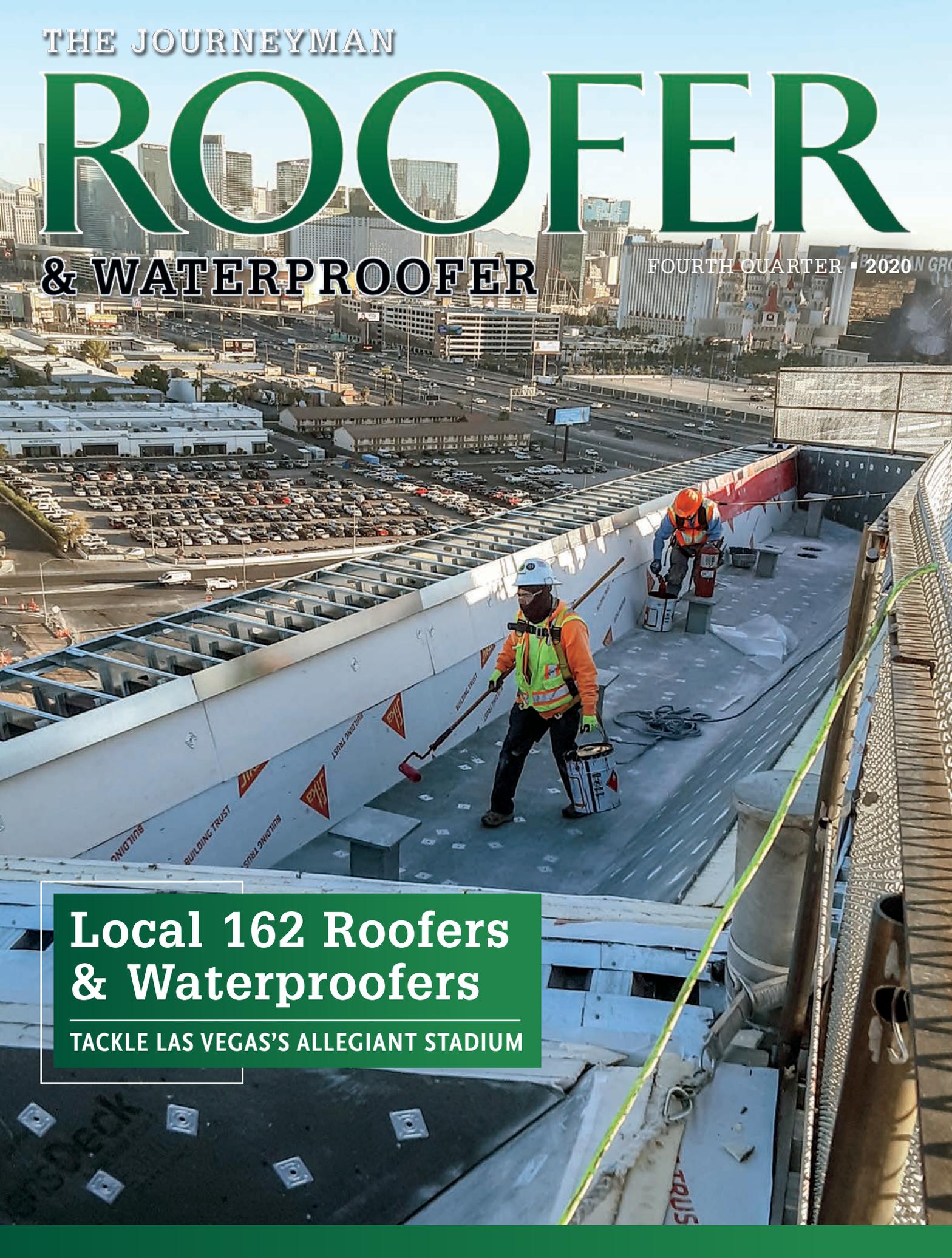


THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER • 2020



Local 162 Roofers & Waterproofers

TACKLE LAS VEGAS'S ALLEGIANT STADIUM



ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

The Good News: 2021 to Bring Covid Relief and Pension Improvement

As 2020 closes, the unprecedented Covid-19 pandemic continues to assault Americans, young and old and from all walks of life. The number of persons infected and dying from this terrible disease are at the highest levels seen since the pandemic began. It is clear now that this virus is much more deadly than the seasonal flu, with much more risk of severe symptoms and death. Many construction workers, including Roofers and Waterproofers, are on the front lines and have an increased risk of exposure.

As unsettling as the news is about the tragic effects of this virus, there are two positives to consider. One, our members and contractors have taken the challenge of protecting those working in our trade seriously. They have done a good job of mitigating the risk of exposure by taking steps recommended by the Centers for Disease Control, such as practicing social distancing, not shaking hands, washing hands frequently and using hand sanitizers. Because of these joint efforts, infections in our industry have been held to a minimum.

Secondly, our scientists and doctors in the infectious disease research community have developed effective immunizations that are now becoming available to medical workers and those that are the most vulnerable in our society, and will soon be available to all Americans. Now is the time for us to double down and step up our efforts to maintain a sanitary workplace and home environment, and wear a mask to protect ourselves and others. As vaccines become widely available, we must inoculate ourselves and our families so that this horrible virus will be in the rearview mirror in the fall of 2021. The International Union's overriding concern is the health and well-being of our members and their families, and we urge you to practice social distancing, wear masks and get vaccinated.

The Trustees for the National Roofing Industry Pension Plan (NRIPP) recently announced the approval of the way the Plan will calculate optional forms of retirement benefits starting in 2021, which will amount to an increase in monthly benefits for most participants. The amount of the monthly pension increase from the change

will vary, depending on the participant's personal situation. For more information on monthly benefit payment amounts, see "payment option" on page 20 of the first quarter Journeyman Roofer & Waterproofer magazine.

There are many factors that go into deciding when you want to retire, and when and what payment options you want to begin receiving from the NRIPP. Before making these important decisions, I encourage you to contact the staff at the NRIPP Fund office (800-595-7209) for assistance in understanding how the Plan works and all the benefits you are entitled to receive.

I pray that you and your family are safe this holiday season. I thank each member, local union leader and signatory contractor for your dedication to our industry and express my gratitude for your support. On behalf of International Secretary-Treasurer Jim Hadel and the officers and staff of the International Union, I extend to all of you and your families our best wishes at this special time of year. May the love of family and friends bring you warmth, peace and happiness. ■

The International Union's overriding concern is the health and well-being of our members and their families, and we urge you to practice social distancing, wear masks and get vaccinated.

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Joseph Pozzi, *Ninth*

Gary W. Menzel, *Tenth*

The Journeyman Roofer & Waterproofer is published quarterly by the United Union of Roofers, Waterproofers & Allied Workers. Subscription price \$16.00 per year. Editorial and Publishing office, 1660 L Street N.W., Washington, D.C. 20036-5646. James A. Hadel, Editor. Erin C. McDermott, Assistant Editor. The Editor reserves the right to condense or delete any articles receiving acceptance for publication. Preferred Standard Mail postage paid at Washington, D.C. Copyright 2010 United Union of Roofers, Waterproofers & Allied Workers.

POSTMASTERS ATTENTION:

Change of address requests should be sent to:

**THE JOURNEYMAN ROOFER
& WATERPROOFER,**
1660 L Street N.W., Suite 800,
Washington, D.C. 20036-5646
Phone: 202-463-7663



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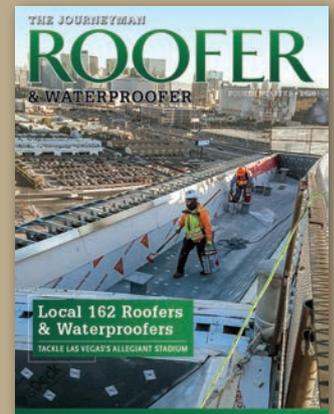
Printed in the U.S.A.
on union-made paper.

FIRST PUBLISHED IN 1925

ROOFER

THE JOURNEYMAN ROOFER & WATERPROOFER MAGAZINE
www.unionroofers.com ■ Fourth Quarter 2020 ■ Volume 80 ■ Number 4

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ON THE COVER:

Roofers working for Local 162 signatory contractor Eberhard Southwest Roofing brave heights and conditions to roof Allegiant Stadium, the NFL's newest stadium, in Las Vegas, NV. Photo by Eberhard Southwest Roofing.

LOCAL 162 ROOFERS AND WATERPROOFERS TACKLE

Las Vegas's Allegiant Stadium With Skill

Photos by Eberhard Southwest

Allegiant Stadium is the brand-new, 1.8 million-square-foot home of the NFL's Las Vegas Raiders and the University of Nevada, Las Vegas (UNLV) college football team. The 65,000-seat facility—which includes a retractable field, large operable walls that open to views of the Las Vegas Strip, and a translucent roof—required more than 6 million labor hours to complete. This project was covered by a project labor agreement (PLA), so it was built by all union labor. There were no labor issues on this project.

The project began as a concept for converting a dirt lot off the Las Vegas Strip into a modern, high-tech mega stadium. The contractor, Mortensen, had been involved with many such stadiums across the country; however, their choice to team up with local general contractor McCarthy allowed them to reach the best local subcontracting talent available, and Roofers & Waterproofers Local 162 signatory contractor Eberhard Southwest Roofing was awarded the multi-million dollar contract for all waterproofing and roofing.

Experts Called in for Extensive Waterproofing

The first part of the waterproofing work is so far underground, it will never be seen again. It had to be a first-class installation, done right the first time. Eberhard Southwest provided the best in waterproofing mechanics, who were able to



The retractable field tray can be positioned inside or outside the stadium and supports both natural grass and artificial turf playing surfaces.

overcome the challenges of working deep in a massive hole dug for all of the footings and foundation work to be done. Wind, dust, cranes the size of skyscrapers, trucks and people were so numerous that safety had to be everyone's first priority. The below-grade walls are some 30' down from grade level. Waterproofing of these walls was done as the building sections were completed, using Bituthene sheet membrane from GCP.

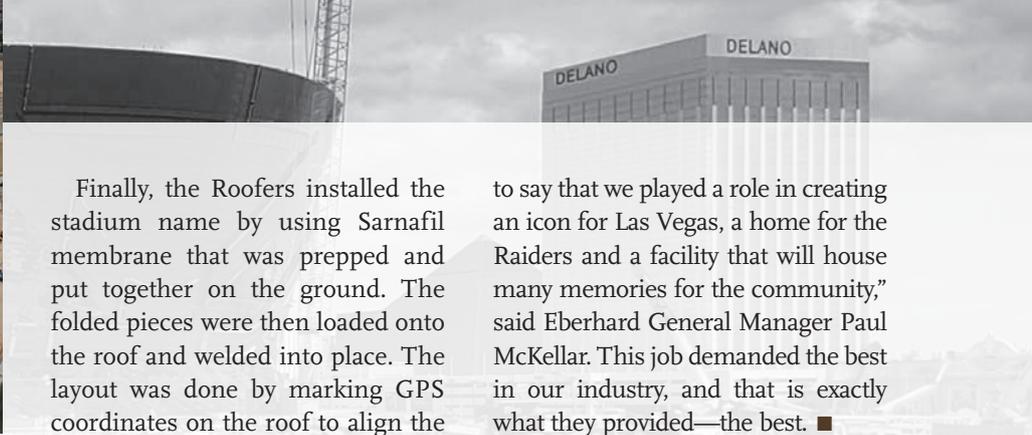
Next came the horizontal waterproofing with American Hydrotech Monolithic Membrane 6125 hot rubber membrane. Not only were plaza decks and pedestrian walkways done, but Local 162 members installed waterproofing over the entire playing field, about 85,000 square feet. The field is built on a movable "tray" that rolls on steel tracks, which allows the natural grass field to move outdoors for



sunlight and water. This feature provides the stadium with the versatility of using both natural grass (for NFL) and artificial turf (for UNLV) playing surfaces.

Up to the Roof

Standing 170' above the Las Vegas skyline, Eberhard Southwest Roofers installed 325,000 square feet of new roofing. This required loading 96 semi-truck loads of roof material, for a total of 1,384 crane lifts from a



Finally, the Roofers installed the stadium name by using Sarnafil membrane that was prepped and put together on the ground. The folded pieces were then loaded onto the roof and welded into place. The layout was done by marking GPS coordinates on the roof to align the letters correctly. For reference, the smaller of the letters is 40' tall.

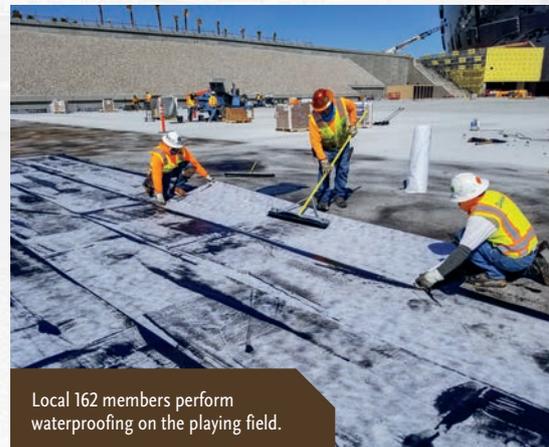
to say that we played a role in creating an icon for Las Vegas, a home for the Raiders and a facility that will house many memories for the community,” said Eberhard General Manager Paul McKellar. This job demanded the best in our industry, and that is exactly what they provided—the best. ■

Safety Is Paramount

For good reason, the contractor required 100% body harness fall protection 100% of the time on the roof deck, but this presented its own set of challenges. With the back and forth of so many layers of installation and so much material on the roof, cumbersome was an understatement. Vigilant attention was paid to positioning of crews, equipment and ropes to confirm that progress was not hindered but safety was not compromised.

Another challenge presented itself halfway through the roofing installation, when the general contractor removed all elevator access to the roof. From that point until completion of the work, the only access to the 170' tall structure was via the stairs. And, while working on a roof several stories high in the volatile conditions of Las Vegas, extreme weather conditions tested the crew's mettle. High winds became an obstacle at one point, but one that they were prepared for.

There are many challenges that innately come with building a new development that has countless moving parts. The experienced professionals at Eberhard Southwest Roofing were prepared to address and overcome the tight project schedule, job site and equipment coordination, extreme weather conditions, and even the unexpected and new challenge of working through the Covid-19 pandemic, in order to deliver a world-class events destination. “We're proud



Local 162 members perform waterproofing on the playing field.



Eberhard Southwest Roofers install 325,000 square feet of new roofing.

tight staging area with multiple other cranes in use throughout the job. This challenge called for precise coordination in order to prevent conflict—and ultimately, an accident—on the full-production job site. “We executed this task accident-free using a well-thought-out work plan, highly trained personnel for their specific roll, and our safety director who was on site full time through this entire period,” said Eberhard Operations Manager Steve Hunter.

Once loaded, a base layer of DensDeck Prime was installed over the metal structure, followed by peel-and-stick vapor barrier membrane to act as temporary waterproofing so work could continue inside. The roofing consisted of two layers of polyiso insulation followed by another layer of DensDeck Prime, all mechanically fastened to the structure, followed by 80mil Sarnafil PVC membrane fully adhered on top.



Part of the job is to install the stadium's name using letters created from Sarnafil membrane which were folded, transported and welded to GPS-marked coordinates on the roof.

MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON SEPTEMBER 9, 2020 · CONFERENCE CALL

The telephonic meeting was called to order at 11:02 a.m. by President Robinson, followed by the Pledge of Allegiance.

The following officers, representatives and staff were present:

INTERNATIONAL PRESIDENT: Kinsey M. Robinson

INTERNATIONAL VICE PRESIDENTS:

Douglas H. Ziegler	Robert L. Peterson
Thomas J. Pedrick – absent/excused	Michael A. Vasey
Paul F. Bickford	Michael J. Stiens
Richard R. Mathis	Brent R. Beasley
Daniel P. O'Donnell	Joseph F. Pozzi

INTERNATIONAL SECRETARY-TREASURER:

James A. Hadel

INTERNATIONAL REPRESENTATIVES:

Gabriel Perea, Jeff Eppenstein

RESEARCH AND EDUCATION JOINT TRUST FUND:

Keith Vitkovich, Executive Director

JURISDICTION AND SPECIAL AGREEMENTS:

Mitchell Terhaar, Director

MARKET DEVELOPMENT DEPARTMENT:

Jordan Ritenour, Director

MEDIA DIRECTOR:

Erin McDermott

LEGACY PROFESSIONALS LLP:

Bruce Pavlik, Michael Tiberi, CPAs

At this time, President Robinson began the meeting by reviewing the agenda for the day, followed by reading the board call letter dated August 12, 2020.

President Robinson began his report by discussing the overall work across the country and the status of membership numbers. He reported that work hours were down 4% from the previous year but up in comparison to the same time period in 2018.

President Robinson reviewed the overall finances of the International stating that the organization is good shape financially.

He then reported on the operation of the International Office under the Covid-19 guidelines implemented in Washington, DC.

President Robinson then went on to report on the North America's Building Trades Unions (NABTU) convention, which was held telephonically. Reporting that there was

no increase in per capita tax. He also reported that he addressed the issues we were having with the Carpenters.

President Robinson discussed the overall status of the National Roofing Industry Pension Plan (NRIPP) stating it was 109% funded. He reported that since 1966 over \$1 billion in benefits have been paid to participants and their survivors. He also reported on the status of the National Roofing Industry Supplemental Pension Plan (NRISPP)

reporting that it now had \$100 million in assets and approximately 6,500 participants.

President Robinson gave his annual Conflict of Interest Report stating that there were no changes from the previous year.

President Robinson then asked the Executive Board members, representative and staff that were present if they had any conflicts to report, in response to the question relating to the organization's 990. No one had any conflicts to report.

President Robinson called on Secretary-Treasurer James Hadel to present his report.

Secretary-Treasurer Hadel reported on the annual Voluntary Compliance Review with the Department of Labor (DOL). He briefly discussed the common errors made by Local Unions in regards to receipting expenses, filing LM reports timely and proper bonding. He stated that he would be sending information regarding the issues raised by the DOL to all Local Unions.

Secretary-Treasurer Hadel then presented a draft of the International's Form 990 sent electronically for the Executive Board's review. He stated that if there are no objections to the draft it would be filed as presented.

Secretary-Treasurer Hadel reported that a current Cash Receipt Records (CRR) delinquency list would be sent via email to all International Representatives and Vice Presidents.

Secretary-Treasurer Hadel reviewed the preliminary site visit for hotels in Las Vegas, Nevada, regarding the 2023 Convention. He reported that detailed proposals will be forthcoming to assist in the process.

Vice President Bickford, chairman of the Site Selection Committee, reported on the committee's telephonic meeting held on April 15, 2020. He indicated that the committee

recommended Las Vegas, Nevada, as the site city for the October 2023 International Convention. A motion was made, seconded and carried to approve the recommendation.

Secretary-Treasurer Hadel reported on working with NABTU on a voter registration drive and GOTV efforts. He reported that members could access the website and check their current registration status, register to vote as well as request an advance ballot if applicable. He reported that information regarding this effort has been forwarded to Local Unions.

Secretary-Treasurer Hadel reported on the National Roofing Industry Pension Plan (NRIPP) and the National Roofing Industry Supplemental Pension Plan (NRISPP), reminding the Executive Board as well as Representatives of the minimum contribution required by all classifications of workers covered under agreements.

Secretary-Treasurer Hadel reviewed all assignments made since March 30, 2020. Following the review corrections were noted.

At this time, President Robinson called upon Vice President Ziegler, chairman of the Finance Committee.

Vice President Ziegler reported that the committee reviewed the overall operational costs of the International Union and all relevant documents, finding everything to be in order.

