

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FIRST QUARTER • 2019



RECRUIT. TRAIN. RETAIN. BUILDING BLOCKS TO OUR FUTURE

29th INTERNATIONAL CONVENTION

OF THE UNITED UNION OF ROOFERS, WATERPROOFERS & ALLIED WORKERS



ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

Recruit. Train. Retain.

Last October, two hundred sixty-four democratically elected delegates from local unions throughout the country converged in Las Vegas, Nevada, for our Union's 29th convention. During the convention proceedings, the delegates committed to keeping our Union strong and independent for years to come.

Recruiting, training and retaining competent craftsmen and women was the focus of the convention activities. The delegates deliberated on and adopted 37 crucial resolutions submitted to the convention by the International Executive Board and local unions.

Because of the limited space available on this page, it is impossible to address all resolutions. I will, however, mention several that have an immediate and positive impact on every member working in our trade. You can read every resolution in its entirety in this magazine.

Resolution 3 provides for a \$.03 increase in the hourly contribution signatory contractors pay to fund the Roofers & Waterproofers Research and Education Trust, for the purpose of developing and promoting quality training programs and improving the safety and health of roofers and waterproofers and

their families. The Trust will also be working to promote improved communications among stakeholders in the roofing industry and identifying and expanding work opportunities for members and our employers.

Resolution 5 commits the International Union, every local union and apprenticeship program to register with Helmets to Hardhats (H2H) in order to provide additional quality work opportunities to our military veterans. It also encourages signatory contractors to support the hiring of military veterans registered with the H2H program.

Resolution 17 provides that programs be implemented by local unions to recruit and promote women in our trade, provide equal opportunity and advocate for safe and harassment-free workplaces. The convention set a goal of doubling the number of women members in our union by 2023.

Resolution 24 commits the union to a Zero Loss-time Injuries initiative and encourages employers and employer associations to build toward an injury-free culture, which creates an environment where foreseeable hazards will not be acceptable in our trade.

Resolution 26 adopts a code of conduct for International, local union and

district council officers and Executive Board members known as the Statement of Personal and Professional Standards of Conduct. This code strives to achieve the highest ethical conduct from those individuals that hold management and membership governance positions of trust.

Resolution 28 requires all newly elected business managers to complete Leadership Training provided by the International Union. Local leaders are responsible to manage the affairs, safeguard the assets and reflect a professional and positive image for their local union, and it is imperative that they are well trained and educated to do the job.

These resolutions, along with the other 31 detailed in the following pages, create the building blocks for a rock-solid foundation for our future. The bold actions of the delegates assembled at the convention have given us the tools to make positive change in the unionized sector of our industry, increase our share of the roofing and waterproofing market and make our proud union stronger and better than it has ever been.

I challenge every member to adopt a positive attitude and commit to a plan of action where recruiting, training and retention are the thrust of our collective efforts. ■

These 37 resolutions create the building blocks for a rock-solid foundation for our future.

PROUD. PROFESSIONAL. COMMITTED TO EXCELLENCE.®



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

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International President

James A. Hadel
International Secretary-Treasurer

John C. Martini
International President Emeritus

International Vice Presidents

- Douglas Ziegler, *First*
- Thomas Pedrick, *Second*
- Paul F. Bickford, *Third*
- Richard R. Mathis, *Fourth*
- Daniel P. O'Donnell, *Fifth*
- Robert Peterson, *Sixth*
- Michael A. Vasey, *Seventh*
- Michael Stiens, *Eighth*
- Brent R. Beasley, *Ninth*
- Joseph Pozzi, *Tenth*

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29th Convention

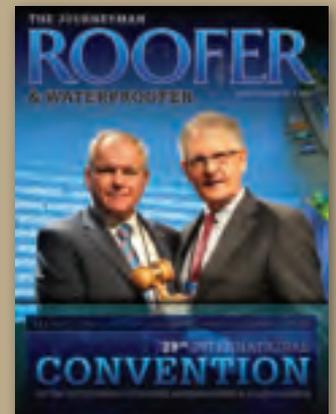
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ON THE COVER:

International President Kinsey Robinson, right, receives the gavel from International Secretary-Treasurer Jim Hadel in kicking off the 29th International Convention.



T W E N T Y - N I N T H

International Convention

of the United Union of Roofers, Waterproofers & Allied Workers

RECRUIT. TRAIN. RETAIN.
BUILDING BLOCKS TO
OUR FUTURE

On Monday, October 8, 2018, two hundred and sixty-four delegates representing 60 local unions convened at Tropicana Hotel in Las Vegas, NV, for the 29th Convention of the United Union of Roofers, Waterproofers & Allied Workers.

AIN. RETAIN.
S TO OUR FUTURE

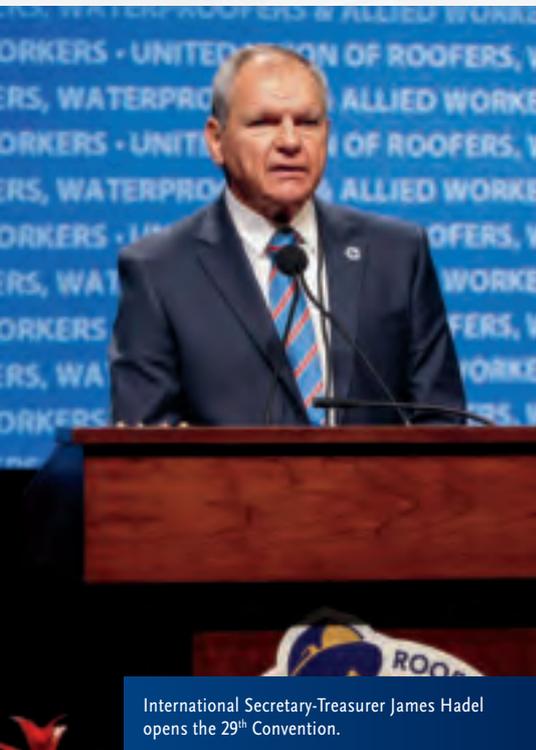


PROCEEDINGS OF THE TWENTY-NINTH CONVENTION OF THE UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS

Tropicana Hotel and Convention Center, Las Vegas, Nevada | October 8–12, 2018

M O N D A Y M O R N I N G S E S S I O N

The Opening Session of the Twenty-Ninth Convention of the United Union of Roofers, Waterproofers and Allied Workers, held in the Trinidad Pavilion of the Tropicana Resort, Las Vegas, Nevada, October 8–12, 2018, at 8:30 a.m., International Secretary-Treasurer James A. Hadel, Temporary Chair, presiding.



International Secretary-Treasurer James Hadel opens the 29th Convention.

TEMPORARY CHAIR HADEL: Good morning.

Will all the delegates please take their seats and will the Sergeant

at Arms please take control of the doors. Please take your seats.

Good morning. (Greetings from the floor.)

My name is Jim Hadel, International Secretary-Treasurer. And it is a great honor, as Temporary Chair, to call the 29th Convention of the United Union of Roofers, Waterproofers and Allied Workers to order.

To President Robinson, International Vice Presidents, International Representatives, Delegates, President Emeritus John Martini, retired International Secretary-Treasurer Robert Danley, retired Vice President Don O'Blenis, Bob Krul, John Barnhard, International Training Directors Paul Blaski and Eric Anderson, spouses and guests, it is with great pleasure that I welcome you all to Las Vegas.

Did everyone enjoy last night's reception? (Applause.)

When you get the opportunity thank Ullico, our business partner, for sponsoring that reception last night. They did a very good job. (Applause.)

Now, it gives me great pleasure to introduce First International Vice President Doug Ziegler who on behalf of Local 162 will officially welcome us to Las Vegas. Give Doug a warm welcome. (Applause.)

INTERNATIONAL VICE PRESIDENT ZIEGLER: Good morning. (Good morning from floor.) For those that don't know me, I'm Doug Ziegler.



International Vice President Douglas Ziegler welcomes delegates to Las Vegas.

Welcome to Las Vegas. Local 162 Las Vegas is in trusteeship and I am the President Robinson-appointed trustee.

Las Vegas is one of the fastest growing cities in the United States. Nevada is a right-to-work state. For those who don't know what a right-to-work state is, it means you don't have to belong to the union.

It means that there's no union security clause in your agreements. And it means that bottom feeders can be part of our working agreement.

It means that we, the members, union members negotiate pension plans. We negotiate pension plans, health and welfare plans. We negotiate grievance procedures. We negotiate security clauses. And the bottom feeders just come along and take everything that we negotiate and don't even bother to say thank you.

In Las Vegas, we live in a bubble. The bubble is the Strip. The

Strip's about seven miles long and six blocks wide.

Outside the Strip, is for all intents and purposes non-union, and I don't care if it's the carpenters, sheet metal, plumbers, candlestick makers; outside the Strip is basically non-union, except for a school here and there.

And the governor of Las Vegas or Nevada—I'm sorry—signed a law that said that on school jobs, you only have to pay 10 percent of prevailing wage.

And most trades, including us in some cases, have had to negotiate a 10-percent less wage so that our contractors can be successful on those jobs, so that we can get the hours, guys can qualify for health and welfare and get their hours for health and welfare.

We are under attack. Construction workers are under attack. Right-to-work states are springing up all over the place, and almost all right-to-work states are flirting with poverty wages.

Here, in Las Vegas, a total package is \$37.15. Hawaii—and I'm gonna use Hawaii because in Nevada, in Las Vegas, the building trades are split. They're split in Hawaii, too.

But Hawaii is not a right-to-work state. Their base wage is \$40.50 an hour. Our total package here in Las Vegas is \$37.15. That's a big discrepancy, and it tells you what happens.

This convention is probably one of the most important that you'll attend in a long time. I believe that we're at a crossroads. We're in a fight. And your job here is to attend the workshops and the resolution committees, and I plead with you to do it.

We're in a fight. And one of the most important things about winning a fight is understanding that you're in one. And many of our members really don't realize we're in a fight. And it's an important fight, and we have to be involved.

And to be really involved and to understand, you have to read. And it's your obligation to read. And there's five documents that you need to read. One is your International Constitution and By-Laws, which are—all the committees, resolution committees, we're revising the Constitution and By-Laws of the International.

It's a living agreement. Every five years we meet to get rid of antiquated stuff and to revise them and to make them more modern.

You have to read your Local Constitution and By-Laws. You have to read your CBA, your collective bargaining agreement, to know what it says.

I travel around the country and do a lot of assignments for Mr. Robinson. And many collective bargaining agreements have language that was left over from the 1930s and nobody can even figure out what it means.

You guys have to mean that—read that and understand it. And go to your union meeting when there's a negotiation process and say, "Hey, why is this in here?" or "We want to add something."

And you need to read your SPDs. SPDs are summary plan descriptions. There's a Pension SPD and there's a Health and Welfare SPD. And that's the rules of those two documents and you need to read them. Some unions have two or three SPDs in each one.

Gabby Perea, once, when I had Local 36 in trusteeship and was dealing with Gabby a lot, taught me that to read any document that you read one sentence at a time. And you don't go to the next sentence until you understand the sentence that you just read.

He also went on to tell me that it doesn't matter how long it takes you to read a paragraph; the important thing is that you have read the paragraph. If it takes you a month

to read it, you've read it and you understand it.

And that's our obligation as union officials, union officers. We're all elected here. Members have put trust in us to do a job. And in order to do that job, you have to read and you have to encourage others to read.

When I first walked on a roof some 100 million years ago—(Laughter.)—the first job I got was nailing off gravel stop, 6-inch centers. And the foreman kept telling me, he says, you know, grandma was old—was slow, but she was old. So I tried to speed it up.

The next thing I did was drive a roofing nail sideways into my finger and I'm bleeding all over the place and now he's bitching because I'm getting blood all over his new roof.

But the real point I want to make, when I started roofing, health and welfare was 25 cents an hour, and it was major medical; in other words, practically an elephant had to step on you at the intersection of town, and then, you were covered; other than that, you weren't covered.

I had five children and paid for every one of them. Everybody that went to a doctor's visit wasn't paid for by the health and welfare. It was paid for by the member.

And over the years, we've got these Cadillac health and welfare plans. And that's how I got involved in the union.

And what happened was it rained and rained and rained and they had six-month coverage. To qualify, you had to have six months of work. And I didn't qualify. And I had all these kids. And it kind of irritated me. And I went to union meetings. And I got myself elected to health and welfare. And then, we got to where we had health and welfare coverage based on how many hours you worked a month. And then, you get a bank. And every once in a while, you might miss a month, but

you didn't have to wait six months to be covered, especially when you had kids.

I just mentioned pension. The Roofers—Mr. Robinson, I won't talk on this extensively. We have a workshop today on pension. But the International pension plan is, if not the only pension plan, it's one of the few that's fully funded. And that's something to be proud of.

But part of this fight that I'm talking about is the other trades are after us. And the prize is our pension plans. That's the prize.

Nobody cares about a roofer or waterproofer, but a roofer or waterproofer, which is why we have to maintain our identity because we care. And unless your roof leaks, you don't give a shit about a roofer.

I am a trustee on the Pacific Coast Pension Plan. And last year, we paid out pension benefits of \$34 million. That means that pension plan has to make \$34 million before it can start funding the people that are active; the people that go to work every day, so we can continue to fund that.

And I learned last night that the national pension plan paid out \$84 million. That's \$116 million of pension benefits per year.

And that's why we have to do our due diligence to pay attention to what's going on. And everybody has to do their part no matter how small it is. We have to do our part because the future depends on us.

And, again, I believe we're at a crossroads. I think we're in a fight for our lives. I don't much care for the administration that we have. I'm not talking about the International's administration. I'm talking about Mr. Trump and his appointees.

They don't care about us. They got more money than God. You know, a million dollars is pocket change to them. And we're trying to represent people that live on the

edge of poverty here in Vegas, and they do live on the edge of poverty.

Fortunately, in Nevada housing costs aren't that much or as much as they are in other parts of the country, but it's tough for a roofer today to buy a house.

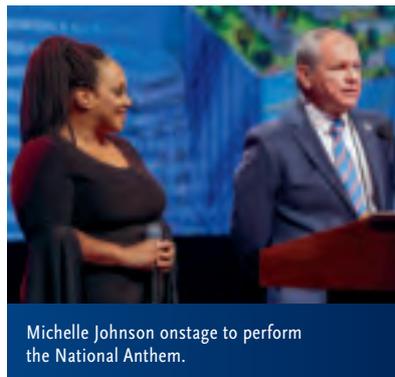
And when I was a roofer, my wife didn't work. And I bought a home and I paid for it on a roofer's pay. And that doesn't happen today.

Again, welcome to Las Vegas. Please do your job. Please attend the workshops. Please attend all the resolution committees. Or if you can't attend them all because some of them are together, attend the ones that pertain to you.

You've all got your computers and you can look in there. I love this. You don't go home with a whole suitcase full of paper and you can look stuff up quick. Thank you. Have a great day. (Applause.)

TEMPORARY CHAIR HADEL: Thank you, Brother Ziegler for those insightful remarks.

Brothers and Sisters, at this time, please stand and remain standing as the Clark County High School Color Guard presents and posts the Colors of our nation followed by the singing of the National Anthem by Michelle Johnson and recital of the Pledge of Allegiance.



Michelle Johnson onstage to perform the National Anthem.

As we do so, please keep in your prayers and thoughts those men and women of the Armed Forces

who have sacrificed or risked their lives for our freedom.

Please post the colors. (Presentation of colors.)

(National Anthem performed by Michelle Johnson.) (Applause.)

(Pledge of Allegiance recited.)

Please release the color guard. (Whereupon, the color guard was dismissed.) (Applause.)

I didn't get a chance to read Michelle's bio. And it's quite impressive. Very impressive, so at this time I'd like to read that bio.

Michelle is known as the Las Vegas's first lady of jazz. She has performed on Broadway; been seen on network television and appeared or recorded with such stars as Paul McCartney, Elton John and Gladys Knight. She is currently recording a CD of originals and working on her own tribute show to Carole King's Tapestry album, as well as a tribute to the great ladies of jazz, and a one-woman show about her life in the music business.

Please, once again, let's thank Michelle Johnson. Beautiful. Beautiful song. Thank you. (Applause.)

Brothers and Sisters, throughout the course of this week, we will be charting the course our Union will be taking for the next five years. Important resolutions will be discussed and debated and voted upon that will affect the future of our Union.

To give us the guidance and the strength to carry on the mission of our Union, we have invited Las Vegas's own, Father David Casaleggio, to lead us in prayer.

Father Dave was ordained a Roman Catholic priest in 1981 after completing the seminary at the Sacred Heart School of Theology in Hales Corners, Wisconsin.

He relocated to Nevada where he was assigned to parishes in Reno and Carson City and served within the state penitentiary through 1988 when he made his move to

Las Vegas, serving the patrons of St. Christopher Catholic Church in North Las Vegas then Our Lady of Las Vegas through 2000.

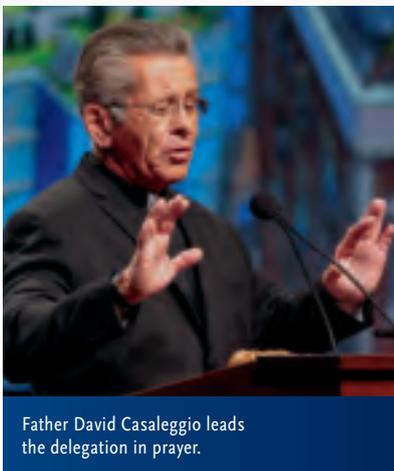
Father Dave became an employee of the State of Nevada and served as a chaplain of the High Desert State Prison through 2008, when he returned to the private sector as pastor of St. Anne's Catholic Church, then concluding his professional career at St. Christopher when he retired in 2017.

Throughout his career, Father Dave was honored to be elected to several boards by the priests of the diocese, including the Priest Senate, the personnel board, the retirement board and the building committee.

Additionally serving his community outside of church, Father Dave has served on various boards for the City of Las Vegas, the last being the Southern Nevada Housing Authority where he served from 2009 until 2017.

Father Dave continues to support both the city and the local Catholic community with his volunteerism in his retirement.

Please give a warm welcome to Father Dave. (Applause.)



Father David Casaleggio leads the delegation in prayer.

FATHER CASALEGGIO: Thank you.

Before I do the prayer, I want to mention something. You know, right around 1995, 1993, a friend of mine had just bought a house in North Las

Vegas. And it was a fixer-upper. You know, he didn't have a lot of money. And it needed a new roof.

And so, you know, he asked me if I would help him. And he and I put the roof—we took the old roof off, put the new shingle—how do you say it? Asphalt shingle roof on. And if there's anything I've learned it's to respect roofers. There's absolutely no question about it.

Getting that stuff up there wasn't easy. You work and you work and you work and you find out these big sheets you're only putting, you know, inches at a time on. But my respect for roofers grew 1000 percent, and I swore would never do it again because I don't think I'm worthy to do it as well as you guys could do it. God bless you. Let us pray.

Father, as we stand in your presence, we ask Your wisdom to be granted to the members of this convention; that the work that they do may it always be as it has in the past for the benefit of the employees, for the benefit of the workers.

As You know, we all know the unions have done fantastic work in making sure that people are protected, that they're not taken advantage of, that they're given a fair wage, and that there is a retirement, so that as they get older, they're able to survive in a positive way.

We ask, Father, to give the members of this convention the wisdom to be able to continue that tradition in protecting all.

We ask this confidently that You hear and answer us in the name of our Lord and Savior Jesus, who lives and who died that we may be saved.

We ask this through Christ, our Lord, Amen.

TEMPORARY CHAIR HADEL: Thank you, Father Dave, for those inspiring words and your continued support of the Las Vegas community and those in need.

We really appreciate you being here this morning with us and your support for the working men and women of our Union.

Thank you very much. (Applause.)

At this time, I would like to take the liberty to recognize some special people here today.

First, I want to recognize our entire staff; not only who is present here at the convention today, but those back at the office keeping the lights burning.

A lot of hard work goes on behind the scenes in putting together a convention. It takes teamwork and every member of our staff giving 110 percent months before the convention starts. I cannot thank them enough for their efforts. Let's give them a nice, warm round of applause. (Applause.)

Secondly, I want to recognize our spouses and family members and guests in attendance this week. We should never take for granted their support and the sacrifices they make in support of our Union. I'd like to take the liberty to have everyone turn around and give them a nice round of applause. (Applause.)

Thank you.

A couple of housekeeping items: Wednesday afternoon's convention activities, the deadline is at noon today, if you're going to change the activity. Very limited on the changes, but you need to do it by noon today.

Second, iPads. Since this is our first convention using electronic media, a reminder to make sure you charge your iPads every evening.

Brothers and Sisters, this year celebrates our 115th year anniversary of our Union.

To commemorate that milestone, the International through the efforts of Bob Krul and Mitch Terhaar and the entire staff have revised and updated our history, which was provided to you at registration.

This edition includes a significant amount of information on our Union's numerous current initiatives, benefits and programs available to our local unions and membership, in addition to the historical perspective.

Copies of the history for your use by the JATCs or membership education will be available upon request.

During the course of this week, you will see numerous clips called "Did you know," which are excerpts from our history.

Speaking of the history of our Union, if you've not had a chance to read it, do so. You'll find some very interesting information about our Union in there.

As I read through the history of our Union, one of the many things I found very interesting was the historical membership numbers referenced throughout the document.

Please be seated, by the way.

And how through the first 60 years plus, we experienced consistent growth, starting with the merger of our two Unions in 1919. At that time, our membership stood at 1,600 members.

As you read through the various time periods, it struck me that our membership numbers, for the most part, constantly grew.

In 1980, we reached our highest recorded membership numbers of 31,341 members. A significant difference from where we stand today.

This is why I believe this theme of this convention is so important.

Brothers and Sisters, as you can see on the convention backdrop, our theme for this convention is Recruit, Train, and Retain, Building Blocks to Our Future.

Nothing flashy about this theme. It is straightforward and to the point. However, no other words can embody what I believe is the most important task that our

locals and International should be addressing today.

Let me briefly address each of these building blocks and how we are working on initiatives at the International level to assist locals in these efforts, starting with recruiting.

Today, we are at a crossroads. As everyone here knows, the demand for roofers and waterprooferers is at an all-time high in recent history. Recruiting is the biggest challenge we face today. We repeatedly hear from our employers, general contractors and owners, their concerns regarding our ability to provide skilled craftsmen to complete projects.

No one has to remind you that recruiting is an easy task. We're dealing with Generation Z with a different mindset.

We are dealing with employers who sometimes have unrealistic, last-minute demands to provide skilled craftspeople.

We are dealing with a flood of Baby Boomers retiring. Recruiting is a formidable task. However, with perseverance and determination, it is nothing that we can't overcome.

Back in 2016, seeing the need to assist our locals' and our employers' growing demand for roofers and waterprooferers, President Robinson switched the Marketing Department focus from organizing and marketing to assisting locals on recruitment and recruiting strategies.

In addition, based on our feedback from our International Labor-Management Committee in 2017, it was determined that we needed input, buy-in and support from our employer partners.

President Robinson directed the formation of a Recruiting and Retention Task Force consisting of representatives from labor, management, JATC coordinators and North America's Building Trades Unions to form a strategic plan of action to deal with recruiting and retention issues.

I had the honor to chair that first meeting in March of this year. And out of that meeting, a strategic working plan was developed and implemented to improve recruiting techniques and, most importantly, to address retention issues.

Portions of that recruiting plan will be unveiled during the course of this convention this week. We will reveal a series of ten video clips created using members from various backgrounds, gender, races and positions in their local unions advocating the benefits of our Union and how it changed their lives.

