



**Painters and Glaziers Employers' Associations  
of New England  
(PFEANE/GEANE)**

**BENEFITS OF MEMBERSHIP IN PFEANE/GEANE.  
PFEANE/GEANE will...)**

	<b>Contractor Members</b>	<b>Associate Members</b>
<b>MEMBER RIGHTS, COMMUNICATIONS, AND PROMOTIONS</b>		
<b>Provide Member Rights as Dictated by the Bylaws</b>	✓	✓
- Established One Company, One Vote - Voting Rights	✓	
- Provide the Opportunity to Serve on the Board of Directors as Nominated	✓	
- Provide the Opportunity to Serve on Committees as Established	✓	✓
<b>Distribute Monthly Newsletter</b>	✓	✓
- Send Out Newsletter via Your Preferred Method	✓	✓
- Develop Newsletter with Consolidated Subject Matter and Unique Content	✓	✓
<b>Promote on Social Media</b>	✓	✓
- Maintain and Regularly Update Social Media including Twitter, Facebook, and LinkedIn	✓	✓
- Attempt to Connect the Association's Social Media to Your Company's Social Media	✓	✓
<b>Send out Updates and Notification</b>	✓	✓
- Provide Notifications to membership as needed	✓	✓
<b>Maintain SMACNABoston.org Website</b>	✓	✓
- Maintain Website with Links to Industry Partners and Calendar of Events	✓	✓
- Create Database of Members Searchable by the Public	✓	✓
- Provide Members Only Access to Important Content including Newsletters, CBAs, etc.	✓	✓
<b>Provide Branding for Members</b>	✓	✓
- Authorize Use of SMACNA Logos and Branding on your company materials	✓	✓
<b>Develop Advertising Opportunities</b>	✓	✓
- Create Potential Advertising Opportunities on Website and Newsletter as approved by Membership	✓	✓
<b>COMMUNITY RELATIONS</b>		
<b>Identify and Support Charitable Causes</b>	✓	✓
- Promote and Support CarePacks, Inc. which Sends Care Packages to Troops Overseas	✓	✓
- Promote and Support Special Needs Charities like Super Saturdays and Friendship Home	✓	✓
- Sponsor Memorial Foundations and Scholarships as needed	✓	✓
<b>Work with Local Non-Profits and Community Groups</b>	✓	✓
- Sit on Building Pathways Employers Advisory Committee to Encourage Diversity in the Industry	✓	✓
- Meet with YouthBuild Boston, Operation Exit, etc. for Greater Boston American Apprenticeship Initiative	✓	✓
- Work with Helmets to Hardhats to Support More Veterans in the Trades	✓	✓
<b>Attend Community Meetings and Other Functions</b>	✓	✓
- Be the Face of the Industry at Community Events	✓	✓
<b>GOVERNMENT AFFAIRS</b>		
<b>Track Local and National Legislation</b>	✓	✓
- Utilize Lexis Nexis Statenet® to Identify and Track Local and National Legislation	✓	✓
<b>Advocate on Industry Issues</b>	✓	✓
- Monitor Ongoing Issues and Causes Important to the Industry	✓	✓



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- Provide Analysis to Members	✓	✓
- Craft Communications Regarding Issues to be Distributed to Policymakers	✓	✓
- Visit State and National Capitals to Meet with Policymakers	✓	✓
- Develop Legislative Strategies for Local Issues	✓	✓
<b>Maintain Relationships with Policymakers</b>	✓	✓
- Regularly Communicate with Policymakers	✓	✓
- Facilitate Communication of Issues from Lawmakers	✓	✓
- Attend Events and Sponsor Causes Important to Policymakers	✓	✓
<b>Provide Resources for Political Campaigns</b>	✓	✓
- Contribute to SMACPAC and other Political Action Committees	✓	✓
- Sponsor Political Fundraisers for Consensus Candidates and Officeholders	✓	✓
<b>Protect Regulatory and Licensure Requirements</b>	✓	✓
- Monitor Regulatory Reform Efforts and Licensure Modifications	✓	✓
- Testify at State Boards Regarding Issues and Effects	✓	✓
- Promote Members to be Appointed to Regulatory and Licensure Boards	✓	✓
<b>SAFETY, TRAINING, &amp; TECHNOLOGY</b>		
<b>Conduct Labor Force Safety Training</b>	✓	
- Provide Basic Training Seminars for Employees including OSHA, CPR/First Aid, etc.	✓	
- Offset Training Costs by Consolidating Administrative Costs and Utilizing National Resources	✓	
- Monitor and Provide Additional Advanced and Specific Training as needed	✓	
- Provide Access to SMACNA National Safety Training Webinars	✓	
- Provide Access to Recorded Tool Box Talks including Curriculum	✓	✓
- Coordinate Training Opportunities with the Union Training Center	✓	
<b>Provide Workforce Development Training</b>	✓	
- Provide Workforce Development Opportunities for Office Staff and Foreman	✓	
- Provide Opportunity to Access SMACNA National's Technical University Training Staff	✓	
- Monitor Union Apprenticeship Program including Gender and Racial Diversity	✓	
- Participate in Workforce Development Initiatives to Attract Broader Population Segments	✓	
- Advocate for Greater Training Requirements for New Workers and Retraining of Existing Workforce	✓	
<b>Institute Business Development Training</b>	✓	
- Provide Business Development Training for Contractors	✓	
- Distribute SMACNA's Technical Standards Manual to Members	✓	
- Provide Opportunity to Access SMACNA National's Business Management Education Program	✓	
- Offer Access to Contractors Risk Management (CRM) Services including Draft Safety Program	✓	
<b>Offer Innovation Initiatives</b>	✓	
- Provide Access to SMACNA National's New Horizons Foundation leveraging Academic Institutions	✓	
- Work with Local Institutions to Identify Educational Opportunities Available to Workforce	✓	
- Maintain Website for Information Dispersal and Training Facilitation	✓	✓