Mr. Ziegler then called on Bruce Pavlik from Legacy Professionals, LLP to review the annual audit for the year ending June 30, 2020, which was forwarded to the Executive Board prior to the meeting.

Mr. Pavlik reviewed the June 30, 2020, annual audit as presented to the Executive Board. He discussed the status of the various funds and the overall financial status of the International Union.

Mr. Ziegler then read the minutes of the Finance Review Committee's telephonic meeting held August 28, 2020. A motion was made, seconded and carried to approve the minutes of the Finance Review Committee as presented.

President Robinson then called on Vice President Paul Bickford, chairman of the Roofers' Political Education and Legislative Fund (RPELF) Committee, to report on the telephonic meeting held on August 28, 2020.

Vice President Bickford read the minutes of the RPELF Committee meeting. A motion was made, seconded and carried to approve the minutes of the RPELF Committee meeting as presented.

President Robinson then called on Secretary-Treasurer Hadel to report on Board Case 1742. He noted that Vice Presidents Ziegler and Beasley would not be participating in the decision rendered in this Case.

CASE 1742 — Appeal by Herman Hoyos, #295286, member of Local Union 36, Los Angeles, California, of the not guilty decision reached by Local Union 36 on his charges against Cliff Smith, #278882 and Alejandro Torres, #286630 members of Local Union 36.

Secretary-Treasurer Hadel reviewed Case 1742, which was brought before the Board for their consideration and hearing. Herman Hoyos, Cliff Smith, Alejandro Torres, Jose Garcia, Raul Duenas, Juan Escobedo, Reynaldo Mejia and Hector Drouaillet called in to provide additional testimony.

At this time, President Robinson called on National Training Director Keith Vitkovich for an update on the National Instructor Training Program at Washtenaw Community College.

Keith reported that the decision had been made to cancel the

November 2020 National Instructor Program due to Covid-19 restrictions. He stated that after much deliberation with the college administrators and the trustees of the Research and Education Trust that the class be cancelled and rescheduled for June of 2021. He reported that if they were to continue with the November date they would have to turn down twenty-five currently registered participants, require classrooms to be cleaned between classes, require screening and surveys which would lengthen the daily schedule by two hours and limited lunch arrangements and restroom facilities. He stated that if one participant tested positive for Covid-19 then the entire program would be shut down.

President Robinson called on Media Director Erin McDermott to review the results of the recently performed membership survey.

Erin reported that there were 450 responses to the survey with approximately 220 mailed in and the remaining completed via social media, i.e. Facebook and Instagram.

Erin reviewed the survey results with the Executive Board, including questions regarding the performance of the International and Local Unions, local and national pensions, healthcare and various websites.

After dismissing Ms. McDermott, President Robinson returned to Case 1742. He discussed the

testimony presented in the Case. After considerable discussion by the Executive Board, a motion was made, seconded and carried to table Case 1742 until a further investigation into the matter is completed.

President Robinson called on Secretary-Treasurer Hadel to review Executive Board Case 1743.

CASE 1743 — Request by Local Union 11, Chicago, Illinois, for jurisdiction over the Wisconsin counties of Dodge, Jefferson and Walworth, now under the territorial jurisdiction of Local Union 65, Milwaukee, Wisconsin.

President Robinson then called on Vice President Dan O'Donnell to report on the status of this Case.

Mr. O'Donnell reported due to scheduling issues that he and Vice President Pozzi would not be able to meet with Locals 65 and Local 11 to review the request until September 10th and 11th.

President Robinson indicated he would hold this Case until Vice Presidents O'Donnell and Pozzi completed their investigation.

President Robinson called on Secretary-Treasurer Hadel to review Executive Board Case 1744.

CASE 1744 — Request by Local Union 203, Binghamton, NY, to increase their existing initiation fee from two hundred fifty dollars (\$250.00) to four hundred dollars (\$400.00) effective January 1, 2021.

After reviewing the case, a motion was made, seconded and carried to approve the request.

President Robinson called on Vice President Bob Peterson to report on the status of the Local 37, Pittsburgh, Pennsylvania, trusteeship.

Vice President Peterson discussed the overall progress of the local. Reporting that they are close to releasing the local from trusteeship with only a few minor issues that need to be addressed.

President Robinson called on International Representative Jeff Eppenstein to report on the current status of the Local 92, Decatur, Illinois, trusteeship.

International Representative Eppenstein reported on the status of the local and that there were many issues to be addressed with the JATC, Labor Management Fund and the local's 401(k) Plan. He also reported that there were still internal Local Union administration issues to be addressed.

President Robinson called on Vice President Mike Stiens to report on the status of Local 136, Atlanta, Georgia, trusteeship.

Vice President Stiens reported on the overall status of Local 136. He reported on various membership grievances and identified potential leaders.

President Robinson called on Vice President Doug Ziegler to report on



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the status of the Local 162, Las Vegas, Nevada, trusteeship.

Vice President Ziegler reported that they have moved to the new building and that the local was well funded and operating efficiently. He reported that Covid-19 has restricted their ability to hold nominations and elections at this time. International Representative Gabby Perea added that they have negotiated a new contract.

President Robinson called on Assistant to the President Mitch Terhaar to report on the status of the Local 248, Springfield, Massachusetts, trusteeship.

Mr. Terhaar reported on the overall progress made at the local. He reported that the Local Union pension is the biggest issue to address. He stated that he's working with legal counsel and the actuary to see what options are available.

President Robinson called on Mitch to report on the progress of the Emergency Response Team (ERT) initiative.

Mitch reported that there is a toll-free number with a 24-hour answering service to handle member calls. He reported that the printed materials such as posters, pamphlets and business cards for the Local Unions is completed and would be sent to the locals once field representatives are trained and ready to respond to emergencies. Mitch reported that Covid-19 has delayed the start date and training due to travel restrictions.

President Robinson reported on the Carpenter issue in detail stating that we have the support of NABTU and other International Unions. He then discussed the communications to United Brotherhood of Carpenters (UBC) members in addition to the instructions and plans for the Local Unions. He discussed the

use of the AFL-CIO, Article XX provision where applicable. President Robinson then went on to discuss the regional assignments of International Representatives and Vice Presidents to assist Local Unions in regards to this issue.

Secretary-Treasurer Hadel reported on 9A / 8F Agreements, Voluntary Recognition language and authorization cards and stated that this information would be forthcoming in the next week.

The National Roofing Industry Pension Plan (NRIPP) is 109% funded. Since 1966, over \$1 billion in benefits have been paid to participants and their survivors.

Secretary-Treasurer Hadel, upon the request of President Robinson, read a communication from Vice President Richard Mathis notifying the Executive Board of his resignation as fourth International Vice President.

President Robinson thanked Vice President Mathis for his dedication and service to the International Union as well as to Local 11 and the Labor Movement.

President Robinson noted that a position for tenth International Vice President is now open and called for nominations to fill the vacancy.

Vice President Beasley nominated Gary Menzel, Local 11, to the position of tenth International Vice President.

President Robinson called for further nominations two more times. He stated that being there were no further nominations that nominations are closed.

President Robinson stated that a white ballot be cast for Gary Menzel as tenth International Vice President.

President Robinson at this time delivered the oath of office to Vice President elect Gary Menzel.

President Robinson at this time discussed future meetings. He stated until the Covid-19 restrictions were lifted and it is safe to travel and meet in person, we will continue to meet telephonically. He discussed Zoom versus telephonic

meetings and asked if the Board had any preference.

President Robinson asked for a motion to approve all of the bills for the September 9, 2020, Executive Board meeting.

A motion was made, seconded and carried that the bills and costs deemed necessary and proper relating to the scheduled meetings be approved in accordance with the authority in Article VII, Section 14, of the International Constitution.

There being no further business to come before the Board, the meeting was adjourned.

Respectfully submitted,



James A. Hadel
International Secretary-Treasurer

MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON OCTOBER 29, 2020 · CONFERENCE CALL

The meeting was called to order at 11:00 a.m. Eastern time by President Robinson.

The following officers and staff were present:

INTERNATIONAL PRESIDENT: Kinsey M. Robinson

INTERNATIONAL VICE PRESIDENTS:

Douglas H. Ziegler	Michael A. Vasey
Thomas J. Pedrick	Michael J. Stiens
Paul F. Bickford	Brent R. Beasley
Daniel P. O'Donnell	Joseph F. Pozzi
Robert L. Peterson	Gary W. Menzel

INTERNATIONAL SECRETARY-TREASURER:

James A. Hadel

GENERAL COUNSEL:

Librado Arreola

ASSISTANT TO THE PRESIDENT:

Mitchell Terhaar

President Robinson dismissed the regular order of business and discussed briefly the agenda for today's meeting.

President Robinson began with Case 1742, which was tabled from the September 9, 2020, Executive Board meeting for further investigation. He indicated that Vice Presidents Ziegler and Beasley would participate in the discussion, however abstain from voting on the case.

CASE 1742 – Appeal by Herman Hoyos, #295286, member of Local Union 36, Los Angeles, California, of the not guilty decision reached by Local Union 36 on his charges against Cliff Smith, #278882, and Alejandro Torres, #286630, members of Local Union 36.

President Robinson then went on to review the case details from the September 9, 2020, Executive Board hearing. He stated that the International Constitution and By-Laws (Article V, Section 7) provides that all income derived by Local Unions shall be used only to defray necessary operating expenses, which does not include gifts, donations or loans of any kind or nature whatsoever. After reviewing the evidence in this case, the Executive Board determined that there was insufficient evidence to show that Brothers Torres and Smith violated the International and the Local Constitution and By-Laws with regards to the procedural issue of how certain motions were made. A

general discussion was then held among the Vice Presidents and General Counsel as to the expenditure made to CGT Railway Workers Union of Versailles, France, in the amount of \$2,000.00 and whether or not it was in the best interest and benefit of the membership as well as meeting their fiduciary responsibilities under Department of Labor guidelines. A general discussion regarding the expenditure was held. It was noted that the Local 36 Executive Board approved the expenditure on December 17, 2019; the expenditure was made on December 19, 2019, but was not approved by the membership until January 7, 2020, at the monthly membership meeting.

A motion was made, seconded and unanimously carried, with Vice Presidents Ziegler and Beasley abstaining, that Local 36 President Alejandro Torres, and Financial Secretary-Treasurer/Business Manager Cliff Smith, are personally responsible, either jointly or severally, to reimburse Local 36 two thousand sixty-three dollars and seventy-five cents (\$2,063.75) in expenditures made to the CGT Railway Union of Versailles general strike fund; the reimbursement shall be made within sixty days of receipt by Brothers Torres and Smith of the demand for reimbursement; Local Union assets shall not be used in any way to benefit Brothers Torres and Smith due to the Local's recoupment of this improper expenditure; the Local Union is prohibited from making similar gifts or donations in the future; the Local Union is prohibited from making expenditures of any kind to the World Federation of Trade Unions or any similar organizations; and the Local Union is prohibited from making expenditures on behalf of its members to attend meetings of the World Federation of Trade Unions or any similar organizations.

President Robinson then went on to review Case 1743 which was tabled from the September 9, 2020, meeting to allow time for Vice Presidents Dan O'Donnell and Joe Pozzi to complete their investigation.

CASE 1743 — Request by Local Union 11, Chicago, Illinois, for jurisdiction over the Wisconsin counties of Dodge, Jefferson and Walworth, now under the territorial jurisdiction of Local Union 65, Milwaukee, Wisconsin.

President Robinson asked Vice President Gary Menzel if he had any additional information or comments to present regarding the case.

Vice President Menzel discussed the resources Local 11 was willing to put into the territory to grow market share.

President Robinson then excused Vice President Menzel from the meeting. Vice President Menzel left the meeting.

President Robinson then called on Vice Presidents O'Donnell and Pozzi to report on the results of their investigation into the matter.

Vice President O'Donnell reported that they met with Local 11 Business Manager Gary Menzel to discuss Local 11's position in regards to Walworth, Dodge and Jefferson counties in Wisconsin that are now part of the Local 65 jurisdiction. In addition, they visited the new Local 11 training center in Milton, Wisconsin. They then traveled to Milwaukee, Wisconsin, to meet with Local 65 Business Manager Taylor Nelson and signatory contractors. Vice Presidents O'Donnell and Pozzi reported that the contractors discussed the amount of work they do in these counties, specifically Walworth, and how it would affect their operations. Vice President O'Donnell and Pozzi both stated that relinquishing Walworth County to Local 11 would be harmful to the contractors and members of Local 65 as well as the financial wellbeing of Local 65. Vice President O'Donnell and Pozzi recommended to the Executive Board that Walworth County remain in the jurisdiction of Local 65 and Dodge and Jefferson Counties be assigned to Local 11.

A motion was made, seconded and carried to concur with the recommendation of Vice Presidents O'Donnell and Pozzi that Walworth County remain in the jurisdiction of Local 65, and Dodge and Jefferson Counties be assigned to Local 11.



Vice President Menzel rejoined the meeting. President Robinson requested that Secretary-Treasurer Jim Hadel give an update on the 2023 Convention hotel.

Secretary-Treasurer Hadel reported that they are in the process of procuring a contract with the Tropicana Hotel and Casino in Las Vegas, Nevada.

President Robinson reviewed the current situation with the United Brotherhood of Carpenters (UBC). He discussed Solidarity Agreements in addition to the situation with the UBC in Buffalo, New York. He discussed the affiliation/officer surveys that were sent to the locals by Secretary-Treasurer Hadel and that we were currently cataloguing the information. President Robinson asked the Vice Presidents to report on any key issues with UBC in their respective areas. A general discussion was held in regards to the issue.

Secretary-Treasurer Hadel reported on the information sent out to locals regarding 9(a)/8(f) agreements, voluntary recognition agreements as well as authorization cards.

There being no further business to come before the Board, the meeting was adjourned at 12:20 p.m.

Respectfully submitted,

James A. Hadel
International Secretary-Treasurer



Secretary-Treasurer's Letter

BY JIM HADEL, INTERNATIONAL SECRETARY-TREASURER

Year-End Thoughts

What a year this has been! Unfortunately, one we will not forget for years to come. Along with the Covid-19 pandemic, we have witnessed racial strife and injustice not witnessed since the 1960s. To make matters even worse, the president of our country—our leader—chose to ignore the advice of the experts in the scientific community regarding the handling of the virus, ignoring solutions and not accepting responsibility as the virus expanded and continued to plague this country.

The result was significant loss of lives and one the biggest job losses in the history of this country. His handling of the racial injustice and disparity issues totally

areas of the country more than others at times, the overall response by our members and local unions as essential workers to respond and to continue working safely where possible was remarkable.

As far as the year is concerned in terms of our union, it is not bad news. Although the final numbers for the year in terms of work hours and membership numbers are not in as of this date, in spite of the shut downs created by the pandemic in some states, we are having a good year. Membership growth has been strong, apprenticeship programs nationwide have record-setting levels of registered apprentices, and our work hours are comparable to 2018, which was a banner year

In spite of shut downs, membership growth has been strong, apprenticeship programs nationwide have record-setting levels of registered apprentices, and our work hours are comparable to 2018, which was a banner year for our union.

disheartened me. A true leader brings a country under crisis together, seeking solutions, rather than fueling divisionary tactics. I have never in my lifetime witnessed our country so divided, and hopefully in 2021 we will witness leadership under the Biden-Harris administration that will focus on bringing this nation back together stronger than ever.

As we close this year, I would be remiss if I did not mention my deep felt sympathy for our members and their families that have lost family or friends to Covid-19. Hopefully under new leadership we will grasp the seriousness of this pandemic and develop a national strategic plan to find a cure.

In addition, my respect and thanks goes out to the membership and local union leadership on how well they have handled themselves during this crisis. Although the concentration of the virus affected some

for our union. A bright spot and good news in spite of the year's tumultuous events.

As we move forward into 2021, one issue that needs our undivided attention is the blatant encroachment of the Carpenters (UBC) on our union. Every local union has been provided the resources, guidance and instructions to combat this cowardly attack on our union. Protecting your work jurisdiction and educating our members, as well our signatory contractors, about this attack by the UBC should be ongoing. President Robinson and I have spent an enormous amount of time over this issue the past year and will continue to focus on this issue into 2021. The real line of defense is at the local level. Be cognizant at all times and use the resources provided to you. Your union is at stake.

I hope each and every one you have a safe and happy holiday season and a prosperous New Year. ■



The Washington Connection

BY MITCH TERHAAR, ASSISTANT TO THE INTERNATIONAL PRESIDENT

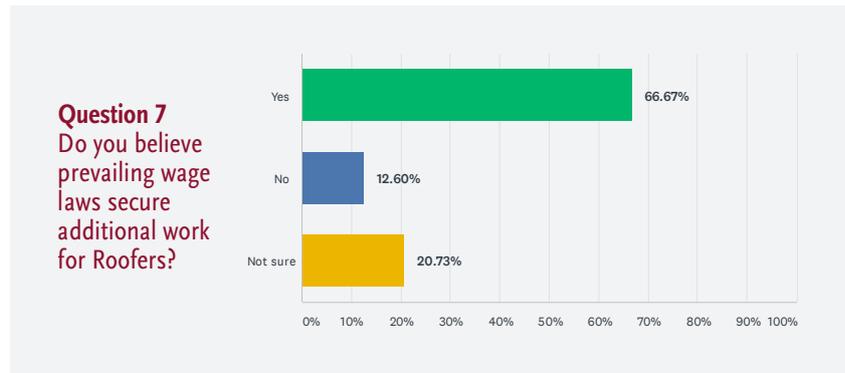
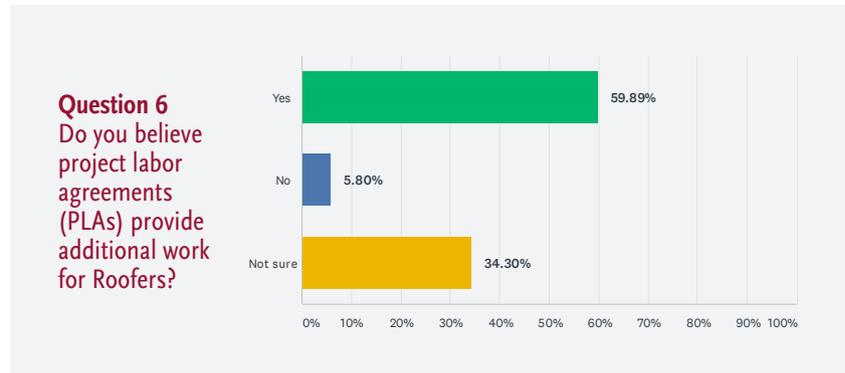
Understanding PLAs and Prevailing Wage

Brothers and Sisters,
Happy holidays to you and your family, and I hope you have a prosperous New Year! The future looks bright for 2021 with new leadership for the country and a new feeling of optimism. Please always put safety and health in the forefront and stay safe for you and your family.

In our last magazine we published the results of a survey conducted to help us understand where our members stand on various issues. Among the responses were a couple results that caught my attention and I felt I needed to address: Question 6, Do you believe project labor agreements (PLAs) provide additional work for the Roofers, and Question 7, Do you believe prevailing wage laws secure additional work for Roofers. In both these questions we had a surprisingly high percentage of members answer that they were not sure whether these create work for our members. So I wanted to share some facts to help anyone who might not know how PLAs and prevailing wage laws help our members.

The project labor agreement or PLA is a collective bargaining agreement that applies to a specific construction project and lasts only for the duration of the project. Essentially, it guarantees the project will use union labor.

