



Belonging and Excellence for All (BE4ALL) is a joint effort by SMART, SMACNA, and the ITI to create an industry-wide culture where everyone is welcome and belongs, including those from historically underrepresented groups, and where we all strive for the highest standards of performance and professionalism, resulting in a thriving unionized sheet metal industry that affirms the dignity and worth of us all. These Toolbox Talks are in support of this mission.

BE4ALL Toolbox Talk

Respect Members/Co-Workers Who Were Organized Into the Trade

Every one of us has a different story of how we entered the sheet metal trade. Some members may have seen ads or information on the trade online and decided to apply to the apprenticeship program. Some members got into the trade because they have family or friends who recommended they apply to the apprenticeship program. And for some sheet metal workers who had prior experience, an organizer spoke to them about the higher wages, benefits, and working conditions in the unionized sheet metal industry, which brought them here today.

We need to welcome fellow members who decided to leave the non-union industry to work alongside us today. Organizing non-union sheet metal workers helps everyone – our contractors can secure more work, which leads to more opportunities for all of us. This is not to say that those who completed an apprenticeship should not take pride in their training. However, it is important to respect all your fellow sheet metal workers regardless of the path taken to get here today. Everyone here has brought their skills, talent, and prior experience to this job, and we will work together as a team to get the job done.

Respecting your co-workers is also a matter of jobsite safety. Positive working relationships and trust between ALL crewmates will help prevent injuries and accidents.

How can we show respect to our fellow members who came from the non-union environment?

- Introduce yourself and ask them their name.
- Invite them to join your group during breaks and lunch.
- Do not call your colleagues who were organized into the trade “card buyers” or other names. You may think it’s just a joke, but it does not show respect for them.
- If you hear someone engaging in name-calling or bullying, speak up and tell them to stop.
- Give positive feedback and share compliments when someone is doing a great job.
- Bring them up to speed if they appear to be confused about the company culture or are struggling on the job.
- Ask them how their day is going or if they have any weekend plans.
- Remind them of upcoming union meetings and functions and let them know how the union works. Encourage them to get involved in various union activities, like picnics and charity drives.
- Make them aware of the education and resources available through SMART International, ITI, SMOHIT, and NEMIC. Encourage them to look into available SMACNA resources as well.



Remember – every one of us wants to feel valued and respected.

We are all working towards the same goal – using our skills to get the job done, getting paid for an honest day's work, and returning home safely to our loved ones. Let's support each other and have each other's backs!

Staff Conversation & Notes:

What can you do today to show respect for your co-workers?

What are the things we all have in common? What are our shared goals?

What is your story? How did you get into the sheet metal trade?



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BE4ALL Toolbox Talk Participation Sheet

Employer: _____

Presenter: _____

Location: _____

Date: _____

Participant	Initials

Participant	Initials



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