



TO: SMART Building Trades Local Union Business Managers U.S. and SMACNA Chapter Executives U.S.

RE: Introduction of the SMART Heroes Program

DATE: July 5, 2017

Veterans are some of the most courageous people in our nation. They embody the best of all that is American. They should be treated with respect and given every opportunity to succeed in civilian life. 200,000 service men and women are discharged from the military each year. These veterans are disciplined team players, have strong leadership skills, understand how to work with diverse groups, work well under pressure and know how to solve problems.

Sounds like an ideal candidate for an apprenticeship program!

On behalf of SMACNA and SMART, it gives us great pleasure to announce the SMART Heroes Program. This program is jointly supported by SMART, SMACNA, the ITI and Helmets to Hardhats.

The SMART Heroes Program will provide sheet metal industry training to enlisted men and women of the U.S. Military prior to discharge. Once the enlisted man or woman is accepted into the program, instruction will last seven weeks (224 hours) providing the equivalent of first year apprenticeship training. When the SMART Heroes program is completed and the service member is discharged, each graduate will have an opportunity for employment at any one of the one hundred and forty-seven apprenticeship programs in the United States and be provided direct entry and advanced placement as a second-year apprentice.

The SMART Heroes Program will be introduced at Joint Base Lewis-McCord (Tacoma, WA) with first class beginning August 15. Following this pilot program location, other locations will be considered. We would like to acknowledge SMACNA Western Washington, SMART Local 66 and the Western Washington Sheet Metal JATC for their support in making the program at this location a reality.

To make the SMART Heroes Program a success and to provide the veteran with apprenticeship program options, we ask each JATC to do two things:

- Ensure that your standards allow direct entry and advance placement (sample language enclosed).
- Adopt the “SMART Heroes Program JATC Participation Agreement” (enclosed).

The veterans / SMART Heroes Program graduates from the first class will be looking to register with an apprenticeship program as early as October.

Having veterans in our apprenticeship programs, as members of SMART and, as employees of SMACNA-affiliated employers will make each of us stronger and better prepared to face the challenges of our industry.

Your continued support for veterans, Helmets to Hardhats and the SMART Heroes Program is very much appreciated. Any questions regarding the Participation Agreement should be directed to ITI Administrator Jim Page, jpage@sheetmetal-iti.org. Any other questions regarding the SMART Heroes Program should be directed to SMART Director of Craft Services Charles Mulcahy, cmulcahy@smart-union.org or SMACNA’s Director of Labor Relations Jason Watson, jwatson@smacna.org.

Sincerely,



Vincent R. Sandusky
SMACNA Chief Executive Officer



Joseph Sellers Jr.
SMART General President



International Training Institute

For the Sheet Metal and Air Conditioning Industry

Note: The ITI Board of Trustees, based on the advice of its legal counsel, has concluded that providing the SMART Heroes Program training is consistent with ERISA and the ITI’s governing documents, even though the veterans will not be SMART members at the time of their training. The Program is a recruitment tool to attract highly qualified candidates to the unionized sheet metal industry. Thus, it is consistent with ITI’s mission and with the Department of Labor’s guidance on permissible expenditures by ERISA training funds.



SMART HEROES PROGRAM – JATC PARTICIPATION AGREEMENT

WHEREAS, the International Training Institute for the Sheet Metal and Air Conditioning Industry (“ITI”) has established the SMART Heroes Program (“Program”);

WHEREAS, enlisted military personnel and veterans are an attractive target for recruitment because they: (a) are more likely than the general population to have the desired skill sets, (b) are more likely than the general population to complete the apprenticeship program given their military experience, and (c) are usually looking for a good career that pays well following their military discharge;

WHEREAS, the Program will offer enlisted military personnel a training course designed to provide the equivalent of first-year apprenticeship training in a 7-week (224 hour) course on a full-time basis;

WHEREAS, the Program is designed so that, although it includes no on-the-job training, upon successful completion of the Program, the trainee will have the knowledge base to be slotted into a SMART JATC apprenticeship program as a second-year apprentice and, at that stage, would begin on-the-job training and become a SMART member;

WHEREAS, by working with organizations such as Helmets to Hardhats and veterans groups, the ITI has a direct pipeline to enlisted personnel who are seeking employment in a remunerative trade, such as unionized sheet metal; and

WHEREAS, recognizing the importance of this pipeline, the ITI has established a link through its website to connect former military personnel who are interested in a career in sheet metal work with SMART local unions;