Governments can require that recipients of government funding for a construction project use PLAs. Also, private sector companies may choose to enter into



PLAs for a specific project or series of projects (Toyota and Walmart are examples of corporations that have chosen to use them). The entity seeking to complete the construction project enters into an agreement with a union or group of unions, such as an area trades union council, before seeking bids from contractors to do the work. That way any contractor interested in submitting a bid knows the job will require union labor.

A PLA generally specifies the wages and fringe benefits to be paid on a project, and it usually includes binding procedures to resolve labor disputes. PLAs typically include a

provision barring unions from striking and contractors from locking out workers. A PLA also generally requires that either a) contractors hire workers through a union hiring hall, or b) employees become union members after being hired. These agreements provide stability between customers and the workers.

The federal Davis-Bacon Act requires that *prevailing wages* be paid on federally funded public works projects, such as construction, repair or alteration of public buildings, or construction of public roads or bridges. The federal law sets a minimum threshold of \$2,000, meaning if a public works contract is for an

Prevailing wage laws prevent non-union roofing contractors from underbidding union roofing contractors by using low-wage workers.

amount in excess of \$2,000, then prevailing wages must be paid. States must abide by the Davis-Bacon Act when federal funds are involved in public works projects within the state. **The prevailing wage law** covers only construction workers in specific types of occupations and does not apply to all workers on public works projects. The prevailing wage for the covered occupations is determined by the U.S. Department of Labor through surveys of wages paid in those occupations in surrounding areas, so that the wages reflect the local economy. The prevailing wage is not established by either the state or federal government, but

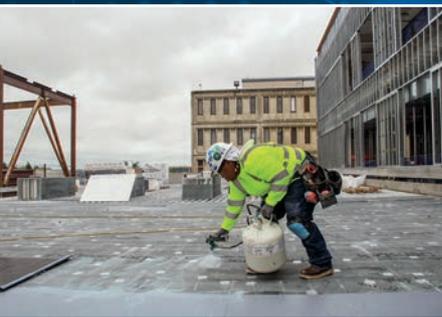
instead by these surveys, which are to include both union and non-union labor. A state with a higher construction wage in general will therefore have a higher prevailing wage. The surveys are conducted on a regular basis to respond to changing local economies.

In addition, some states have adopted their own versions of prevailing wage laws to set threshold requirements for payment of prevailing wages on state-funded public works projects. The state prevailing wage laws apply only to publicly funded construction projects, such as roads or public buildings, when state dollars are involved. As with

the federal act, the state prevailing wage laws apply only to construction workers in specific occupations, and then only if the contract was in excess of the state's established threshold. States with their own prevailing wage generally set their prevailing wage by conducting surveys of local wages and collective bargaining agreements, and referring to the federal prevailing wage for their area.

When union wages and benefits are used in these surveys, it establishes the collective bargaining rate as the prevailing wage rate in the area. Therefore, any roofing contractor bidding on these project must pay their employees the same wages and benefits as the union roofing contractors. This prevents non-union roofing contractors from underbidding union roofing contractors by using low-wage workers.

I hope this helps our members understand the importance of these agreements and how they help our members. ■



Jurisdictional Photos

THE JURISDICTIONAL DEPARTMENT NEEDS YOUR PHOTOS

We are developing a jurisdictional library to protect our work. If you like taking pictures of your worksite, please send a copy to our International Office. We are looking for all types of roofing and waterproofing systems. In order to archive the photos, you must include your company's name, job location, date and product being installed. Please email to mitch@unionroofers.com



Marketing Issues

BY JORDAN RITENOUR, DIRECTOR OF MARKET DEVELOPMENT

Mobile Training Unit Brings the Training to You!

Training has always been, and will continue to be, our mainstay with members and signatory contractors. Several years ago International President Robinson had the foresight to implement the Roofers & Waterproofers Research and Education Joint Trust Fund, which has flourished under the guidance of Keith Vitkovich and his staff. This Fund has enabled us to offer more training to local apprenticeship programs, coordinators and instructors. It has overseen the development of several technologically advanced online tools and programs, and recently established our union's first National Instructor Training Program, to be held at Washtenaw Community College. With the Roofers Joint Trust, International President Robinson was able to take training to the next level.

With that same dedication, International President Robinson and Secretary-Treasurer Hadel have

taken training, marketing and organizing to an even higher level. It is with great pleasure, pride and excitement that I announce the addition of a mobile training unit to our International Union. After many meetings and negotiations with car dealers, trailer manufacturers and customizers, what was once a dream has become reality.

We have purchased a new Ford F-350, along with a 20' fully customized enclosed trailer exclusively designed for our training needs. The truck was manufactured at the Louisville Assembly Plant (UAW). The roofing on this facility is done under a National Maintenance Agreement, with our members and signatory contractors performing the work.

The trailer was customized in Parkersburg, WV, by Pioneer Pipe (UA Local 565), the same company that builds the UA's semi-trailer mobile training units. It is fully



Local 106, Evansville, IN, apprentice Adrian Burdette trains outdoors with the help of the mobile training unit.

stocked with the needed power equipment, hand tools, PPE and mock-ups, which enables us to do training wherever and whenever it is needed. I would be remiss if I didn't mention that Milwaukee Tool has committed to being our partner with our endeavors for training and to the mobile training unit by supplying many of the needed tools and PPE.

To schedule the mobile training unit for your local to use, whether it be training, marketing or organizing needs, please send an email to gigr@unionroofers.com.

On behalf of the entire Marketing Department, we would like to wish all of our members a Merry Christmas and a prosperous New Year. As always, we are willing to help in any way we can. ■



The brand-new Roofers mobile training unit is ready to hit the road to bring training where it's needed.



The sleek interior of the mobile training unit contains plenty of space for equipment, tools, PPE and mock-ups.



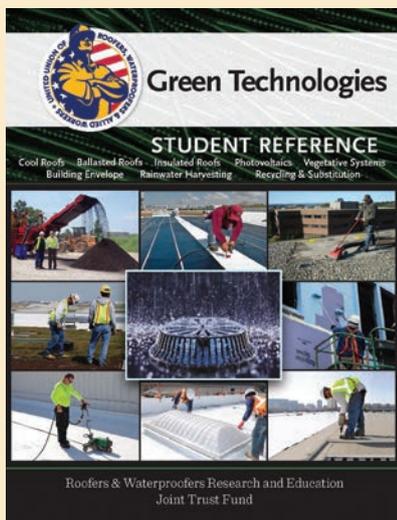
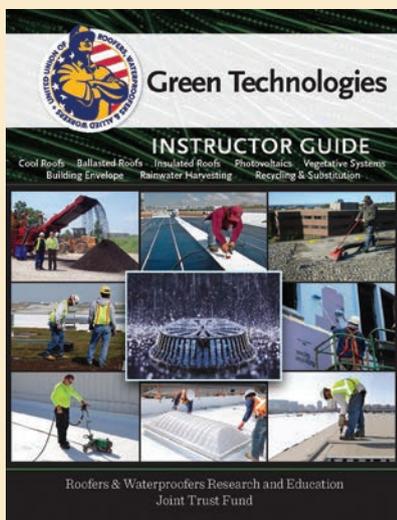
Roofers & Waterproofers
Research and Education
Joint Trust Fund

BY KEITH J. VITKOVICH,
EXECUTIVE DIRECTOR OF ROOFERS
& WATERPROOFERS
RESEARCH AND EDUCATION TRUST FUND



New Roofing & Waterproofing Green Technologies Training Program

The United Union of Roofers, Waterproofers & Allied Workers strives to provide the safest and best-trained roofers in the industry for our signatory contractors. In order to stay current with the latest roofing and



The Roofers Joint Trust has rolled out a new, completely updated Green Technologies training program.



waterproofing technologies and deliver the most advanced training possible, the Roofers & Waterproofers Research and Education Joint Trust Fund (Roofers Joint Trust) continues to develop new training resources for locals and JATCs.

The new Green Roofing & Waterproofing Green Technologies program has a wealth of resources that are available on the Roofers &

Waterproofers Training Resource Center (TRC):

- 11-Unit Student Reference Manual
- 11-Unit Electronic Presentations
- 11-Unit Instructor Guide
- 11 Tests and Answer Keys

The training package has a full-color look, produced in a format



that will allow the Roofers Joint Trust to make timely revisions and updates as evolution continues within our trade.

The 135-page Student Reference manual includes industry practices, references, real-life illustrations and safety regulations.

The instructor-led electronic presentations augment the student reference material and include videos, animations and other

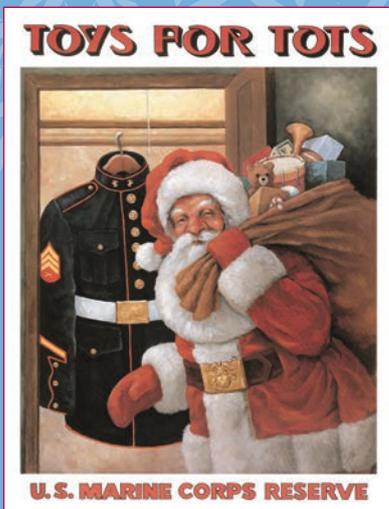
interactive features that support the learning objectives and enhance the learning process.

The 498-page Instructor Guide was produced in a format that includes the student text, slides from the electronic presentations, and test answer keys. Each slide is connected to the material it covers in the student text, and talking points are suggested for each slide to help the instructor conduct the class.

Print versions of these materials will also be available and will be produced on demand. This approach again allows us to print the latest versions of the materials and avoids having a large inventory of older versions to deal with.

Student Reference, Electronic Presentation and Instructor Guide contents:

- Green Technology Introduction
- Cool Roofs
- Insulated Roofs
- Ballasted Roofs
- Vegetative Systems
- Photovoltaics
- Skylight Arrays
- Building Envelope
- Rainwater Harvesting
- Other Green Methods
- Green Safety



INTERNATIONAL OFFICE Collects Donations for Toys for Tots

The United Union of Roofers, Waterproofers & Allied Workers, along with North America's Building Trades Unions, is proud to continue its holiday tradition of collecting money for the U.S. Marine Corps Reserve Toys for Tots Program in Washington, DC. In lieu of Christmas cards, a donation has been made by the International to the organization. Officers and employees of the International also made personal monetary contributions to the fundraiser.

For over six decades, Toys for Tots' mission has been to collect and distribute new toys as Christmas gifts to those children less fortunate in the community. Last year alone, the organization distributed 124,269 toys to 47,712 children of all ages in the Washington, DC, area. In the spirit of holidays and giving, we would like to wish a very happy holiday season to all our members and their families!

Recruitment Resources Available for Local Unions

The Roofers & Waterproofers Research and Education Trust Fund has recruitment resources available for local unions and their apprentice programs.

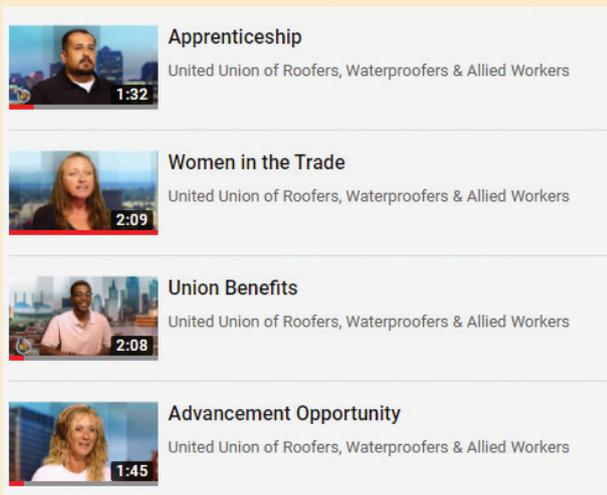
The first resource is a brochure that can be customized with contact information for each local/JATC. The contact info can include the name of the local/JATC, address, phone number, email, and website.

The second resource that has been developed is a video series. Nine videos have been filmed featuring five local members from different parts of the country who have all achieved different career opportunities within our industry. These videos can be viewed by scanning the QR code on the back of the recruitment brochure (see facing page) with a smart device. In addition, JATCs can download the

videos from the Training Resource Center, and they can be viewed from the International's YouTube page at www.youtube.com/c/UnitedUnionofRoofersWaterproofersAlliedWorkers.

The brochure and videos can be utilized in any manner that the local union and/or apprentice program sees fit for recruitment. Brochures can be handed out during the application process and at career fairs, or presented and left with high school counselors. They are also suitable for use at building trades-sponsored education programs. The videos can be shared widely through your social media networks and at job fairs, as just a few examples.

If any local/JATC is interested in ordering these brochures, please contact Executive Director Keith J. Vitkovich at keithv@unionroofers.com. ■



Recruitment brochures can be customized and are available at no charge to local unions and JATCs.

VIDEOS TITLES

- › Getting Started
- › Apprenticeship
- › Women in the Trade
- › Safety on the Job
- › A Good Day on the Job
- › Union Benefits
- › Advancement Opportunity
- › Pride in Your Work
- › Building Blocks to Our Future

VIDEO PARTICIPANTS

- › Jermaine Butts, Local 20, Kansas City, MO
- › Suzanne Young, Local 49, Portland, OR
- › Brandon Reese, Local 26, Hammond-Gary, Indiana
- › Josie Cumley, Local 185, Charleston, WV
- › Pedro Parra, Local 20, Kansas City, MO



"My roofing apprenticeship has given me regular work and no-cost benefits. Now I have more career opportunities because of my training."

EDUCATION & TRAINING

- All Aspects of Safety / OSHA Training
- Classroom Training
- Hands-on Training
- On-the-Job Training
- State-of-the-art Roofing / Waterproofing Systems
- Industry Related Certifications / Qualification Training
- Continual Upgrade Training
- Math and Blueprint Reading
- Mechanical / Technical Equipment
- Waterproofing / Air Barrier
- Green Building Technology
- Foreman Training



See video accounts about the trade from people working in the field, by scanning the code at left or visiting appi.pub/roofers/videos.html



**Proud. Professional.
Committed to Excellence.®**

Contact:

United Union of Roofers, Waterproofers & Allied Workers
1660 L St., NW Suite 800
Washington, DC 20036
(202) 463-7663
www.unionroofers.com

Start Your Career in ROOFING & WATERPROOFING

Learning a trade is your gateway to a whole world of possibilities

Scan QR code with a smart device camera to view recruitment videos.

Contact information can be customized for each local union/JATC.



COMPETITIVE WAGES

- Great Starting Wages
- Increases as Apprenticeship Progresses
- Journeyworker / Technician Wages after Apprenticeship Completion
- Journeyworker / Technician Wage Increases through CBA agreements
- Foreman Wage Increases
- Roofing is a Profession that is Always in Demand



CAREER & GROWTH OPPORTUNITIES

Union Roofers and Waterproofers work alongside experienced tradespeople, learning skills while earning a living wage plus benefits. Roofing/Waterproofing may lead to career opportunities in other areas of our trade.

- Apprentice
- Journeyworker / Technician
- Foreman
- Superintendent
- Sales / Estimating
- Union Contractor
- Union Representative
- Union Officers / Trustees
- Apprenticeship Instructor / Director

"My job in the roofing industry allows me to have great healthcare benefits for my family. It gives me the expectation of a dignified retirement because of my union-sponsored pension, and many other benefits."

BENEFITS OF THE TRADE

- Union Membership
- Living Wage
- No Cost Education and Training
- Excellent Retirement Benefits
- Family Health and Welfare
- Veteran GI Bill Benefits
- Lifetime Skills
- Worker Representation
- Employment Assistance
- Membership Portability
- Diverse Workforce
- Union Sportsmens Alliance
- Union Plus Benefits
- Nationwide Organization
- Mentoring Programs



South Central Wisconsin Roofing and Waterproofing Training Center

Roofers & Waterproofers Local 11, Chicago, IL, already has one of the country’s top training facilities for its large and growing number of apprentices. The Chicagoland Roofers Apprenticeship & Training Program, based in Indian Head Park, IL, is a state-of-the-art training center built from the ground up, and it serves hundreds of apprentices working for signatory contractors in Chicago and beyond.

Local 11 was recently awarded jurisdiction of the Madison, WI, area—an area that was once under Local 11 but switched to Local 65 in more recent history. As Local 11 has grown its membership and contractor base, it saw an opportunity to increase the presence of union roofing contractors in Madison. “We

saw most jobs there represented by union trades, but there were no union roofers,” explained International Vice President/Local 11 President Gary Menzel.

Local 11 now has an aggressive organizing plan for the community, and part of that plan is to extend its training capabilities to the immediate area, showing contractors that Local 11 is dedicated to expanding and training their employees. “We

need to show that we’re here, and we want to work with these contractors,” said President Menzel.

Local 11 bought a 15,000 sq. ft. building in Milton, WI, (about two hours from Chicago) and spent a year converting it into the local’s second training facility—the South Central Wisconsin Roofing and Waterproofing Training Center. The center currently houses two classrooms and a large, open space with



EPDM and hot-air welding mock-ups have extra ventilation.



One of two spacious classrooms that allow room for apprentices to social distance.

several mock-ups for hands-on training. There are plans for an outdoor pavilion for students to work on built-up and torch-down applications.

The metal building is outfitted with a sophisticated ventilation system that keeps students and instructors safe while working with fumes and vapors. The system includes air replacement for the air that is removed. The hot-air welding mock-up contains additional ventilation hoses so the fumes don't build up in the small individual spaces. There are areas for both hand-held and machine welding applications.

There is a small steep-slope mock-up dedicated to shingles, and another larger, steeper one for slate and tile. Given that the building is about half the size of the Chicagoland facility, many of the mock-ups perform double duty. The slate mock-up, for example, also has a small area for working on flat roof applications that tie into the steep slope. A waterproofing mock-up is paired with a high wall that is used for air barrier training.

The first classes were held Oct. 31. Safety guidelines from the Chicagoland facility regarding Covid-19 have been implemented here. "Every apprentice that enters the building



Waterproofing and air barrier mock-up

answers questions about symptoms and exposure, has their temperature checked, and applies hand sanitizer. Nobody takes their mask off," said Training Director Marty Headtke. The class sizes are smaller, and the new bathrooms feature touchless faucets and soap dispensers.

With classes just starting to take off, there are about a half dozen trainers that come in on Saturdays to train. Nate Tell acts as lead instructor, and Local 11 Business Agent Travis Gorman helps oversee the organizing in the area. As Local 11 grows its Madison contractor

base in the near future, all new apprentices will train at the new center. For now, they are training about 50 apprentices from the Rockford, IL, area. This helps alleviate space at the main training facility, and is actually more convenient for these members.

Plans for an open house have been put on hold due to Covid-19, but hopefully with a vaccine in place, the local can showcase the new facility and get moving on its organizing plan later next year. As President Menzel stated, Local 11 has growth! ■



Shingle mock-up



Slate, tile and low-slope mock-up

Help to Cope With Today's and Future Challenges

Coping with life's challenges and the Covid-19 (coronavirus) pandemic can be stressful. During difficult times, you or your family members may be experiencing undue stress, depression, and even panic. Sometimes you may feel helpless and hopeless. If this is happening to you, you need help! As the Board of Trustees of the National Roofers Union and Employers Joint Health and Welfare Fund, we recognize your needs and we are providing you with assistance.