You will notice that two of the video participants are women, a source of recruitment badly underutilized.

Excuse me. It is warm up here.

The videos cover a range of topics from how they got started, safety and the benefits of the union, to name a few. These videos will be accessible through a QR code, which will be placed upon the updated recruiting brochures, which will be available in the very near future for usage on job fairs or any of your recruiting plans.

In addition, the task force discussed Helmets to Hardhats and how valuable of a tool it was in recruiting.

However, in spite of our efforts to educate our locals, it is still being underutilized. We will be increasing our efforts with Helmets to Hardhats in the recruiting plan.

Tomorrow afternoon's workshop will be very insightful on recruiting techniques with an emphasis on Helmets to Hardhats. Do not miss that workshop.

In addition, please visit Bill Mulcrone at the Helmets to Hardhats booth in the next few days. Brothers and Sisters, hiring the men and women who have served our country should be a priority. (Applause.)

Training—before I discuss this subject, I would like to recognize John Barnhard, who retired in 2016 and is with us today, John. (Applause.)

I cannot thank John enough for the efforts he put into the development of our National Safety and Training Programs.

Thank you very much, John.

Since then, the torch has been passed on to Keith Vitkovich, our current executive director of the Roofers and Waterproofers Research and Education Joint Trust Fund, along with Richard Tessier, curriculum development director; James Currie, master trainer, Trust Fund; Dan Knight, master trainer, Trust Fund; Marty Headtke, Local 11 JATC; Derek Carrington, Local 23 JATC; Joel Gonzales, Oregon and Southwest Washington JATC; and Dan Smith, Bay Area JATC.

This talented team, very talented, has taken curriculum development and instructor training to the next level.

Let me just reference two of the bigger initiatives being developed by the Trust, starting with the web-based Training Resource Center, which was initiated in August of 2017.

The resource center enables a local JATC to download curriculum developed by the Roofers and Waterproofers Research and Education Trust Fund.

To date, seven programs have been completed with another five that are currently under development. The program will continue to grow as the fund continues to redevelop old curriculum and develops new training programs.

Secondly, in August, I, along with the trustees of the fund, President Robinson, Keith Vitkovich and the National Training Committee had an opportunity to visit Washtenaw Community College in Ann Arbor, Michigan.

Washtenaw Community College will be our home to our National Instructor Training Program beginning the summer of 2020 and every year thereafter.

This program will allow for centralized training and offer a wide range of classes that are required for instructors to teach the skills needed, for our apprentices to be properly trained for all roofing and waterproofing applications. It will include professional instructor courses, safety and technical train-the-trainer courses, as well as JATC administrative courses, while also possibly earning college credits.

In addition, it will allow instructors from all over the country to share ideas and best practices.

The details regarding the National Instructors Training Program are spelled out in more detail in the third quarter Journeyman Roofer and Waterproofer magazine.

There is no doubt in my mind that the development of the National Instructor Training Program will be the most important advancement in training in our history. The marketing possibilities to manufacturers and end users are endless.

More importantly, the significant gap between us and our non-union competition in regards to training, Brothers and Sisters, just got significantly larger.

Retain. Retention. The third and final building block is, my opinion, one of the most critical. Our turnover rate historically has been significant. Nothing new to everyone here today. We have discussed this issue for years.

Now, it is time to take action. The cost in both time and dollars to our JATCs and locals is staggering if you consider the actual time spent recruiting and training. It serves us no purpose to constantly recruit and train if we do not address, simultaneously, the retention rate.

A substantial portion of our task force meeting last March was focused on that issue.

To address this problem, the task force recommended the following:

Identify the key reasons apprentices are leaving the trade through a survey which would pinpoint key areas that need to be addressed;

Produce an orientation presentation to better educate our new members that can be utilized and edited to meet all local and JATC needs; and most importantly, the development of a mentoring trainer program that will allow locals and employers the opportunity to identify members that would be ideal mentors for apprentices.

Mentors would be trained in numerous subjects such as conflict resolution, JATC knowledge, company structure and communication skills, to name a few. Most importantly, is that mentors must provide his or her apprentice a positive image of the unionized roofing and waterproofing industry to be able to advise and guide them through those first stages of their career, which we all know can be a very difficult period where we historically lose many of our members.

The development of the mentoring program is in the initial stages. I can tell you that we are at the forefront in the union construction industry regarding developing this initiative.

During the course of this week, please take advantage of the opportunity to visit with Keith and Richard at the Research and Education Trust Fund booth to discuss these initiatives in more detail or other training questions you have.

Brothers and Sisters, all of these initiatives developed through the Trust and the International Union, as Keith recently told me, are game changers. Game changers. No doubt about it, they are game changers, if we take advantage of them.

And if every local focuses their efforts on these building blocks over the next five years, I believe, and I truly believe, we can achieve historical growth.

Now, back to our history and 31,134 members in 1980—and keep that number in your mind as we progress through this week’s convention discussing and debating resolutions, let us keep our focus on the big picture. Let us focus on how we can strengthen our Union and increase our membership.

More importantly, let us leave here unified and with the commitment that each and every local will strive to return in 2023 with a much stronger union.

Are you with me, Brothers and Sisters? (Applause.) Thank you very much. Thank you very much.

It is now my honor to present President Kinsey M. Robinson the gavel for conducting this 29th Convention of the United Union of Roofers, Waterproofers and Allied Workers. Please welcome President Robinson. (Standing ovation.)



International President Kinsey Robinson presides over the 29th Convention.

PRESIDENT ROBINSON: Thank you very much. And thanks, Jim, for the introduction.

I call this Convention to order. (Knocking of gavel.)

Good morning. (Good morning from floor.)

Please sit down. Brothers and Sisters, Ladies and Gentlemen and invited guests, welcome to the 29th Convention of our great Union, the United Union of Roofers, Waterproofers and Allied Workers. Did everybody have a good time last night? (Applause.)

That terrific opening night party was sponsored by our good friends at Ullico. My many thanks go out to Ullico for a truly outstanding evening. As the week progresses, we’ll have more festivities like last night for you to enjoy.

While you’re working hard and conducting your members’ business here on the convention floor and in committee meetings, your spouses will be treated to a host of events today, Tuesday and Thursday.

It’s going to be a fantastic convention and I promise you that at the end of the week that you will go home proud to have participated in the 2018 Convention.

You will know deep in your hearts that we have accomplished the task of making sure our Union remains strong and independent for many years to come.

So that you will know what to expect this week, let me give you a short rundown of convention activities and some recognition of some of our leaders of the past.

Beginning later this morning, after appointing committees and assigning resolutions to those committees, you will hear from top-shelf speakers. In fact, we have a great lineup of speakers each day. Speakers that were carefully chosen because they demonstrated that they are aligned with us and support the ideals of organized labor. Speakers who are capable of addressing the current issues that are important to you and the members you represent.

We will begin our all-star lineup with Sean McGarvey, our heaviest hitter. Sean is president of the North America’s Building Trades. You know, and we might have a president over on the 1600 Pennsylvania Avenue at the White House, but our president is Sean McGarvey. (Applause.)

Followed by Mike Scott, executive director of the NCCMP, and

Scott Vance, executive director of the Union Sportsmen’s Alliance.

This afternoon we are honored to have Congresswoman Linda Sanchez with us representing the 38th District of California in the U.S. House of Representatives.

Our workshop this afternoon moderated by Vice President Dan O’Donnell will focus on the national pension plans. We have assembled a team of panelists that are the best pension minds in the business. In addition to taking questions about the national plans, they may be able to address questions you may have concerning your own local plans.

75 percent of our members participate in one or both national pension plans. For many members, their pension plan is their most valuable union-sponsored asset. They rely on us to be a good custodian of those benefits.

Make sure you attend, so that you are up to date on what these plans have to offer your members.

As an incentive to attend the workshop, there will be a drawing at the conclusion of ten raffle tickets for the three gun drawings held later this week.

Speaking of raffle tickets, they’re available out in the USA booth. And you have Heather and Chris and Kyle there staffing the booth and they’re happy to sell you all you want. So air the moths out of your wallet; remember, it’s a good cause for conservation and it’s our organization, the USA.

The workshop will begin at 2:30 sharp in this room. And I look forward to seeing all of you here.

We’ll kick off Tuesday morning with Colonel David Sutherland, a highly decorated war hero. I assure you that you will be moved and inspired by Colonel Sutherland’s comments.

At 10:00 a.m., I will call on Election Chairman Dave Critchley to

take over the podium and conduct the election of officers. (Applause.)

And those of you who have been around, you know Dave is a very, very capable chairman and he will handle the election well and it'll be smooth and we'll get through it and we'll have a celebration immediately after.

Before breaking for lunch, there will be a group photograph taken in the convention, so make sure you don't leave right before lunch. Don't leave before that photograph is taken.

Tuesday afternoon begins with Ed Smith, president and CEO of Ullico. If you haven't heard Ed speak, you're in for a real treat.

Following Ed will be Dennis Ryan, president of Waterproofing Associates, a large roofing and waterproofing contractor from the Bay Area in California and he is also a member of the National Labor-Management Committee.

Tuesday's afternoon workshop will address recruitment. And I won't tell you too much about recruitment because the Secretary already did. The moderator will be Keith Vitkovich and the panelists are Bill Mulcrone of H2H, Billy Alexander of our own Local 106. Again, there will be a drawing for ten raffle tickets at the conclusion of the workshop, a little incentive to make sure you stay.

Wednesday begins with another heavy hitter, Steve Lindauer, impartial secretary of the National Maintenance Agreements Policy Committee and the CEO of The Association of Union Constructors.

Wednesday afternoon, there are four events scheduled for you and your guests: golf, sporting clays, go-karts and Glowzone. I plan to adjourn the convention by 10:45 a.m., so you will have ample time to board the buses for the afternoon's events.

Thursday morning, Marty Walsh, Mayor of Boston and a good friend of the Roofers, will be with us.

Marty is a dynamite person and a fellow building tradesman. And I wish to thank Paul Bickford for all his efforts in organizing this appearance with Marty's staff. (Applause.)

We'll then hear from Will Attig from the Union Veterans Council. You will hear all the good things the council's been doing on our behalf, including helping fight right-to-work in the State of Missouri.

In the afternoon, we'll begin with Richard Trumka, president of the AFL-CIO. You will not want to be late, as President Trumka has a compelling message for us. President Trumka will be followed by Chris Trahan Cain from the Center of Construction Research and Training and then Stuart Binstock with the Construction Financial Management Association will be speaking to us about the importance of suicide prevention.

We have two important legislators, Adam Schiff of California and Pete Visclosky of Indiana, that wanted to be with us today, but are unable to join us because of their duties in Congress. They have both sent personalized videos for us to be played sometime during the convention when we have an opportunity.

Thursday evening, after all the ordinary convention business is completed, you will have a chance to relax, be treated to a superb banquet dinner followed by an evening of music and dancing.

Finally, on Friday morning, after a short video featuring delegates, their guests and convention highlights and after handling any unfinished business, this session will adjourn early so you can enjoy the remainder of the day here in Las Vegas or head for home.

Outside of the hall, you will see there's 11 exhibit booths of vendors that provide assistance and products to our members and to

our local unions. All these vendors work closely to help us support this convention.

You will find booths representing these fine organizations: American Income Life, Bank of Labor, Cigna, Helmets to Hardhats, Image Pointe, Milwaukee Tool, Ullico, Union Insurance Group, Union Plus, Union Sportsmen's Alliance and WellDyneRx.

You will also find booths for the Research and Education Trust and the National Trust Fund that include both pension plans and the Health and Welfare plan. And Paul Blaski and Eric Anderson will be on hand to speak to you about the Leadership Training Program.

If you have not already done so, I strongly encourage you to take the time to stop by each exhibit booth. These exhibitors are our friends. They support us. And they deserve our support in return. Stop by. Introduce yourself. Get to know them on a first-name basis.

I also want to mention our sponsors. Their assistance is extremely important to the success of this convention. Allianz Global Investors, American Income Life, Bank of Labor, Cigna, Convention Services Unlimited, Doyle Printing, Gregario and Marco, Invesco, Horizon Actuarial Services, The Law Office of Robert A. Bohrer, Legacy Professionals, The Association of Union Constructors and the National Maintenance Agreements Policy Committee, Segal Marco Advisors, Ullico, Union Insurance Group, United Capital and Wilson-McShane.

On behalf of all the delegates, I want to thank them for what they have graciously done to support this convention.

Running a national union is a major undertaking. You can't do it by yourself. You need a team. And we have a great team of gifted

unionists. At this time, I'd like to introduce and call to the dais the Roofers' team, the hardworking leaders of our proud organization, your Executive Board.

First International Vice President, Doug Ziegler, Oakland, California. (Applause.)

Second International President, Thomas Pedrick, Philadelphia, PA. (Applause.)

Third International Vice President, Paul F. Bickford, Boston, Mass. (Applause.)

Fourth International Vice President, Richard R. Mathis, Chicago, Illinois. (Applause.)

Fifth International Vice President, Daniel P. O'Donnell, St. Louis, MO. (Applause.)

Sixth International Vice President, Robert Peterson, Detroit, Michigan. (Applause.)

Seventh International Vice President, Mike A. Vasey, Cleveland, Ohio. (Applause.)

Eighth International Vice President, Michael Stiens, Cincinnati, Ohio. (Applause.)

Ninth Vice President, Brent R. Beasley, Orange County, California. (Applause.)

Tenth International Vice President, Joseph Pozzi, Hammond/Gary, Indiana. (Applause.)

And International Secretary-Treasurer, James A. Hadel, Kansas City, Kansas. (Applause.)

On the stage behind me are General Counsel Librado Arreola and Southern Region Representative James Scott who will be the acting dais managers.

I also want to acknowledge the following hardworking individuals:

International Representatives: Gabriel Perea, Mitch Terhaar and Jeff Eppenstein. (Applause.)

Marketing Department Reps: Jordan Ritenour, Frank Wall, Fred Gee, Raul Galaz and Tim Adrian. (Applause.)

Research and Education Reps: Keith Vitkovich and Rich Tessier. (Applause.)

And I want to follow up on the Secretary's comments, International Union and convention staff: Frank Massey, Erin McDermott, Valerie Buchanan, Yani Vargas, and my faithful assistant, Jamie Zimolong. (Applause.)

And our dedicated staff back in Washington, D.C. led by Judi Robertson, Rob Umana and Megan McHale. (Applause.)

Our International staff are all proud union members. The clerical staff are members of OPEIU Local 2. The department heads are members of Roofers Local 123 and Yani is a member of Roofers Local 189.

Lastly, but certainly not least, I acknowledge our retired International officers and staff in attendance.

International President Emeritus John Martini. (Applause.)

International Secretary-Treasurer Bob Danley. (Applause.)

International Vice President Don O'Blenis. (Applause.)

International Vice President Paul Blaski. (Applause.)

Assistant to the President, Bob Krul. (Applause.)

International Representative Eric Anderson. (Applause.)

And a gentleman that the Secretary already announced, our Research and Education executive director, John Barnhard. (Applause.)

And Ray Waldron, past president of Local 96. (Applause.)

Hold on now.

Past president of the Minnesota State Building Trades Council, past president of the Minnesota State AFL-CIO and a longtime chairman of the Convention Committee of this Election. And he's also on the Board of Directors of the AFL-CIO Housing Trust.

I thank you, Gentlemen, for your many years of faithful service to this organization.

I now ask the current International Representatives and staff and the retired officers, reps and staff to please stand and be recognized. (Standing ovation.)

Thank you for what all of you have done.

Before I move on, it gives me great pleasure to welcome back to the convention the officers and delegates of Local No. 30, Philadelphia, and Local No. 45, San Diego. (Applause.)

I thank Business Managers Shawn McCullough and Paul Colmenero for their hard work and dedication to bring their locals back to prominence. (Applause.)

Vice presidents, please sit down.

As tradition dictates, please take a few minutes with me to pay tribute to our brothers and sisters who have passed since the last convention.

I especially want to acknowledge the passing of six men that were good friends of mine and gave the greater portions of their lives to our Union:

International Vice President Dan D'Elia, Local 12, Bridgeport, Connecticut.

International Vice President Joseph Bissell, Local 74, Buffalo, New York.

International Vice President Louie P. Hackbarth, Local Union 96, Minneapolis/St. Paul, Minnesota.

International Vice President Robert C. Banks, Local 123, Dallas/Fort Worth, Texas.

International Vice President Carlton E. Penick, Local Union 143, Oklahoma City, Oklahoma.

And International Vice President Alex Bodnariuk, Local Union 149, Detroit, Michigan.

Please join me in a moment of remembrance as our departed brothers' and sisters' names appear on the screen behind me.

IN MEMORIAM REPORT

LOCAL UNION 2 SAINT LOUIS, MO

Glenn S Allen
 Paul V Babb
 Norbert A Behrman
 Charles W Beshears
 Eric M Boyer
 Truman K Braswell
 Maurice L Carney
 Ellis Clifton
 Keith V Coffey
 Phillip Coopwood
 Jody E Davis
 Nicholas DeLisle
 Daniel J Derosse
 Kerry R Ferguson
 Walter H Fitzpatrick
 Edward C Gau
 Joseph E Green
 William T Gregg
 Earl T Haas
 Marvin Henderson
 Darrell E Hindman
 Martin Hodgins
 Alan J Janning
 Bruce Jones
 Maynard Leitschuh
 Kenneth B Long
 Joseph N Lovelady
 Silvio L Merlo
 Joseph T Moon
 Joseph F Mueller
 Jerry F Neely
 Donald G Neighbors
 Floyd C Ormsby
 Michael A Palazzolo
 Norman A Preble
 Alec J Prendergast
 James H Rogers
 Joel A Schutt
 Roger T Seering
 Ricky L Stephens
 John H Tallis
 Billy G Teal
 Joe L Unland
 Gerald Vannatter
 Richard O VonderHaar
 Donald E Weber

LOCAL UNION 4 NEWARK, NJ

Juan C Agudelo
 Harvey Bradley
 Kuiper Cafiero
 John Conover
 Rodger X Corley
 Harold J Cramer
 Peter J Cummings
 Robert Daggett
 Jacek Debowski
 Cosmas DiLauri
 Robert B Douglas
 Donald R Dreher
 Walter F Egan
 John Gerow
 Harry Johnson
 Francis Marotta
 Frank G Masino
 Kenneth J McGeorge
 Glenn J Mohr
 Glen H Nye
 Robert M Rathbun
 Robert Rowbotham
 Fred Salamon
 William Todd
 Henry C Yale

LOCAL UNION 8 NEW YORK, NY

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 James Boland
 Joseph P Bundy
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 Robert J Cosentino
 John J Cullen
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 Michael Denis
 Dennis L Goodenough
 Eugene S Helms
 Michael A Klunder
 Jan Koc
 Joseph Laura
 George Louras
 Benny Maiorana
 Sonnel Martinez
 Augustino Melodia

Fred Meyers
 John Moffatt
 Terrance B Mooney
 Paul Nowak
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 Timothy P Ross
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 Cecil D Rowley
 Glen Russo
 Damian Sabatino
 Peter J Scavo
 Steve Szabo
 Michael J Urbanak
 Richard S Wells
 Randolph Woolf

LOCAL UNION 9 HARTFORD, CT

Henry E Arsenaault
 Edwin Curran
 Reginald Dube
 Carl B Forster
 Gregory Kozyra
 Julian J Lamson
 Hugh McNiff
 Carl K Ouellette
 Jack E Rice
 Charles K Szeniaowski

LOCAL UNION 10 PATERSON, NJ

Fred Brusco
 James Corby
 Henry Grundler
 Clifford Heffler
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 Bogdan Malecki
 Grady McMillian
 Edward Mombert
 Marek Polchowski
 Michael Quinn
 John Schnaars
 Ray Van Der Woude

LOCAL UNION 11 CHICAGO, IL

Edward A Abrassart
 Arnold Alsot
 Carmen D Apicella
 Gene Arnold
 Arturo Avila Navarrete
 Michael J Berry
 Donald W Biernacki
 John E Boehrnsen
 Ronald G Boreman
 John W Brickert
 Michael P Broadwell
 Phillip M Cooper
 Wayne E Craig
 Edward J Cullen
 Joseph M Cutro
 Shawn A Dargan
 Merle E Delong
 Norman Derrickson
 Robert S Dessent
 Darrell Dillard
 Larry E Dodd
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 James S Elward
 James R Farmer
 George A Felski
 Donald B Fields
 Kenneth H Gortowski
 Arturo Guzman
 Gary Henn
 Lawrence P Hickey
 Edward J Hoffman
 William H Homan
 Lloyd J Hoover
 Raymond W Jasien
 Kenneth A Kaufman
 Scott J King
 Edward J Kozeluh
 Walter J Kozeniewski
 James R Krzyzanowski
 Robert F Kucharski
 Henry F Lange
 Zbigniew Laska
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 Harold L Roehrborn
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 James J Ruggiero
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 Daniel E Smith
 Thomas R Swetnam
 Donovan Torgerson
 Honorio R Torres
 Marshall Turek
 Charles J Walker
 Carl P Weiss
 Donald R White
 Bruce J Wierzgacz
 Cecil E Wortham
 James T Yellowlees
 Matthew P Zyla
 Michael Zyla

**LOCAL UNION 12
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George Bilinski
 Daniel J Delia
 Francisco Dias
 Angelo Ferrigno
 Joseph R Galluccio
 William R Lucchesi
 George Miller
 Joseph Roberts

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 KANSAS CITY, KS**

Aaron A Ashlock
 Galen Beem
 Joe Belobrajdic
 Robert A Bruce
 Jackie L Caughron
 Shawn Cochran

Lacy L Corker
 Dan M Duncan
 Juan Garza
 George F Leck
 William E Martin
 Lawrence A May
 Wiley C Mitchell
 Donald Nichols
 Jay S Niermeyer
 Mike A Ortmeyer
 Jerry K Prine
 Jeffrey L Roldan
 Paul T Ronn
 Tony F Scardacci
 George G VonDerBruegge
 Richard P Weekley
 Justin K Wilson
 Ruben E Woods

**LOCAL UNION 22
 ROCHESTER, NY**

Willie L Anthony
 Hiawatha Blackburn
 Wayne J Butler
 William J Caputo
 John F Flynn
 Otis Ivery
 I Jackson
 John W McFadden
 Lawrence J Nardone
 Edward W Robinson
 Richard G Ward
 Theodore A Webb
 N Wright

**LOCAL UNION 23
 SOUTH BEND, IN**

Quinton E Carrington
 George A Finney
 Charles H Lankford
 Charles W McBain
 Wallace R Palmer
 Kenneth E Saine
 Taylor L Sallee
 Jeff Wroblewski

**LOCAL UNION 26
 HAMMOND, IN**

David D Askew
 Richard Chiattello
 Gary L Flachsenberger
 Richard J Halajcsik

Dave Jamka
 Jack L Kirby
 Glenn A Plunk

**LOCAL UNION 27
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 M G Cruz
 Steven Duarte
 Ralph D Mosher
 Bill G Tripp

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 Robert J Belza
 Frederick H Bernecker
 Ronald F Botson
 Michael P Boyle
 Thomas F Bresnahan
 James Brown
 David O Bussie
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 Anthony R Carlini
 George H Carman
 Howard Caton
 Harry J Chattin
 Joseph L Chilutti
 John Chytruk
 Nazzarene Ciabattoni
 Roger J Costa
 Robert T Crosley
 Robert E Dacenzo
 Robert P Dale
 Michael Daly
 Michael Davis
 Vincent DiPaolo
 James R Donahue
 John R Donlen
 David J Dougherty
 Charles M Dougherty
 Charles R Ebsworth
 Eugene H Einzig
 Willard L Elliott
 Peter Enright
 Raymond Eshelman
 Earl L Faulk
 Robert C Faust
 Francis J Fennen
 Horace Fletcher
 Ralph D Garvey