NOW THEREFORE, _____ (“JATC”) and the ITI agree to the terms of this JATC Participation Agreement as follows, effective on the date of the last signature below:

1. Commitments by the JATC

If there are jobs available in the JATC’s jurisdiction:

A Joint Labor Management Program

8403 Arlington Boulevard, Suite 100, Fairfax, Virginia 22031
703-739-7200 FAX: 703-683-7461 www.sheetmetal-iti.org



- a. The JATC will offer “direct entry” into its training program (within the meaning of Revised National Guidelines for Apprenticeship Standards, Appendix D, Section 4, dated July 15, 2014) to all former military personnel who have successfully completed the Program; and
- b. The JATC will give program graduates credit for one year of training in its apprenticeship program and start them as a second-year apprentices with all associated wages and benefits; and
- c. The JATC will report to the ITI, upon request, the status of the program participants during the intake process and after acceptance into its program; and
- d. The JATC holds harmless and indemnifies the ITI for any and all damages or claims relating to selection, training or referrals of Program graduates; and
- e. The JATC represents that accepting Program graduates into its apprenticeship training program is consistent with its governing documents; and
- f. The JATC represents that the person signing this JATC Participation Agreement on its behalf is authorized to bind it on the matters contained herein.

2. Commitments by the ITI

- a. The Program is designed to provide the training necessary for graduates to receive direct entry into a SMART apprenticeship program as a second-year apprentice; and
- b. The ITI will notify the JATC of program participants’ interest in entry to their apprentice program; and
- c. The ITI will coordinate the initial exchange of information between interested program participants and the JATC; and
- d. Upon request by the JATC and upon receipt of the appropriate release form from the program participant, the ITI will provide a transcript of the training received by the program participant; and
- e. The ITI will promote and publicize JATCs that accept program participants into their apprentice program; and
- f. The ITI will charge no referral fee to the JATC with respect to the Program until after the 2017 SMART Heroes Programs conclude, at which point it may implement a fee.

3. This JATC Participation Agreement may be terminated by either party by giving the other party 120 days advanced written notice of intent to terminate:

To the ITI: Administrator
International Training Institute for the Sheet
Metal and Air Conditioning Industry
8403 Arlington Boulevard, Suite 100
Fairfax, VA 22031

To the JATC: Coordinator
(Insert name and address of JATC)

FOR JATC:

Signature:

Printed Name of Authorized Officer:

Date _____, 201_

FOR ITI:

James Page, Administrator

Date _____, 201_

to keep the JATC informed of their current mailing address and phone number(s).

- F. Selected applicants must respond to the notice of selection within forty-eight (48) hours of notice. If applicants cannot be reached by telephone, their names will be passed and notice sent to their address by "Certified Mail-Return Receipt Requested," to determine if the applicants are still interested. If no response is received in fifteen (15) working days from the written notice, the applicants' name will be removed from the list. Only one certified notice will be mailed.
- G. Qualified applicants remaining on a preceding ranking list will automatically be carried forward on the new ranking list and slotted in wherever their rating score placed them for a period of two (2) years, unless the applicant has been removed from the list by their own written request or following failure to respond to an apprentice opening. Applicants, who were not placed during the two (2) year period, they were on the ranking list, will be required to reapply.
- H. During the two-year period, applicants who feel that their qualifications have improved since their original rating may submit documented evidence of such additional experience or training and request reevaluation and rating at the next regular processing cycle.

SECTION IV. - DIRECT ENTRY

JATCs who wish to invoke the direct entry provision may do so without regard to the existing selection procedure or minimum qualifications used for entry into the apprenticeship program. Individuals selected into the apprenticeship program via direct entry shall only include those individuals described below who have received training or employment in an occupation directly or indirectly related to the occupation registered in these Standards. The JATCs will award Credit for Previous Experience in accordance with Section XII of these Standards, and will pay the apprentice(s) at the wage rate commensurate with their skill attainment. The Credit for Previous Experience shall be awarded without regard to race, color, religion, national origin or sex. The methods for direct entry shall include the following:

- A. Military veterans who completed military technical training school and/or elect to participate in the Building and Construction Trades Helmets to Hardhats Program or a registered apprenticeship program or related occupation while in the military in the occupations registered in the Sheet Metal Industry, may be given direct entry into the apprenticeship program. The JATC shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The JATC will determine what training requirements they need to meet to ensure they receive all necessary training for completion of the apprenticeship program. Entry of Military Veterans shall be done without regard to race, color, religion, national origin, or sex. *(Note: This is a method of direct entry into the apprenticeship program.)*