Your New FREE EAP Benefit

Beginning January 1, 2021, you, your eligible dependents and members of your household will be eligible to connect with counselors and specialists free, by phone and online, via Cigna's Employee Assistance Program (EAP). An EAP program counselor is a valuable resource if/when you or a family member needs help to cope with anything that is causing a negative effect on your personal, private and/or professional life. EAP counselors are uniquely qualified to assess your needs, find a solution to help resolve your concerns, and direct you to a variety of helpful resources in your community. They can also provide you with educational materials on almost any work or life issue:

- Stress
- Marriage, family, and work-related problems
- Mental health and substance abuse matters (alcohol and drug treatment)
- Parenting, child care

- Legal assistance
- Home maintenance, relocation
- Education
- Senior care
- Identity theft
- Finances
- Pet care
- Adoption

If you'd like to speak with an EAP counselor by phone or online—

You can speak confidentially with an EAP counselor 24/7/365:

- To speak directly with a counselor over the phone, call **(877) 622-4327**. You can call for help when and wherever you are, day or night, weekdays or weekends, at home, at work, or while you are traveling. You will also be eligible for an unlimited number of telephonic sessions.
- To chat with an EAP counselor online, visit mycigna.com and click on **Click to Chat for EAP members**.

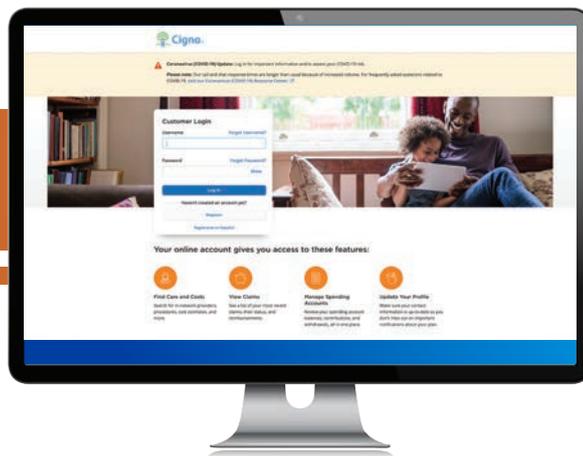
In addition, you and your family members are eligible for up to five

(5) free face-to-face visits per type of issue per year with a counselor.

The Behavioral Health Network

The EAP is just one component of the behavioral health services that the National Roofers Union and Employers Joint Health and Welfare Fund is providing to you through Cigna. You also have direct, online access to the medical specialists who participate in Cigna's Behavioral Health network. The network includes doctors who specialize in psychiatry or addiction medicine, can diagnose problems, treat them through talk therapy, and prescribe medication, if necessary. The network also includes psychologists, family therapists, social workers, nurse practitioners, and clinicians. All therapists contracted by Cigna are licensed and offer treatment through independent practices, and some use video conferencing to provide more convenient access to care.

You can connect with a specialist 24/7/365 if you're dealing with any health issue, including anxiety, depression, stress, and grief. No





condition is off limits. It is up to you and your doctor to determine if a face-to-face appointment is preferable. Coverage for telephonic and virtual visits with your doctor will be subject to the regular plan of benefits.

If you'd like to connect with a behavioral health specialist online—

Log in to mycigna.com, go to Find Care and Costs, click **Doctor by Type**, and enter **virtual behavioral health counselor**. You can connect to:

- **Psychologists** who provide counseling services
- **Therapists** who provide counseling, support, and talk therapy
- **Psychiatrists** who provide mental health and substance abuse treatment, including therapy, diagnosis, and medication when necessary

The site also offers access to interactive tools, an online Managing

Stress Tool Kit, health programs, and resources via the Manage My Health section, including wellness modules, a Health Encyclopedia,

the people who die by suicide were not mentally ill. Several factors may lead someone to take such a drastic measure. They may be struggling

You and your family members are eligible for up to five free face-to-face visits per type of issue per year with a counselor.

a Healthy Rewards® discount program, and information on topics like depression, bipolar disorder, anxiety, panic attacks, and more, that can help you understand what you may be going through.

Before Taking Drastic Action, Seek Help!

While it is a common belief that an individual who contemplates committing suicide must be suffering from a mental health condition, it has been reported that a majority of

with a relationship problem, substance misuse, a recent personal crisis, extreme stress or something else. The primary objective is for help to be provided before someone takes his or her own life. If you, any of your eligible dependents, or someone in your household are experiencing difficulty coping with any of life's challenges, you or they can contact the EAP. Remember, it's FREE and counselors are available 24 hours a day, 7 days a week, 365 days a year. ■

APPROVED NRIPP PENSION APPLICATIONS AT THE MEETING OF AUGUST 3-4, 2020

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Kenneth Acker	Normal	54	Robert McCaster	Late	136
Jeffrey Aldrin	Early	96	Maurice McCollum	Disability	96
Sharon Ayers	Late	106	John Moreau	Early	11
Jose Azpeitia	Unreduced	11	Kenneth Murphy Sr.	Disability	119
Faro Barnhurst	Unreduced	91	Michael Murphy	Early	97
Kazimierz Bednarczyk	Late	10	Thomas Nielsen	Unreduced	162
Jesse R. Belmont	Early	54	Guy Miller	QDRO	11
Ricky Brand	Normal	81	Dennis Ouimette	Early	81
Charles Bryant	Normal	11	Codaray Pace III	Normal	123
Jose Campos	Normal	81	Reese Palmer	Early	153
George Cardoza	Late	81	Mark Paulsen	Unreduced	96
David Chapman	Unreduced	96	Dennis Petersen	Early	96
Maurice Claeys Jr.	Early	32	Paul Pietruszkiewicz	Late	30
Kenneth Clark	Early	11	Brian Ploszay	Unreduced	96
Ronald Clemens	Normal	195	Dennis Polak	Unreduced	96
Paul Corbin	Early	49	Dennis Pruneau	Normal	2
Edward Curran	Disability	22	Dennis Rach	Unreduced	23
Allan Cuykendall	Normal	54	Jeffrey Rach	Early	23
Larry Dahlgren	Normal	23	Jeronimo Ramirez-Tellez	Late	54
Charles Dixon	Disability	26	Billy J. Reffitt	Early	119
Mark Farrow	Normal	23	Daniel Remington	Early	182
Marco Fontana	Early	40	Vernon Remour	Unreduced	32
Walter Foster	Unreduced	241	Mauro Reyes	Late	40
Paul Freund	Unreduced	210	Jesus Rocha-Gonzalez	Early	20
Terry Garrett	Normal	150	Jeffrey Rose	QDRO	26
Michael Gentile	Early	44	Ed Sable	Unreduced	189
David Glennon	Early	33	Edward Santisteban	Normal	123
William Goodson	Late	143	Frank J. Schoeneman	Unreduced	22
Jose E. Guevara	Unreduced	136	Gary Seversind	Normal	189
James Griego	Late	135	Michael A. Stiefleisch	Early	2
Bryan Guntharp	Unreduced	11	Neil J. Sleep	Normal	123
Scott Hamilton	Early	69	Daniel Smyres	Late	153
David Heale	Unreduced	22	James E. Spangler	Normal	106
Thomas Helmer	Late	96	James Spellman	Normal	20
Kenneth Hemphill	Disability	20	Billie Switzer	Early	150
Daniel Herman	Early	96	Juan Trevizo	Early	49
Jeffrey Houston	Early	11	Phillip C. Unger	Normal	135
Robert Karecki	Normal	44	Michael Valentine	Normal	34
Joseph Kehrer	Late	2	Pete Van Etten	Early	11
Tony Kimbrough	Unreduced	54	Timothy Verdu	Early	2
Keith Knickrehm	Unreduced	11	David W. Walker	Disability	42
Steven Lambert	Unreduced	22	George Wall	Unreduced	150
Phillip Laylor	Early	12	Darell Watkins	Unreduced	20
Samuel Lewis	Early	136	Howard Wilson	Late	2
Roy Lynch	Early	65	Charles Wood	Early	22
Bennett MacArthur	Normal	149	Theodore Wood Jr.	Early	119
John Martinez	Unreduced	65	Anthony D. Woodson	Normal	119
Randall Matter	Early	142	Jim Zeckovich	Normal	136
Wayne McCarthy	Unreduced	81			

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS
AT THE MEETING OF AUGUST 3–4, 2020

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Steven Anderson	11	Andra Harris	2	James Painter	20
Eugene Brooks	69	Charles Harris	317	Benedict Pecha	96
Norman Brown	81	Gordon Hatch	189	Larry Perryman	20
Ronald Chestnut	119	Van Holcomb	2	Rafael Rivera	36
Billy Collins Jr.	42	Joseph Holeva	30	Antonio Rodriguez	220
Larry Cooper	143	Larry Holmes	317	Patrick Slaughter	65
Gerald Dunning	54	Floyd Jones	26	Larry R. Stephens	23
Theodore Freeman	142	Richard Jenkins	119	Scott Thomas	119
Steve Gabrielson	96	Edmund F. Nowiszewski	11	Gary Wallace	150
Moses Harper	135	Jess Oakley	91		

Questions about your pension?

If you have contributions made on your behalf to the National Roofing Industry Pension Plan (NRIPP) or National Roofing Industry Supplemental Pension Plan (NRISPP), you can contact fund administrator Wilson-McShane with any questions regarding your plan.

Visit www.nrpf.com or call 800-595-7209 for information.

New Opportunity for Members to Increase Their NRIPP Benefit

The National Roofing Industry Pension Plan trustees have announced that the allowable contribution to the Plan has been increased from 12% to 15% of the lowest journeyman on the check wage in the applicable collective bargaining agreement, effective with hours worked on or after January 1, 2020.



Cecil W. Kanderup is Local 40's longest-serving member. Here he displays his hard-earned 70-year certificate.



20-year member Rafael Ochoa is an employee of Izmirian Roofing.



Brother Oliverio Banuelos works at Anderson Roofing Co. and celebrates 20 years as a member of Local 40.



25-year members Rafael and Manuel Macias are brothers who have both worked all these years at Lawson Roofing Co.



Raul Prado shows off his 30-year certificate. Raul works at the Port of San Francisco.



Samuel Rodriguez is a 20-year roofer at Izmirian Roofing.



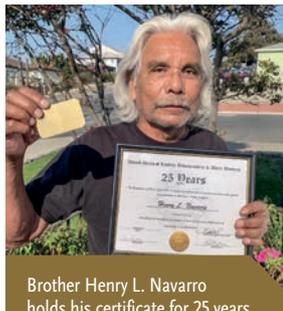
Ruben Herrera receives his 25-year certificate. He worked at Western Waterproofing, Rainbow Waterproofing and Urban Waterproofing and is happily retired.



25-year members: Ken J. Viola (left) works at Parks and Rec, and Glenn G. Phillips works at the Port of San Francisco.



Jose Santana receives his 20-year award. He worked at Izmirian Roofing and retired in 2006.



Brother Henry L. Navarro holds his certificate for 25 years of good standing. Henry used to work at Port of San Francisco and now is enjoying his retirement.



Leopoldo Ruiz, who works at Lawson Roofing, has earned his 25-year award.

Local 40 San Francisco Service Awards

The officers of Roofers Local 40, San Francisco, CA, have been busy visiting longtime members to present their service awards. The local is proud to celebrate a new record-holder: Cecil W. Kanderup

received his certificate for 70 years of service. Cecil started roofing when he was 20 and last worked at Ace Roofing. He worked on the roof for 43 years and has been enjoying his retirement for the last 27 years.

Brother Skanderup just celebrated his 91st birthday. Congratulations! Local 40 also congratulates the many members who have reached membership milestones of 20 years or more this year. ■

Nice Job by Local 97 Roofers

Dan Keith, Larry Baber, Tim Coons, Robert Milburn and Chris Evans put finishing touches on the roof of a school in Kansas, IL. The Local 97, Champaign, IL, roofers work for Industrial Services of Illinois. Foreman Tim Schwanke not pictured. ■



Local 97 members, pictured in the background, show off a job well done.

Boston Roofers Hold Election

Roofers Local 33, Boston, MA, held officer elections in September. Candidates greeted the voters outdoors while wearing masks and maintaining social distance. Once inside, third-party election firm LHS Assoc. did an excellent job tallying votes with an electronic counter machine that twice tested and verified the results.

International V.P. Paul Bickford won re-election as business manager and Brian Brousseau won another term as president, while Tony DeMelo was newly elected vice president of the local. Local 33 members also voted in Thomas Russo as recording secretary, Wilfredo Hernandez as treasurer, John Mead as trustee and Executive Board members Charles Fiorino, Robert Membrino, Scott Ferris and Raymond Ocasio. ■



Retiree Paul Littig serves as election judge and committee chairman.



Elected officers of Local 33, from left: Raymond Ocasio, Wilfredo Hernandez, Robert Membrino, Paul Bickford, Tony DeMelo, Charles Fiorino and Brian Brousseau.



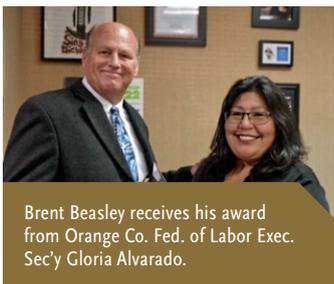
Local 189 Roofers take a masked lunch break at Brewster Elementary.

Spokane Roofers Work Safely

Local 189, Spokane, WA, members Angel Diodoro, Roberto Vences, Jaime Salas Edurda, Miguel Ziranda and Eliseo Diodoro are hard at work on Brewster

Elementary School in Brewster, WA, during the epidemic. They are employed by signatory contractor Columbia Basin Sheet Metal. ■

V.P. Beasley Named Labor Leader of the Year



Brent Beasley receives his award from Orange Co. Fed. of Labor Exec. Sec'y Gloria Alvarado.

International Vice President/Local 220, Orange County, CA, Business Manager Brent Beasley was awarded the Labor Leader of the Year Award by the Orange County Federation of Labor. He has been a vice president of the federation for over 25 years.

The award recognizes local labor leaders who serve the community and work to advance the labor movement. During the ceremony Brother Beasley was lauded by many of his colleagues, including AFL-CIO Executive Vice President Tefere Gebre. "It was nice to be recognized by my peers," he said. Congratulations on this accomplishment. ■

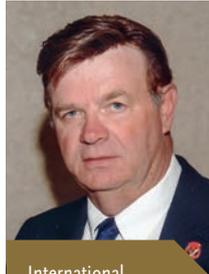
International Vice President Richard R. Mathis Retires

International Vice President Richard Mathis announced his retirement after serving on the International Executive Board for seventeen years. Rich is a proud 46-year member of Roofers & Waterproofers Local 11, Chicago, IL.

Rich served his apprenticeship at Local 11 and worked at the trade in the Chicago area, including 14 years as a foreman. From 1985 through 1990 he served as a Local 11 Trial Board member, and from 1990 to 2003 he served as business representative. In 2003 he was elected president of Local 11, a position he held until 2013.

During his time as an officer of Local 11, Brother Mathis served on the Grievance Committee, Labor Committee, Safety Committee, the Illinois State Licensing Board and was a JATC trustee and a health and welfare trustee. Rich also was a lobbyist for the Illinois Roofers District Council. In August 2003 he was elected to the position of Tenth International Vice President and rose through the ranks to Fourth Vice President before retiring in September this year.

The officers and staff of the International Union thank Rich for his many years of service, dedication and unyielding principles. We wish Rich and his wife Betty many years of happy retirement. ■



International Vice President Rich Mathis is off to enjoy a well-deserved retirement.

Gary Menzel Elected Tenth International Vice President

Local 11, Chicago, IL, President/Business Manager/Financial Secretary Gary Menzel was elected Tenth International Vice President during the International Executive Board Meeting held September 9, 2020.

Brother Menzel began his roofing career in Chicago where he became a member of Local 11 in 1986. He earned his journeyman card with the Chicagoland JATC and was the Apprentice of the Year in 1989. He served as a member of the Local 11 Trial Board from 1993 to 2000. He was elected recording secretary in 2000, appointed lead business agent in 2001 and assistant apprentice coordinator in 2002, and then elected local union vice president in 2003. He was elected president/business manager/financial secretary in 2013.

Brother Menzel also currently serves as a vice president of the Illinois State AFL-CIO, chairman of the Local 11 health and pension fund, political action committee fund, scholarship fund and charity fund, and is secretary of the apprenticeship program. He is also active in the local community serving as a labor director of Amalgamated Bank and as a member of the Chicago and Cook County Leadership Board. Brother Menzel is an active grandfather to his three grandsons and an avid Chicago Cubs baseball fan. ■



Gary Menzel, the newest International Vice President elected by the Executive Board.



Jose and Angela Azpeitia

UNION PLUS AWARDS \$1,000 SCHOLARSHIP TO LOCAL 11 MEMBER'S DAUGHTER



Union Plus awarded \$300,000 in scholarships this year to 215 students representing 43 unions, including one winner representing the United Union of Roofers, Waterproofers and Allied Workers. Angela Azpeitia of Joliet, IL, earned a \$1,000 competitive scholarship.

Local 11, Chicago, IL, Business Manager Gary Menzel and Assistant Business Manager Larry Gnat congratulated Angela on her award.

Local 11 is contributing an additional \$1,000 scholarship to Angela's college studies/tuition.

Angela's father, Jose Azpeitia, recently retired after 32 years, and Local 11 officers congratulated him on his retirement and thanked him for his years of service.

Applications for 2021 scholarships are due January 31. [Go to unionplus.org/scholarship](https://unionplus.org/scholarship) for more information.



Report of International Representative **Gabriel Perea**

I begin my report working in Las Vegas, NV, assisting Vice President/Trustee Doug Ziegler. I would like to report we successfully negotiated a new contract for Local 162. It was a good agreement with a sizable increase over a three-year agreement. We also made other changes and improved the subsistence.

As we continue to deal with Covid issues we have had to make many changes in how we conduct business. As the deputy trustee for Local 162, I have spent most of my time in Las Vegas. I am currently appointed to the Southern Nevada Roofers JATC committee. As a committee member and trustee of the Trust,

I have been working with Danny Jimenez who is our new apprenticeship coordinator.

We have addressed some of the hurdles due to the virus and have started back with apprenticeship classes. We have made some real changes, including an outside classroom area and some new mock-ups. Brother Jimenez is doing a good job and is learning about running the JATC program.

As the current supervisor for Roofers Local 27 in Fresno, I have continued to keep in touch with Business Manager Thomas Geiger. I am also active on the Central Valley Roofers JATC Committee and health and welfare Trust for the Fresno area. We have to hold Zoom

meetings to conduct business. It has its limitations, but we have adapted and are making it work. I have had to work from my home office when it's not prudent to travel; however, I continue to check in with other locals as needed.

As we all know, this election year will have a tremendous impact on all of our lives going forward. Keep in mind that we, as union members, have more than most to be thankful for. During this holiday season keep your union Brothers and Sisters in mind and families who might be going through tough times. I will close by wishing everybody a safe holiday season and hope the new year brings you prosperity, good health and happiness. ■



Report of International Representative **Jeff Eppenstein**

I begin my report by congratulating President-elect Joe Biden and Vice President-elect Kamala Harris on their historical victory. Over 81 million Americans voted for change. In addition, another 74 million Americans voted to keep things as they have been the past four years. Clearly, we are divided nation.

Our union brothers and sisters have also been divided in this election, but from the perspective of organized labor and workers' rights, the best candidates were elected. Now we need to focus on building our membership, increasing work hours, and continuing to work safely on construction projects.

Much of my time during this report was spent overseeing the trusteeship of Local 92, Decatur, IL. While the members and contractors

in this local are very dedicated and work very well together, some tough decisions have been made and Local 92 will be merging with Local 97, Champaign, IL. With this decision comes a lot of work, such as rolling over the local's 401(k) plan into the NRISPP, reallocating the wage addendum, and merging both JATCs to provide the best apprenticeship training for Roofers and Waterproofers in the area. We have also hired an administrative assistant who will work through this transition to strengthen the union office.

I have also worked with newly elected Local 106 Business Manager Mike Durham and Business Agent Ben Macke in Evansville, IN. This area has always been very good for union workers, and with their continued hard work I am sure we will watch our membership numbers continue to grow.