Joseph Genovese
 Joseph Gholston
 Thomas R Gibson
 Martin F Giedemann
 Patrick J Graveley
 Shafeeq Greene
 Edward F Gregory
 Frederick S Hackney
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 Robert J Harris
 David B Harvey
 John Ianuzzo
 George James
 Sammie L Johnson
 Earl G Kauffman
 Robert Keegan
 Thomas King
 Richard D Kinkade
 Lawrence D Klesh
 Richard C Klinger
 Jerome D Koloc
 Grier E Kreamer
 Michael T Krier
 Andrew Kruc
 Walter Kruc
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 Steven E Langjahr
 Mark Levin
 Neil D Lewis
 Richard P Lewis
 Stephen Malec
 Laurence A Mann
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 Clifton R Mattes
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 David McCullough
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 Frank McLain
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 Moses Miller
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 Matthew S Muhammad
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 Maurice J Renshaw
 Anthony F Roberts
 George E Rupinski
 Jeffrey Charles Russo
 Stephen J Sanseverinati
 David L Schoener
 Raymond H Scholl
 Thomas W Schrei
 Edward Seislove
 John J Sherrick
 Martin L Sites
 Matthew J Smith
 Edward Smith
 Russell C Stroman
 John C Sullivan
 Cornell Thomas
 Thomas Towers
 Stephen J Traitz
 William Trautz
 James W Trignani
 George E Tucker
 Richard Turley
 Leonard Valitski
 John Wagner
 Donald Walker
 Edward G Walmsley
 Joseph E Ward
 Robert R West
 Charles B Widman
 Ernest P Williams
 Harold E Wolfe
 Vincent J Zalonka
 Fred J Zara
 Leonard F Zera

**LOCAL UNION 32
 ROCK ISLAND, IL**

Camiel L Claeys
 Raymond L Cook
 Curtis Loete
 Roger L Lytle
 Richard L Munson
 Art Schoenberger
 John Slagel

**LOCAL UNION 33
 BOSTON, MA**

Robert J Bailey
 Edwin J Bleiler
 John R Cannata
 Brian Catron
 Thomas W Cole
 Paul J Cormier
 Richard J Daley
 Leopold L DeFilippo
 Walter R DeJardin
 Robert DiMillio
 Walter M Dion
 Edward N Dixon
 David M Drost
 Peter F Duffy
 William D Edwards
 Richard L Ewell
 William J Finnegan
 Raymond E Frenier
 Dana Furtado
 Robert Gabree
 Melvin Gould
 Robert A Graves
 Jacob H Heim
 Ricky M Hendrickson
 Robert Hollis
 Daniel F Keogh
 Roland Lanctot
 Donald E Landry
 Joseph A LeBlanc
 Kevin Lewin
 Harold P Lynch
 Joseph E Maxwell
 Michael T McNeil
 Frank J Moberg
 William T O'Connor
 Rich Paquette
 Raymond A Perley
 Stephen Pickett
 Mark W Remuck
 David A Saxton
 William E Scott
 Charles Shute
 Jose Souza
 Ronald Steele
 Samuel J Tardo
 Robert F Traverse
 James Turner
 John J Voellings
 James F Waldron
 James F Waldron

**LOCAL UNION 34
 CUMBERLAND, MD**

Louis W Burkey
 Shawn R Hobell
 Lester E Porter

**LOCAL UNION 36
 LOS ANGELES, CA**

Raymond Alba
 Robert G Bonham
 Camilo Chavez
 Alberto L Conejo
 Richard Corder
 Alex E Cruz
 Vernon Eaton
 Richard Hauser
 Rafael Hernandez
 David Jensen
 Kenneth C Jett
 Walter Kaiwi
 Joseph A Lehman
 Richard Lopez
 Victor M Lorenzana
 Elivorio Maldonado
 Jose S Martinez
 Jorge Negrete
 Frank Ortiz
 Jose C Padron
 Joel R Payares
 Tony R Roybal
 Andrew Sanchez
 John A Seddon
 Fred F Waldron
 Lawrence J Woyjeck

**LOCAL UNION 37
 PITTSBURGH, PA**

Andrew Abranovich
 Charles Alt
 Philip Azzarello
 Clyde E Bauer
 Gerald L Bolin
 Armand Brasili
 Michael J Burkes
 Raymond Figola
 Paschal C Fischetti
 James W Fleming
 James M Flickinger
 Francis C Fraley
 Eugene R Fraley
 Paul John Gardner
 Paul C Gartner

Lawrence R Jones
 Bobby L McGhee
 Charles G Penker
 Jacob J Ruhle
 Gregory A Shay
 Jerry L Talik
 Martin J Tschudi
 Robert Warywoda

**LOCAL UNION 40
 SAN FRANCISCO, CA**

Miguel Castro Hernandez
 Richard C Grey
 Floyd D Hall
 Rafael Hernandez
 Glenn R Holsworth
 Mervil D Kessinger
 Armando Monge Lopez
 James E Miles
 Craig Overton
 Phillip L Spurgeon

**LOCAL UNION 42
 CINCINNATI, OH**

Edwin G Bauer
 Joseph Bitter
 Lester Blevins
 James Bond
 Mark Campbell
 Roy Chambers
 Charles Childs
 William Cochran
 Steve Daugherty
 Robert Hill
 Thomas Kennedy
 Roger Murray
 Warren Perkins
 Thomas Platen
 Robert A Savas
 Lawrence E Toole
 Eddie Wilcox
 William E Willhoff
 Robert Wubeler

**LOCAL UNION 44
 CLEVELAND, OH**

Warner H Anderson
 Otis Barrow
 Kenneth A Bolin
 William Borchert
 Geoffrey Burress
 Donald G Bush

Ronald Bush
 Frank L Cross
 Steven A Daycak
 Ronald W Hall
 Robert H Hanratty
 George A Heinbach
 Ronald Hendricks
 Tom Hendricks
 David E Hoff
 Richard Horchy
 Robert Joyce
 Andrew E Karp
 George W Keserich
 Dale Leboda
 Eugene Lowe
 Lewis R McCartney
 John E McMahon
 Brian Palmison
 John E Patton
 Robert C Ransome
 Walter F Seidenwand
 Ralph A Smith
 Patrick R Vento
 Paul K Walters
 Richard A Yanacsek

**LOCAL UNION 45
 SAN DIEGO, CA**

Ynez D Campos
 Robert Colmenero
 Robert Gonzales

**LOCAL UNION 49
 PORTLAND, OR**

Frank J Brauner
 Alan W Critchett
 Michael L DesBrisay
 Walter R Hardy
 Chad W Johnson
 William J Karras
 Clifford R Morgan
 Jake Padilla
 Cecil E Pickett
 David F Smalley
 Douglas W Smith
 James M Tofflemire
 Nick D Tuck
 Ardel A Zach

**LOCAL UNION 54
 SEATTLE, WA**

William A Bates
 Cecil M Dickison
 Robert F Dorgan
 G O Gjerding
 John W Grose
 Ronald Hawkins
 Ronald A Lawson
 Arthur K Mack
 Albert Moran
 Rick D Obar
 Thomas M Ward

**LOCAL UNION 58
 COLORADO SPRINGS, CO**

Morris Martinez
 Scott L Pennington

**LOCAL UNION 65
 MILWAUKEE, WI**

Richard E Gerek
 Keith L Habenicht
 Marvin Hamm
 Kenneth S Heinemeyer
 Gerald Hince
 Harold B Hoever
 Donald N Kovalaske
 Arthur G Krieg
 Glen Lang
 Edward Lerner
 Curtis Mallory
 Josef Pfeiffer
 Wilbur Redlin
 Chris M Schroeder
 Dennis Stevens
 Ralph Zamel

**LOCAL UNION 69
 PEORIA, IL**

Dennis Casey
 Frank M Claeys
 Dixie D Ferneti
 Michael Gollon
 William E Heiman
 Richard B Kwitkowski
 Kenneth O Miller
 Max Moreland
 Justin E Staelens
 John P Zeltner

**LOCAL UNION 70
 ANN ARBOR, MI**

Edwin C Forrest
 Tracy M Freeland
 Juan Guzman
 Bruce E Hasson
 Antonio Ramirez
 Calvin L Riley
 Eugene J Robinson
 David L Torrenga

**LOCAL UNION 71
 YOUNGSTOWN, OH**

William A Gerber
 Allen G Gravatt
 Harry McAndrew
 William J McMillen
 Chuck E Ripley
 Orange Tinsley
 John M Weber
 William Wooten

**LOCAL UNION 74
 BUFFALO, NY**

Eddie Fields
 Robert A Geddes
 Howard E Hill
 Edward P Hillman
 Douglas L Jimerson
 Dale Johnson
 Robert Johnson
 Karol Lavrincik
 Emanuel Mack
 Thomas P Majchrzak
 Anthony J Matusiak
 Gary A Neu
 James D Parker
 James D Petersen
 Wayne J Printup
 Jermaine A Queen
 James Rickard
 Donald Schwertfager
 Robert S Wachowiak

**LOCAL UNION 75
 DAYTON, OH**

Paul T Carr
 Billie E Gosnell
 Roy S McKee
 Kevin G Tucker

**LOCAL UNION 81
 OAKLAND, CA**

Oakley R Babcock
 O Bryant
 Mark W Hansen
 Ronald H Jennings
 Robert F Long
 Paul A Masters
 Fred Matteri
 Max Murrieta
 Albert E Novo
 C V Orr
 Geno Pardini
 Sidney L Paul
 Jose T Pena
 James W Pillsbury
 Adam Emmanuel Reyes
 Rafael Sanchez
 Ezikle Sims
 Juan M Teran
 Glenn Thrush
 Antonio N Valera
 Marvin W Warren
 B R Woodrich
 Vincent Ybarra
 Ralph T Yeoman

**LOCAL UNION 86
 COLUMBUS, OH**

Otto G Branham
 Joseph E Brannon
 Charles P Heath
 Charlie W Kulp
 Ray Sager
 George W Sedlock
 Moody Tackett

**LOCAL UNION 88
 AKRON, OH**

Millard T Abbott
 Ivan Arter
 Gayle C Bachtel
 Ray J Caldwell
 Guy S Clark
 Leonard Croston
 Frank A Elefante
 Ronnie G Gaffin
 David B Jones
 Donald B Kellar
 Donald R Kellar
 Rick Lump

Charles A McConkey
Shawn E McMasters
William A McMullen
William Miller
Floyd Milligan
Darrel Moretta
Clyde W Nicholson
James A Ruppel
Joseph D Symons

**LOCAL UNION 91
SALT LAKE CITY, UT**

James Dale Gates Smith
Daymon Earl Robert Smith

**LOCAL UNION 92
DECATUR, IL**

Michael L Booth
William D Doty
Robert A Nell
Richard E Poe
Roger Richardson
David B Stukins

**LOCAL UNION 95
SAN JOSE, CA**

Pete P Bara
Harold E Broughton
Refugio R Carreon
Sergio M Delgadillo
Cary M Eisenberg
George W Muncy
Daniel M Trujillo

**LOCAL UNION 96
MINNEAPOLIS, MN**

John J Beireis
Roger F Berg
Gerald T Bergin
James P Bray
Jerry D Brown
Michael P Casello
Homer W Collins
Alan E Crimmins
Joseph Dupay
George R Evans
Lyle B Fellman
Gerald Donald Freeman
Don E Frye
Palmer Graphenteen
Jeramie M Gruber
Louie P Hackbarth

Otto R Hackbarth
Wayne Hellerman
Rick Huber
LeRoy E Jacobson
Lloyd H Jerde
Richard G Joelson
Murray Kadel
James Koller
Raymond A LaRoque
Sherlock J Lindell
Clarence E Neal
Frank E Nieder

Keith Norton
John A Pollock
Tim M Potrament
Michael J Proell
James J Randazza
Glen H Rasmusson
Arthur P Rudek
Dustin Schlien
Jerome R Schottle
Dale Staples
Alex W Stevens
Robert M Tambornino
Dale E Troupe
James J Walsh
Bradley K Weberg
Ronald Wittstock

**LOCAL UNION 97
CHAMPAIGN, IL**

John J Frahm
Lonnie Fryman
Daniel Hardy
Steve C Helton
Greg G Hitchins
Mike Ingargiola
James R Johnson
Robert E Miller
Delbert L Pagel
Kenneth R Pagel
Randy Stephen

**LOCAL UNION 106
EVANSVILLE, IN**

John Bergwitz
Larry E Cundiff
Jerry W Drewery
Shelby G Embry
Ricky D Grimwood
Robert E Majors
James G Nance

Isiah Shaw
Samuel J Vanover

**LOCAL UNION 112
SPRINGFIELD, IL**

William R Anders
W P Cory
Jackie L Groth
Shane M Shomidie
Ray I Verardi
John L Wood

**LOCAL UNION 119
INDIANAPOLIS, IN**

John T Bundren
Benny Carter
Charles G Jones
Bryant Michael Lee
Roger Linscott
Loyde R Melton
Warren E Percy
Edward Pruitt
Jessie Pruitt
Jeffrey S Reeve
Sam J Seabolt
Jesse R Short
Ronnie D Smith
Bobby L Smith
Curtis D Walls

**LOCAL UNION 123
FORT WORTH, TX**

Gilbert Baker
Robert C Banks
Hermon A Barber
Decree Gantt
Mckinley Garrett
Percy Robert Handy
Joe Harris
Jacob A King
Jack Lafitte
Curley Lafleur
Mark A Philip
Elijah Pickett
Harry C Snow
Jerome M Trouillier
Hugh Williams

**LOCAL UNION 134
TOLEDO, OH**

Joseph F Dusza
Donald F Gable
James L Knapp
Odilia Long
James H Miller
Robert Mitchell
Orville R Mullins
Dorland R Olson
Roosevelt Price
James R Rafferty
Ernest L Rasar
Gilbrando Resendez
Otis Skeens
Paul E Tunison
Ronald J Woods

**LOCAL UNION 135
PHOENIX, AZ**

Raymond L Berry
Alton D Brown
William R Swanstrom

**LOCAL UNION 136
ATLANTA, GA**

Earl J Bliss
Frank W Cline
John P Colebank
Jim L Exline
Norman G Hughes
Willie W Miley
Robert L Young

**LOCAL UNION 142
DES MOINES, IA**

Joseph A Cuevas
Norval D Lafferty
Timothy W Waterbury

**LOCAL UNION 143
OKLAHOMA CITY, OK**

Bobby R Barnes
Virgil D Blake
Frank C Green
Larry M Hedinger
Sammy L Holder
Lee Roy McAnally
Edward L Moody
Levi Moody
Carlton E Penick
Garry A Williams

**LOCAL UNION 147
LOUISVILLE, KY**

Jason M Ginter
David B Mask
Clarence H McDonald
Eulas D Meredith

**LOCAL UNION 149
DETROIT, MI**

C J Blewett
Alex Bodnariuk
Billy G Bourgeois
John W Brown
Perry M Cain
Earl E Church
David Clothier
Francis P Cox
Frank J Cross
Stanley J Dabrowski
Gary L Duer
Martin A Ehrlich
Edward L Farley
Leonard Ferriss
Michael S Gilliam
Serapio Gomez Prieto
Wilfred D Gray
John A Green
Charles H Guess
Walter F Gunville
Charles Harbin
Doyell L Herd
Ralph Holmes
James L Hopkins
Joseph R Jozwiak
Robert H Kiefer
Craig Kirchner
John W W Kirk
John C Klein
Thomas E Klana
Frank J Krizan
Michael L Lawrence
Thomas J Logan
Jerome Longtine
Florian Maslonka
Kim McCormick
Floyd McCrary
Albert Mercier
Norbert W Moskwa
George Neumann
Shawn O'Hearn
Leonard E Ostrowski

Joseph Papaleo
Jeffery M Paul
Chester Popko
Jeffrey W Pryor
Kevin J Roach
Patrick E Roskey
John H Rotert
Casimer Sikora
Terry Smithers
Dale E Stockford
Gust E Tallman
Tom Vermurlen
Alfred M Weiss
Delbert L Woods
Edward Woznicki
Edward Ziegler

**LOCAL UNION 150
TERRE HAUTE, IN**

Harold T Bailey

**LOCAL UNION 153
TACOMA, WA**

Kenith L Beard
Henry S Mabbott
Jack S Muelhans

**LOCAL UNION 154
NASSAU SUFFOLK, NY**

E Becker
Alan P Casazza
Walter Edwards
James P Fey
Russell Harrell
Henry Kasulka
Michael J Kelly
Frederick D Lotter
Stuart L McMahon
Joseph Parlante
Deano Polito
Paul G Rappold
Gerard T Ruggiero
Ryan Ruggiero
Edward M Russ
Joseph Sfraga
Gennaro J Trezza

**LOCAL UNION 162
LAS VEGAS, NV**

Armando Fernandez
Harold Ludwig
Hector Vargas

**LOCAL UNION 182
CEDAR RAPIDS, IA**

David A Wood

**LOCAL UNION 185
CHARLESTON, WV**

Paul Arnett
William W Bryson
J C Conley
Marvin L Easter
Eugene C Johnston
John H McCoy
J T McKean
Glenville C Moles
James W Nelson
Ernest W Nunn
Richard C Perko
Jack E Pistole
Roy J Proffitt
Roger Racer
Steven P Scott
Donald L Smith

**LOCAL UNION 188
WHEELING, WV**

Robert S Horvat
Clifford W Huey
Francis R Maltese
Michael J Persichitti
Robert V Zastudil

**LOCAL UNION 189
SPOKANE, WA**

Moses K Aola
George E Birkinbine
Israel Cisneros
Paul D Dodson
Patrick A Justice
Floyd Kittilstved
Max E Newsom
Dewane L Otto
Dewane Otto
Jimmy L Rash

**LOCAL UNION 195
SYRACUSE, NY**

James J Armstrong
William Bell
Anthony Borruso
Angelo J Cantonetti
David Goldthwait
Edward P Himpler
Zoltan Kiss
James W Milligan
David L Narrow
Walter E O'Brien
Robert M Petrie
Frank Pierce
Daniel A Prietti
William Richardson
Arthur C Tryon
Robert J White
Theodore J Wojcik

**LOCAL UNION 200
POCATELLO, ID**

Gerald R Neeser

**LOCAL UNION 203
BINGHAMTON, NY**

John J Fusco
Roger Granger

**LOCAL UNION 210
ERIE, PA**

Carl Dominick
Matthew J Gress
Andrew E Hinkle
Belmer Hitchcock
George Wolfe
Quentin Young

**LOCAL UNION 220
ORANGE COUNTY, CA**

Juan V Esquivel
Leon C Gregg
Antonio D Gutierrez
Crawford H Larkin
Otis Locke
Francisco J Magallanes
Chris C Romero
David Schiessl
Curtis E Stout

**LOCAL UNION 221
HONOLULU, HI**

Edwin Heiser
Dwayne Y Kusaka
Robert M Tokioka

**LOCAL UNION 241
ALBANY, NY**

Thomas W Benjamin

**LOCAL UNION 242
PARKERSBURG, WV**

Frank J Casalino
Ernest C Francis
Dana H Halfhill
Joshua J Kerns
Fain Queen
Fred Shears
Mark Weaver
James F Webb

**LOCAL UNION 248
SPRINGFIELD, MA**

Thomas Allard

**LOCAL UNION 317
BATON ROUGE, LA**

Charles E Davis
Simmie L Tate

PRESIDENT ROBINSON: God bless them one and all.

Brothers and Sisters, our Union has been representing Roofers and Waterproofers for 115 years.

It is appropriate to take time to reflect on our accomplishments and our rich traditions. Our Union was built through the hard work and dedications of thousands of members just like you. It is steeped in a rich history of vigorously fighting for the rights of working people throughout this vast country of ours, whether on the steps of Congress or at the bargaining table.

Our Union, along with our partner crafts in the building and construction trades, has not only erected the skyscrapers and factories, built the schools and homes of America, more importantly, it has been a crucial component of creating the middle class in this country. A middle class that has been the envy of the entire world.

During our 115 year history, many of our members bravely served their country. They fought two World Wars, the Korean War, in Vietnam, Gulf 1, Iraq and Afghanistan. They proudly defended our country and returned home to use their specially honed skills to become union

roofers and waterproofers. They helped rebuild our country into the greatest nation on Earth.

Along the way, we negotiated living wages, the finest healthcare in the world, ample pensions to protect our members and their families in their later years, and we have, without fail, consistently demanded safety improvements on the job site.

In addition, we have worked long and hard to develop state-of-the-art apprenticeship training and now have hands-on union training centers all over this country.

When you registered as a delegate, you received a book, a book written by Bob Krul, depicting the history and traditions of our great union.

In it, it talks about the accomplishments of the people such as Dale Zusman, Earl Kruse, Jack Critchley and John Martini. I urge you to read it. And then share it with others when you get back home.

My many thanks go out to Bob for a terrific writing job, to Mitch Terhaar for assembling the photos and to Erin McDermott for the editing. This book is something we can all be proud of. (Applause.)

Looking back on all that has been accomplished, I'm extremely thankful to have been given an opportunity to be part of this rich and lasting heritage. I deeply appreciate all that my Union has



gained for me and all it has done for you.

I'm truly proud of our past; however, this convention, like all conventions, is about the future. It is about where we are going as a unionized workforce and a unionized industry.

It's about creating a blueprint for that future. As important as it is to know and fully understand our Union's history, it is equally important to realize and accept that sometimes old ideas will not work in a modern world.

As elected delegates, we need to recognize that our world and industry are changing and changing quickly. I'm not suggesting that we abandon our traditional values, but by itself, tradition will simply not provide the jobs for tomorrow.

As I see it, we have an extremely bright future. It will be up to us to embrace that future. We must steer a positive course, one that increases our membership, develops our markets and lays the solid foundation for successful collective bargaining.

Let me start with the last convention held a mile down the strip at the Paris Hotel. At the time, we were in the 5th year of a severe recession in the roofing industry. Between December 2008 and August 2013, 3,289 members of our Union had lost their jobs and incomes. At the same time, there were nearly eight million less man-hours being worked annually by union roofers and waterproofers than in 2008.

During that convention, I challenged the delegates to work harder and smarter than ever before in order to increase our market share.

I asked that you adopt a positive attitude and commit to a proposed plan of action set forth by our National Executive Board; a plan that would be absolutely crucial to our growth and continued existence.

You committed yourselves to meet that challenge. And as the economy began to improve, your locals began to grow because of the changes that you were willing to make.

Since the bottom of the recession in 2013, we have been making real progress, Brothers and Sisters. Your union has been on the move since the last convention.

Let me detail a few of the many areas that we have made and are making a significant difference. Although the roofing industry had dramatically changed during those five years previous to 2013, our members adapted. They're now working safer. Their workmanship has improved and their productivity is up.

Consequently, the employers are being awarded more work. We have now gained back 2,563 members that had left our rolls and there are currently many applicants for membership who will soon join our ranks. These are workers who are receiving a decent wage. And once again, able to provide for their families.

Due to the investment performance and increased work hours, the NRIPP just issued a 43 percent increase in pension benefits earned during 2017, and for the same year, the account balances for the participants (Applause.) and for that same year, 2017, the account balances for the participants in the NRISPP increased by a whopping 9.7 percent.

As mentioned before, the NRIPP paid out a lot of money. Mr. Ziegler brought that up. The NRIPP paid out 84 million in benefits in 2017. That's right, 84 million. That's more than most pension plans have in total assets. And that number goes up about 10 million every year.

