as Brother Hill describes. “We do our due diligence and prioritize schedules and targets based on a specific objective we are going after or hoping to obtain,” he said.

Today, organizing has had a boost from technological advances. Lead Organizer Hill said, “Technology gives us a viable means to gather crucial intelligence in an expedited manner. It gives us the ability to reach many workers instantaneously with minimal effort and maximum effect. It is an essential tool to coordinate

efforts, whether it’s blitzes, campaigns, or just the daily demands of the job. It also allows for a practical means of communication with contractors and members alike.”

Recently, the 5SPTs Organizers used technology to obtain information on a non-union contractor that was misclassifying workers, abusing 1099s, not paying into workman’s compensation/unemployment, violating EEOC regulations, underpaying, and at times, not paying the employees at all, in addition to exhibiting a multitude of other infractions. “We were able to act swiftly in filing unfair labor practices with the National Labor Relations Board, and we petitioned for an election after obtaining the required number of workers who signed authorization cards for us to represent them. We are working with the necessary agencies to make the wrongs right. Accountability is king, and we work hard to ensure everyone upholds this unwavering mandate across the board.”

UA Organizers work hard every day. The adage that organizing is a “thankless job” is no longer applicable to these UA Organizers. As Brother Hill said, “This job truly entails the ability to get comfortable being uncomfortable.” Organizers are on the road an exhausting amount of time. They hit jobsites and meet with contractors—some not so eager to meet with them. At times, they conduct covert operations to understand the atmosphere within a targeted company better. They relentlessly recruit, driven by one notion—for over 130 years, the UA has established careers and a better life for members and their families. For contractors looking to become signatory with the UA, for over 130 years the UA has supplied contractors with a highly skilled, safety-oriented workforce built on a foundation of core values. Lead Organizer Mike Hill concluded by saying, “As Organizers, we understand that victories are short-lived. But as long as there are unrepresented workers out there and non-signatory contractors—our jobs will never be done.”



Lead Organizer Mike Hill



Geoff Herring



Brian McKee