At Local 119, Indianapolis, IN, Business Manager Brian Smith and Organizer Josh Land have been doing a great job with bringing in new initiates, tracking retention, and working with signatory contractors to develop high-quality training and communications to better labor-management relations. In less than a year this local, which was at 250 members, has added 140 new initiates to the rolls—congratulations.

We were able to have a joint District Council meeting in Chicago with most affiliates in attendance. The most important topic was the ongoing assault of our union by another unaffiliated building trades craft. The Carpenters have become extremely aggressive in reaching out to our members on job sites, our signatory contractors and even our business partners. Their false narrative is that we are peacefully

merging; this could not be further from the truth. The United Union of Roofers, Waterproofers and Allied Workers will never merge with the Carpenters, and our members and contractors need to be very blunt to that point when approached.

On to Local 182, Cedar Rapids, IA, where I have been working with the new President Brock Willson and

Business Manager Brian Cosgrove. They are in a historically right-to-work state with no prevailing wage law, no roofing licensing act and some contractors who continually use workers who do not join the union. This is a reality in the right-to-work states. If you live in one, you know exactly what I'm talking about. If you do not, you should

be aware the harmful effect. These laws are there to destroy unions.

With the holidays upon us, I hope we can all spend time with our family and friends. Merry Christmas, happy New Year, and I wish the very best for all the members and families of the United Union of Roofers, Waterproofers and Allied Workers. Union Strong!! ■



Directory of District Councils

WESTERN REGIONAL

Morgan Nolde, President
Local Union #81
8400 Enterprise Way, Ste. 122
Oakland, CA 94621
(510) 632-0505

Jose Padilla, Secretary
Local Union #40
150 Executive Park Blvd.
Ste. 3625
San Francisco, CA 94134
(415) 508-0261

ILLINOIS

Larry Gnat, President
Local Union #11
2021 Swift Dr., Ste. A
Oak Brook, IL 60523
(708) 345-0970

Steven Peterson, Secretary
Local Union #69
3917 SW Adams St.
Peoria, IL 61605
(309) 673-8033

INDIANA

Charles Waddell, President
Local Union #23
1345 Northside Blvd.
South Bend, IN 46615
(574) 288-6506

Marcus Bass, Secretary
Local Union #26
25 W. 84th Ave.
Merrillville, IN 46410
(219) 756-3713

MICHIGAN

Mark Woodward, President
Local Union #70
P.O. Box 116
Howell, MI 48844
(517) 548-6554

Brian Gregg, Secretary
Local Union #149
P.O. Box 32800
Detroit, MI 48232
(313) 961-6093

MID-STATES

Bill Franklin, President
Local Union #44
1651 E. 24th St
Cleveland, OH 44114
(216) 781-4844

Nancy Weibel, Treasurer
Local Union #71
2714 Martin L. King
Youngstown, OH 44510
(330) 746-3020

NORTH CENTRAL STATES

Mark Conroy, President
Local Union #96
9174 Isanti St. NE
Blaine, MN 55449
(763) 230-7663

Kevin King, Secretary
Local Union #20
6321 Blue Ridge Blvd.
Ste. 202
Raytown, MO 64133
(816) 313-9420

NORTHEAST

Shawn McCullough, President
Local Union #30
6447 Torresdale Ave,
Philadelphia, PA 19135
(215) 331-8770

Mark Canino, Secretary
Local Union #9
114 Old Forge Rd.
Rocky Hill, CT 06067
(860) 721-1174

NEW JERSEY

David Critchley, President
Local Union #4
385 Parsippany Rd.
Parsippany, NJ 07054
(973) 515-8500

Rob Critchley, Secretary
Local Union #4
385 Parsippany Rd.
Parsippany, NJ 07054
(973) 515-8500

NORTHWEST

Russ Garnett, President
Local Union #49
5032 SE 26th Ave.
Portland, OR 97202
(503) 232-4807

Gregg Gibeau, Secretary
Local Union #54
2800 1st Ave., Rm. 105
Seattle, WA 98121
(206) 728-7654

Honoring Those Who Made Our Union Great

With a sense of gratitude, *The Journeyman Roofer & Waterproofer* magazine publishes the names of members who have received service pins from their Local Unions since the previous magazine for 50 or more years of continuous membership.

Our long-term members fought for and struggled for the benefits that made our union great and we now enjoy. We appreciate all that these members have done and still do to further the goals of working people and their families. Next time you see a member listed below, take the time to thank him or her for their service and dedication to our Union.

50 Years

Local 74	Thomas E. Pierson
Local 74	Ronald Printup
Local 119	Ralph H. Danner
Local 119	Paul R. Short
Local 248	Douglas Luce
Local 248	William R. Malmstedt
Local 248	Richard Snape

55 Years

Local 74	John J. Crosson
Local 248	Ronald Gagne

60 Years

Local 74	Thomas E. Loomis
Local 74	Donald G. Porter
Local 74	John Rutledge

65 Years

Local 74	Raymond G. King
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Are you a veteran in search of a new career?

Helmets to Hardhats is a national, nonprofit program that connects transitioning active-duty military service members, veterans, National Guard, and Reservists with skilled training and quality career opportunities in the construction industry. The program is designed to help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry.

1-866-741-6210
www.helmetstohardhats.org



LOCAL	AMOUNT
2 Saint Louis, MO	\$56,233.07
4 Newark, NJ	\$14,778.91
8 New York, NY	\$210,513.93
9 Hartford, CT	\$36,078.80
10 Paterson, NJ	\$17,636.17
11 Chicago, IL	\$266,857.32
12 Bridgeport, CT	\$25,296.63
20 Kansas City, KS	\$80,671.52
22 Rochester, NY	\$27,823.25
23 South Bend, IN	\$19,353.04
26 Hammond, IN	\$24,097.70
27 Fresno, CA	\$19,837.89
30 Philadelphia, PA	\$66,527.10
32 Rock Island, IL	\$8,018.00
33 Boston, MA	\$61,585.69
34 Cumberland, MD	\$4,519.90
36 Los Angeles, CA	\$86,803.84
37 Pittsburgh, PA	\$27,027.29
40 San Francisco, CA	\$50,008.74
42 Cincinnati, OH	\$18,259.08
44 Cleveland, OH	\$36,236.29
45 San Diego, CA	\$18,675.36

LOCAL	AMOUNT
49 Portland, OR	\$58,875.52
54 Seattle, WA	\$21,874.40
58 Colorado Springs, CO	\$14,086.81
65 Milwaukee, WI	\$33,296.97
69 Peoria, IL	\$19,183.93
70 Ann Arbor, MI	\$25,505.21
71 Youngstown, OH	\$10,866.32
74 Buffalo, NY	\$33,004.41
75 Dayton, OH	\$10,081.81
81 Oakland, CA	\$113,166.55
86 Columbus, OH	\$6,576.39
88 Akron, OH	\$13,283.79
91 Salt Lake City, UT	\$18,357.89
92 Decatur, IL	\$22,841.05
95 San Jose, CA	\$27,220.00
96 Minneapolis, MN	\$128,823.48
97 Champaign, IL	\$9,677.96
106 Evansville, IN	\$15,263.98
112 Springfield, IL	\$9,462.07
119 Indianapolis, IN	\$26,096.85
123 Fort Worth, TX	\$11,443.52
134 Toledo, OH	\$14,075.06

LOCAL	AMOUNT
135 Phoenix, AZ	\$19,334.86
136 Atlanta, GA	\$12,312.22
142 Des Moines, IA	\$9,101.57
143 Oklahoma City, OK	\$11,045.33
149 Detroit, MI	\$58,943.39
150 Terre Haute, IN	\$6,576.29
153 Tacoma, WA	\$31,601.89
154 Nassau-Suffolk, NY	\$32,440.22
162 Las Vegas, NV	\$28,429.14
185 Charleston, WV	\$16,429.49
188 Wheeling, WV	\$16,638.17
189 Spokane, WA	\$16,771.51
195 Syracuse, NY	\$17,566.07
200 Pocatello, ID	\$707.85
203 Binghamton, NY	\$8,891.74
210 Erie, PA	\$19,633.53
220 Orange County, CA	\$37,927.94
221 Honolulu, HI	\$23,240.08
241 Albany, NY	\$21,905.33
242 Parkersburg, WV	\$13,404.14
248 Springfield, MA	\$5,149.57
317 Baton Rouge, LA	\$1,356.12

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
51755	Richard I. Kobb	23	94
59703	George Briglevic	65	90
74294	Dante Salvati	8	94
87932	Joseph Famularo	8	82
103492	Thomas A. Lane	97	92
107107	Edward J. Galley	33	81
109666	Charles R. Cobb	185	78
116762	John C. Bame	134	85
120126	John C. Zeuschel	2	79
122116	Dennis E. Schmitt	20	79
125134	Carl D. Mason	92	89
128627	Robert Santos	154	84
128727	Earl M. Adams	119	94
132613	Robert P. Wittemann	154	86
134061	Ricardo Barreras	30	79
136400	Robert A. Link	154	77
137285	Arthur Pegahmagabow	44	73
139767	Donald F. Brooks	74	77
143017	Michael C. Linus	30	76
148926	Jerome Terry	11	70
157878	Charles W. Schwuchow	26	65
158902	Thomas Diraimondo	8	68
162215	Roy C. Tackett	86	71
166014	Randall D. Lewis	2	72
174261	Robert L. Stockelman	42	71
175267	Jeff Smith	42	61

MEMBER NO.	NAME	LOCAL NO.	AGE
179013	Bruce Carrigan	20	63
179759	Robert J. Talbett	22	67
180674	James Grabowski	149	62
189721	Frank Olenick	30	65
200558	Barbara A. Callahan	23	62
200812	Jerry R. Tarpley	2	68
216276	Charles D. Randall	30	78
217676	James Heron	30	81
217887	Tadeusz E. Kowcun	149	75
221833	Danny Sylskar	96	69
228273	Jerry E. Jenkins	143	83
229980	Tim J. Haechrel	153	63
240454	John M. Swayze	30	64
247255	Timothy S. Calvey	44	53
247312	Joseph A. Martin	23	81
266766	Luis E. Lopez	36	53
298010	Omar Thomas	30	49
304716	James Dimaria	74	63
314265	Nicholas Wennersten	30	29
315106	Luis Barretto	9	55
318721	Brandon D. Martino	88	40
320996	Michael E. Kish	44	36
327875	Eric Farmer	20	43
329987	Jeffery C. Clement	134	56
330345	Andrew S. Riley	30	32



REPORT OF INDEPENDENT AUDITORS

To the International Executive Board of
United Union of Roofers,
Waterproofers and Allied Workers

Report on the Financial Statements

We have audited the accompanying financial statements of United Union of Roofers, Waterproofers and Allied Workers (the International Union), which comprise the statements of assets, liabilities and net assets - modified cash basis as of June 30, 2020 and 2019, and the related statements of revenue, expenses and changes in net assets - modified cash basis for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting as described in Note 2; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the International Union's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Basis for Qualified Opinion

The International Union has elected not to consolidate in its financial statements the accounts of its affiliate, Roofers' Political Education and Legislative Fund (RPELF). If the financial activity of its affiliate had been consolidated in the financial statements, total assets and net assets would have increased by \$840,828 and \$800,826 as of June 30, 2020 and 2019, respectively, and the change in net assets would have increased (decreased) by \$40,002 and (\$56,789) respectively, for the years then ended.

Qualified Opinion

In our opinion, except for the effects of not consolidating RPELF as discussed in the *Basis for Qualified Opinion* paragraph, the financial statements referred to in the first paragraph present fairly, in all material respects, the assets, liabilities and net assets of United Union of Roofers, Waterproofers and Allied Workers as of June 30, 2020 and 2019, and its revenue, expenses and changes in net assets for the years then ended, in accordance with the modified cash basis of accounting as described in Note 2.

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our qualified opinion is not modified with respect to that matter.

Legacy Professionals LLP

Westchester, Illinois

August 27, 2020

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**
STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS
MODIFIED CASH BASIS

JUNE 30, 2020 AND 2019

	2020					2019	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofers and Waterproofers Fund	Convention Fund	Total	Total
ASSETS							
CASH ON HAND AND IN BANKS	\$ 767,746	\$ -	\$ 3,920	\$ -	\$ 10,570	\$ 782,236	\$ 104,462
INTERFUND RECEIVABLE (PAYABLE)	(96,813)	-	34,907	18,104	43,802	-	-
INVESTMENTS							
Money market funds	1,151,803	229,975	1,412,406	203,888	47,687	3,045,759	2,188,336
Certificates of deposit	650,000	100,000	-	-	930,000	1,680,000	700,000
U.S. Treasury, Government Agency and municipal obligations	12,160,098	1,064,812	6,484,721	-	-	19,709,631	20,313,112
Corporate obligations	887,685	-	-	-	-	887,685	887,685
Corporate stocks	2,242,950	-	6,134,320	-	-	8,377,270	8,076,806
Mutual funds	-	179,547	300,323	-	-	479,870	448,169
Group annuity contract separate account	-	343,348	343,565	-	-	686,913	662,861
Mortgage investment trust	2,567,985	-	-	-	-	2,567,985	2,498,105
Real estate investment trust	529,612	-	575,146	-	-	1,104,758	821,531
Total investments	<u>20,190,133</u>	<u>1,917,682</u>	<u>15,250,481</u>	<u>203,888</u>	<u>977,687</u>	<u>38,539,871</u>	<u>36,596,605</u>
PROPERTY AND EQUIPMENT							
Furniture and equipment	474,320	-	-	4,156	6,928	485,404	448,853
Leasehold improvements	685,119	-	-	-	-	685,119	685,119
Automobiles	89,904	-	-	-	-	89,904	30,277
	<u>1,249,343</u>	<u>-</u>	<u>-</u>	<u>4,156</u>	<u>6,928</u>	<u>1,260,427</u>	<u>1,164,249</u>
Less accumulated depreciation and amortization	(477,288)	-	-	(4,156)	(6,928)	(488,372)	(386,758)
Net property and equipment	<u>772,055</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>772,055</u>	<u>777,491</u>
OTHER ASSETS							
Group annuity contract - deferred compensation plan	-	2,169,717	-	-	-	2,169,717	2,081,855
Prepaid insurance	83,013	-	-	-	-	83,013	16,268
Deposits	14,685	-	-	-	-	14,685	14,685
Total other assets	<u>97,698</u>	<u>2,169,717</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,267,415</u>	<u>2,112,808</u>
Total assets	<u>\$ 21,730,819</u>	<u>\$ 4,087,399</u>	<u>\$ 15,289,308</u>	<u>\$ 221,992</u>	<u>\$ 1,032,059</u>	<u>\$ 42,361,577</u>	<u>\$ 39,591,366</u>
LIABILITIES AND NET ASSETS							
LIABILITIES							
Deferred compensation plan	\$ -	\$ 2,169,717	\$ -	\$ -	\$ -	\$ 2,169,717	\$ 2,081,855
Deferred leasehold allowance	281,404	-	-	-	-	281,404	315,856
Total liabilities	<u>281,404</u>	<u>2,169,717</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,451,121</u>	<u>2,397,711</u>
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Undesignated	21,449,415	-	-	-	-	21,449,415	19,849,077
Designated	-	1,917,682	15,289,308	221,992	1,032,059	18,461,041	17,344,578
Total net assets without member restrictions	<u>21,449,415</u>	<u>1,917,682</u>	<u>15,289,308</u>	<u>221,992</u>	<u>1,032,059</u>	<u>39,910,456</u>	<u>37,193,655</u>
Total liabilities and net assets	<u>\$ 21,730,819</u>	<u>\$ 4,087,399</u>	<u>\$ 15,289,308</u>	<u>\$ 221,992</u>	<u>\$ 1,032,059</u>	<u>\$ 42,361,577</u>	<u>\$ 39,591,366</u>

See accompanying notes to financial statements.

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**

**STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS
MODIFIED CASH BASIS**

YEARS ENDED JUNE 30, 2020 AND 2019

	2020					2019	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
MEMBERSHIP ACTIVITIES							
Revenue							
From affiliates							
Per capita taxes	\$ 3,764,905	\$ -	\$ 689,284	\$ 239,270	\$ 543,279	\$ 5,236,738	\$ 4,894,384
International work dues	3,877,646	-	-	-	-	3,877,646	3,449,437
Initiation and reinstatement fees	418,429	-	-	-	-	418,429	393,696
Supplies	3,842	-	-	-	-	3,842	6,231
Other	695	-	-	-	-	695	950
Total revenue from affiliates	8,065,517	-	689,284	239,270	543,279	9,537,350	8,744,698
Other membership related revenue	177,943	-	-	-	-	177,943	218,387
Total revenue	8,243,460	-	689,284	239,270	543,279	9,715,293	8,963,085
Expenses							
Salaries, per diem and travel expenses	4,053,562	-	16,000	15,000	-	4,084,562	3,962,741
Affiliation fees	309,053	-	-	-	-	309,053	305,402
Administrative expenses	2,406,775	-	47,952	-	40	2,454,767	2,369,531
Contributions to Roofers' Political Education and Legislative Fund	102,784	-	-	-	-	102,784	64,626
Educational expenses	7,073	-	-	-	-	7,073	4,150
Meetings and conferences	97,863	-	-	-	-	97,863	177,131
Organizing assistance and expenses	121,190	-	-	-	-	121,190	95,316
Burial benefits	-	-	911,540	-	-	911,540	963,137
Roofer magazine expenses	-	-	-	199,105	-	199,105	244,106
International convention	-	-	-	-	-	-	1,635,716
Total expenses	7,098,300	-	975,492	214,105	40	8,287,937	9,821,856
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	1,145,160	-	(286,208)	25,165	543,239	1,427,356	(858,771)
INVESTMENT EARNINGS - net of related expenses	455,178	27,491	790,229	904	15,643	1,289,445	875,771
CHANGE IN NET ASSETS	1,600,338	27,491	504,021	26,069	558,882	2,716,801	17,000
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Beginning of year	19,849,077	1,890,191	14,785,287	195,923	473,177	37,193,655	37,176,655
End of year	\$ 21,449,415	\$ 1,917,682	\$ 15,289,308	\$ 221,992	\$ 1,032,059	\$ 39,910,456	\$ 37,193,655

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2020 AND 2019

NOTE 1. ORGANIZATION

United Union of Roofers, Waterproofers and Allied Workers (the International Union) is comprised of local unions and their membership consisting of skilled roofers and damp and waterproof workers, including apprentices, allied workers and other classifications of workers. The International Union's purpose is to support programs and activities for the collective representation of its members.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting and Financial Presentation - The International Union prepares its financial statements using the modified cash basis of accounting. Except for the recognition of depreciation and amortization, multiple year insurance premiums, the deferred compensation annuity contract, deferred leasehold allowance, and assets and liabilities which arise from cash transactions, revenue is recognized when received rather than when earned and expenses when paid rather than when incurred. The modified cash basis of accounting is a basis of accounting other than accounting principles generally accepted in the United States of America (GAAP). Net assets are classified based on the existence or absence of member restrictions. Net assets available for use in general operations and not subject to member restrictions are classified as net assets without member restrictions. The International Union has no net assets with member restrictions.

Voluntary designations of net assets without member restrictions for specified purposes do not result in restricted funds since designations are voluntary and may be reversed at any time.