The Research and Education Trust has raised the bar on training, so that our members are the best-trained and most-competitive workers in the roofing industry.

The Trust has completed a single-plant program, a new one, a green roofing manual, developed a radiation training program and now has an online training resource center.

They have worked closely with the UA sharing knowledge of training and techniques and best practices. They have been meeting with the PTEU—the union represents roofers in Australia—to learn about rainwater harvesting. The PTEU has been kind enough to host our instructors in their training centers and are sharing their training programs and trade-related instruction materials with us.

In 2015, our International Union partnered with Ullico to offer a group purchasing approach to medical stop loss insurance. The program known as the Roofers Medical Stop Loss Program is designed to help maintain plans, their financial viability and support each fund's cost-containment strategy by offering access to leading professionals in the medical community.

Today, ten local unions and regional funds and the national fund are covered by this program, saving hundreds of thousands of dollars each year for our members.

In 2018, the Roofers Union Liability Insurance and Individual Labor Leader Coverage Program became a reality. The program was developed by the International Union, Ullico and Union Insurance Group.

This program dramatically reduces the cost of coverage by pooling assets, so that all local unions, not just the big ones, all local unions can feasibly protect the assets of their members.

The program also offers individual coverage for local union officers and staff, so that they are protected from personal financial hardship and total ruin.

The number of women in our Union has dramatically increased since the last convention. We have

come a long way towards reaching our goal of having women make up two and a half percent of our membership by 2023.

I thank all of you for your efforts, but I especially want to thank the following locals for recognizing that women are now, and will continue to be, an important part of the roofing workforce: Local 11, Chicago; 8, New York City; 30, Philadelphia; 49, Portland; 96, Minneapolis, St. Paul; 12, Bridgeport; 33, Boston; 54, Seattle; 123, Dallas/Ft. Worth; 36, Los Angeles; 189, Spokane; and 221, Honolulu. These 12 unions are setting the example for the rest of you to follow.

Our application to the U.S. Trademark Office was approved in 2014. Our Union is now fully protected by registered trademark. This means that under penalty of law no other union, contractor or other entity can use our name, logo or tagline for any reason without our express permission.

Because of action taken between conventions, I'm proud to stand before you and announce that your members' benefits are now 100 percent funded.

We no longer have to worry if an unscrupulous, non-union contractor or a manufacturer wrongly uses our good name and logo.

We have developed a leadership training manual. We have a booth out back. Stop by and look at this manual. It has 26 chapters on how to function as a business manager and efficiently run a local union.

To date, 16 trainings have been conducted in various local unions around the country. The instruc-

tion is geared to new business managers, but it's also geared to experienced business managers and for use at district council meetings. Our instructors, Paul Blaski and Eric Anderson, are available to your local union or district council with just a simple request to my office.

At the last convention, I reported that our Burial Benefit Fund had a funding deficit of \$2.4 million. A serious problem. Because of action taken between conventions, which included reduction in costs of administration, a small increase in contributions, modest changes to the investment policy and diligence, I'm proud to stand before you and announce that your members' benefits are now 100 percent funded. (Applause.)

And your Executive Board is totally committed to keeping it that way.

When I was elected in 2006 as your president, I committed to employing cost-saving measures

that would have a long-term, positive financial impact and elicit the most efficient methods of running your Union.

After the last convention and with the assistance of Director of Finance Frank Massey, we continued to employ these measures, improving cash management, reducing fees and operational costs. Most importantly, this was done without reducing the workforce in the field, where it is needed the most.

Brothers and Sisters, we have kept our promise. The total expenditures of your Union's General Fund for fiscal year 2006 was \$6,657,000. 12 years later, total expenditures for the fiscal year ending June 30th, 2018, were \$6,534,000. That's \$123,000 less than in 2006. (Applause.)

That is truly quite an accomplishment. Your Executive Board's driving concern is that your Union is financially solvent, so it can properly service and represent the members and remain vibrant and independent.

Now, going forward, this next five years and into the future, we must again commit ourselves to a plan that embodies innovation, efficiencies, and eventually, growth in our numbers. We must embrace the theme of this convention: Recruit, Train, Retain: Building Blocks to Our Future. Only through such a plan can we expect to be a viable entity that has the ability to provide good jobs for our members.

The two main obligations of business managers and business agents are to, one, supply contractors with skilled union roofers they need. And two, protect our work jurisdiction, so we provide maximum work hours to our members. If you do nothing else all day but those two things, you'll be doing your job.

One of our biggest hurdles we face today is finding the number of workers possessing the rudiments to do the work of our trade. We have contractors in every area of the country requesting workers and we find ourselves unable to fully fulfill those requests.

Our Marketing Department is working diligently with locals throughout the country to help them recruit workers and fill the requests that are necessary; however, with the shrinking pool of available workers, the job is getting more and more difficult.

To answer this need, we have funded the Research and Retention Task Committee—or excuse me—the Recruiting and Retention Task Force made up of business managers, as you heard the Secretary say, business managers, roofing contractors, general contractors, educators and training instructors from throughout the country.

When their work is completed, the task force will develop videos, a brochure and a mentoring program. This is a monumental task. And it's expensive. Our goal is to make this entire package available to local unions and JATCs and signatory contractors in 2019.

Also, in 2019, we will kick off our no lost time accidents initiative. This is an extremely ambitious undertaking. It needs to be ambitious, as safety on the worksite is a major concern for every working member. Therefore, safety must be a major concern for every officer and delegate in this room.

A right to a safe job site is a fundamental worker right. Lost time injuries are not acceptable. We're going to team up with our contractor partners through the National Labor-Management Committee and the Construction Research and Training Committee to develop a state-of-the-art awareness program where labor and management are accountable to do everything possible to prevent lost time injuries.

The need for skilled roofers and waterproofers will only continue to rise with time. If we intend to complete and increase our work opportunities, we must provide our members with the most advanced training available.

Training must and will become a career commitment for all roofers and Waterproofers. With the assistance of the UA, the Trustees, the Research and Education Trust have entered into an agreement with

Washtenaw Community College to have a dedicated Roofers Training Instructors Program at their campus in Ann Arbor, Michigan.

Beginning in 2020, all instructor training in this country for Roofers will take place at Washtenaw. This will be a giant step forward for our craft. There'll also be an opportunity for us to use this facility for future business agent and organizer training.

By extending the affiliation agreement with the UA, we will be focusing on training, a reduction in jobsite accidents, legislation and marketing ourselves as the most efficient and best-trained craftsmen and women in our respective industries.

Working together with the UA Training Department, we will be utilizing their expertise and resources to develop curricula for use in the Roofers Training Program at Washtenaw.

The bottom line, the bottom line is this: Is that the affiliation agreement is simply a roadmap that lays the groundwork for the Roofers and the UA to expand job opportunities for our signatory contractors and ourselves. (Applause.)

The agreement allows to us partner with a large, well-financed organization that respects our trade jurisdiction and our right to independence, and it strengthens our hand to fight back against unscrupulous unions that would raid work rightfully belonging to the roofer and the waterproofer. (Applause.)

Our national trust funds are the envy of the entire construction industry. Opportunities for locals to participate in these funds will be expanded so that the benefits received from these funds may be available to more members.

The trustees will continue to participate in job-creating investments where your members' money is invested in 100-percent union projects that create good-paying jobs,

while at the same time, earning market returns for the funds.

I assure you that the trustees of the NRIPP remain fully committed to improving the funding status of that plan. Their goal is to protect your members' assets, so that their promised benefits are available to them at retirement.

We will continue to provide marketing and organizing assistance to those locals that request the services of the Marketing Department. We have a devoted staff of hardworking professionals to help you develop marketing and organizing plans.

Our goal is to help you organize 2,500 new roofers and waterproofers in the next five years. Doing so, you will strengthen your local union along with your pension, your health and your apprenticeship trusts.

Now to accomplish all this, your Executive Board is zealously committed to a strategic business plan. The plan is carefully laid out in the 31 resolutions presented by the Executive Board to this convention.

We firmly believe that these 31 resolutions will provide us the essential tools to move the needle in the right direction, expand membership and increase hours of employment.

You've heard this term earlier today and you'll hear it again before the week's out. I believe our Union is at "a crossroads." A crossroads where we have an opportunity to work hard to take advantage of a surging economy. We can adopt the necessary tools to grow our Union, so that we will always be strong and independent.

On the other hand, we can just sit, refuse to change, do nothing, ride the good times out, and in the end, be crushed by the next economic downturn; literally, be left behind.

If you believe as I do, an opportunity currently exists to make a dramatic and positive change in the

unionized sector of our industry, that opportunity can only be seized through action.

It's time to boldly move forward in a positive direction; if not for ourselves, for the next generation of roofers and waterproofers. Our Union has too much promise. We simply cannot be satisfied with the status quo. I'm wagering that you agree with me. (Applause.)

Do you agree with me, Brothers and Sisters? (Applause.)

So let's roll up our sleeves, work hard, work together and commit ourselves to accomplishing the task at hand and adopt a plan of long lasting prosperity.

It is an honor and a privilege to be your president. I look forward to working with you to make our great union the very best that it can be. God bless you. (Applause.)

God bless you. God bless this convention and God bless the Roofers Union. Thank you very much. (Applause.)

Thank you for your patience. I know it was a long address, but there was a lot to be covered. But I appreciate all that you do and all that you will do and working together, we will continue to have a great union.

Tammy, can you bring up the introduction for Sean McGarvey, please.

Our next speaker is Sean McGarvey, president of North America's Building Trades Unions. A glazier by trade, Sean McGarvey is the president of the North America's Building Trades Unions, as I said.

Sean began his career in 1981 in Philadelphia, PA, with the Glaziers Local Union 252 of the International Union of Painters and Allied Trades, and subsequently, worked his way up through the various leadership positions within the Painters.

In 2005, he was elected secretary-treasurer of the North America's Building Trades Unions.



North America's Building Trades Unions President Sean McGarvey

In 2012, Sean was unanimously elected by the Board of General Presidents of the Building Trades and was unanimously elected again in 2015 by the delegates of the 69th Convention of the North America's Building Trades Unions.

Sean currently serves in various capacities for the following organizations:

Co-chair of the Oil and Natural Gas Industry Labor-Management Committee, a unique partnership between America's unions and the American Petroleum Institute. (Applause.) Co-chair of the Chemical Industry Labor-Management Committee. A member of the U.S. Council on Competitiveness. Secretary-treasurer of Union Labor Life Insurance, our own company. Treasurer of the National Alliance for Fair Contracting. Chairman of the board of directors, National Coordinating Committee for Multiemployer Plans. Chairman of the board, The Center For Construction Research and Training. Labor co-chair of the Center for Military Recruitment, Assessment and Veterans' Employment, which operates Helmets to Hardhats. Board of directors of the Diabetes Research Institute. Board of directors of the Nuclear Energy Institute.

Sean also serves on several other union construction industry labor-management committees.

Sean holds a Bachelor of Arts degree from the National Labor College and is a graduate of the Harvard University Trade Union Program.

Sean and Shari McGarvey were married in 2014 and currently reside in Maryland.

Sean has two lovely daughters, Kerri Ann and Kelsey Marie, and a grandson, Lucas Anthony, and a granddaughter, Leah Ann.

Sean is the driving force of the building construction trades movement.

Since accepting the presidency in 2012, he has been out front on all important issues. He provides the glue that keeps the trades together.

Please welcome our leader, my friend and brother, Sean McGarvey. (Applause.)

For full presentation by **SEAN MCGARVEY**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: After hearing Sean, now you know why he's the leader of the building trades movement in this country. (Applause.)

He's our president in Washington, D.C., but I can tell you another thing, he's the busiest man in Washington, D.C.

Our next speaker is Michael D. Scott. He's the executive director of the National Coordinating Committee for Multiemployer Plans. And his message is going to be very important and it's going to dovetail on what you just heard from Sean.

Michael Scott is an executive director—or excuse me, just roll a little bit.

He has a broad investment banking and advisory and public policy experience from serving in senior positions in the private sector and the U.S. government with the Treasury Department and the Securities and Exchange Commission.

In his different roles, he has been responsible for federal credit, federal and private sector restructuring, privatization, infrastructure finance, and in 2008, financial crisis issues of TARP and the conservatorships of Fannie Mae and Freddie Mac.

Mike is the go to guy on pensions in Washington, D.C. We all rely on him to represent the building trades in the halls of Congress. There is nobody that knows more about pension or health funds in Washington.

I call to the dais, Mike Scott. Please give him a good round of applause. (Applause.)

For full presentation by **MICHAEL D. SCOTT**, please visit www.unionroofers.com/convention



Executive Director of the National Coordinating Committee for Multiemployer Plans Michael D. Scott



Rules Committee Chairman Tom Pedrick

SECRETARY-TREASURER HADEL: Brothers and Sisters, just a quick announcement, the Sergeant-at-Arms Committee will have a picture taken immediately following this morning's session by the entrance door.

PRESIDENT ROBINSON: I'm going to now call on the Rules Committee Chairman Tom Pedrick to give the report of the committee. (Applause.)

RULES COMMITTEE CHAIR PEDRICK: Tough act to follow.

My name's Tom Pedrick, International Vice President from Local 30, Philadelphia, Pennsylvania, the City of Brotherly Love. (Applause.)

It's a privilege and a pleasure to look out at all our delegates and guests that represent the greatest, hardest-working and toughest members in the country. That's our members. (Applause.)

I want to thank all you for your dedication and service to our membership. Give yourself a big hand. You deserve it. (Applause.)

Before I announce the Rules Committee, I'd like to take a moment for you to join me in wishing my buddy from Detroit, Bob "Hollywood" Peterson, a happy birthday.

Happy birthday, Bob. 29 years old again. (Applause.)

I would now like to recognize the members of the Rules Committee. They are the following vice presidents:

Secretary Doug Ziegler, Local 81, Oakland, California; Rich Mathis, Local 11, Chicago, Illinois; Brent Beasley, Local 220, Orange County, California; and Bob Peterson, Local 149, Detroit, Michigan.

I'll now turn it over to Secretary Doug Ziegler to read the Rules of the Convention. (Applause.)

RULES COMMITTEE SECRETARY ZIEGLER: Thank you, Tom.

The Rules Committee has met and submits to the officers and delegates of this, the 29th Convention of the United Union of Roofers, Waterproofers and Allied Workers for your approval of the rules governing the procedures of this Convention and they are as follows:

Rule No. 1: The Convention shall convene on October 8th, 2018, at 8:30 a.m. and remain in session until approximately 4:30 or at the conclusion of business each day as determined by the International President.

Each morning, thereafter, this Convention shall be called to order at 8:30 a.m. and remain in session until the conclusion of business of that day is determined by the International President.

Rule No. 2: Only accredited delegates and staff shall be permitted on the Convention floor during proceedings of the Convention. Guests are welcome to observe from the gallery section. The International President shall, after warning, excuse the gallery or any other individual member or members of the gallery section when, in his judgment, the section is interfering with the business of the Convention.

Rule No. 3: When a delegate rises to speak, he or she shall give his or her name, number of the local he or she represents and the city in which that local is located. To be recognized, the microphone light must be on.

Rule No. 4: If a delegate, while speaking, shall be called to order, he or she shall, at the request of the Chair, take his or her seat until the question of order is decided.

Rule No. 5: Should two or more delegates rise to speak at the same time, the Chair shall decide who is entitled to the floor.

Rule No. 6: No delegate shall interrupt another delegate during their remarks except to call him or her to a point of order.

Rule No. 7: A delegate shall not speak more than once on the same question until all who wish to speak have had their opportunity to do so.

Rule No. 8: A delegate shall not speak more than twice or more than two minutes on a question without permission from the Convention. Note that a required permission is a two-thirds majority vote.

Rule No. 9: A motion shall not be open for discussion until it has been seconded and stated from the Chair.

Rule No. 10: A motion to reconsider shall not be entertained unless made by a delegate who voted with the majority and shall receive the majority vote.

Rule No. 11: A motion or a resolution shall not be voted upon until a moving party or the person who introduced it has had a chance to speak if he or she desires to do so.

Rule No. 12: Resolutions presented after 10:00 a.m. on October 8, 2018, shall be received for consideration by the Convention if approved by a unanimous vote of the delegates in attendance at the Convention.

Rule No. 13: Appeals from the decision of the Chair shall not be debated and shall require a majority vote of the Convention to overrule the Chair.

Rule No. 14: The election of officers shall be held at approximately 10:00 a.m. on Tuesday, October 9, 2018. Any contested position shall be decided by a secret ballot vote. Only accredited delegates and staff shall remain on the Convention floor or area during the election.

Rule No. 15: A vote referred to in Article V, Section 3, Section 3(a), Section 12 of the Constitution relating to monthly per capita taxes shall be by a secret ballot. Only accredited delegates and staff shall remain on the Convention floor area during that vote.

The proceedings of the Convention shall—

Rule No. 16: I'm sorry, the proceedings of the Convention shall be carried out under the parliamentary rule or procedure under Robert's Rules of Order and must conform with the Constitution and Bylaws of the United Union of Roofers, Waterproofers and Allied Workers. The general counsel will act as parliamentarian and advise the Chair on all questions and procedures and order.

Rule No. 17: Cell phones and pagers are not related to—not related to security shall be silenced and shall not be used on the Convention floor during the proceedings of this Convention. Only accredited delegates and staff may remain in the Convention floor area.

Mr. Chairman, these are the rules that have been unanimously approved by the Rules Committee and I move for adoption of the committee report.

PRESIDENT ROBINSON: Do I hear a second? (Seconds from the floor.)

SECRETARY-TREASURER HADEL: Second.

PRESIDENT ROBINSON: We have a motion and a second. On the question, all those in favor, signify by saying aye. (Chorus of ayes.)

Opposed, no. (No response.) The ayes have it.

Thank you. I thank you, the committee, for their work. That was a lot of rules and I appreciate everything you've done. I know we'll have a good, secure Convention because of your work.

At this time, I'm going to call the Secretary to give partial report of announcing the various committees.

And soon as the Secretary has announced—he's going to announce the four committees that are going to be hearing testimony this afternoon. He will also assign the resolutions that'll go to each of those four committees.

The remainder of the committees will be announced later this morning or this afternoon. Mr. Secretary.

SECRETARY-TREASURER HADEL: Thank you, Chairman Robinson.

Law Committee: Chairman Dan O'Donnell, Local 2; Secretary Joe Pozzi, Local 26.

Members: Larry Gnat, Local 11; Russ Garnett, Local 49; Steve Peterson,

Local 69; Sal Giovanniello, Local 154; Morgan Nolde, Local 81; Mark Conroy, Local 96; Steve Hurley, Local 54; William Alexander, III, Local 106; Jeff Eppenstein, Local 11.

Resolutions Committee: Chairman Tom Pedrick, Local 30; Secretary Brent Beasley, Local 220.

Members: Andrew Richmond, Local 96; Vaughn Chong, Local 221; Mark Peterson, Local 149; Anthony

Bergeson, Local 54; Jose Padilla, Local 40; Marty Headtke, Local 11; Barry Schader, Local 8; Kevin King, Local 20; Cliff Smith, Local 36.

Finance Committee: Chairman Douglas Ziegler, Local 81; Secretary Paul Bickford, Local 33.

Members: Leo Marsura, Local 189; Dennis Marshall, Local 2; Rodney Toole, Local 42; Nick Siciliano, Local 8; John Tackett, Local 70;

Gary Menzel, Local 11; Joe Logsdon, Local 20; Charles Waddell, Local 23; Shawn McCullough, Local 30.

Revisions Committee: Chairman Robert Peterson, Local 149; Secretary Mike Vasey, Local 44.

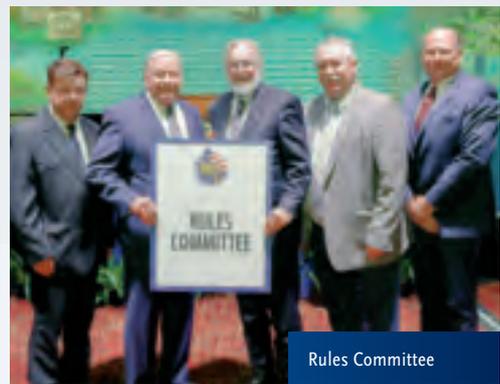
Members: Harold Davidson, Local 12; Barbara Dixon, Local 88; Nicholas Gechell, Local 74; Richard Geyer, Local 153; Brett Perkett, Local 200; Robert Rios, Local 95; Matt



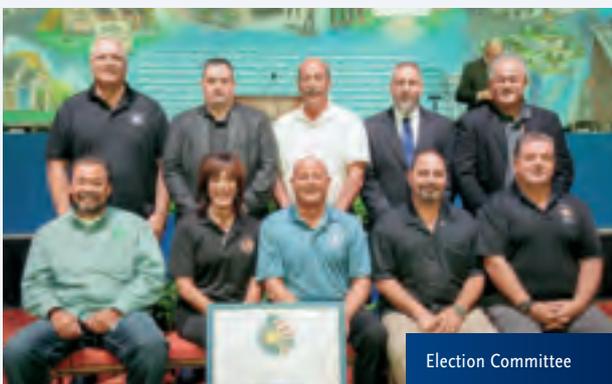
Trials and Grievances Committee



Revisions Committee



Rules Committee



Election Committee



Entertainment Committee

Lloyd, Local 20; Charles Lavelle, Local 44; and Rob Critchley, Local 4.

The following resolutions will be assigned to those committees:

Resolution 1 and 2, Revisions. Resolution 3, Finance. Resolution 4, Resolutions. Resolutions 5 and 6, Resolutions. Resolution 7, Finance. Resolution 8, Revisions. Resolutions 9, 10, 11, 12, 13, 14, 15, 16 will be Revisions.

Once again, Resolutions 8 through 16 will be Revisions.

Resolution 17, 18 will be Resolutions.

Resolutions 19, 20, and 21 will be Finance. Resolution 22, Resolutions. Resolution 23, Law. Resolution 24, Resolutions. Resolution 25, Finance. Resolution 26, Law. Resolution 27, Resolutions. Resolutions 28 and 29, Law.

Resolutions 30 and 31, Resolutions. Resolution 32, Finance. Resolution 33, Law. Resolution 34, Finance. Resolution 35, Law. Resolution 36, Finance. Resolution 37, Law. Resolution 38 to the Resolutions. Resolution 39, Finance. And Resolution 40, Law.

Any questions on the assignment of Resolutions? (No response.) Thank you, Mr. Chairman.



Resolutions Committee



Law Committee



Finance Committee



Officer's Report Committee



Sergeant-At-Arms Committee

PRESIDENT ROBINSON: Now, the following committees will meet at 4:30 this afternoon with their committee members and they will begin taking testimony at 4:40 sharp.

And here's the assignments: The Finance Committee will meet in Partagas 2 at 4:30 for the committee. 4:40 to start taking testimony. And Partagas 2 is up the escalator up on this next floor.

The Law Committee, again, will meet at 4:30 with the committee taking testimony at 4:40 sharp in Trinidad 6, which is back down the hall towards where you had breakfast and your registration.

The Revisions Committee will also meet at 4:30 with the committee taking testimony at 4:40 in Trinidad 11, which is again down the hall, back towards where you took up your breakfast this morning.

And the Resolution Committee will also meet at 4:30, taking testimony at 4:40 in Trinidad 9. Again, down the hall back towards where the office is.

So with that, I thank you for your attention in this matter. If any questions come up, you're not sure of where you're supposed to be and what time, make sure to contact your committee chairman and we'll make sure everything gets worked out.

Mr. Ziegler.