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- Provide the Opportunity to Present Information on New Technologies or Industry Issues	✓	✓
<b>LABOR RELATIONS</b>		
<b>Act as your Authorized Collective Bargaining Agent</b>	✓	
- Facilitate Contract Negotiations, Wage Reopeners, and Wage Scheduling	✓	
- Negotiate Contract Language including Training Requirements and Administrative Structure	✓	
- Provide Members an Opportunity to Serve on the Contract Negotiating Committee	✓	
- Provide Members an Opportunity to Participate in Management Strategy Meetings	✓	
<b>Provide Grievance, Mediation, and Arbitration Representation</b>	✓	
- Maintain of Grievance Records for Contractors and Institutional Knowledge	✓	
- Provide Preliminary Grievance Vetting and Consideration of Resolutions	✓	
- Collaborate with Labor and Contractor Legal Representation	✓	
- Facilitate Communication between Union and Contractor	✓	
- Assist with Strategy and Key Evidence Gathering	✓	
- Negotiate with Labor Unions Regarding Possible Resolution	✓	
- Prepare Settlement Agreement	✓	
- Maintain of Timely Scheduling for Hearings and Meetings	✓	
<b>Interpret Terms of the Collective Bargaining Agreement</b>	✓	
- Maintain Past and Current Wage Data for Local Region	✓	
- Maintain Wage and Fringe Allocations Provided by the Union	✓	
- Maintain History of Man-hours and Contributions to Various Funds	✓	
- Facilitate the Application for Market Recovery Funds	✓	
- Provide Information on Contract Disputes and Precedence for Resolution	✓	
<b>Foster Labor &amp; Management Cooperation</b>	✓	
- Organize Regular Labor Management Meetings	✓	
- Track Ongoing Issues and Disputes	✓	
- Maintain Agendas and Minutes of All Labor Management Meetings	✓	
- Provide Access to SMACNA National's Labor Relations Department	✓	
<b>TRUST FUNDS</b>		
<b>Cooperate with Health &amp; Welfare Trustees</b>	✓	
- Manage and Provide Opportunities as needed to Participate as a Trustee	✓	
- Manage and Provide Opportunities as needed to Attend Trustee Educational Conferences	✓	
- Provide Regular Updates on the Fund Status and Contributions	✓	
<b>Cooperate with Pension Trustees</b>	✓	
- Manage and Provide Opportunities as needed to Participate as a Trustee	✓	
- Manage and Provide Opportunities as needed to Attend Trustee Educational Conferences	✓	
- Provide Regular Updates on the Fund Status and Contributions	✓	
<b>Cooperate with the Joint Apprenticeship and Training Committee (JATC)</b>	✓	



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- Manage and Provide Opportunities as needed to Participate as a Trustee	✓	
- Manage and Provide Opportunities as needed to Attend Trustee Educational Conferences	✓	
- Provide Regular Updates on the Fund Status and Contributions	✓	
- Collaborate to Oversee Apprentice Sponsorship and Selections	✓	
<b>INDUSTRY NETWORKING</b>		
<b>Conduct Regular Membership Meetings</b>	✓	
- Offer Invitations to Attend Membership Meetings for Updates on Relevant Topics and Issues	✓	
- Maintain Meeting Minutes and Follow up on Questions or Concerns	✓	
<b>Plan Social Outings</b>	✓	✓
- Hold Regular Golf Outings to Support SMACNA Scholarship and Charitable Causes	✓	✓
- Manage and Provide Opportunities as needed to Attend Trustee Educational Conferences	✓	✓
- Provide Regular Updates on the Fund Status and Contributions	✓	✓
<b>Hold Annual Holiday Meeting</b>	✓	
- Hold Annual Holiday Meeting for Contractors and Spouses	✓	
<b>Sponsor SMACNA National Membership</b>	✓	
- Coordinate Attendance at SMACNA National Annual Convention	✓	
- Schedule and Plan Chapter Night during Annual Convention	✓	
- Facilitate Use of SMACNA National Resources by Members	✓	
<b>Affiliate with Building Trades Employers Association (BTEA)</b>	✓	✓
- Provide Complimentary Membership into BTEA	✓	
- Provide the Opportunity to Participate in BTEA Events	✓	
- Provide the Opportunity to Sit on BTEA Boards and Committees as needed	✓	
- Maintain Relationships with other Trades and Employer Associations	✓	
<b>Foster Working Relationships with Professional Organizations</b>	✓	✓
- Work with Local Building Departments	✓	✓
- Maintain Relationship with Public Safety Officials	✓	✓
- Provide Access to Resources from Nationally Recognized Groups - e.g. ASHRAE and CPWR	✓	✓
- Work with Building Trades Locals and Councils to Create Positive Relationship	✓	✓

**For More Information on Membership with PFEANE/GEANE, please contact:  
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