New Accounting Pronouncement - During the year ended June 30, 2020, the International Union implemented relevant provisions of new accounting standards related to the recognition of revenue. Because the International Union recognizes revenue using the modified cash basis method of accounting, as described previously, the implementation resulted in no changes to the way the International Union recognizes revenue, although disclosures regarding revenue have been enhanced.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation of property and equipment is computed using the straight-line method based on estimated useful lives of the related assets, which range from three to ten years. Amortization of leasehold improvements is computed based on the life of the lease, using the straight-line method. Depreciation expense was \$37,160 and \$40,982 for the years ended June 30, 2020 and 2019, respectively. Amortization expense for the years ended June 30, 2020 and 2019 was \$66,216 and \$63,046 respectively.

Inventory - Inventories of merchandise purchased for resale are not normally recorded using the modified cash basis of accounting. Additionally, the International Union does not maintain inventories in amounts material to the financial statements.

Revenue and Revenue Recognition - Revenue is primarily derived from per capita taxes, work dues and initiation fees. Under GAAP, revenue derived from per capita taxes and work dues should be recognized over the period to which the per capita taxes and work dues relate. Nonrefundable initiation fees should be recognized as revenue over the average duration of membership, the life expectancy of members or other appropriate time periods. As previously described, the International Union recognizes revenue using the modified cash method of accounting, and therefore, revenue is generally recognized when received.

Per capita taxes and work dues are generally paid monthly at rates set by the International Union constitution and by-laws. Initiation fees are non-refundable and paid at the time the member joins the affiliated local union, with the minimum initiation fee transferred to the International Union being \$25 or 10% of the local union's initiation fee, whichever is greater.

The International Union carries out its purpose described in Note 1 across the United States of America.

Investments - Investments are recorded at cost. Gains and losses are recognized only when securities are sold or upon maturity. Basis adjustments on inflation related investments are recognized as gains and losses when reported by the investment custodian.

Estimates - The preparation of financial statements requires management to use estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

Subsequent Events - Subsequent events have been evaluated through August 27, 2020, which is the date the financial statements were available to be issued.

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS

The following presents the cost and fair values of investments held as of June 30, 2020 and 2019:

	<u>2020</u>		<u>2019</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 3,045,759	\$ 3,045,759	\$ 2,188,336	\$ 2,188,336
Certificates of deposit	1,680,000	1,698,938	700,000	700,000
U.S. Treasury, Government Agency and municipal obligations	19,709,631	19,510,557	20,313,112	19,713,979
Corporate obligations	887,685	877,939	887,685	866,143
Corporate stocks	8,377,270	11,966,760	8,076,806	12,571,203
Mutual funds	479,870	1,150,251	448,169	936,525
Group annuity contract separate account	686,913	686,856	662,861	665,627
Mortgage investment trust	2,567,985	2,765,443	2,498,105	2,583,686
Real estate investment trust	<u>1,104,758</u>	<u>1,110,661</u>	<u>821,531</u>	<u>877,702</u>
Total	<u>\$ 38,539,871</u>	<u>\$ 42,813,164</u>	<u>\$ 36,596,605</u>	<u>\$ 41,103,201</u>

The International Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the fair value amounts disclosed above. The current economic environment has increased the degree of uncertainty.

The fair value of a financial instrument is the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (the exit price).

The U.S. Treasury obligations and most of the corporate stocks held by the International Union are traded in active markets on national securities exchanges and are valued at closing prices on the last business day of each period presented.

The mutual funds represent investments in index funds. The fair values of these investments are determined by reference to the funds' underlying assets, which are principally marketable equity securities. Shares held in mutual funds are traded on national securities exchanges and are valued at the net asset value as of the last business day of each period presented.

Money market funds and certificates of deposit are valued at cost, which approximates their fair value.

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

U.S. Government Agency, municipal and corporate obligations are generally valued by benchmarking model-derived prices to quoted market prices and trade data for identical or comparable securities. To the extent that quoted prices are not available, fair value is determined based on a valuation model that include inputs such as interest rate yield curves and credit spreads. Securities traded in markets that are not considered active are valued based on quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency. Securities that trade infrequently and therefore have little or no price transparency are valued using the investment custodian's best estimates.

Investments in the group annuity contract separate account, mortgage investment trust and real estate investment trust are valued at the net asset value per share, used as a practical expedient to estimate fair value. The net asset value is based on the fair value of the underlying investments held by the fund less its liability. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported net asset value.

The underlying assets of the group annuity contract separate account consist primarily of mortgage loans and various short-term investments. Redemptions from the group annuity contract separate account are processed as follows: redemption requests of less than 80% are transferred on the business day following the third valuation date after receipt of the redemption request. Valuation date is defined as the close of business on the last business day of the month. In the case of full redemptions, the investment manager will transfer an amount equal to 80% of the value of the redeemed units calculated as of the second valuation date following receipt of the redemption request and such payment will be made on the first business day following the third valuation date. The final payment equal to the value of the remainder of the redeemed units will be transferred within three weeks after the third valuation date.

The underlying assets of the mortgage investment trust consist primarily of residential mortgage-backed obligations. Redemptions are available on a monthly basis without notice.

The underlying assets of the real estate investment trust consist primarily of single-tenant, commercial real estate properties throughout the United States that are leased to the properties' operators under long-term leases. Redemptions were available on a quarterly basis with notice after the first anniversary date of the purchase of the shares. Effective February 10, 2020, the fund terminated its share redemption program, and therefore, redemptions are not currently available through the investment company.

Corporate stocks include shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 at both June 30, 2020 and 2019. This investment is generally considered to be illiquid due to the lack of available trading markets. It is not practical for the International Union to determine the fair value of these shares. The book value of these shares, as estimated by Ullico Inc. in its most recently available audited financial statements, was \$24.52 and \$18.88 at December 31, 2019 and 2018, respectively. The total book value for the International Union's shares is estimated to be \$840,072 and \$643,430 at June 30, 2020 and 2019, respectively. There is a high degree of subjectivity in estimating book value, and such values do not purport to represent the fair value of the investment. The International President serves on the 22 member board of directors of Ullico Inc.

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International Union believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table summarizes the fair values, by market sectors, of certain investment categories as of June 30, 2020 and 2019:

	<u>2020</u>	<u>2019</u>
U.S. Treasury, Government Agency and municipal obligations:		
U.S. Government Agencies	\$ 4,732,792	\$ 3,937,132
U.S. Treasury	3,370,619	4,182,476
Municipal	<u>11,407,146</u>	<u>11,594,371</u>
Total	<u>\$ 19,510,557</u>	<u>\$ 19,713,979</u>
Corporate stocks:		
Consumer discretionary	\$ 1,144,388	\$ 1,054,830
Consumer staples	951,694	926,428
Energy	781,349	1,017,174
Financials	2,130,535	2,510,198
Health care	2,506,669	2,412,084
Industrials	1,464,239	1,959,873
Information technology	928,580	542,652
Insurance	840,072	643,430
Materials	512,194	383,336
Telecommunication services	707,040	725,057
Other	<u>-</u>	<u>396,141</u>
Total	<u>\$ 11,966,760</u>	<u>\$ 12,571,203</u>
Mutual funds - equities:		
Energy	\$ 38,159	\$ 45,387
Financials	56,171	51,496
Healthcare	71,161	54,676
Petroleum	67,440	112,140
Technology	<u>917,320</u>	<u>672,826</u>
Total	<u>\$ 1,150,251</u>	<u>\$ 936,525</u>

NOTE 4. DESCRIPTION OF FUNDS AND PER CAPITA TAXES

The General Fund is the operating fund of the International Union.

The Retiree Fund is available to provide funding for health and welfare costs for retired employees. However, the International Union will continue to pay from the General Fund, all expenses associated with such costs until such time that the International President determines that the use of the Retiree Fund is warranted.

The Burial Benefit Fund provides funding of burial benefits for members in good standing. The Burial Benefit Fund also reimburses the General Fund for an allocation of salaries and related expenses, rent, legal and accounting fees. All active members pay a burial benefit tax of \$2.90 per month in addition to per capita taxes. Each member of superannuated status pays one-half of the usual burial benefit and per capita tax.

The Journeyman Roofer and Waterproofing Fund provides funding to defray the cost of printing the *Journeyman Roofer and Waterproofing* magazine. Any excess costs are paid by the General Fund or the Convention Fund, if convention related. This Fund also reimburses the General Fund for an allocation of salaries and related expenses.

The Convention Fund provides for funding of the International Convention held every five years. The most recent International Convention was held in October 2018.

The International Union's per capita tax rate is currently \$19.10 per month plus work dues of \$0.14 per hour worked. Prior to July 1, 2019, the per capita tax rate was \$18.10 per month plus work dues of \$0.13 per hour worked. The work dues are allocated entirely to the General Fund. For 2020 and 2019, the monthly per capita tax was allocated, as determined by the International President, as follows:

	<u>2020</u>	<u>2019</u>
General Fund	\$ 16.00	\$ 15.75
Journeyman Roofer and Waterproofing Fund	0.95	0.70
Convention Fund	<u>2.15</u>	<u>1.65</u>
Total	<u>\$ 19.10</u>	<u>\$ 18.10</u>

NOTE 5. PARTICIPATION IN MULTIEMPLOYER PLANS

Defined Benefit Pension Plan

All of the International Union's officers, representatives and employees are covered by a multiemployer defined benefit pension plan. The risk of participating in a multiemployer defined benefit pension plan is different from a single employer plan. Assets contributed to a multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers. If a participating employer stops contributing to a multiemployer defined benefit pension plan, the unfunded obligations of that plan may be borne by the remaining participating employers.

NOTE 5. PARTICIPATION IN MULTIEMPLOYER PLANS (CONTINUED)

Defined Benefit Pension Plan (continued)

The International Union’s participation in a multiemployer defined benefit pension plan for the years ended June 30, 2020 and 2019 is outlined in the table below. Plans that are considered to be significant are required to be identified. The “EIN/PN” column provides the employer identification number (EIN) and the three-digit plan number (PN). The most recent Pension Protection Act (PPA) zone status provides an indication of the financial health of the plan. Among other factors, plans in the red zone are below 65 percent funded, plans in the yellow zone are between 65 percent and 80 percent funded, and plans in the green zone are at least 80 percent funded. The last column specifies the year end date of the plan to which the annual report (Form 5500) relates.

Pension Plan	EIN/PN	Pension Protection Act Zone Status		Contributions		Most Recently Available Annual Report (Form 5500)
		2020	2019	2020	2019	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2020	Green as of 1/1/2019	\$ 363,020	\$ 281,613	12/31/2019

Contributions to the plan are made monthly under the terms of a participation agreement, which does not have an expiration date. The International Union’s contributions do not represent more than 5% of total contributions to this plan as indicated in the plan’s most recently available annual report. The increase in contributions was primarily due to increased salaries as well as a retroactive increase in the contribution rate to January 1, 2019.

Welfare Plans that Provide Postretirement Benefits

Substantially all of the International Union’s full-time employees are covered by multiemployer health and welfare plans that provide medical benefits to active and retired eligible employees. Contributions to these plans for the years ended June 30, 2020 and 2019 totaled \$746,697 and \$727,770 respectively, including \$287,491 and \$275,189 respectively, in contributions on behalf of retirees.

The majority of these health and welfare plans pay the benefit obligations related to retiree claims. The current policy to provide coverage to certain eligible retired employees can be modified at the discretion of the International Executive Board.

NOTE 6. OTHER PENSION PLAN

The International Union has established a voluntary defined contribution retirement plan (401(k) plan). Under this plan, all officers, representatives and employees are eligible to participate. The International Union matches a portion of the participant's contribution. Matching contributions for the years ended June 30, 2020 and 2019 totaled \$69,360 and \$71,508 respectively.

NOTE 7. DEFERRED COMPENSATION PLAN

The International Union has established a voluntary deferred compensation (salary reduction) plan. Under the plan, which is fully funded by participant contributions, all officers and certain classes of other employees are eligible to participate in a group annuity contract with VOYA. The participants will be entitled to receive benefits within the terms of the contract upon retirement. The group annuity contract on behalf of the participants is held in trust at Amalgamated Bank of New York. As of June 30, 2020 and 2019, the amount of participant contributions plus investment earnings (including the fair value adjustment) of the deferred compensation plan was \$2,169,717 and \$2,081,855 respectively. The annuity contract is considered an asset of the International Union subject to the claims of creditors. A corresponding liability is also reported for the obligations to the participants.

NOTE 8. BURIAL BENEFITS

Burial benefits for members are provided for by the by-laws of the International Union. The Burial Benefit Fund is self-insured for this benefit. The most recent actuarial valuation of net future benefits owed from the Burial Benefit Fund was made as of June 30, 2017 by Horizon Actuarial Services, LLC (Horizon). In its report dated October 11, 2017, Horizon reported that at June 30, 2017, the fund surplus of \$128,124 was determined as follows:

Present value of future burial benefits	\$ 21,537,183
Present value of future plan expenses	<u>1,292,231</u>
Subtotal	22,829,414
Less:	
Estimate of fair value of fund	(17,940,192)
Present value of future member contributions	<u>(5,017,346)</u>
Fund surplus	<u>\$ 128,124</u>

NOTE 8. BURIAL BENEFITS (CONTINUED)

This surplus is not recorded in these modified cash basis financial statements. Some of the more significant actuarial assumptions used in the valuation were as follows:

Interest to be earned by fund:

5.50% per annum, compounded annually

Administrative expenses:

6.00% of the expected benefits

Mortality rate (in-service and post-retirement):

RP-2000 Mortality Tables with Blue Collar Adjustment with scale projected to 2019, with a 40% margin for contingencies

NOTE 9. AFFILIATED ORGANIZATIONS

Certain officers of the International Union serve as trustees of affiliated employee benefit trust funds, including the National Roofing Industry Pension Plan (NRIPP), the National Roofers Union and Employers Joint Health and Welfare Fund, and the Roofers and Waterproofers Research and Education Joint Trust Fund (the Trust Fund). The International Union provides certain administrative services to NRIPP for which the International Union receives monthly fees. Total fees received during the years ended June 30, 2020 and 2019 were \$36,564 and \$35,856 respectively. The International Union also provides nominal administrative services to the Trust Fund at no charge.

The International Union established and sponsors Roofers' Political Education and Legislative Fund (RPELF) to receive contributions, provide financial assistance for legislative and education action programs, and to assist candidates for non-federal public office who are in agreement with the objectives of the International Union. The governing board of RPELF is appointed by the International Union, and RPELF is funded by an allocation of the International Union per capita tax. The amount of funding for the years ended June 30, 2020 and 2019 was \$102,784 and \$64,626 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2020 and 2019.

NOTE 10. TAX STATUS

The Internal Revenue Service has advised that the International Union is exempt under Section 501(c)(5) of the Internal Revenue Code, and is therefore not subject to tax under present income tax laws.

The International Union is required to evaluate its tax position and disclose the amount of a tax liability if the International Union has taken an uncertain position that more likely than not would be sustained upon examination by tax authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 11. CASH BALANCES

The International Union maintains its cash in deposit accounts with various financial institutions. The total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per financial institution. The International Union has cash balances on deposit with financial institutions at June 30, 2020 that exceeded the balance insured by the FDIC by approximately \$789,000. The International Union has not experienced any losses in uninsured balances and believes it is not exposed to any significant credit risk concerning cash.

NOTE 12. LIQUIDITY AND AVAILABILITY OF RESOURCES

The International Union regularly monitors liquidity required to meet its operating needs and any contractual commitments, while also striving to maximize the investment of its available funds. The International Union has checking accounts and money market funds at its disposal to meet liquidity needs.

For purposes of analyzing resources available to meet general expenditures over a 12-month period, the International Union considers all expenditures related to the programs and activities for the collective representation of its members, as well as the conduct of services undertaken to support those activities, to be general expenditures. As described in Note 4, financial assets associated with the Retiree Fund, Burial Benefit Fund, Journeyman Roofer and Waterproofer Fund and the Convention Fund are available for those specified purposes.

The International Union has various sources of liquidity at its disposal, primarily including cash held in checking accounts and money market funds. As part of its liquidity management, the International Union invests cash in excess of daily requirements in an investment portfolio as described in Note 3. Although the International Union does not intend to spend from its investments, amounts not designated for specified purposes may be made available if necessary. The International Union expects to receive per capita taxes, work dues and fees each year, which are available to meet annual cash needs for general expenditures.

NOTE 13. OPERATING LEASE

The International Union has entered into a ten year, ten month non-cancelable lease for office space with an expiration date of August 31, 2028. Commencing November 1, 2018, the base rent will annually increase by 2.5%.

Under the terms of this lease, the landlord agreed to abate the monthly rent for the first ten months, amounting to \$266,184. During the year ended June 30, 2019, the final \$53,237 of monthly rent was abated. Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$294,922 and \$290,543 as of June 30, 2020 and 2019, respectively, has not been recorded in these modified cash basis financial statements.

NOTE 13. OPERATING LEASE (CONTINUED)

As of June 30, 2020, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2021	\$ 341,171
2022	349,712
2023	358,469
2024	367,442
2025	376,630
Thereafter	<u>1,255,491</u>
Total	<u>\$ 3,048,915</u>

Total rental expense for the years ended June 30, 2020 and 2019 was \$302,062 and \$237,199 respectively, which is net of an amortization of a leasehold allowance of \$34,452 for each year. The monthly rent payment at July 1, 2020 was approximately \$28,000.

NOTE 14. NET INVESTMENT EARNINGS

Net investment earnings for the years ended June 30, 2020 and 2019 were as follows:

	2020			
	Interest/ Dividend Income	Realized Gains (Losses)	Expenses	Net Investment Earnings
General Fund	\$ 645,912	\$ (140,175)	\$ (50,559)	\$ 455,178
Retiree Fund	60,575	(25,970)	(7,114)	27,491
Burial Benefit Fund	500,445	370,674	(80,890)	790,229
Journeyman Roofer and Waterproofer Fund	904	-	-	904
Convention Fund	<u>17,317</u>	<u>-</u>	<u>(1,674)</u>	<u>15,643</u>
Total	<u>\$ 1,225,153</u>	<u>\$ 204,529</u>	<u>\$ (140,237)</u>	<u>\$ 1,289,445</u>
	2019			
	Interest/ Dividend Income	Realized Gains (Losses)	Expenses	Net Investment Earnings
General Fund	\$ 648,874	\$ (252,951)	\$ (44,262)	\$ 351,661
Retiree Fund	62,395	(4,421)	(6,817)	51,157
Burial Benefit Fund	513,748	22,643	(76,937)	459,454
Journeyman Roofer and Waterproofer Fund	165	-	-	165
Convention Fund	<u>14,615</u>	<u>-</u>	<u>(1,281)</u>	<u>13,334</u>
Total	<u>\$ 1,239,797</u>	<u>\$ (234,729)</u>	<u>\$ (129,297)</u>	<u>\$ 875,771</u>

NOTE 15. RISKS AND UNCERTAINTIES

As a result of the spread of the COVID-19 coronavirus, economic uncertainties have arisen which could negatively impact the International Union, though the impact and duration are unknown as of the date of the report.