FINANCE COMMITTEE CHAIR ZIEGLER: I'm Chairman of the Finance Committee, as he just announced, we're going to meet at 4:30 in the Partagas room.

We will be hearing these five motions first—or Resolutions first: 3, 19, 25, 32 and 34. So if you have any special interest in those, be sure you attend. Thank you.

PRESIDENT ROBINSON: Thank you, Mr. Vice President. Marlon, would you cue the video for the USA, please, Union Sportsmen's

Alliance. (Whereupon, a video was presented.) (Applause.)

Our next speaker is Scott Vance. Scott is the executive director of the Union Sportsmen's Alliance.

His goals are to continue and grow the organization, more deeply engage and reward its members, expand Work Boots on the Ground Program to nationally renowned access and to create community-based conservation programs that connect union labor workers with their families to the outdoors and preserve our outdoor heritage.

Since taking the helm at USA just two years ago, Scott has done a fantastic job of moving the Alliance forward. He has brought more charter unions on board, adopted corporate partners, updated our outdoor TV program, purchased the building in Spring Hill, Tennessee, which we will be moving into in the next month or so.

Because the Roofers Union is a charter union of the USA, membership in the USA, for our people, is at no cost. Today there are 11,700 of our members that are members of USA.

Please welcome the heart and soul of the Union Sportsmen's Alliance, Scott Vance. (Applause.)

For full presentation by
SCOTT VANCE, please visit
www.unionroofers.com/convention



Union Sportsmen's Alliance Executive
Director Scott Vance

USA DIRECTOR VANCE: We do have a couple special awards to give out today. I want to recognize a couple individuals for their service to the Union Sportsmen's Alliance for many, many years and Kinsey was grateful enough and nice enough to let me spend just a little bit more time doing that at a Convention. I wanted to recognize these fellows in front of their peers.

So if you'll join with me, I'll announce these award winners. Unfortunately, someone liked our award a lot. They were handcrafted metal oars. They're beautiful awards. They liked them so much that apparently they kept them. So they are not here right now, so hopefully we can track those down, but we do not have an award to hand these fellows.

The first person has helped with our Minnesota Get Youth Outdoors Day and our sporting clay shoot for several years. He's done a great job in that area. He makes sure that things go smoothly.

Just so you guys know, we set an all-time participation record through that shooting event. It breaks a record every single year, Kinsey. And I know that a lot of that's because of you, but a lot of that's because of this individual as well. We do appreciate that. It makes a huge difference to us. It makes a huge difference to that market and it makes a huge difference to the people there as well.

We also set a record with the number of kids that came out this year. We had a grant through the National Shooting Sports Foundation, so we could teach them to be respectful and safe with firearms. They came out and they learned to shoot and they learned archery and it was all around just a wonderful day.

So I'd like to recognize Mark Conroy who is the business manager for Roofers Local 96. (Applause.)

PRESIDENT ROBINSON: Mark, can you come on up.

USA DIRECTOR VANCE: He's also kind of humble. He wasn't expecting this. It was a surprise for these guys. I was surprised when I didn't have an award to hand him. (Laughter.) (Applause.)

Being the humble person that Mark is, he was concerned that we didn't mention Pete Jaworski. That's the kind of people that you guys have on staff, as you well know. It's a team. (Applause.)

Pete's done a great job as well. He did that event for many, many years. And there might be an award for him in the future, too, so you never know.

I do have someone else that I want to recognize. This individual not only helps out with that event, but he also runs the show in his region. He makes sure that all of our shoots and our dinners in that area go smoothly, that they have great attendance. This individual is always willing to step up when we need anything.

When we need something from the Roofers Union, we can call him and he can make sure that it gets done. And we couldn't do what we do without his help and he's been great for the whole 11 years that the organization's been in existence.

And I want to recognize the business manager for Roofers Local 220 and our new General Vice President Mr. Brent Beasley. (Standing ovation.)

PRESIDENT ROBINSON: I guess we are going to find this plaque. Is it a plaque?

USA DIRECTOR VANCE: It's a hand-crafted oar.

PRESIDENT ROBINSON: Hopefully, we find this and we can get it to you two gentlemen; otherwise, I'm sure that Scott will figure out how to produce another one.



Mark Conroy, center, is awarded Conservation Steward of the Year.



Brent Beasley, center, receives USA's Conservation Steward of the Year award.

USA DIRECTOR VANCE: I'll send them a knife.

PRESIDENT ROBINSON: Yeah, we'll give them a knife. (Laughter.)

USA DIRECTOR VANCE: Thank you, Kinsey.

All these guys are huge. When I stand beside all you guys, it makes me feel tiny. I thought my intro song was gonna be Little Bitty by Alan Jackson. I didn't know what it was going to be.

And we do want to do one more thing. Union veterans and veterans in general are very near and dear to me. And if you come to any of our events, you know that we recognize them at every single event.

Many of you guys know that we have a Marine right here, 55-year veteran, and he supports all the veterans' programs as staunchly as anyone I've ever seen. My dad was a Vietnam vet. He got drafted six days after he graduated from high school and he spent a tour in Vietnam. And he suf-

fered from PTSD ever since, and so I've lived with that my whole life.

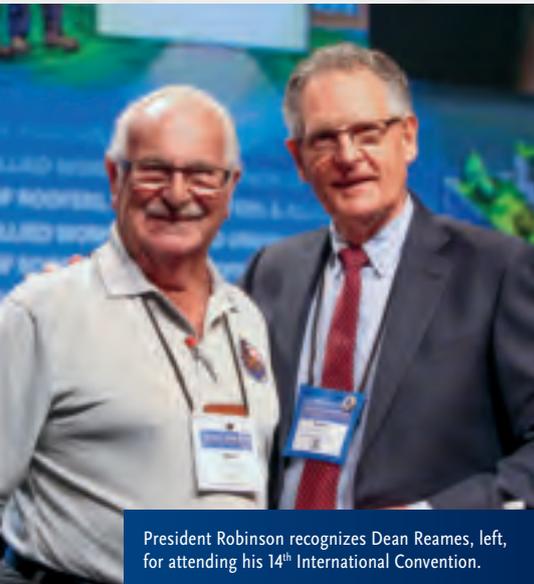
I have nothing but respect for everybody that has served and the commitment that they've made, because it's a lifetime commitment. So thank all the veterans. (Applause.)

And we want to do that. (Applause.) We want to do that formally right now. Kinsey, would you like to make a few comments.

PRESIDENT ROBINSON: What we'd like to do is have all the veterans in the room, guests and delegates, please come to the front up front here where we can get a picture of everybody.

And Scott and I'd like to award you with a USA veteran's pin. So if you could please come forward. (Applause.) (Whereupon, pins were awarded.)

As you can see, Scott is a dynamite young guy. And when I had the opportunity to hire him, believe me, I grabbed onto him. And he's just done a great deal for our organization.



President Robinson recognizes Dean Reames, left, for attending his 14th International Convention.

I have a gentleman with me, Dean Reames. This guy, he is a special man. (Standing ovation.)

Many of you know Dean, but maybe some of the new guys don't. This is Dean's 14th convention. He's been to every convention since 1963. And I'm sure that's a record in our organization. (Standing ovation.)

I want to thank him for his service to our Union. I was fortunate enough to work with him for about 15 years on the Northwest District Council together. I've known him for a long time. He's also a 64-year member, just shy of 65. (Standing ovation.)

So I want to award him at this time. It's his 60-year pin and I hope next year, I'll have the opportunity to give you your 65, Dean. Thank you very much, sir. (Standing ovation.)

With that, we are closing—I'm gonna call on the Secretary to make a couple of announcements.

SECRETARY-TREASURER HADEL: Brothers and Sisters, we've noticed that many of you are exploring the app and have tried to log in to get more features.

When we developed the app, we wanted to make sure everyone sees the same information, so we disabled this feature until the end of

the convention. You do not need to log in every day. It's automatically logged into the program.

Second item, any one participating in the sporting clays will need to visit the USA booth at lunch today or by breakfast tomorrow to set up their teams. Thank you very much.

PRESIDENT ROBINSON: I'm going to call the Secretary back up here to do the final partial report of announcing the committees. And if you would take over the mic please.

SECRETARY-TREASURER HADEL: Thank you, Mr. Chairman.

Credentials Committee: Chairman Paul Bickford, Local 33; Secretary, Dan O'Donnell, Local 2.

Members: Rich Mathis, Local 11; Joe Pozzi, Local 26; Mike Vasey, Local 44.

Trials and Grievances Committee: Chairman Mike Vasey, Local 44; Secretary Joe Pozzi, Local 26.

Members: Phillip Lester, Local 203; Isaac Hernandez, Local 58; Mike Azzarello, Local 37; Jeffrey Mullins, Local 185; Mike Rossi, Local 241; Gary Swan, Local 195; Travis Hopkins, Local 49; Scott Johnson, Local 210; Mike Hassett, Local 9; Andrew Nonnenmacher, Local 33.

Sergeant at Arms Committee: Chairman Mike Stiens, Local 42; Secretary Eric Anderson, Local 96.

Members: Kevin Guertin, Local 12; Marcus Bass, Local 26; Jim Brown, Local 30; Travis Gorman, Local 11; Todd Heisserer, Local 2; Mike Kujawa, Local 134; Frank Mora, Local 36; William Wilmer, Local 8; Dean Reames, Staff and Local 54.

Officers Report Committee: Chairman Rich Mathis, Local 11; Secretary Brent Beasley, Local 220.

Members: Fred Kaohe, Local 221; Luis Rivera, Local 32; Norberto Gutierrez, Local 36; Robert Doyle, Local 149; Ron McDonald,

Local 147; James Walton, Local 37; Matt Sparks, Local 188; Ron Martin, Local 143; Raydean Slack, Local 142.

Entertainment Committee: Chairman Rich Mathis, Local 11; Secretary Jordan Ritenour, Local 123.

Members: Ted Clark, Local 92; Darrell Harrison, Local 97; Clinton Grayless, Local 150; Eric Elliot, Local 248; Nephi Kaonohi, Local 221; Moises Ruiz, Local 91; Robert Rowe, Local 182; John Nicks, Local 112; James Stiles, Local 75.

These are the entertainment subcommittees.

Golf: Paul Bickford, Local 33; and Mike Stiens, Local 42.

Shooting: Brent Beasley, Local 220; Jordan Ritenour, Local 123.

The Go-Karts: Mike Vasey, Local 44; Kevin King, Local 20.

GlowZone: Morgan Nolde, Local 81; and Matt Lloyd, Local 20.

That's it, Mr. Chairman.

PRESIDENT ROBINSON: Thank you, Mr. Secretary.

Now, the subcommittee members, you're responsible to make sure things go smooth at your event. So you're a very important part of this, so if somebody's got a question or needs something, you need to keep peace out there, that's your job.

So with that, we are gonna adjourn for the morning. But I ask everyone to be back in the hall not at 1:30, be back here no later than 20 after and ready to go. Because Linda Sanchez is flying in just to speak to us and turning right around and leaving here going straight to the airport, flying back to Washington, D.C.

So we've got a very, very important Congresswoman making this trip to spend with us. Let's make sure we're here to hear her out.

So with that we will adjourn until 1:20.

... Whereupon, the Convention recessed at 12:00 p.m. to reconvene at 1:30 that same day ...

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:30 p.m., President Kinsey Robinson presiding.

PRESIDENT ROBINSON: Can you get the Sergeant-at-Arms to take charge of the door. Linda Sanchez is in the house. And we want to get it rolling. (President Robinson bangs the gavel.)

Call the meeting back to session.

Our next speaker is Linda Sanchez and we are honored to have her with us. She's the Congresswoman representing the 38th District of California in the United States House of Representatives. She's nationally recognized as a leading progressive voice in Congress for working families.

Congresswoman Linda T. Sanchez has fought to strengthen our communities by helping small businesses create more good-paying jobs, increasing access to educational opportunities and helping hardworking people get ahead.

Linda Sanchez is proud to serve as Vice Chair of the House Democratic Caucus, the fifth-highest-ranking position in the House Democratic leadership.

In this leadership position, she has focused on strengthening the American dream for men and women all across our country.

Linda is the first Latina elected to the leadership position in U.S. Congress and the highest-ranking Latina in the House of Representatives.

The sixth of seven children, Linda Sanchez was born in Orange County to migrant parents from Mexico. She attended the University of California at Berkeley where she earned a Bachelor of Arts in Spanish literature, with an emphasis in bilingual education.

After working as a bilingual aide and ESL instructor to pay for school, she earned her law degree from the University of California Los Angeles.

After law school, Linda worked in private practice before going to work for the International Brotherhood of Electrical Workers, Local 441, and the National Electrical Contractors Association.

Prior to coming to Congress, Linda Sanchez served as executive secretary-treasurer for the Orange County Central Labor Council, AFL-CIO. Linda is still an active card-carrying member of I.B.E.W. Local 441.

Linda Sanchez serves on the powerful and prestigious House Committee on Ways and Means. Ways and Means is the chief tax-writing committee in Congress and also plays a critical role in federal legislation on trade, Social Security and Medicare.

As a member of the Ways and Means Committee, Linda is a steadfast advocate for protecting seniors' Social Security, Medicare, ensuring U.S. workers and their employers get a fair deal in trade agreements, and reforming the Tax Code to create an even playing field for the middle class.

Linda served as chair for the Congressional Hispanic Caucus, a 26-member organization dedicated to advocating for the important issues affecting our nation's growing Hispanic and Latino community.

Linda Sanchez has served in the United States House of Representatives since 2003 and currently represents California's 38th District, as I said before.

She is dedicated in reducing crime in our communities, mak-

ing schools safer for all children, providing quality education and affordable healthcare, and cleaning up the air and water in Southern California.

Linda Sanchez and her husband James Sullivan are the proud parents of Joaquin Sanchez Sullivan and his Sullivan brothers Brendan, Jack and Seamus. That should be Joaquin. I apologize. Linda is also a lifelong Los Angeles Dodgers fan.

Please welcome Congresswoman Sanchez and we appreciate her being here. (Applause.)

For full presentation by **LINDA SANCHEZ**, please visit www.unionroofers.com/convention



Congresswoman Linda T. Sanchez, 38th District of CA

PRESIDENT ROBINSON: Linda is a true champion of working people throughout our country and us as unionists, and I couldn't thank her enough for coming and spending the time with us when she has such a busy schedule. We wish you God-speed, Linda.

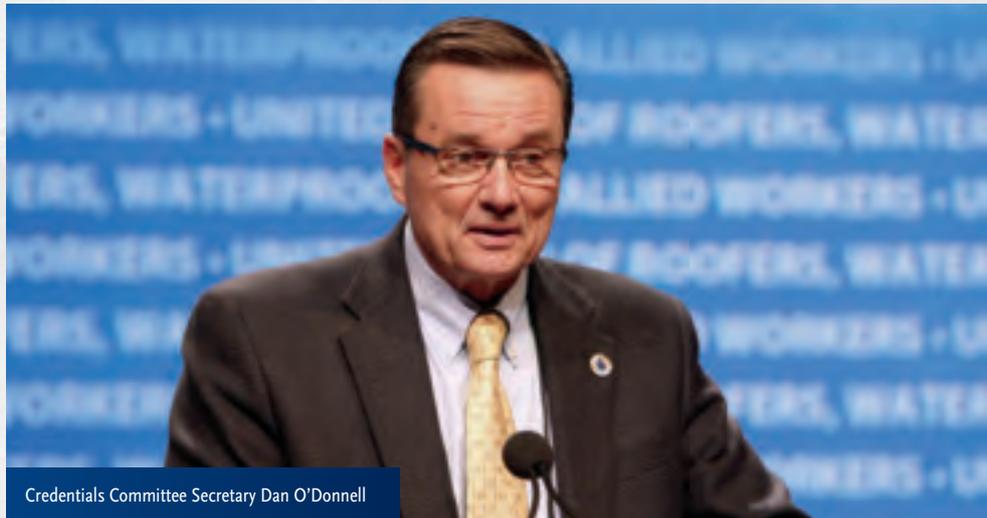
The Bank of Labor is with us this week. And as many of you know, you probably saw their booth and, hopefully, you got by to speak to them.

The Bank of Labor is 100 percent union owned. It's owned by the Boilermakers. It's not owned by Wall Street. It's not owned by money people. It's owned by union workers.

They're represented in their bank, every one of their employees, by the United Mine Workers—100 percent union.

And when we do banking that should be one of our choices. We should be looking at Bank of Labor. So if we're looking for a new bank or we are looking to place some money, we should always look at Bank of Labor. They should be part of the choice. Give them the opportunity to be able to do business with you.

And why it's so important is many times we invest with people that turn around and use that money against us or maybe they build a couple buildings that are union and they build everything else non-union. Or maybe they do everything in your city right, but they do everything around the country badly. But



the Bank of Labor does it right everywhere no matter where they're doing work.

And one of the things that's very important about them, if we have a local union and they need to build a new union hall or they need an addition and they can't get the people in their local community to give them the money because they don't have a lot of assets, we can go to the Bank of Labor and lay our case to them and invariably they reach out and find a way to help our people.

So it's important, again, that you give them the opportunity when you are looking for banking needs.

And with that, Marlon, could you run the Bank of Labor video, if you would. Thank you. (Whereupon, a video was presented.) (Applause.)

I think that video says it all. I don't need to say any more.

With that, I will call on Vice President Bickford to give the report of the Credentials Committee, which will be a final report. (Applause.)

CREDENTIALS COMMITTEE CHAIR BICKFORD: Good afternoon, Brothers and Sisters. (Greetings from the delegation.)

Hi. I'm Paul Bickford and I'm the business manager of Local 33, Boston. I'm an International Vice

President. And I'm gonna introduce my committee members: Secretary Dan O'Donnell, Local 2, St. Louis; Richie Mathis, Local 11, Chicago; Joe Pozzi, Local 26, Hammond, Indiana; Mike Vasey, Local 44, Cleveland, Ohio.

And we have the honorable Donald O'Blenis in the background somewhere there. And without these guys, I would have never got this done and I think it's kind of the first time that it's all done in one day. So these guys did a great job. (Applause.)

CREDENTIALS COMMITTEE SECRETARY O'DONNELL: Thank you, Chairman Bickford. My name is Dan O'Donnell.

Good afternoon, Brothers and Sisters. Herein is the final report of the roster of local unions affiliated with the International Union and duplicate credentials filed with the International Office that have been received by the International Secretary-Treasurer, Jim Hadel.

The following have filed their credentials with the committee up to the time of this report and are entitled to be seated as delegates. This is the final report as of October 8th, 2018.

Let me first apologize to anybody if I get your name incorrectly, but I'll do my best.



**LOCAL 2
ST. LOUIS, MO**

Dennis Bello
 Thomas Hamilton
 Todd Heisserer
 Daniel Knight
 Denny Marshall
 John O'Connor
 Daniel O'Donnell
 Robert Stanton
 Gary Stepka
 William Thurston
 Matthew Wittenborn

**LOCAL 4
NEWARK, NJ**

David Critchley
 Robert Critchley
 Thomas Hall
 William Millea

**LOCAL 8
NEW YORK, NY**

Anthony Arena
 Danell Daniels
 John Esposito
 James Imhoff
 Thaddeus Judd
 Patrick Kelly
 Vito Parenti
 Barry Schader
 Nick Siciliano
 Tyrone Stancil
 Robert Ventura
 Piotr Wadolowski
 William Wilmer

**LOCAL 9
HARTFORD, CT**

Mark Canino
 Michael Hassett
 Jeffrey Nagy
 Pedro Viveiros

**LOCAL 10
PATERSON, NJ**

James Destephano
 Nick Strauss

**LOCAL 11
CHICAGO, IL**

James Athans
 Ruben Barbosa
 John Barron
 Robert Burch
 Jason Catona
 Kevin Coleman
 Richard Coluzzi
 Joshua DeLaRosa
 Brian Dubin
 Jeffrey Eppenstein
 Richard Gabel
 Lawrence Gnat
 Travis Gorman
 Brandon Grise
 Martin Headtke
 Richard Huffman
 Michael Lafferty
 Richard Mathis
 Gary Menzel
 Leslie Mezo
 Gerardo Morales
 Steven Oboikovitz
 Steven Peters
 James Querio
 Nathaniel Tell
 Mitchell Terhaar
 Jacob Wren

**LOCAL 12
BRIDGEPORT, CT**

Harold Davidson
 William DeLeon
 Kevin Guertin
 Nelson Montero

**LOCAL 20
KANSAS CITY, KS**

Ryan Anderson
 Roosevelt Butts
 James Hadel
 Kevin King
 Matthew Lloyd
 Joseph Logsdan
 Paul Newberry
 Paul Post

**LOCAL 22
ROCHESTER, NY**

George Davis
 Marvin Jerome
 Steven Lambert
 Daniel Reinbolt

**LOCAL 23
SOUTH BEND, IN**

Steven Bergenham
 Derek Carrington
 Charles Waddell

**LOCAL 26
HAMMOND, IN**

Bruce Bailey
 Marcus Bass
 Scott Cooper
 Daniel Filla
 Joseph Pozzi

**LOCAL 30
PHILADELPHIA, PA**

Joseph Boyd
 James Brown
 Kenneth Devenney
 Mark Goodwin
 Arthur Howell
 Patrick Kinkade
 Nicholas Lodise
 Frank Masino
 Shawn McCullough
 Michael McCullough
 Denis McIntyre
 Frank Olenick
 Thomas Pedrick
 Brian Pleis
 Clark Shiley
 Ernest Washington

**LOCAL 32
ROCK ISLAND, IL**

Luis Rivera

**LOCAL 33
BOSTON, MA**

Paul Bickford
 Joseph Ferris
 Scott Ferris
 Wilfredo Hernandez
 Michael McKinnon

John Mead
 Robert Membrino
 Andrew Nonnenmacher
 Anthony Williams

**LOCAL 36
LOS ANGELES, CA**

Victor Albarran
 Nicolas Avila
 Hector Drouaillet
 Felipe Garcia
 Norberto Gutierrez
 Frank Mora
 Salvador Muniz
 Cliff Smith
 Alejandro Torres
 Gabriel Ulloa

**LOCAL 37
PITTSBURGH, PA**

Mark Azzarello
 John Ochap
 Robert Rothmeyer Jr.
 James Walton

**LOCAL 40
SAN FRANCISCO, CA**

Lester Corpening
 Peter Lang
 Rogelio Munoz
 Jose Padilla
 Lee Walls

**LOCAL 42
CINCINNATI, OH**

Brandon Burke
 Nicholas Craig
 Michael Stiens
 Rodney Toole
 Curtis Williams

**LOCAL 44
CLEVELAND, OH**

William Franklin
 Charles Lavelle
 Christopher Milliron
 Carl Timko
 Michael Vasey
 John Wasilko

LOCAL 45
SAN DIEGO, CA

Paul Colmenero
Roy Sugioka

LOCAL 49
PORTLAND, OR

Jason Barthel
James Breneman
Ray Carpenter
James Dittmore
Russell Garnett
James Hale
Samantha Henson
Travis Hopkins

LOCAL 54
SEATTLE, WA

Anthony Bergeson
Gregg Gibeau
Steven Hurley
Tony Kimbrough

LOCAL 58
COLORADO SPRINGS, CO

Isaac Hernandez

LOCAL 65
MILWAUKEE, WI

Christopher Medrow
Taylor Nelson
Joseph Woiak

LOCAL 69
PEORIA, IL

Travis Kimble
Steven Peterson

LOCAL 70
ANN ARBOR, MI

Kenneth Adkins
Enrique Garcia
John Tackett
Mark Woodward

LOCAL 71
YOUNGSTOWN, OH

Carlo Ponzio
Nancy Weibel

LOCAL 74
BUFFALO, NY

Michael Doyle
Nicholas Gechell
Daniel McCarthy
Edward Undercoffer

LOCAL 75
DAYTON, OH

James Stiles

LOCAL 81
OAKLAND, CA

Orlando Castellon
J. Cesar Esqueda
Francisco Garcia
David Miller
Patrick Milligan
Morgan Nolde
Carlos Opfermann
Salvador Perez
Amber Wolf
Douglas Ziegler

