



## UA 290 vs Peers

# Everyone Looks a little Different

- > Each Jurisdiction has a unique Customer Base
  - Concentrated vs Diverse
  - Large vs Small,
  - Mfg vs GC's vs Govt
  - Public vs Private work
  - Industrial vs Commercial
  - Construction vs Service
  
- > Within each local Members have different trades
  - Plumbers vs Fitters vs Service Techs
  - Sometimes they have different scales, licenses, and codes
  
- > Employers are Different
  - Big Shops vs Small Shops
  - Lots of Employers vs Few Employers
  - Good Employers vs Bad Employers