NOTE 16. FUNCTIONAL EXPENSES

The financial statements report expenses that may be attributed to more than one program or supporting function. Expenses are allocated based on direct identification as well as estimates of time and effort. The International Union has estimated that on a functional classification its expenses would be allocated as follows for the years ended June 30, 2020 and 2019:

	2020								
	Program Services						Supporting Services		
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Total Expenses
Salaries, per diem and travel	\$ 1,484,674	\$ 1,240,206	\$ 16,000	\$ 16,196	\$ 114,734	\$ 37,853	\$ 2,909,663	\$ 1,174,899	\$ 4,084,562
Employee benefits	413,860	320,532	-	6,332	41,035	7,042	788,801	409,723	1,198,524
Affiliation fees	101,493	90,250	-	24,870	10,142	1,440	228,195	80,858	309,053
Office and other expenses	118,430	106,001	691	2,617	39,092	1,798	268,629	159,285	427,914
Professional fees	19,029	-	13,611	773	-	-	33,413	93,056	126,469
Donations and contributions	-	-	-	-	-	57,117	57,117	-	57,117
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	102,784	-	-	102,784	-	102,784
Depreciation and amortization	36,053	24,977	-	854	3,753	536	66,173	37,203	103,376
Meetings and conferences	39,413	-	-	2,500	-	767	42,680	55,183	97,863
Payroll and other taxes	81,264	74,907	-	13	7,281	1,698	165,163	74,370	239,533
Organizing expenses and assistance	121,190	-	-	-	-	-	121,190	-	121,190
Rent	95,997	66,506	33,650	2,275	9,990	1,427	209,845	99,062	308,907
Roofers magazine expenses	-	-	-	-	199,105	-	199,105	-	199,105
Burial benefits	-	-	911,540	-	-	-	911,540	-	911,540
Total	\$ 2,511,403	\$ 1,923,379	\$ 975,492	\$ 159,214	\$ 425,132	\$ 109,678	\$ 6,104,298	\$ 2,183,639	\$ 8,287,937
	2019								
	Program Services						Supporting Services		
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Total Expenses
Salaries, per diem and travel	\$ 1,358,331	\$ 892,962	\$ 16,000	\$ 53,931	\$ 107,043	\$ 37,346	\$ 2,465,613	\$ 1,497,128	\$ 3,962,741
Employee benefits	380,783	221,575	-	16,208	29,507	7,927	656,000	455,395	1,111,395
Affiliation fees	97,348	56,745	-	23,545	7,635	1,821	187,094	118,308	305,402
Office and other expenses	120,659	93,650	971	5,657	46,156	2,207	269,300	194,289	463,589
Professional fees	12,886	35,689	13,104	2,900	-	-	64,579	91,392	155,971
Donations and contributions	-	-	-	-	-	69,050	69,050	-	69,050
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	64,626	-	-	64,626	-	64,626
Depreciation and amortization	35,013	19,009	-	1,739	2,867	678	59,306	44,722	104,028
Meetings and conferences	56,507	1,771	-	48,086	-	2,139	108,503	72,778	181,281
Payroll and other taxes	76,931	50,738	-	2,188	5,288	1,822	136,967	80,922	217,889
Organizing expenses and assistance	95,316	-	-	-	-	-	95,316	-	95,316
Rent	74,422	40,404	27,163	3,696	6,094	1,442	153,221	94,388	247,609
Roofers magazine expenses	-	-	-	-	244,106	-	244,106	-	244,106
International convention	408,929	817,858	-	49,071	196,286	-	1,472,144	163,572	1,635,716
Burial benefits	-	-	963,137	-	-	-	963,137	-	963,137
Total	\$ 2,717,125	\$ 2,230,401	\$ 1,020,375	\$ 271,647	\$ 644,982	\$ 124,432	\$ 7,008,962	\$ 2,812,894	\$ 9,821,856

ALABAMA

123 | BIRMINGHAM-MOBILE 🏠

Meets – quarterly as called by B.M. B.M., Fin. Sec. & Tr. **Gig Ritenour**, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

ALASKA

189 | ANCHORAGE 🏠

Meets – on call. B.M., Fin. Sec. & Tr. **Leo Marsura**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

ARIZONA

135 | PHOENIX 🏠

Meets – 1917 E. Washington St., 4th Thurs. each month. Pres. **Juan Escalana-Barranco**, 1917 E. Washington St., Phoenix, AZ 85034. Phone (602) 254-7059. E-mail: phoenixroofers135@gmail.com

135 | TUCSON 🏠

Pres. **Juan Escalana-Barranco**. Phone (877) 314-4201, (602) 254-7059. E-mail: phoenixroofers135@gmail.com

ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area) 🏠

Meets – IBEW Local #700, 2914 Midland Blvd., Ft. Smith, 1st Wed. each month. B.M. **Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com

CALIFORNIA

27 | FRESNO 🏠

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 1st Tues. each month. B.M., Fin. Sec. & Tr. **Thomas Geiger**, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: rooferslocal27@yahoo.com

27 | BAKERSFIELD 🏠

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 1st Tues. each month. B.M., Fin. Sec. & Tr. **Thomas Geiger**, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: rooferslocal27@yahoo.com

36 | LOS ANGELES 🏠

Meets – 5811 E. Florence Ave., Bell Gardens, CA, 1st Tues. each month. B.M., Fin. Sec. & Tr. **Cliff Smith**, 5380 Poplar Blvd., Los Angeles, CA 90032. Phone (323) 222-0251. Fax (323) 222-3585. E-mail: rooferslocal36@att.net

81 | OAKLAND 🏠

Meets – 8400 Enterprise Way, Ste. 122, 2nd Wed. each month. B.M. **Douglas H. Ziegler**, Fin. Sec. **Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

220 | ORANGE COUNTY 🏠

Meets – 283 N. Rampart St., Ste. F, Orange, 3rd Thurs. each month. B.M. & Fin. Sec. **Brent R. Beasley**, 283 N. Rampart St., Ste. F, Orange, CA 92868. Phone (714) 939-0220. Fax (714) 939-0246. E-mail: rooferslocal220@yahoo.com

220 | RIVERSIDE 🏠

Meets – on call. B.M. & Fin. Sec. **Brent R. Beasley**, 1074 E. LaCadena Dr., #9, Riverside, CA 92501. Phone (909) 684-3645.

81 | SACRAMENTO 🏠

Meets – 2840 El Centro Rd., Ste. 117, 3rd Mon. each month at 7:30 p.m. B.M. **Douglas H. Ziegler**, Fin. Sec. **Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (916) 646-6754. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

45 | SAN DIEGO 🏠

Meets – 3737 Camino del Rio S., Ste. 208, quarterly on 3rd Thurs. of month. B.M., Fin. Sec. & Tr. **Paul Colmenero**, 3737 Camino del Rio S., Ste. 208, San Diego, CA 92108. Phone (619) 516-0192. Fax (619) 516-0194. E-mail: PaulC@roofers45.org

40 | SAN FRANCISCO 🏠

Meets – 150 Executive Park Blvd., Ste. 3625, 3rd Thurs. each month. B.M. **Jose Padilla**, Fin. Sec. & Tr. **Salvador Rico**, 150 Executive Park Blvd., Ste. 3625, San Francisco, CA 94134-3309. Phone (415) 508-0261. Fax (415) 508-0321. E-mail: Rooferslocal40@gmail.com Website: www.rooferslocal40.org

95 | SAN JOSE 🏠

Meets – 2330A Walsh Ave., Santa Clara, 2nd Mon. each month. B.M. **Robert Rios**, Fin. Sec. & Tr. **Daniel Garcia**, 2330A Walsh Ave., Santa Clara, CA 95051. Phone (408) 987-0440. Fax (408) 988-6180. E-mail: rrios@roofer95.com

81 | STOCKTON 🏠

B.M. **Douglas H. Ziegler**, Fin. Sec. **Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (209) 931-6754. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

COLORADO

58 | COLORADO SPRINGS 🏠

Meets – 404 N. Spruce St., 2nd Mon. each month. Pres. **Richard Oswalt**, 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: rdoswalt@yahoo.com

81 | DENVER 🏠

B.M. **Douglas H. Ziegler**, Fin. Sec. **Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

CONNECTICUT

12 | BRIDGEPORT 🏠

Meets – 19 Bernhard Rd., 3rd Wed. each month. B.M., Fin. Sec. & Tr. **Kevin Guertin**, 19 Bernhard Rd., North Haven, CT 06473. Phone (203) 772-2565. Fax (203) 772-2574. E-mail: kevin@rooferslocal12.com

9 | HARTFORD

Meets – Knights of Columbus, 1831 Main St., East Hartford, 3rd Wed. each month. B.M., Fin. Sec. & Tr. **Mark Canino**, 114 Old Forge Rd., Rocky Hill, CT 06067. Phone (860) 721-1174. Fax (860) 721-6182. E-mail: markc@rooferslocal9.com

DELAWARE

30 | NEW CASTLE

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. B.M. **Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325.

DISTRICT OF COLUMBIA

30 | WASHINGTON 🏠

B.M. **Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (410) 247-0029. Fax (410) 247-0026.

FLORIDA

136 | ATLANTIC COAST 🏠

Trustee **Michael Stiens**, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferlocal136.com

123 | GULF COAST 🏠

Meets – quarterly as called by B.M. B.M., Fin. Sec. & Tr. **Gig Ritenour**, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

GEORGIA

136 | ATLANTA 🏠

Meets – 374 Maynard Ter. SE, 3rd Wed. each month. Trustee **Michael Stiens**, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferlocal136.com

HAWAII

221 | HONOLULU

Meets – Moanalua Elem. School, Cafetorium, 1337 Mahiole St., Honolulu, quarterly or on call. B.M., Fin. Sec. & Tr. **Vaughn Chong**, 2045 Kam IV Rd., Ste. 203, Honolulu, HI 96819 or P.O. Box 17250, Honolulu, HI 96817-0250. Phone (808) 847-5757. Fax (808) 848-8707. E-mail: rooferslocal221@gmail.com

IDAHO

189 | BOISE 🏠

B.M., Fin. Sec. & Tr. **Leo Marsura**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

189 | LEWISTON 🏠

B.M., Fin. Sec. & Tr. **Leo Marsura**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

200 | POCATELLO 🏠

Meets – on call, Idaho Bank and Trust Bldg., Blackfoot, ID. B.R. & Fin. Sec. **Bret Purkett**, 915 Berryman Rd., Pocatello, ID 83201. Phone (208) 237-5758. Cell (208) 251-3220. Fax (208) 234-2541. E-mail: pocroof@gmail.com

ILLINOIS

97 | CHAMPAIGN 🏠

Meets – 3301 N. Boardwalk Dr., 3rd Thurs. each month at 5:00 p.m. B.M. **Darrell Harrison**, P. O. Box 6569, Champaign, IL 61826. Phone (217) 359-3922. Fax (217) 359-4722. E-mail: darrell@rooferslocal97.com

11 | CHICAGO 🏠

Meets – 7045 Joliet Rd., Indian Head Park, IL, 2nd Wed. each month. B.M., Pres. & Fin. Sec. **Gary Menzel**; B.R.s **Larry Gnat**, **Bob Burch**, **Travis Gorman**, **Rich Coluzzi**, **Mike Lafferty** and **Gerardo Morales**; **Orgs Ruben Barbosa** and **Jim Querio**, 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net Website: www.rooferslocal11.com

92 | DECATUR 🏠

Meets – 234 W. Cerro Gordo, 4th Wed. each month at 6:00 p.m. Trustee **Jeff Eppenstein**, 234 W. Cerro Gordo St., Decatur, IL 62522-1634. Phone (217) 422-8953. Cell (217) 620-8953. Fax (217) 422-8955. E-mail: ted@rooferslocal92.com

11 | LASALLE 🏠

Pres. & Fin. Sec. **Gary Menzel**, B.R. **Larry Gnat**, 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net

69 | PEORIA 🏠

Meets – 3917 S.W. Adams St., 1st Mon. each month at 7:00 p.m. B.M., Fin. Sec. & Tr. **Steven L. Peterson**, 3917 S.W. Adams St., Peoria, IL 61605. Phone (309) 673-8033. Fax (309) 673-8036. E-mail: steve@rooferslocal69.com

32 | ROCK ISLAND 🏠

Meets – 101 31st Ave., 1st Thurs. each month at 7:00 p.m. B.M. & F.S. **Donald Taets**, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890. Fax (309) 786-7490. E-mail: Office@rooferslocal32.com

32 | GALESBURG AREA 🏠

Meets – 101 31st Ave., 1st Thurs. each month at 7:00 p.m. B.M. & F.S. **Donald Taets**, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890. Fax (309) 786-7490. E-mail: Office@rooferslocal32.com

112 | SPRINGFIELD

Meets – 301 E. Spruce St., 2nd Thurs. each month at 7:00 p.m. **B.M., Fin. Sec. & Tr. John Nicks**, 301 E. Spruce St., Springfield, IL 62703. Phone (217) 210-2044. Fax (217) 210-2041. E-mail: john@rooferslocal112.com

INDIANA

119 | ANDERSON

B.M. Brian Smith, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: brian@indyroofers.com Website: www.indyroofers.com

106 | EVANSVILLE

Meets – 1201 Baker Ave., 4th Mon. each month. **B.M. Michael Durham**, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

26 | HAMMOND-GARY

Meets – 25 W. 84th Ave., Merrillville, IN, 1st Mon. each month. **B.M., Fin. Sec. & Tr. Joseph Pozzi**, 25 W. 84th Ave., Merrillville, IN 46410. Phone (219) 756-3713. Fax (219) 756-3715. E-mail: roofers26@sbcglobal.net

119 | INDIANAPOLIS

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M. Brian Smith**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: brian@indyroofers.com Website: www.indyroofers.com

119 | LAFAYETTE

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M. Brian Smith**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: brian@indyroofers.com Website: www.indyroofers.com

23 | SOUTH BEND

Meets – 1345 Northside Blvd., 1st Mon. each month. **B.A. & Fin. Sec. Charles Waddell**, 1345 Northside Blvd., South Bend, IN 46615. Phone (574) 288-6506. Fax (574) 288-6511. E-mail: rfrs23@aol.com

150 | TERRE HAUTE

Meets – 1101 N. 11th St., 2nd Tues. each month at 7:00 p.m. **B.A., Fin. Sec. & Tr. Clinton Grayless**, 1101 N. 11th St., Terre Haute, IN 47807. Phone (812) 232-7010. Fax (812) 242-2331. E-mail: clint@rooferslocal150.com

IOWA

32 | BURLINGTON

B.M. & F.S. Donald Taets, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890.

142 | SIOUX CITY

Meets – on call. **B.M. Stephen Cox** 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404.

182 | CEDAR RAPIDS

Meets – 750 49th St., Marion, 2nd Wed. each month at 7:00 p.m. **Pres. Brock Willson**, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brock@rooferslocal182.com. Website: www.roofers-local182.com

182 | WATERLOO AREA

Pres. Brock Willson, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brock@rooferslocal182.com. Website: www.roofers-local182.com

182 | DUBUQUE AREA

Pres. Brock Willson, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brock@rooferslocal182.com. Website: www.roofers-local182.com

142 | DES MOINES

Meets – 3802 6th Ave., 4th Tues. each month 6:30 p.m. **B.M. Stephen Cox**, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404.

142 | MASON CITY

Meets – on call. **B.M. Stephen Cox**, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404.

KANSAS

20 | KANSAS CITY

Meets – 6321 Blue Ridge Blvd., 4th Mon. each month at 6:00 pm. **B.M. Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | WICHITA AREA

B.M. Kevin King, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | TOPEKA

Meets – 3906 N.W. 16th, 1st Tues. of 3rd month of each quarter at 6:30 p.m. **B.M. Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

KENTUCKY

106 | LOUISVILLE

B.M. Michael Durham, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

106 | PADUCAH

B.M. Michael Durham, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

LOUISIANA

317 | BATON ROUGE

Meets – Third Thurs. of March, June, Sept. **Pres. Anthony Davis**, PO Box 74572, Baton Rouge, LA 70874. Phone (225) 355-8502. Fax (225) 355-8048. E-mail: rooferslocal317@gmail.com

MAINE

33 | BANGOR

B.M. & Fin. Sec. Paul Bickford, 53 Evans Dr., Stoughton, MA 02072. Phone (781) 341-9192. Fax (781) 341-9195 E-mail: paul@rul33.com

MARYLAND

30 | BALTIMORE

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (410) 247-0029. Fax (410) 247-0026.

34 | CUMBERLAND

Meets – Hite (shop) Industrial Park, last Fri. every even month. **B.A. Jamie McCoy**, 3793 Hill Rd., Warfordsburg, PA 17267. Phone (304) 433-5998. E-mail: jamiemccoy0711@gmail.com

MASSACHUSETTS

33 | BOSTON

Meets – 53 Evans Dr., Stoughton, MA, 2nd Tues. each month. **B.M. & Fin. Sec. Paul Bickford**, 53 Evans Dr., Stoughton, MA 02072. Phone (781) 341-9192. Apprentice Fund - Phone (781) 341-9197. Fax (781) 341-9195. E-mail: paul@rul33.com

33 | NEW BEDFORD AREA

Meets – 53 Evans Dr., Stoughton, MA, 2nd Tues. each month. **B.M. & Fin. Sec. Paul Bickford**, 53 Evans Dr., Stoughton, MA 02072. Phone (781) 341-9192. Apprentice Fund - Phone (781) 341-9197. Fax (781) 341-9195. E-mail: paul@rul33.com

248 | SPRINGFIELD

Meets – 55 Main St., last Tues. each month. **Trustee Mitch Terhaar**, 55 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: mitcht@unionroofers.com

MICHIGAN

70 | ANN ARBOR

Meets – 1451 Old Pinckney Rd., Howell, MI, 2nd Mon. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | BATTLECREEK-KALAMAZOO AREA

Meets – 800 E. Michigan Ave., Marshall, MI, 4th Wed. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | GRAND RAPIDS AREA

Meets – 511 68th Ave. N., Coopersville, MI, 3rd Tue. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | LANSING AREA

Meets – 1451 Old Pinckney Rd., Howell, MI, 2nd Mon. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | JACKSON AREA

Meets – 3700 Ann Arbor Rd., Jackson, MI, 4th Wed. every other month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

70 | MUSKEGON AREA

Meets – 511 68th Ave. N., Coopersville, MI, 3rd Tue. each month. **B.M. & Fin. Sec. Mark Woodward**, P.O. Box 116, Howell, MI 48844-0116. Phone (517) 548-6554. Fax (517) 548-5358. E-mail: office@rooferslocal70.com

149 | DETROIT

Meets – 1640 Porter St., 1st Tues. each month; 810 Tacoma Ct., Clio, MI, 2nd Tues. each month. **B.M. Brian Gregg**, 1640 Porter St., Detroit, MI 48216. Phone (313) 961-6093. Fax (313) 961-7009. E-mail: bgregg@detroitroofers.org

149 | PORT HURON AREA

B.M. Brian Gregg, P.O. Box 32800, Detroit, MI 48232. Phone (313) 961-6093. Fax (313) 961-7009.

149 | FLINT

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

149 | SAGINAW-BAY CITY AREA

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

149 | TRAVERSE CITY AREA

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

149 | MARQUETTE

B.M. Brian Gregg, Phone (810) 687-1368. Fax (810) 687-2647.