LOCAL 88
AKRON, OH

Barbara Dixon

LOCAL 91
SALT LAKE CITY, UT

Moises Ruiz

LOCAL 92
DECATUR, IL

Theodore Clark

LOCAL 95
SAN JOSE, CA

Daniel Garcia
Jose Martinez
Robert Rios
Daniel Smith

LOCAL 96
MINNEAPOLIS, MN

Benjamin Anderson
Eric Anderson
Vance Anderson
Samuel Bloom
Nickolas Brenner

Mark Conroy
Robert Danley
Samuel Good
Kelly Hannigan
Peter Jaworski
Tristan Lundblad
Chris Mortinsen
Andrew Richmond

LOCAL 97
CHAMPAIGN, IL

Darrell Harrison

LOCAL 106
EVANSVILLE, IN

William Alexander

LOCAL 112
SPRINGFIELD, IL

John Nicks

LOCAL 123
FORT WORTH, TX

Jordan Ritenour

LOCAL 134
TOLEDO, OH

Michael Eades
Michael Kujawa
Michael Spangenberg

LOCAL 142
DES MOINES, IA

Blake Fleming
Raydean Slack

LOCAL 143
OKLAHOMA CITY, OK

Ronald Martin
Lucas McCartney

LOCAL 147
LOUISVILLE, KY

Ron McDonald

LOCAL 149
DETROIT, MI

Christopher Arnold
Adrian Bonds
Michael Chilcott

Robert Doyle
Chris Franko
Joseph Gillaim
Brian Gregg
Thomas Jaranowski
John Johnson
Roger Lee
James Micovich
Robert Peterson
Mark Peterson

LOCAL 150
TERRE HAUTE, IN

Clinton Grayless

LOCAL 153
TACOMA, WA

Richard Geyer
David Herbrand
Andrew Stark

LOCAL 154
NASSAU-SUFFOLK, NY

Salvatore Giovanniello
John Keating
Timothy Minnick

LOCAL 182
CEDAR RAPIDS, IA

Robert Rowe

LOCAL 185
CHARLESTON, WV

Bruce Hysell
Jeffrey Mullins

LOCAL 188
WHEELING, WV

William Porter
Matthew Sparks

LOCAL 189
SPOKANE, WA

Dustin Chambers
Orin Gumm
Leo Marsura
Kinsey Robinson

LOCAL 195
SYRACUSE, NY

Kevin Milligan
James Sugrue
Gary Swan

LOCAL 210
ERIE, PA

Scott Johnson
Bryan Moody
Michael Morrison

LOCAL 221
HONOLULU, HI

Vaughn Chong
Fred Kaohe
Nephi Kaonohi
Enrique Subiono

LOCAL 248
SPRINGFIELD, MA

Eric Elliot

LOCAL 200
POCATELLO, ID

Bret Purkett

LOCAL 220
ORANGE COUNTY, CA

Brent Beasley
John Gauthier
Matthew Moore
Rudy Recendez

LOCAL 241
ALBANY, NY

Richard Harwell
Michael Rossi
Steven Sawyer

LOCAL 203
BINGHAMTON, NY

Philip Lester



Mike Theirl with Wilson-McShane, Nathan Slaff with Horizon Actuarial Services, Attorney Robert Bohrer and Attorney Librado Arreola lead the Pension Workshop.

Mr. Chairman, at this time, I move that these delegates be seated.

CHAIR BICKFORD: I second the motion.

PRESIDENT ROBINSON: We have a motion and a second. On the question, all those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it.

Thank you, Gentlemen. I appreciate all the committee has done.

The committee assignments have been put on the iPads, so if anybody has any questions after the Secretary had read them earlier today,

you will be able to look on your iPad and they'll all be listed.

If you just go under, I believe it's—just go under Resolutions and it'll be listed, all four committees and all the resolutions that will go before those committees.

I want to announce the Election Committee. The Election Committee is gonna meet at 4:30 p.m. And as soon as we get you a room, I'll make the announcement. And that committee is Dave Critchley, Jim Querio, Paul Colmenero, Nancy Weibel, Dean Wolf, Ricky Subiono, Nick Strauss, Clark Shiley, Bill Franklin, Willy Hernandez and John Keating.

So as soon as we get that room number, we'll pass it onto you.

Okay. The Election Committee will meet at 4:30 in the display area, so we don't have to wait to get a room assigned. It looks like it's gonna be a little while before they can do it, so just go ahead into the exhibit area. Counsel will be there. We will set up a table where everybody can sit down and we can get to your business.

Let me check the time. All right. Well, we've done a lot of business today, so I think we will conclude for the afternoon.

We'll set up for the workshop. The workshop participants are ready to go, I believe. So we'll clear the dais and everybody stay in their seats and we'll get the workshop going.

With that, we'll see everybody—I'll see you here in this room. We finally got a room: Trinidad 5 for the Election Committee. So it will be Trinidad 5 at 4:30.

And with that, I'm going to adjourn us until tomorrow morning at 8:30. Please stay in the room. We'll start the workshop right away.

... Whereupon, the Convention session adjourned at 2:15 p.m. to reconvene on Tuesday, October 9, 2018 at 8:30 a.m. ...

T U E S D A Y M O R N I N G S E S S I O N

The Convention reconvened at 8:30 a.m., International President Kinsey Robinson presiding.

PRESIDENT ROBINSON: Good morning. Sergeant-at-Arms, please take charge of the door. Will everyone please take your seats. I will call Tuesday morning's session to order. (Banging of gavel.)

We'll start out with a short video. It's called "Union Benefits." And Marlon, could you run that, please. (Whereupon, a video was presented.) (Applause.)

Our first speaker this morning is Colonel David W. Sutherland of the U.S. Army.

Due to the personal nature of Colonel Sutherland's presentation, I'm asking that no one use a videotape or record his speech or his presentation.

Colonel Sutherland is both a leader and an entrepreneur who currently serves as president of Sutherland Partnership, Inc., and chairman of Dixon Center for Military and Veterans Services.

Following his 30 years of service in the U.S. Army, Colonel Sutherland has consulted with many corporations, non-profits and government entities on the topics of leadership and organizational culture.

He is also a nationally recognized speaker and vocal advocate for transformational change that is driven by visionary, ethical and engaged leaders.

He and his team have developed tools to quantify what is happening inside specific corporations regarding culture, both positive and negative, and helps identify new ways to manage and drive performance.

He believes, from his experiences in the battlefield, that building a

successful culture by informed leaders has become one of the most significant sources of competitive advantage and brand differentiation in the business today.

He knows that culture is a fundamental driver of the operational and individual performance, as well as innovation, execution and overall company success.

Colonel Sutherland culminated his military service following combat brigade command during the surge operation in Iraq, as the special assistant to the chairman of the Joint Chiefs of Staff with principal focus on warrior and family support.

He is respected not only by those who he served with, but by those he served for. He is recognized for his courage on and off the battlefield and is an untiring advocate of our service members, military veterans, their families and the families of our fallen.

Through his tireless efforts, as the chairman of Dixon Center for Military and Veteran Services, a national non-profit powered by Fedcap within and across communities in the United States, the center has built a vast network of community-based programs and leaders supporting veterans and their families.

Dixon Center is working to break down barriers, driving new conversations about the potential of veterans and engaging organizations and communities that connect veterans and military families with the resources they need for meaningful employment, education, housing and overall wellness where they live.

Given that he knows the grassroots solutions that are working and those that are not, he is a trusted advisor to many former senior

military leaders, including former chairmen of the Joint Chiefs of Staff, combatant commanders, former Department of Defense leadership and corporate leaders of the evolving needs of the corporate culture of veterans and their families.

Colonel Sutherland has been decorated numerous times during his career and proudly wears the Bronze Star with oak leaves cluster, a Purple Heart, Ranger Tab, Combat Infantry Badge Second Award and Senior Parachutist Badge. He's also been recognized by numerous national organizations for his work on behalf of veterans and their families.

He received his undergraduate degree from Bowling Green State University and a master's degree in Military Arts and Sciences from the School of Advanced Military Studies, the United States Army Command and General Staff College.

Please give a warm welcome to Colonel Sutherland, a true friend of ours and a war hero.

... Whereupon, Colonel Sutherland addressed the convention ...



Colonel David W. Sutherland of the U.S. Army addresses the Convention.

PRESIDENT ROBINSON: I just wanted to ask the Colonel to come up on the dais for a moment.

I don't even know what I can say about that presentation. It was I think more than any of us expected. And it gives us a lot to work for and to put the Colonel's words into some action that help our brothers and sisters.

But, I'm honored to have the Colonel here. And as an old worn out Marine, I would like to give him my service coin, which I proudly do.

And I also would like to give him the Union Sportsmen's Alliance—which by the way, Colonel, this organization is an organization that's part of us as unions, 11,700 of our members of our Roofers belong to this organization. And this is our Veteran's pin. Thank you very much. (Standing ovation.)

COLONEL SUTHERLAND: That means a great deal to me, sir, Kinsey. It means a lot to me. It really does. I love working with the trades. I love working with the building trades because you all bring that same passion that I experienced, that I saw on a day-to-day basis.

Quite honestly, with a mission most people didn't see as possible, yet my troops went out every single day and did the right things and that's same thing I find with you all.

What you all see up on the screen or what you should see is a Dixon Center coin. Dixon Center enables about—or have enabled working with groups like Helmets to Hardhats—over 2 million veterans in the past six years and it's because of the personal presence.

We aren't the service provider. We work with other organizations to do that. If you all would like a coin and want to make a donation to Dixon Center, I'll give you a coin for a donation of \$20 or more. I will be in the back of the room. I would love to shake your hand and thank you for it.

By the way, 98 percent of every dollar goes directly to services and what we do. So on behalf of my team and Latrice Dixon, I'd like to give you my coin.

Now, you all know the rules with these coins. If you don't have your coin and I see you and I come up and coin you, you owe me drinks. (Applause.)

And if you come up and coin me and I don't have mine with me, you still have to buy me drinks. (Laughter.) And I drink a lot. (Standing ovation.)

PRESIDENT ROBINSON: Now, my understanding is, the Colonel will be in the back of the room and he'll have coins with him and I hope you let some of the moths out of your wallet and make sure you take a coin home.

Tony Kimbrough, will you come up here for a minute. Tony's kind of a young soldier, not an old soldier. I want you, if you would, wherever there is the pot for the money, take that and put this in there and we'll get this started. (Standing ovation.)

SECRETARY-TREASURER HADEL: Just a few announcements before we proceed. Any women who have not received their Cigna vest can check in at the office located in Trinidad 4 to pick up their vest.

Everyone who was on the original sporting clays waitlist are able to participate in the sporting clays activity on Wednesday afternoon.

Anyone participating in sporting clays will need to visit the USA booth at lunch today to set up their teams and sign their waivers.

And, finally, when you return for the afternoon session, there will be marketing folders on the table. These are the updated folders. If you need additional folders for your local union, please contact Jordan Ritenour. Thank you.



Election Committee Chairman David Critchley presides over the Executive Board election.

PRESIDENT ROBINSON: Why don't we take a short break, so those of you who want to get a coin from the Colonel, that you'll have the opportunity to do it. (Whereupon, a brief recess was taken.)

All right. Let's call things back to order here. If you'll take your seats.

If someone has lost a pair of reading glasses, you'll figure it out when you go to look at something and you can't see it, we have them up here. The secretary will have them.

It is now 10:00 o'clock. And I'm gonna call on the chairman of the Election Committee, Dave Critchley of Local 4, to take over the podium with his committee. David, if you could come forward, please. (Applause.) It's yours, David. I know we are in capable hands.

ELECTION COMMITTEE CHAIR CRITCHLEY: Oh, yeah, baby.

PRESIDENT ROBINSON: Any of you that have been here before

and seen David run an election, he knows how to do it.

CHAIR CRITCHLEY: Hell, yeah. Jersey style. (Applause.) Okay. Good morning, everyone. (Greetings from the floor.)

Before I get started, I'd just like to make a quick comment and personally thank Kinsey for mentioning my dad. I get a little choked up.

Some of you knew him. Some of you didn't. Some of you heard about him, but I'll say this, and you knew this from my dad, whenever he spoke, he spoke from the heart and he always fought for what he thought was right for the roofer.

I'm third generation. He always said the Roofing Union was everything to our family, which it truly was.

And since they spoke of history, I thought I had to say something about my dad. They did mention him and Kinsey, God bless him, said something about him, but I just thought it would be appropriate.

My dad would always go to the floor and mention his membership number. So at this time, I just want to mention his number to show you how long my dad was around. His number at that time, well, still is, as far as I'm concerned, 48152. So my dad was around for a hell of a long time. (Applause.)

That means a lot to me, guys. It truly does.

But I'll say this, I literally grew up at these Conventions. This is my eighth one. So I literally was a kid with a full head of hair in the back, not caring about anything, partying my butt off, and now I've come to this.

And all along I've always said, "I'm a Roofer." You're always gonna hear that from me. I'm gonna die a Roofer. Because I buried my father and my brother as a Roofer. There will be a bumper sticker on my coffin and it's gonna be a Local 4 bumper sticker and I will be buried

in my colors. I say that all the time because it comes from my heart and I mean that.

But with this, I say, as I go along, more and more members that were around when my dad were around are coming up and telling me stories about my dad like, hey, I remember this or I remember that.

So there's one agent that every year we always meet from Hawaii, Vaughn, the business manager. We always break and he's always talking. He always has stories to tell me about my dad.

But last convention Vaughn came up to me to say hello for the first time and he started talking to me and he mentioned a lot of numbers to me and I'll be honest with you. I said, what is that? Well, your dad would always mention his number and he belted out his number. So I did feel like a real piece of poop.

So what I did—it took me five years because I'm a slow learner—I learned my number.

So with that, I'm gonna open up the elections and when I mention my name, I'm going to mention my membership number because of my dad.

But I just want to say at this time I'm going to officially open up the election, but first, I want to announce my committee. And then we'll go through the rules and stuff like that.

But I just wanted to mention my dad because, like I say, a lot of guys have taken time to say stuff about my dad, good or bad, you had to know my dad because he was one hell of a guy. But I just wanted to say that before we go to this.

I say this: He was a small, small part. So now that this is my second time chairing this, I'm a small, small part. And everything my family owns is to this International and to the Roofers Union back home in New Jersey.

So believe me with every ounce of my blood, I'm gonna fight like hell to keep us roofing, baby, because that's all we know how to do is roof and waterproof. (Applause.)

With that, I'd like to open up the election, but I'm gonna announce my committee first:

Naturally, Dave Critchley, Parsippany, New Jersey. Ohh, baby, 159676. My secretary-treasurer, James Querio, Chicago, Illinois, Local 11. Paul Colmenero, San Diego, California, Local 45. Nancy Weibel, Youngstown, Ohio, Local 71.

This one hit home with me. This one hit home with me. I didn't realize until after my meeting that's Sal Ponzio's daughter. I knew Sal at that time. Sal was one hell of a labor leader. (Applause.) I was fortunate enough to walk these halls when Sal was here. (Applause.) So God bless Sal.

And, Nancy, I'm glad you're on my committee. I appreciate that. (Applause.) It takes ya back when you're sitting here and kids of guys that you knew—I couldn't believe it. I was floored.

But first of all, I was amazed that a woman would take on the business manager's spot for of all the crap you got to go through. But God bless her for stepping up and taking her place. But once I realized she was a Ponzio, that explained it all. (Laughter.)

So I'll get back to it. Dean Wolf, Oakland, California, Local 81. This one—check this out. Subiono from Honolulu, Hawaii, Local 221. Nick Strauss from Patterson, New Jersey, Local 10. Good friend. Clark Shiley, Philadelphia, PA, another good friend, Local 30. William Franklin, Cleveland, Ohio, 44. Wilfredo Hernandez, Boston, Massachusetts, Local 33. John Keating, Nassau—the best for last—John Keating, Nassau/Suffolk, New York, 154. (Applause.)



Election Committee Secretary James Querio reads the Rules of the Election.

At this time, I'm gonna ask the secretary, James, to come up and read the rules for the voting. Thank you.

ELECTION COMMITTEE SECRETARY QUERIO: The election voting rules are as follows:

Rule No. 1: Nomination of each International Officer shall be made in open convention in the following order: International President, First Vice President, each additional Vice President and his or her title and number, which shall be in his or her designation thereafter. And then, the Union Secretary-Treasurer. Those making nominations shall state their name, local number, city and state.

Rule No. 2: Elections shall be by secret ballot when there is more than one candidate on the form prepared and distributed under direction of the Election Committee and will ensure secrecy, efficiency and integrity of the election process.

Rule No. 3: Members of the Election Committee may nominate or be nominated if otherwise eligible. If a committee member is nominated for office, he or she shall be excused from further Election Committee duties.

Rule No. 4: Nominations for each office shall be called three times, and then, shall be automatically closed without requiring a motion.

Rule No. 5: Ballots shall be distributed and initialed by the Election Chairman and/or his designee. Any ballot not containing such initials shall be declared void and shall not be counted.

Rule No. 6: Write-in votes are not permitted.

Rule No. 7: The clear intent of the voter shall govern each ballot.

Rule No. 8: Any ballot containing the name of a voter or other identifying marks shall be declared void.

Rule No. 9: All nominees shall appear on the ballot, but only contested offices shall be counted in the tally.

Rule No. 10: All issues as to form or method shall be determined finally by the Election Committee.

Rule No. 11: At the conclusion the balloting, Election Chairman shall take possession of the ballot box and the counting and tallying of all ballots shall begin immediately under the direction.

Rule No. 12: One accredited delegate, including a candidate, may

observe the counting or tallying of the ballots, but shall not be permitted to interfere or distract members of the Election Committee acting as the tellers otherwise assigned by the Election Chairman.

Rule No. 13: A majority of all votes cast shall be required to declare a winner; however, balloting shall continue until one candidate has secured a majority after the unsuccessful ballot. The candidate receiving the lowest number of votes shall be dropped.

Last rule, 14: At the conclusion of the counting and tallying, the results of the election shall be announced by the Election Chairman.

That's your rules.

CHAIR CRITCHLEY: Thank you, Secretary. Are there any questions on the rules? (No response.) Any questions on the rules? (No response.) Okay. With no questions being on, I declare the office for President now open for nominations. I recognize the delegate at Mic. 1.



Local 49 Delegate Russ Garnett nominates Kinsey Robinson for International President.

DELEGATE GARNETT: Russ Garnett, Roofers and Waterproofers Local 49, Portland, Oregon, and president of the Northwest District Council.

I'm here to nominate a man who's spent most of his life in service to our Union, a man who is tireless in his advocate on behalf of the Roofers, which we all know, waterproofers and all working people, even his own office.

After graduating from apprenticeship, he worked as a journeyman, and then became a foreman, Roofers Local 189, Spokane, Washington. He served as Executive Board member, recording secretary, and then later business manager.

In my lifetime, I've seen him elected as Northwest District Council, president of the Washington State Building and Construction Trades Council and was appointed International Rep in 1982.

He was elected to the International Secretary-Treasurer position in 1984 and on four successive occasions. He was elected our General President in 2006, and then, re-elected in 2008 and 2013.

Mr. Chairman, I nominate our current president and my good friend Kinsey Robinson for the office of International President. (Applause.)

CHAIR CRITCHLEY: Thank you, Brother. Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

I declare the nominations closed. And would move for a unanimous ballot for President. All in favor signal by saying aye. (Chorus of ayes.) (Bang of the gavel.) So be it. (Applause.)

The next up is First Vice President. Any delegate? I recognize the delegate at Mic. 3.



Local 189 Delegate Leo Marsura nominates Douglas Ziegler for First Vice President.

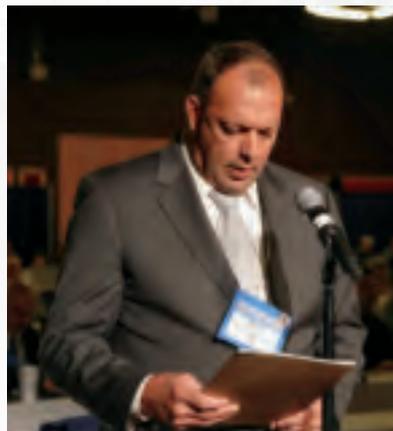
DELEGATE MARSURA: Leo Marsura, Roofers Local 189, Spokane, Washington.

It is with the great pleasure and honor that I nominate my brother, Douglas Ziegler, for First Vice President to the International Union.

CHAIR CRITCHLEY: Is there any other nomination? (No response.) Is there any other nomination? (No response.) Is there any other nomination? (No response.) Hearing no further, I declare the nomination closed and we'll move for a unanimous ballot for the First Vice President.

All in favor, by saying aye? (Chorus of ayes.) (Bang of the gavel.) So be it. (Applause.)

Thank you. The Second Vice President spot is now open.



Local 30 Delegate Shawn McCullough nominates Thomas Pedrick for Second Vice President.

DELEGATE McCULLOUGH: Good morning. My name is Shawn McCullough. I am the business manager of Local 30, Philadelphia, Pennsylvania.

I would like to nominate a man I've known for over 35 years. We attended apprentice school together, and in 1984 he was named outstanding apprentice.

He became a shop steward for one of the largest shops in the area. He's been a dispatcher and an organizer. A few short years later,

the president of Local 30. Soon after, he was elected business manager, a position he held for almost a decade until becoming International Vice President.

He's the hardest working man I've ever met. Tom has not only been an asset and a driving force for Local 30 and the International. And with that being said, it's an honor and a great privilege to nominate my best friend for Second International Vice President, Tom Pedrick. (Applause.)

CHAIR CRITCHLEY: At this time, guys, I'm gonna excuse myself and let Jimmy take over because I just want to go on the floor and second that motion. Jimmy, would you take over please.

SECRETARY QUERIO: Mic. 1.

DELEGATE CRITCHLEY: Dave Critchley, Local 4, Parsippany, New Jersey.

I don't know where you are, Tom. But I say this, I've said it every time that I've done it and I was fortunate enough to be a second. You've always been there for me. You've always helped me. You've always given me guidance. You were there when my father needed you and I'll always be there when you need me.

I second that nomination for Tommy Pedrick as the Second Vice President. (Applause.)

SECRETARY QUERIO: Are there any other nominations for Second Vice President? (Applause.) Are there any other nominations for Second Vice President? (No response.) Are there any other nominations for Second Vice President. (No response.)

Seeing none. That closed. Turn it back over to the chairman.

CHAIR CRITCHLEY: Okay. Now, on to Third Vice President. I recognize the delegate at Mic 3.



Local 33 Delegate Andrew Nonnenmacher nominates Paul Bickford for Third Vice President.

DELEGATE NONNENMACHER: Hi. My name's Andy Nonnenmacher. I'm a vice president and business agent for Roofers Local 33 in Boston. I'd like to say good morning to everybody and all of my brothers and sisters of this fine organization.

This morning I'd like to take honor and a great pleasure into nominating a guy who's been servicing Local 33 since 1973. He's spent three decades as an International Vice President under three administrations. This morning I'd like to nominate my boss, my brother, Paul F. Bickford, for Third International Vice President. (Applause.)

CHAIR CRITCHLEY: Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing none, I declare the nominations closed and I move for a unanimous ballot for Third Vice President.

The Fourth Vice President is now open. I recognize the delegate at Mic 2.

DELEGATE MENZEL: Gary Menzel, Local 11, Chicago.

I rise to nominate a man who I have known for 28 years. He's helped pave the way for our local to grow,



Local 11 Delegate Gary Menzel nominates Rich Mathis for Fourth Vice President.

our membership to grow, our signatory contractors to get stronger.

And it's my privilege and my honor. Rich has been a mentor to me and more than that he's been a friend. I nominate Rich Mathis, Fourth International Vice President. (Applause.)

CHAIR CRITCHLEY: Are there any other nominations? (No response.) Are there any other nominations? I recognize the delegate at Mic 2.

DELEGATE GNAT: Larry Gnat, Illinois District Council, Roofers and Waterproofers Local 11 in Chicago. It's my pleasure to second that nomination on Richie "The Rat" Mathis.

CHAIR CRITCHLEY: Thank you. Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing none, I further nominate—I declare the nominations closed and we'll move for a unanimous ballot for the Fourth Vice President.

Now, we have the Fifth Vice President. I recognize delegate at Mic No. 1.

DELEGATE MARSHALL: Thank you, Mr. Chairman. Denny Marshall, Local 2, St. Louis, Missouri.



Local 2 Delegate Denny Marshall nominates Dan O'Donnell for Fifth Vice President.

It's an honor to nominate the leader that learned early in life how important labor unions are to working class families.

In 1979, he was initiated into Local 2. From there, he was elected Executive Board in 1985. He also served as apprentice coordinator. Then, elected financial treasurer/business rep in 1992.

He has been the president and business manager for the past 18 years. He serves as trustee on National Pension Plans, Research Education Fund and several more. He also chairs our local supplemental pension and chairs a big multi-state, multi-trade health and welfare fund.

He has served as International Vice President since 2004, and today, still carries that same passion and beliefs in labor unions and what they stand for that he was taught as a young man growing up.

So without further adieu, I would like to nominate Daniel P. O'Donnell for the Fifth International Vice President of the United Union of Roofers and Waterproofers and Allied Workers. (Applause.)

CHAIR CRITCHLEY: Thank you, Brother. I recognize the delegate at Mic. 1.

DELEGATE KNIGHT: Thank you. Hi. Dan Knight, Roofers Local 2 of Saint Louis, Missouri. I've been a proud 40-year member.

I've witnessed Dan's rise from roofer to business manager. I've watched it closely. And like the gentleman that spoke before we started this, he's not just a business manager, he's a business leader. And I'm proud to nominate him also as the Fifth Vice President.

CHAIR CRITCHLEY: Thank you, Brother. Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing no further nominations, I declare the nominations closed and will move for a unanimous ballot placed for the Fifth Vice President. (Banging of gavel.) Sorry. All in favor? (Chorus of ayes.)

Now, we're now open for the Sixth. I recognize the delegate at Mic 2.



Local 149 Delegate Mark Peterson nominates Bob Peterson for Sixth Vice President.

DELEGATE PETERSON: Mark Peterson, Roofers Local 149, Detroit.

I've known this man for 54 years. He's led our local since 2003. In 2008, in the Great Recession, he formed labor-management to work with our contractors as partners in organizing. In 2011, he led our local through pension reform. In 2012, he led our local when Michigan became a right-to-work state without losing a single member or contractor.

That being said, I'd like to nominate Robert L. Peterson, my brother, for Sixth International Vice President. (Applause.)

CHAIR CRITCHLEY: Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

After hearing—I recognize delegate at Mic 2.

DELEGATE TACKETT: My name's John Tackett. I'm the business manager for Roofers Union Local 70 out of Ann Arbor, Michigan.

I've known Bob Peterson for many years. He's a man that I know very well and my members know very well. Bob was a trustee over Local 70. He helped me and my members get our local back and turn that local around.

And Bob's always been there for me and I want to second the nomination for Bob Peterson. (Applause.)

CHAIR CRITCHLEY: Thank you, Brother. (Applause.) Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing no further nominations, I declare the nominations closed and will move for a unanimous ballot placed for the Sixth Vice President.

All in favor, signify by saying aye. (Chorus of ayes.) So be it.

We are now open for the Seventh Vice President. I recognize the delegate at Mic 4.

DELEGATE MILLIRON: Good morning, Mr. Chairman. How are you doing today, sir?

CHAIR CRITCHLEY: Good morning, Chris.

DELEGATE MILLIRON: Chris Milliron, Local 44, proud member since 1975.



Local 44 Delegate Chris Milliron nominates Mike Vasey for Seventh Vice President.

Good morning, Brothers and Sisters. First, I'd like to thank the International Convention Committee. Nice job, fellas and ladies.

This is my third convention that I'm going to nominate Mike for International Vice President. I'm starting to run out of good things to say about him.

I look forward to the Sunday before the start of the Convention, Mike and I attend mass, and then go for breakfast. It's nice. Just a couple of old Catholic school boys talking.

When I met Mike, I was a teenager, so I'm talking about a friendship that's lasted over 40 years. Mike's a good man. He's a good family man. He's helped out our local and other locals as well.

It's my privilege and honor to nominate my brother and my friend, Mike Vasey, for the Seventh International Vice President. Thank you. (Applause.)

CHAIR CRITCHLEY: Thank you, Brother. (Applause.) Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing no further nomination, I declare the nomination closed and I would move for unanimous ballot placed for the Vice President. All in

favor, signify by saying aye. (Chorus of ayes.) So be it. (Banging of gavel.)

We are now open for Eighth Vice President. I recognize the delegate at Mic 4.



Local 42 Delegate Rodney Toole nominates Michael Stiens for Eighth Vice President.

DELEGATE TOOLE: I'm Rodney Toole, business manager of Local 42.

It's my honor and my privilege to nominate a man that I have known since I was a child. He worked with my father. He's been a longtime member of Local 42.

I was honored enough this year to give him his 45-year pin. He's well known in Ohio. He's always been there for us. Never hesitated to call him at any time. He's always had an answer for me, always got my back. He's been a great mentor and friend. A great friend to my family and to the men of Local 42.

So I proudly nominate Michael Stiens for the Eighth Vice President.

CHAIR CRITCHLEY: Thank you, Brother. (Applause.) Are there any other nominations? I recognize the delegate at Mic 2.

DELEGATE PONZIO: Good morning. Carlo Ponzio, Roofers Local 71, Youngstown, Ohio.

Even though it's not a necessity to have a second on this, I could talk for those who know me for the rest of the day about Mike Stiens. I won't. I'll tell you that.

But I've never seen a man work harder for us than Mike Stiens. For

all the years, just like Rodney said, my brother, you call him, he might not answer you, but he'll get back to you that day. And if he needs to be there, he'll frick'n be there for ya.

It's my privilege and honor to second that motion that Rodney made for Michael Stiens for Eighth Vice President of this union. Thank you. (Applause.)

CHAIR CRITCHLEY: Thank you, Brother. Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing no further nomination, I declare the nomination closed and will move for a unanimous ballot for that Vice President spot. All those in favor, signify by saying aye. (Chorus of ayes.) (Banging of gavel.)

We are now up for the Ninth Vice President. I recognize the delegate at Mic. 1.



Local 221 Delegate Vaughn Chong nominates Brent Beasley for Ninth Vice President.

DELEGATE CHONG: Good morning, Mr. Chairman.

CHAIR CRITCHLEY: Good morning, Vaughn.

DELEGATE CHONG: President Robinson, Secretary-Treasurer Hadel, International Executive Board members and support staff and all delegates to the 29th International Convention. My name is Vaughn Chong, Member No. 237701.

CHAIR CRITCHLEY: God bless you.

DELEGATE CHONG: Business manager of Local 221, Honolulu, Hawaii.

I've had the privilege of attending each convention since 1993 and I've seen many great individuals serve on the International Executive Board.

I've also had the privilege of making lifelong friends, many of which are still serving, attending and representing this awesome organization.

It is my honor and privilege to nominate for Ninth Vice President a man that has dedicated his life's work to the greatest skilled craftsmen in the construction industry for over 40 years.

He is the current president of the Western Regional District Council, a member of the Santa Ana Work Investment Board and a vice president of the Orange County Labor Federation Board. He has served in many other capacities as well.

I am extremely grateful for his assistance—for the assistance I've received from him over the years and count him and his family amongst my dearest friends. Delegates, I nominate a man of honor and integrity, my brother and friend, Local 220 Business Manager Brent R. Beasley, as Ninth International Vice President. Mahalo.

CHAIR CRITCHLEY: Thank you, Brother. (Applause.) Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing no further nominations, I declare the nominations closed and will move for a unanimous ballot for that Vice President's spot. All in favor, signify by saying aye. (Chorus of ayes.) (Banging of gavel.) It's closed.

Tenth Vice President. I recognize the delegate at Mic 2.



Local 26 Delegate Marcus Bass nominates Joseph Pozzi for Tenth Vice President.

DELEGATE BASS: Marcus Bass from Roofers Local 26, Hammond, Indiana.

I nominate my mentor on the roof, as well as in the office, Joseph Pozzi, for Tenth Vice President.

CHAIR CRITCHLEY: Thank you, Brother. (Applause.) Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing no further nominations, I declare the nomination closed and will move for a unanimous ballot for that Vice President's spot. All in favor, signify by saying aye. (Chorus of ayes.) (Banging of gavel.) So be it. (Applause.)

Now, the Secretary-Treasurer is now open. I recognize the delegate at Mic. 1.



Local 20 Delegate Kevin King nominates James Hadel for International Secretary-Treasurer.

DELEGATE KING: Kevin King, business manager, Roofers Local 20, Kansas City, Kansas.

Mr. Chairman, it is my privilege to nominate a man who has been a member of Local 20 since 1977. He has served as the local's business manager for over 14 years and as a trustee on the local benefit plan.

In addition, he served as president of Tri-County Labor Council, secretary-treasurer of the Missouri State Building and Trades Council and secretary-treasurer of the Greater Kansas City Building Trades Council for numerous years.

In 1998, he was elected at the position of International Vice President. In 2004, he began working for the International, when he was appointed to the position of director of marketing and organizing. And thereafter, director of jurisdiction, special assignments and assistant to the General President.

Mr. Chairman, it is my honor to nominate James Hadel as International Secretary-Treasurer. (Applause.)

CHAIR CRITCHLEY: Thank you, Brother. Are there any other nominations? (No response.) Are there any other nominations? (No response.) Are there any other nominations? (No response.)

Hearing no further nominations, I declare them closed and will move for a unanimous ballot placed for the Secretary-Treasurer. All those in favor, signify by saying aye. (Chorus of ayes.) (Banging of gavel.) (Applause.)

Told you we'd get through—I'm sorry go ahead, Doug.

I'm sorry?

INTERNATIONAL VICE PRESIDENT ZIEGLER: (Inaudible).

CHAIR CRITCHLEY: For who?

INTERNATIONAL VICE PRESIDENT ZIEGLER: Tom.

CHAIR CRITCHLEY: We voted for Tom but I'll do it again. I'll definitely do it again. My pleasure. Okay.

Just to speed it up, just to cover ourselves instead of going just to Tom, I'm going to ask for whatever we just did unanimously for all the positions that were open and that we just voted on, one unanimous vote for them or all.

Everybody signify by saying aye. (Chorus of ayes.) I would have loved to do it again, Tom, but...(Laughter.) But anyway, let me make the final speech here.

I want to thank all the ones that worked on my committee. I'd like to thank all the delegates. I would like to ask all the newly elected officers to come forward.

We have a statement to give. And then we'll give—I don't know if you want to swear them in today or you want to swear them in tomorrow, but I'd ask the officers to come on up and take their positions, please. (Applause.)

I just want to mention we're gonna do the oath right now. Last time we did it tomorrow, but we are going to do it now to make it official, official.

Are we ready? Okay. I'm just going to read a quick little statement, then we'll do the oath. Everyone's ready?

Gentlemen, this organization having confidence in your ability, integrity and moral character has, by their individual actions, intelligently and legally exercised and declared you worthy in honor and fit subjects to encumber the office to which you have been elected. You will now elevate your right hand and repeat after me the following:

"I hereby solemnly swear on my honor that I will faithfully discharge the duties of my office of this Union; that I will support the Constitution of the United Union of Roofers, Waterproofers and Allied Workers; and that I will enforce the



Election Chair Dave Critchley announces the newly elected Executive Board.

same to the best of my ability without prejudice or partiality.

I further declare that I am not a member of or in any manner affiliated with any subversive organization. I promise that while a member of this Union I will not become a member of or in any manner be affiliated with any such subversive organization.”

Brothers and Sisters, ladies and gentlemen, you have witnessed this obligation as administered and assumed.

It becomes your duty to zealously guard and protect these officers in their duties and also immediately bring to their sense of responsibility any violations of this oath.

By the authority invested in me by our International Union of United Roofers, Waterproofers and Allied Workers, I now pronounce you legal officers of this Union. You will immediately take possession and occupancy of the office to which you have been elected.

You will administer and execute the mandate of this Union as prescribed in the International Constitution and By-laws until such time as your successor in office has

been properly established or you are relieved of your duties.

That’s official. That’s a wrap. (Banging of gavel.) Amen, as my father would say.

PRESIDENT ROBINSON: I want to thank David and Jim and their committee for all their hard work. And, you know, David does a great job. And I hope he’s our Election Chairman for many, many conventions to come.

CHAIR CRITCHLEY: From your lips to God’s ears.

PRESIDENT ROBINSON: On behalf of the secretary-treasurer and your officers, I want to thank you for your trust in us to do the right thing by you and your local unions and your members.

And I assure you that we will work together, all 12 of us, to improve this organization and keep it healthy and keep it independent for many years to come. Thank you very much. (Applause.)

Marlon, could we queue the video *Pride in Your Work*, please.

(Whereupon, a video was presented.) (Applause.)

I’m going to call on the Finance Chairman, Douglas Ziegler, and he’s going to review with you Resolution 3, 19 and 32 and 34.

And, again, those are in your iPad if you want to review them while they’re being read by the secretary.

Please come up, Chairman Ziegler, and I turn the microphone over to you. And before I do, Marlon, would you run the video.

It’s entitled *Apprenticeship*, and it goes to this Resolution No. 3. (Whereupon, a video was presented.) (Applause.)

FINANCE COMMITTEE CHAIR

ZIEGLER: Okay. The Finance Committee has a partial report. The Finance Committee has met and heard testimony on Resolution 3. The secretary will now read Resolution 3.

FINANCE COMMITTEE SECRETARY BICKFORD:

Resolution 3

Therefore, be it resolved, that Article II, Section 5 of the International By-laws be amended to read as follows:



Section 5, effective January 1st, 2019: Local Unions shall bargain for a contribution of no less than six cents per hour in all collective bargaining agreements with signatory employers to the Roofers & Waterproofers Research and Education Joint Trust Fund for each hour worked by all bargaining unit employees.

Mr. Chairman, the committee heard the testimony and voted unanimously in favor of it, and I move for adoption of Resolution No. 3.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: We have a motion and second. On the question? (No response.) I'm calling for the vote. All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it.

CHAIR ZIEGLER: The Finance Committee has met and heard testimony on Resolution 19.

The Secretary will now read Resolution 19.

SECRETARY BICKFORD:
Resolution 19

Therefore, be it resolved, that Article VI, Section 2 of the International By-laws be amended to read as follows:

Section 2. Each local union must institute and maintain quarterly and annual audit books and records. Quarterly audits shall be made by an Auditing Committee, sometimes known as Trustees, appointed or elected by the Local Union, and such Committee must report its findings and audits within 30 days following the end of each quarter to the International Secretary-Treasurer, provided, however, that the Local Union may use the report of an independent accountant in lieu of the Auditing Committee's report.

Annual audits shall be performed by an independent accountant, which findings must be reported to the International Secretary-Treasurer within 60 days following the end of the Local Union's fiscal year. Such reports must be made on a format acceptable by the International Secretary-Treasurer, and all such reports must be certified by the Audit Committee on a form

provided by the International Secretary-Treasurer.

It shall be the duty of the Local Union President to ascertain that such reports are made to the International Secretary-Treasurer.

Each Local Union must submit to the International Secretary-Treasurer copies of its monthly Disbursement and Distribution Journal, or other disbursement records determined to be appropriate by the International Secretary-Treasurer within 30 days following the end of each quarter.

Mr. Chairman, the committee has heard the testimony and voted unanimously in favor of it. I move for adoption of Resolution No. 19 as read.

CHAIR ZIEGLER: I second the motion, but we've got a little controversy as to how many days. Kinsey's checking it out right now. It'll be just a second.

Okay. There's a controversy on the days and it's gonna go back to committee. I'm sorry you had to read that, Paul.

Okay. The Finance Committee also met and heard testimony on Resolution 32. The Secretary will now read Resolution 32.

SECRETARY BICKFORD: Resolution—give me a drink of water.

How about those Red Sox? (Laughter.)

Resolution 32.

Therefore, it be resolved, that Article V, Section 3 of the International By-laws be amended to include the following:

d. Effective July 1, 2019 and thereafter, each member of the International Union and/or a bargaining unit who is employed under an agreement to which the International Union is signatory or party to shall pay monthly to the International, in addition to the per

capita tax set out in Section 3(a) above, an amount equal to 3 cents per hour for each hour worked during the preceding month.

That the additional three cents per hour assessment is to be used for the funding of a strategic priority on developing and executing aggressive organizing campaigns.

This funding would assist in providing training and instruction to Local Union organizers to help develop organizing skills, both bottom-up and top-down, as well as to provide direct assistance to Local Unions in developing and executing specific organizing campaigns.

Mr. Chairman, the committee heard testimony and voted to recommend a vote of non-concurrence. I move for a vote of non-concurrence on Resolution No. 32.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: We have a motion and a second for non-concurrence on Resolution 32. On the question? Mic No. 3.

DELEGATE SMITH: Good morning, Mr. President, Chair, Brothers. Cliff Smith, business manager, Local 36, Los Angeles.

Upon feedback in our committee and from around the International Locals, I'd like to submit an amended version. And may I read it?

PRESIDENT ROBINSON: You may.

DELEGATE SMITH: Thank you, sir.

Now, therefore, be it resolved that Article V, Section 3 be amended to include the following:

d. Effective upon collective bargaining agreements negotiated after January 1, 2019 and thereafter.

Each member of the International Union and/or a bargaining unit who is employed under an agreement to which the International Union is signatory or party to shall monthly to the International in addition to the per capita tax set out in Section 3(a) above.

For Local Unions with negotiated packages totaling \$50 and greater, an amount equal to 3 cents per hour, for each hour worked during the preceding month.

For Local Unions with negotiated packages totaling \$40 to \$49.99, an amount equal to 2 cents per hour, for each hour worked during the preceding month.

For Local Unions with negotiated packages totaling \$30 to \$39.99, an amount equal to 1 cent per hour for each hour worked during the preceding month.

That the additional per hour assessment is to be used for funding of a strategic priority on developing and executing aggressive organizing campaigns.

This funding would assist in providing training and instruction to Local Union organizers to help develop organizing skills, both bot-

tom up and top down, as well as to provide direct assistance to Local Unions in developing and executing specific organizing campaigns.

The project will be administered by an Organizing Committee comprised of one representative designated from each District Council to be overseen by an International officer.

That's a motion to amend the resolution. (Second from the floor.)

PRESIDENT ROBINSON: Did I hear there's a second? If so, please step to the microphone, state your name and your local union number.

DELEGATE GARCIA: Felipe Garcia, Local 36, sergeant-at-arms. And I second that.

PRESIDENT ROBINSON: Thank you, Brother. Let me ask one question, Cliff. Was this submitted to the committee yesterday or is this a new amendment?

DELEGATE SMITH: This is a new amendment.

PRESIDENT ROBINSON: All right. Thank you. You've heard the amendment, Gentlemen.

Now, we're going to vote on the amendment first, and then we'll go back and vote on the resolution. The amendment, keep in mind, is to amend the current resolution that you see written before you.

If it is approved, then that becomes the language in the resolution, and then, we'll vote on the resolution. If it's not approved, then the resolution remains as it is, and we are going to vote on the resolution. The question on Mic. 3.

DELEGATE SMITH: If I may speak to the amendment.

PRESIDENT ROBINSON: Yes.

DELEGATE SMITH: Based on the feedback I've received from many



locals around the country, the initial concern was if we allocate these resources to the International, how effective and efficient would our International body be to understand our conditions on the ground in our various locations, and so a proposal was brought to me by a Midwestern local, and I very much appreciate it, and I think it resolves this issue, that the project would be administered by an Organizing Committee comprised of one representative designated from each district council, and then, that to be overseen by an International officer.

So I believe that this will serve as a transmission belt from our International to be able to collect and accumulate and authorize this funding, as well as the actual practical application of it where the rubber hits the road by a working committee in direct connection with the local district councils through one representative designated from each council and to be overseen by an International officer. So I think that that conflict can be resolved.

And then, the second amendment was based on concerns that were brought by our International marketing director that some of the smaller locals, particularly in the South, have total packages that are significantly lower than, for instance, my local in Los Angeles.

And some of these locals have a package of maybe \$35 an hour total and every penny matters to them.

And so we are offering an amendment where there would be a graduated scale. So if you had 30 to \$40, you would be putting in one penny. If you have 40 to \$50, you'd be putting in two pennies. And if you had \$50 or greater, you'd be putting in three pennies, so that the larger and perhaps more stable local unions could carry some of the greater weight.



We do not intend to create any burden for any of our smaller locals that are struggling. We intend to create assistance and just try to help from the larger locals to be able to lift up the smaller locals.

PRESIDENT ROBINSON: Thank you, Brother. Brother on Mic 2, please.

DELEGATE CONROY: My name is Mark Conroy. I'm the business manager for Roofers Local 96 out of Minneapolis.

I completely agree with Brother Cliff from Local 36 is talking about. This is the time we need to organize. This is the time we need to get out there. But I also feel that that money, that three cents per hour or two cents or one cent that goes to the International can be used by that local union.

Even though your local may not be large, even if you're smaller, you take 3 cents per hour, that can pay a lot of per diem and mileage and gas and things like that.

What we've found in our area—and Local 96's area covers North and South Dakota, Wisconsin—excuse me—northern two-thirds of

Wisconsin and all of Minnesota. Every area is different. Okay?

So to bring in any International help or outside help, it doesn't work. Even within our area, I can take somebody from the Twin City Metro and put them in the middle of Wisconsin, they're not going to be as effective as my agent who is from the middle of Wisconsin. Same thing saying with that middle of Wisconsin agent, I can't put him in Northern Minnesota.

So you need to have the local organizing, and I think that money has to stay with the locals and it should be used wisely. Okay. I'm not saying that the International's organizing task forces aren't great. They have great organizers at the International level, but I also feel that it has to be done locally.

Okay. With that being said, as for giving classes, the only thing that's gonna make that organizer better is to get out there and do it. And then do it again and do it again and do it again and eventually that will pay off.

But I believe the locals should hang onto that money, use it in

their own efforts, and put it to good use that way. Thank you.

PRESIDENT ROBINSON: Thank you, Brother Conroy. Anything further on the question? This will be your last and final time, Cliff, to speak on this issue.

DELEGATE SMITH: Just as a point of order, right now we are voting on the amendment, yes?

PRESIDENT ROBINSON: The amendment, correct. We are going to vote the amendment up or down. A no vote means it goes down. A yes vote means it becomes the resolution.