MINNESOTA

96 | MINNEAPOLIS-ST. PAUL

Meets – 9174 Isanti St. NE, 1st Wed. each month at 7:00 p.m. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Kelly Hannigan, B.R. Tyler Krogen**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com, gene@rooferslocal96.com, kelly@rooferslocal96.com Website: www.rooferslocal96.com

96 | ST. CLOUD AREA

Meets – 1903 4th St., N. St. Cloud, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Tyler Krogen**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | BRAINERD AREA 🏠

Meets – location varies, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Ben Anderson**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | DULUTH-IRON RANGE AREA 🏠

Meets – 2002 London Rd., Duluth, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Ben Anderson**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.roofers-local96.com

96 | SOUTHEASTERN MINN. AREA 🏠

Meets – location varies, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

MISSISSIPPI

123 | JACKSON AREA 🏠

Meets – quarterly as called by B.M. **B.M., Fin. Sec. & Tr. Gig Ritenour**, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

MISSOURI

2 | ST. LOUIS 🏠

Meets – 2920 Locust St., 1st Wed. each month. **Pres. & B.M. Dan O'Donnell**, 2920 Locust St., St. Louis, MO 63103. Phone (314) 535-9683. Fax (314) 535-6404. E-mail: odonnellocal2@sbcglobal.net Website: www.stlouisunionroofing.com

20 | JEFFERSON CITY 🏠

Meets – Carpenters Hall, 230 W. Dunklin, 2nd month of each quarter at 7:00 p.m. **B.M. Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | SPRINGFIELD AREA 🏠

Meets – 422 W. Commercial, 1st Wed. each month at 5:30 p.m. **B.M. Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | ST. JOSEPH AREA 🏠

Meets – 3002 Pear St., 2nd Wed. of the 3rd month of each quarter at 6:30 p.m. **B.M. Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

MONTANA

189 | BILLINGS 🏠

B.M., Fin. Sec. & Tr. Leo Marsura, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

189 | BUTTE 🏠

B.M., Fin. Sec. & Tr. Leo Marsura, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

189 | MISSOULA 🏠

B.M., Fin. Sec. & Tr. Leo Marsura, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

NEBRASKA

20 | OMAHA 🏠

B.M. Kevin King, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

NEVADA

162 | LAS VEGAS 🏠

Meets – on call. **Trustee Douglas Ziegler**, 590 S. Boulder Hwy., Henderson, NV 89015. Phone (702) 453-5801. Fax (702) 453-0426.

81 | RENO 🏠

B.M. Douglas H. Ziegler, Fin. Sec. Dean Wolf, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (209) 931-6754. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

NEW JERSEY

30 | ATLANTIC CITY

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 2601 New Rd., Northfield, NJ 08225. Phone (609) 646-7888. Fax (215) 331-8325.

4 | NEWARK

Meets – Knights of Columbus, 27 Bridge St., Belleville, NJ 07233, 2nd Wed. each month. **B.M., Fin. Sec. & Tr. David Critchley**, 385 Parsippany Rd., Parsippany, NJ 07054. Phone (973) 515-8500. Fax (973) 515-9150. E-mail: roofloc4@aol.com

10 | PATERSON 🏠

Meets – 321 Mason Ave., 4th Mon. each month. **B.A. Brian Jackson**, 321 Mason Ave., Haledon, NJ 07508. Phone (973) 595-5562. Fax (973) 595-5266. E-mail: roofer10@optonline.net

30 | TRENTON

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, Phone (215) 331-8770. Fax (215) 331-8325.

NEW MEXICO

123 | ALBUQUERQUE 🏠

B.M., Fin. Sec. & Tr. Gig Ritenour, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

123 | LOS ALAMOS 🏠

B.M., Fin. Sec. & Tr. Gig Ritenour, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

NEW YORK

241 | ALBANY 🏠

Meets – 890 3rd St., 2nd Fri. each month. **B.M., Fin. Sec. & Tr. Michael Rossi**, 890 3rd St., Albany, NY 12206. Phone (518) 489-7646. FAX No. (518) 489-7647. E-mail: rooferslocal241@gmail.com

203 | BINGHAMTON

Meets – American Legion Post 401, 263 Front St., Owego, 2nd Wed. each month. **B.A., Fin. Sec. & Tr. Philip Lester**, 32 W. State St., Ste. 206, Binghamton, NY 13901. Phone (607) 722-4073. E-mail: bingrlu203plbm@gmail.com

74 | BUFFALO

Meets – 2800 Clinton St., 1st Wed. Feb., Apr., June, Aug., Oct. and Dec. **B.M. Nicholas Gechell**, 2800 Clinton St., W. Seneca, NY 14224. Phone (716) 824-7488. Fax (716) 824-7490. E-mail: rooferslocal74@outlook.com

154 | NASSAU-SUFFOLK

Meets – 370 Vanderbilt Motor Pkwy., 4th Wed. each month at 7:00 p.m. except July, Aug. and Dec. **B.M. Sal Giovanniello**, 370 Vanderbilt Motor Pkwy., Ste. 1, Hauppauge, NY 11788-5133. Phone (631) 435-0655. Fax (631) 435-0262. E-mail: union@rooferslocal154.com

8 | NEW YORK CITY

Meets – 7:00 p.m. each month except July, Aug. and Dec., place and date to be determined. **B.M. Nick Siciliano**, 12-11 43rd Ave., Long Island City, NY, 11101. Phone (718) 361-0145. Fax (718) 361-8330.

22 | ROCHESTER 🏠

Meets – 280 Metro Park, 3rd Wed. each month. **B.M. Marty Jerome**, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. E-mail: mjeromelocal22@gmail.com Website: www.rooferslocal22.com

195 | SYRACUSE 🏠

Meets – 7706 Maltlage Dr., 3rd Wed. each month. **B.M. Gary Swan**, 7706 Maltlage Dr., Liverpool, NY 13090. Phone (315) 699-1808. Fax (315) 699-1806. E-mail: local195@rooferslocal195.com Website: www.rooferslocal195.com

NORTH CAROLINA

136 | CHARLOTTE 🏠

Trustee Michael Stiens, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

B.M., Fin. Sec. & Tr. Mark Conroy, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

OHIO

88 | AKRON & CANTON 🏠

Meets – 618 High Ave. NW, 4th Tues. each month. **B.M. & Fin. Sec. Barbara Dixon**, 618 High Ave. NW, Canton, OH 44703. Phone (330) 453-4900. Fax (844) 272-7942. E-mail: roofers88@sbcglobal.net

42 | CINCINNATI 🏠

Meets – 1010 Yale Ave., 3rd Wed. each month at 6:30 p.m. **B.M. & Tr. Rodney Toole, B.A. Brandon Burke**, 1010 Yale Ave., Cincinnati, OH 45206. Phone (513) 821-3689. Fax (513) 821-5726. E-mail: toole2009@hotmail.com

44 | CLEVELAND 🏠

Meets – 1651 E 24th St., 2nd Mon. each month. **B.M. Chuck Lavelle**, 1651 E. 24th St., Cleveland, OH 44114. Phone (216) 781-4844. Fax (216) 781-7663. E-mail: roofers44@sbcglobal.net

86 | COLUMBUS 🏠

Meets – 1384 Stimmel Rd., 2nd Tues. every odd month. **B.M. & Fin. Sec. Marvin Cochran Jr.**, 1384 Stimmel Rd., Columbus, OH 43223. Phone (614) 299-6404. Fax (614) 299-6453. E-mail: roofers86@sbcglobal.net

75 | DAYTON 🏠

Meets – 6550 Poe Ave., 2nd Tues. each month at 6:30 p.m. **B.M. & Fin. Sec. James R. Stiles**, 6550 Poe Ave., Dayton, OH 45414-2527. Phone (937) 415-3869. Fax (937) 415-5674. E-mail: rooferslocal75@sbcglobal.net

134 | TOLEDO 🏠

Meets – 4652 Lewis Ave., 3rd Thurs. each month except July & Aug. **B.M. & Fin. Sec. Mike Kujawa**, 4652 Lewis Ave., Toledo, OH 43612. Phone (419) 478-3785. Fax (419) 478-1201. E-mail: rooferslocal134@bex.net

71 | YOUNGSTOWN 🏠

Meets – 2714 Martin L. King, 2nd Tues. each month. **Fin. Sec. & B.M. Nancy Weibel**, 2714 Martin L. King, Youngstown, OH 44510. Phone (330) 746-3020. Fax (330) 746-6020. E-mail: njw071@aol.com

OKLAHOMA

143 | OKLAHOMA CITY

Meets – 111 NE 26th St., 2nd Mon. each month. **B.M., Fin. Sec. & Tr. Ronald Martin**, 111 NE 26th St., Oklahoma City, OK 73105. Phone (405) 524-4243. Fax (405) 524-5859. E-mail: ron@rooferslocal143.com

OREGON

49 | EUGENE

B.M., Fin. Sec. & Tr. Russ Garnett, 5032 SE 26th Ave., Portland, OR 97202. Phone (503) 232-4807. Fax (503) 232-1769. E-mail: russg@roofersunionlocal49.com

49 | PORTLAND

Meets – 5032 SE 26th Ave., 2nd Thurs. each month. **B.M., Fin. Sec. & Tr. Russ Garnett**, 5032 SE 26th Ave., Portland, OR 97202. Phone (503) 232-4807. Fax (503) 232-1769. E-mail: russg@roofersunionlocal49.com

PENNSYLVANIA

210 | ERIE

Meets – 4901 E. Lake Rd., 1st Thurs. each month. **B.M., Fin. Sec. & Tr. Scott Johnson**, 4901 E. Lake Rd., Erie, PA 16511. Phone (814) 453-4503. Fax (814) 455-4340. E-mail: bzmgr210@gmail.com Website: www.rooferslocal210.com

30 | HARRISBURG

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325.

30 | PHILADELPHIA

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325.

30 | READING & ALLENTOWN

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 41 South Maple St., Kutztown, PA 19530. Phone (610) 683-3666. Fax (215) 331-8325.

37 | PITTSBURGH

Meets – 230 Lincoln Ave., Bellevue, 4th Mon. each month except June, July, Aug. & Dec., **Trustee Robert Peterson**, 230 Lincoln Ave., Bellevue, PA 15202. Phone (412) 766-5360. Fax (412) 766-5363. E-mail: roofers.local37@verizon.net

30 | SCRANTON

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325.

RHODE ISLAND

33 | PROVIDENCE

B.M. & Fin. Sec. Paul Bickford, 53 Evans Dr., Stoughton, MA 02072. Phone (781)341-9192. Fax (781) 341-9195 E-mail: paul@rul33.com

TENNESSEE

136 | NASHVILLE

Trustee Michael Stiens, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com

TEXAS

123 | DALLAS-FT. WORTH

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

123 | HOUSTON

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

123 | SAN ANTONIO

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

UTAH

91 | SALT LAKE CITY

Meets – 2261 South Redwood Rd., 2nd Tues. each month. **B.M. Robert Smith**, 2261 S. Redwood Rd., Ste. N., Salt Lake City, UT 84119. Phone (801) 972-6830. Fax (801) 975-9003. E-mail: mrui52@yahoo.com

VERMONT

248 | VERMONT

Trustee Mitch Terhaar, 63 1/2 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: mitcht@unionroofers.com

VIRGINIA

30 | NORTHERN VIRGINIA

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325.

WASHINGTON

54 | BELLINGHAM

B.M. Dave Benson, 2800 First Ave., Rm. 105, Seattle, WA 98121. Phone (206) 728-7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail: dave@rooferslocal54.com

54 | SEATTLE

Meets – 2800 First Ave., 1st Wed. each month. **B.M. Dave Benson**, 2800 First Ave., Rm. 105, Seattle, WA 98121. Phone (206) 728-7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail: dave@rooferslocal54.com

189 | SPOKANE

Meets – 1727 E. Francis, #4, 1st Fri. each month. **B.M., Fin. Sec. & Tr. Leo Marsura**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

189 | YAKIMA

B.M., Fin. Sec. & Tr. Leo Marsura, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: roofers189@gmail.com

153 | TACOMA

Meets – Hall “D” IBEW Bldg. 3049 S. 36th St., Thurs. following 1st Tues. each month. **B.M. Richard Geyer**, 3049 S. 36th St., Rm. 213, Tacoma, WA 98409. Phone (253) 474-0527. Fax (253) 474-6877. E-mail: rooferslocal153@qwestoffice.net Website: www.rooferslocal153.com

WEST VIRGINIA

185 | CHARLESTON

Meets – 3130 7th Ave., last Sat. of month bi-monthly starting Jan. except Nov./Dec. **B.R. & Fin. Sec. Jeffrey A. Mullins**, 3130 7th Ave., Charleston, WV, 25312. Phone (304) 346-9234. Fax (304) 346-9623. E-mail: roofers185@suddenlink.net

242 | PARKERSBURG

Meets – 728 Tracewell Rd., 2nd Mon. each month. **B.M. Tim Maxcy**, 728 Tracewell Rd., Mineral Wells, WV, 26150. Phone (304) 489-2111. Fax (304) 489-2155. E-mail: rooferslocal242@frontier.com

188 | WHEELING

Meets – 2003 Warwood, 4th Sun. each month. **B.M., Fin. Sec. & Tr. Mark Murphy**, 2003 Warwood Ave., Wheeling, WV 26003. Phone (304) 277-2300. Fax (304) 277-2331. E-mail: roofers188@comcast.net

WISCONSIN

96 | EAU CLAIRE

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | FONDULAC AREA

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

65 | MILWAUKEE

Meets – 16601 W. Dakota St., 2nd Mon. each month. **B.M. & Pres. Taylor Nelson**, 16601 W. Dakota St., New Berlin, WI 53151. Phone (262) 785-9720. Fax (262) 785-9721. E-mail: taylor@rooferslocal65.com

65 | RACINE-KENOSHA AREA

Meets – 16601 W. Dakota St., 2nd Mon. each month. **B.M. & Pres. Taylor Nelson**, 16601 W. Dakota St., New Berlin, WI 53151. Phone (262) 785-9720. Fax (262) 785-9721. E-mail: taylor@rooferslocal65.com

11 | MADISON AREA

Pres. & Fin. Sec. Gary Menzel, 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net

96 | WAUSAU

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

WYOMING

81 | CHEYENNE-CASPER

B.M. Douglas H. Ziegler, **Fin. Sec. Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

NOTICE TO EMPLOYEES COVERED BY UNION SECURITY CLAUSES:

Your Local Union and your Employer have negotiated a collective bargaining agreement which covers your wages, hours, and other terms and conditions of your job. This agreement contains a union security clause that requires all covered employees, including yourself, after the period specified in the contract, to become and remain members of the Union and pay Union dues and fees as a condition of continued employment.

The officers, representatives, and other members of your Local Union strongly urge you to become and remain an active member of the Union. As a member you will have all the benefits and privileges of membership. Such benefits and privileges include the right to participate fully in the internal activities of the Union. Only members can attend and participate in membership meetings and help to develop the contract proposals for the collective bargaining agreement that covers your wages, benefits and working conditions as well as participate in contract ratification and strike votes. Only members can vote to set or raise dues and fees. Only members can nominate and elect officers of the Union, and only members can run for Union office and for convention delegate. More importantly, only members are eligible to receive the burial benefit offered by our International Union, which benefit assures peace of mind to your family. The Union Privilege Program of the AFL-CIO offers union members such services as: a reduced interest rate MasterCard, reduced fee legal services, a prescription program with savings for long term users of prescribed medicine, a mortgage program that allows union members to receive reduced interest rates, a dental program, a lending program and many other services available only to union members at lower rates. More importantly, the more members we have in the Union the greater our bargaining strength will be in contract negotiations, thus providing you and all of us with better wages, fringe benefits and working conditions.

We believe that it is in your best interests to become and to remain a full dues-paying member of this Union. However, your obligation under the contract's union security clause is limited to the payment of uniform fees and dues. If you choose not to join the Union or choose to resign your current Union membership, you are still required to pay equivalent dues and fees uniformly required of members. If you object to the use of your fees and dues to fund Union activities that are not germane to the Union's duties as your bargaining representative, you will be required to pay, as a condition of employment, a fair share fee that represents expenditures only for chargeable activities.

The fair share fee has been calculated based on the Union's expenditures for chargeable

activities. The amount of the fair share fee was determined by a review of the Union's financial statement for the most recent fiscal year. Those expenditures that are chargeable and non-chargeable were identified pursuant to criteria approved by the courts.

Some examples of expenditures germane to the collective bargaining process for which objectors may be charged are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employers and union representatives; meetings with employees on employment-related matters; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration and management; and other relevant activities, including litigation, that affect the terms and conditions of your employment. Other chargeable expenditures include the operating and administrative expenses of the Union, membership meetings and conventions, and social activities open to all represented employees. The fair share fee does not include any contributions to political campaigns or expenditures for lobbying or litigation on matters not related to bargaining unit matters, collective bargaining and representation. The Union has determined the fair share fee to be 96.36% of the regular dues for members. Again, please note that dues and fees can be changed only by members. If you choose not to join the Union or choose to resign your current Union membership, you will have no say in setting the amount of dues and fees.

If you are not a member of this Union and you object to paying dues and fees equal to the amount customarily paid by Union members, you must notify the Union by sending a letter of objection to the Union's office, as specified in the Local Union Roster found in this magazine beginning on page 48, within 30 days of the mailing or posting date of this notice. The letter of objection must also include your full name, mailing address, and social security number, and your Company name and location. Upon receipt of your letter of objection only, the Union will request that the Company deduct a fair share fee from your paycheck. If the Union does not receive a letter of objection, we will presume that you have no objection to being charged the full membership dues and fees.

Once the Union receives a timely filed objection, the Union's Secretary-Treasurer will provide the objecting employee a summary of major categories of expenditures showing how the fair share fee was calculated. Upon receiving the notice of the calculation of chargeable expenditures, an objecting individual has 30 days to file a challenge in writing with the Union's Secretary-Treasurer if you have reason to believe that the calculation of chargeable

expenditures is incorrect. The Union then will place the amount that is reasonably in dispute into an interest-bearing escrow account.

An independent appeal procedure shall be established with the American Arbitration Association, pursuant to its Rules for Impartial Determination of Union Fees, to resolve challenges to the calculation of the fair share fee. A neutral Arbitrator will be selected by the American Arbitration Association to hear the challenge. The Arbitrator will have the authority to determine a fair share fee and order any adjustments to the fee or refunds, if appropriate, to the challenging employees or to the Union, from the interest-bearing escrow account, which the Arbitrator determines are warranted. The Arbitrator's decision will be final and binding.

All challenges to the fair share fee amount will be consolidated for a single hearing, which will be held once a year. The arbitrator's fees and expenses will be paid by the Union. Each employee filing a challenge must pay their own expenses relating to the hearing, including representation, if any, and attendance. If a hearing is held, a verbatim transcript of the hearing will be provided. The challenger(s) may obtain a copy of the transcript at their own expense. A fair share fee payer who files a challenge will have the right to inspect, at the Union's office, any of the financial records that formed the basis for the Union's calculation of the fair share fee. The employee filing the challenge will receive a copy of the Rules of the American Arbitration Association as well as be informed of the date and location of the hearing, or the date by which the objector must submit his or her written position statement.

We again urge you to exercise your protected, legal right to join and remain with your fellow workers as a full and active member of your Union. If you are not yet a member, all you need to do is request and fill out the membership application card. If you wish to remain a member of your Union, you don't need to do anything else.

If, however, you believe that your Employer is anxious to weaken your Union, or if you believe that a single individual, all by him or herself, can change the Company's policies or provide you with decent wages and benefits and job protection, then you may want to abandon your fellow workers and the Union. This may be your legal right, but we believe that it is neither your moral obligation nor common sense. Before choosing fair share fee payer status over full member status, read this notice carefully and be aware of the benefits of Union membership that you would be giving up. If you do choose to change your membership status, you must notify the Union in writing.

If you have any questions, please call either your Local Union or the International Office.

THE ROOFERS UNION **ONLINE STORE**

IS OPEN FOR **BUSINESS!**

VISIT US TODAY AT WWW.UNIONROOFERS.COM/STORE



Now you can visit our new online store to view all merchandise available for members of the United Union of Roofers, Waterproofers & Allied Workers.

- ★ Place your order online with a credit or debit card.
- ★ Inventory is instantly updated, so you will always know if your color and size is available.
- ★ New products will be added throughout the year, so check back often to see what's new.

Season's Greetings

FROM

United Union of Roofers, Waterproofers and Allied Workers

INTERNATIONAL PRESIDENT

Kinsey M. Robinson

Executive Admin. Asst.

Jamie Zimolong

INTERNATIONAL SECRETARY-TREASURER

James A. Hadel

Executive Admin. Asst.

Shanda Van Allen

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