All those in favor of the amendment, signify by saying aye. (Chorus of ayes.) All those no, signify by saying no. (Chorus of noes.) Noes have it.

Now, we will vote on the amendment itself. The amendment, the motion is to non-concurrence. All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (Chorus of noes.)

You realize you just voted to put that resolution in place? I think there is a confusion. Yeah, I think you didn't realize what you were voting on. Let's go back and cover this again.

It's a resolution of non-concurrence, non-concurrence. That means that the committee is recommending you turn that down.

So a "yes" vote means you're turning it down. A "no" vote means it goes into place. Is everybody following me? All those in favor of the motion, signify by saying aye. (Chorus of ayes.) Those against, signify by saying no. (Chorus of noes.) Ayes have it. So ordered. (Banging of gavel.)

CHAIR ZIEGLER: The Finance Committee has met and heard testimony on Resolution 34. The Secretary will now read Resolution 34.

SECRETARY BICKFORD:
Resolution 34

Therefore, be it resolved that the provisions set forth in Article III, Section 2(a) of the International By-laws shall be modified to change \$2.00 to read \$8.00 and the modified provision shall, hereafter, read:

"The service dues shall be in lieu of any and all regular dues and assessments and shall amount to \$8.00 per day during the period of time such member is working in the territorial jurisdiction of such sister local union."

Mr. Chairman, the committee heard testimony and voted to recommend a vote of non-concurrence.

I move for a vote of non-concurrence on Resolution No. 34.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: We have a motion and a second on Resolution 34. On the question? (No response.) Now, again, this is a motion of non-concurrence. A "yes" vote means the resolution goes down, a "no" vote means it passes.

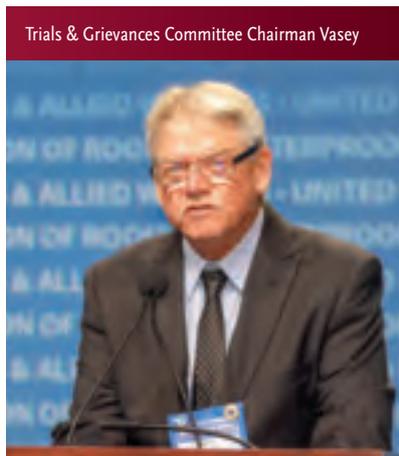
So, again, the committee is recommending non-concurrence, what they're doing is recommending a "yes" vote. All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.) Thank you, Mr. Secretary, Mr. Chairman.

At this time, I'd like to call on Vice President Mike Vasey, chairman of Trials Committee. And if you could give your report, I would appreciate it.

TRIALS & GRIEVANCES COMMITTEE CHAIR VASEY: Good morning, Brothers and Sisters. The Trials and Grievances Committee met this morning at 7:30. We had one case before us.

And I'd like to announce that I was the chairman of that committee from Cleveland, Ohio, Local Union 44. Secretary is Brent Beasley, Orange County, Local 220. Philip Lester was on there, Binghamton, New York, Local Union 203. Isaac Hernandez, Colorado Springs, Colorado, Local Union 58. Mark Azzarello, Pittsburgh, Pennsylvania, Local Union 37. Jeffrey Mullins, Charleston, West Virginia, Local 185. Mike Rossi, Albany, New York, Local Union 241. Gary Swan, Syracuse, New York, Local Union 195. Travis Hopkins, Portland, Oregon, Local Union 49. Scott Johnson, Erie, PA, Local Union 210. Mike Hassett, Hartford, Connecticut, Local Union 9. Andrew Nonnenmacher, Boston, Massachusetts, Local Union 33.

I want to thank all of the members that participated in the Trials and the Grievance and I appreciate your help. Now, I'd like to bring up the secretary Brent Beasley for the report.



Trials & Grievances Committee Chairman Vasey



Trials & Grievances Committee Secretary Brent Beasley



TRIALS & GRIEVANCES COMMITTEE SECRETARY BEASLEY: Good afternoon. The Trials and Grievances Committee met at 7:30 in Trinidad 6.

An appeal was presented by Keola Bradley. After testimony and deliberation, there was a motion made, second and carried to grant the appeal to Keola Bradley regarding Case 1723. And a refund of \$250 held in escrow by the International Union and I so move.

CHAIR VASEY: I second the motion, Mr. Chairman.

PRESIDENT ROBINSON: You've heard the motion and the second from the committee. On the question first? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. So be it ordered. (Banging of gavel.)

I have a couple announcements. The Resolutions Committee will meet at 12:00 o'clock today, 12:00 o'clock noon in Trinidad 9 to hear the rest of the resolutions. I believe there is just one left, right, Tom? Just one.

The Revisions Committee will meet at 12:00 noon in Trinidad 11. And this afternoon at 4:30, the Finance Committee will meet in Partagas 2 to conclude their business.

Another notice to going out at the end of the week, just so you have it on the agenda, the Entertainment Committee, those who are on that committee will meet at 8:15 on Friday a.m. in the Trinidad 11.

Being that we have the two committee meetings coming up at 12:00 o'clock noon and those that wish to be there, we want you to make sure to have an opportunity, I'm going to adjourn for this morning early, so that you have a chance to eat and get to the committee, and we will see you back here at 1:30.

Don't leave the hall. Let's take the picture first. All right. Just hang tight a minute. You're gonna get me in trouble with Steve if you leave. We have a brother at Mic. 3.

DELEGATE DAVIDSON: All right. Butch Davidson, Roofer Local 12 out of North Haven, Connecticut.

With Resolution 19, it's regarding the audit reports. Seeing as how

you're going to be talking about it again, you have to bring it back to the body, I need to ask about those handwritten reports, those audit reports that my accountant literally laughs at every time she has to do them on a quarterly basis and an annual basis. Are we still going to require those handwritten audit reports?

PRESIDENT ROBINSON: Well, you'll take that up at the committee. Am I correct, the committee is going back into session on 19? Is that right? Is that right? Butch, that resolution is going back to committee. You'll be able to go back to the committee.

The committee meets at 4:30, correct? At the Partagas Room 2. So any of your questions pose them to the committee, if you would.

DELEGATE DAVIDSON: Okay. Thank you.

PRESIDENT ROBINSON: All right. Steve, you want to get ready.

... Whereupon, the Convention photograph was taken ...

... Whereupon, the Convention recessed at 11:00 a.m. to reconvene at 1:30 p.m. that same day ...

TUESDAY AFTERNOON SESSION

The Convention reconvened at 1:30 p.m., President Kinsey Robinson presiding.

PRESIDENT ROBINSON: Sergeant-at-Arms, take charge of the door. (Banging of gavel.) Welcome back to the afternoon session.

Our next speaker is Ed Smith, president and CEO of Ullico. On January 3rd, 2011, Ed was elevated to chief executive officer of Ullico, Inc., and has been serving as its president since May 2008.

Ullico, Inc., was founded in 1927 to provide insurance and financial solutions for labor unions, union employers, union benefit funds and union members.

Prior to becoming president, Ed served as Ullico, Inc.'s, executive vice president from January 2007 until May of 2008.

Before joining Ullico, Ed had a long and distinguished career at the Laborers International Union

member of the Illinois Department of Labor Advisory Board. He has also been a key benefactor to the Therapy Center in Carterville, Illinois, which provides free services for children with disabilities.

Ed attended Shawnee Community College and graduated with an associate's degree in 1974. He was the first member of the Laborers International to graduate from the National Labor College with a bachelor's degree. Ed went on to graduate from the Harvard University Trade Union Program.

He is now an active board member for the National Coordinating Committee for Multiemployer Plans, the Laborers' Charitable Foundation, Laborers CARE, Jobs with Justice, America's Agenda—Healthcare for All, and serves as a trustee of the AFL CIO Staff Retirement Plan.

Ed is an honorary member of the Roofers Union and he is a member

dollars invested in Ullico's financial products.

Ullico backs our Stop Loss Program, our Union Liability in Labor Leaders' Insurance Coverage Program. Ullico's only purpose is to serve our needs by our friends' specialized products and services to our members and local unions.

Here's the deal, guys, and ladies, next time your local or trust fund considers investment products or needs insurance, I urge you to consider Ullico. Ullico is our company. So let's do business with ourselves instead of some company that turns around and uses the money against us.

With that, I ask you to give a warm welcome to one of us, Ed Smith. (Standing ovation.)

For full presentation by **ED SMITH**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: I think you can all see why Ed runs our company, huh? Like I said, he's one of us. (Applause.)

I'm going to call on Vice President Dan O'Donnell of the Law Committee. He's gonna present three resolutions.

LAW COMMITTEE CHAIR O'DONNELL:

Good afternoon, Brothers and Sisters. As Kinsey said, my name is Dan O'Donnell from Local 2, St. Louis, Missouri. The state that just kicked right-to-work's ass. (Applause.)

I would like to introduce the members of the Law Committee that worked so hard on this. Secretary Joe Pozzi, Local Union 26; Larry Gnat, Local 11; Russ Garnett, Local 49; Steve Peterson, Local 69; Sal Giovannello, Local 154; Morgan Nolde, Local 81; Mark Conroy, Local

Ullico's only purpose is to serve our needs by our friends' specialized products and services to our members and local unions.

of North America. After joining LiUNA at age 13, he was elected business manager of Laborers Local 773 at age 21. Ed later became International vice president and Midwest regional manager serving 58,000 members. He also served as assistant to the general president.

Ed formerly served as chairman of the Illinois State Board of Investment, chairman of the National Alliance For Fair Contracting and a

of the Union Sportsmen's Alliance and he carries a Roofers USA card.

Most importantly, he's my friend and your friend.

Now, Ullico is labor's own company. Unions like ours, we own Ullico. Our Union has been a stockholder for over 50 years and just three years ago, your Executive Board significantly increased the shares of stock that you now own. We have hundreds of millions of



96; Steve Hurley, Local 54; William Alexander III, Local 106; Jeff Eppenstein, Local 11.

The Law Committee has met and heard testimony on Resolution 23. The secretary will now read Resolution No. 23.

LAW COMMITTEE SECRETARY POZZI:

Good afternoon, Brothers and Sisters. Resolution 23

Whereas, the overall health, safety and well-being of our membership and their families is extremely important to our Union, and

Whereas, the mental health of our membership is as important as their physical well-being, and

Whereas, it has been determined that mental health issues affect safety and productivity, and

Whereas, recent North America's Trades Unions' statistics conclude construction is the number one industry for the number of suicides and the number two industry in suicide rates, and

Whereas, recent North America's Trade Unions' statistics have reported there are 53.3 suicides for every 100,000 construction workers, and

Whereas, our recent membership data reveals that we are incurring 55 suicides for 100,000 workers;

Now, therefore, be it resolved, that the International Union, its Local Unions and District Councils continue to support electoral candidates regardless of party affiliation who are friends and allies of workers, pursue strategic strategies for advancing our core issues throughout referenda, ballot initiatives and propositions at the statewide and local levels and explore reasonable means of advancing the interests of labor in electoral politics.

Be it further resolved, that the United Union of Roofers, Waterproofers and Allied Workers vigorously uphold this resolution and do everything in its power to move it forward.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. I move for adoption of Resolution 23 as read.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You have heard the motion and the second. On the question? Mic. No. 3.

DELEGATE SMITH: Thank you, Mr. President. Cliff Smith, business

manager of Roofers and Waterproofers Local 36, Los Angeles.

This motion was initially introduced by Local 36. I appreciate the amendments brought forward by the Law Committee. I just want to take the opportunity to say that in exactly four weeks from today is gonna be an election that's going to determine the future of our Union and our labor movement in this country.

If we do not manage to flip 23 seats in Congress and two seats in the Senate, we are gonna be set against an administration who is dead set to destroy our unions.

We see this in the Janus decision. We seen this in the appointments to the Supreme Court. We seen this in the appointments to the National Labor Relations Board.

We have four weeks, Brothers and Sisters, once we get back to our locals to start banging on these doors.

It's a disgusting disgrace that 40 percent of union households voted to put this administration in office when his number one priority is to attack working people.

It's my view that the Democratic party cannot save us, but we need to vote to defeat the Republicans, but at the same time, we need to build a political party that represents working people from the ground up.

I'm going to be voting for the Democrats to defeat the Republicans, but in my local elections for school board, for city council, for



mayor, we're gonna be supporting independent political candidates who support unions and working people where we can win. Thank you for your support. (Applause.)

PRESIDENT ROBINSON: Thank you, Brother.

This resolution needs to be restated, the resolve was from the resolution that Brother Cliff Smith spoke to. So I'm gonna ask the chairman and the secretary to read the proper resolve that was approved by the committee.

SECRETARY POZZI: Now, therefore, be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers supports and promotes suicide prevention and other programs that provide information and resources for suicide prevention and mental health promotion in construction, and

Be it further resolved, that we encourage our Local Unions to recognize the importance of this issue, join suicide prevention and mental health programs and provide the necessary resources and support to assist our members.

I make a motion we adopt this resolution.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: Sorry for the confusion, Gentlemen and



Ladies. You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.)

CHAIR O'DONNELL: The Law Committee has read and met and heard testimony on Resolution 26. The secretary will now read Resolution 26.

SECRETARY POZZI:
Resolution 26

Whereas, only through integrity and honesty can Union Officers and Executive Board Members gain and maintain the trust of the membership, and

Whereas, Union Officers and Executive Board Members must be accountable to each other, members, employers and a greater community, and

Whereas, Union Officers, Executive Board Members must be wholly committed to a strong work ethic and be accountable in the exercise of their duties, and

Whereas, Union Officers and Executive Board Members are responsible for the assets of the union and the general welfare of the membership and their families, and

Whereas, members expect their union leaders to be above reproach;

Now, therefore be it resolved, that Article III of the International By-laws be amended to add Section 7 to read as follows:

Section 7. The Statement of Personal and Professional Standards of Conduct adopted or revised by the International Executive Board are hereby adopted and made part hereof in all respects for and on behalf of the International, Local Union and District Council Officers and Executive Board Members of the United Union of Roofers, Waterproofers and Allied Workers.



Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. I move to adopt Resolution 26 as read.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 26. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) Ayes have it. (Banging of gavel.)

Marlon, will you run the video on Advancement Opportunity. (Whereupon, a video was presented.) (Applause.)

CHAIR O'DONNELL: The Law Committee has met and heard testimony on Resolution 28. The secretary will now read Resolution No. 28.

SECRETARY POZZI:
Resolution 28

Whereas, our Local Union leaders are essential to the success, growth and stability of our Union, and

Whereas, the future of the United Union of Roofers, Waterproofers & Allied Workers depends upon a well-trained and educated leadership at a local level, and

Whereas, our Local Union leadership are responsible to manage the affairs, safeguard the assets and reflect a professional and positive image of their Union, and



Whereas, it's been determined that the leadership and management of a Local Union requires an enormous amount of knowledge, skill and training;

Now, therefore be it resolved, that Article II of the International By-laws be amended to add a new Section 10 (current Sections 10, 11, 12, 13 and 14 to be renumbered 11 and 12, 13, 14 and 15 respectively) to read as follows:

Section 10. Effective February 1, 2019, all newly elected Local Union principal officers shall be required to complete Leadership Training as prescribed by the International Union.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. I move to adopt this Resolution No. 28 as read.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 28. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.)

Thank you, Mr. Chairman and Secretary.

Before I move to our next speaker, which I will do shortly, I want to recognize a gentleman in the room who is our longest serving business manager.

In fact, I'm gonna ask him to stand up as we'll give him a round of applause. He was elected in 1977 as business manager of Local 200. 41 years, continuous years, he's been serving as one of our business managers. Would you stand up, Bret. Bret Purkett. (Standing ovation.)

Thank you for your service, Bret. And I tell you you've given something for these young guys to shoot for.

Our next speaker is Dennis Ryan of Waterproofing Associates. Dennis Ryan has 44 years of experience in the roofing and waterproofing industry.

He is the president of Waterproofing Associates, Inc., a commercial and industrial roofing and waterproofing company in Mountain View, California.

Dennis is a former president of the Western States Roofing Contracts Association and was on the board of directors of the association for over 12 years.

He is the current lead for the former president's council for the association, a trustee on the Davis Memorial Foundation, a member of the Joint Roofing Industry Labor Management Committee and the Recruitment and Retention Task Force of this Union.

Dennis is a great friend of ours. He is one of the employers that works with us on a daily basis. He's working on the task force to help us

figure out how to recruit and train and retain. He's on the committee that helps put together all the training materials that we use every day.

So I thank him very much for what he does, and other contractors like him. Without them, we don't have good jobs. And without their efforts with us, we don't have a union that moves ahead the way that we move ahead.

Would you welcome Dennis Ryan, please. (Standing ovation.)

For full presentation by
DENNIS RYAN, please visit
www.unionroofers.com/convention

SECRETARY-TREASURER HADEL:

Brothers and Sisters, before we adjourn this session today and before the workshop, if you have a District Council that wants a picture, you need to get up here immediately, so we can proceed to the workshop.

PRESIDENT ROBINSON: So I'm gonna adjourn for the day. And the workshop is going to begin and, of course, it's on recruitment. And we'll have Keith moderate and we'll get this thing rolling. Now remember, we are gonna give away ten more tickets, so don't leave early.

And the session will begin at 9:00 o'clock tomorrow. And the Executive Board, for the Executive Board members, we are going to have a meeting at 8:00. So with that, we're adjourned for the day.

... Whereupon, the Convention session adjourned at 3:00 p.m. to reconvene on Wednesday, October 10, 2018 at 9:00 a.m. ...



W E D N E S D A Y M O R N I N G S E S S I O N

The Convention reconvened at 9:00 a.m., International President Kinsey Robinson presiding.

PRESIDENT ROBINSON: Sergeant-at-arms, take charge of the doors, please.

SECRETARY-TREASURER HADEL: Brothers and Sisters, I've got some very important announcements, so please listen up.

The following committees, tomorrow, at the lunch break, need to get their photos taken. It's the Credentials Committee, Law Committee, Sergeant-at-Arms Committee, Election Committee Officers' Report Committee, Entertainment Committee. Brother Ziegler, did the Finance Committee get their picture taken?

VICE PRESIDENT ZIEGLER: Yes, sir.

SECRETARY-TREASURER HADEL: The Entertainment Committee and the Escort Committee. In addition, the Indiana District Council.

So at lunch break tomorrow, come up to the front of the room. Vice President Stiens will have the signs here.

Expense checks will be distributed tomorrow at lunch. And we're gonna do it a little different this year. The registration desk out in the main hall here, they'll be set up to distribute those checks.

We just want the business managers of each local to come out there, pick up the checks, they can distribute them to the delegates in that room back there.

Tomorrow, on Resolution 25, per capita tax, we're gonna remind you twice on this. Please bring in your paid up dues receipt. Do not forget that.

The buses for today's activities will be leaving from the north entrance of the casino. It's near the Robert Irvine's Public House, the restaurant there. And there will be signs up. The buses will leave at 11:30 sharp.

So please arrive no later than 11:15 to get your seat and President Robinson will get us out of here in plenty of time, so that you can change clothes and get ready. Most of the activities are completely full. Thank you very much, Brothers and Sisters. (Applause.)

Vice President Bickford brought it up. The casino will cash those delegate checks. (Applause.) And if they won't, Brother Bickford will do it. (Applause.)

PRESIDENT ROBINSON: Wednesday morning's session is officially called to order. (Banging of gavel.)

We are going to start out with a guy that's a terrific speaker and a terrific friend of ours today. But before we roll, I'd like to cue up a video. Marlon, on the National Maintenance Agreement. (Whereupon, a video was presented.) (Applause.)

I'm going to call on chairman of the Resolutions Committee, Tom Pedrick, to give you a report and a motion to pass Resolution 22.

RESOLUTIONS COMMITTEE CHAIR

PEDRICK: Good morning, everyone. The Resolutions Committee has met and heard testimony on Resolution 22. The secretary, Brent Beasley, will now read Resolution 22.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Good morning.

Resolution 22

Be it resolved, that the United Union of Roofers, Waterproofers & Allied Workers will continue to

endorse the use of project labor agreements on private and public projects,

And, be it further resolved, that the United Union of Roofers, Waterproofers & Allied Workers will continue to promote legislation on a local, state and federal level that supports the use of project labor agreements.

Mr. Chairman, the committee has heard testimony and voted unanimously in favor of it, and I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You have heard the motion and the second on Resolution 22. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) (Banging of gavel.) Ayes have it. (Applause.)

That's an important resolution, as you know PLAs make a lot of work for our people. And you know about all of the millions of hours our people work under the NMA. So we're gonna get the man out here that runs the whole show for you and you'll hear firsthand from him.

The next speaker is Steve Lindauer, he's the impartial secretary of the National Maintenance Agreements Policy Committee. And he's also the CEO of The Association of Union Constructors.

Steve has been actively involved in the construction and maintenance industry for over 35 years. He has served as a spokesman and advocate for union construction and maintenance industry and is regularly cited as an industry expert in national trade publications.

As impartial secretary/CEO of the NMAPC, Lindauer is focused on continually increasing the value of the NMAPC program for the 2,000 signatory contractors, 14 International Unions and the multitude



Impartial Secretary/CEO of the NMAPC Steve Lindauer

of client/customers who utilize the National Maintenance Agreement across this great country of ours.

Throughout the NMAPC's over 47-year history, it has accounted for more than \$500 billion—that's \$500 billion—of work, and over 2.5 billion work hours for our members, focused on maintaining and upgrading the industrial infrastructure in the United States of America.

Additionally, he has directed the development of the most prestigious safety program in the union construction and maintenance industry, the NMAPC's Zero Injury Safety Awards.

Our Zero Injury Program will be adopting a portion of what they have already done, so Steve has been able to do something and we are all gonna be able to benefit from it as we go forward.

Lindauer's a member of the Joint Administrative Committee to the Plan for the Settlement of Jurisdictional Disputes, a member of the Board of Trustees for the Center for Military Recruitment, Assessment and Veterans Employment, secretary of the Executive Committee for the Helmets to Hardhats Program, sits on the Board of Directors of

the Construction Labor Research Council, member of the Board of Directors of the National Coordinating Committee, a member of the Union Sportsmen's Alliance Conservation Advisory Board and maintains professional membership with the American Association of Executives. He's not very busy.

Steve earned his Bachelor of Arts degree in political science with a minor in economics from the Alfred University in Alfred, New York. He also holds a Master of Science degree in industrial relations and human resource management from American University in Washington, D.C.

Please welcome my friend and our leader at NMAPC, Steve Lindauer.

For full presentation by **STEVE LINDAUER**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: Thank you, Steve.

The Secretary mentioned before to make sure you bring your receipt tomorrow. Because, keep in mind, Resolution 25 requires a secret ballot vote. So for you to get your ballot,

you need to show your receipt, so make sure that's in your pocket.

And with that I'm going to call on Chairman Daniel O'Donnell to run through Resolutions 40, 29, 33, 37 and 35. And then, it'll be about time to get you guys out of here, so you've got plenty of time to get the bus. Dan.

LAW COMMITTEE CHAIR

O'DONNELL: Thank you, President Robinson. Good morning, Brothers and Sisters. The Law Committee has met and heard testimony on Resolution 40. Secretary Joe Pozzi will now read Resolution No. 40.

LAW COMMITTEE SECRETARY

POZZI: Good morning.

Resolution 40

Therefore, be it resolved, that a Committee comprised of Local Union Business Managers representing members working under the National Maintenance Agreement meet annually with the Director of Jurisdiction and Special Agreements at the North America's Building Trades Union Legislative Conference in Washington, D.C. to review all amendments and addendums under the National Maintenance Agreement.

Further be it resolved, that the Director of Jurisdiction and Special Agreements meet with Local Union Business Managers with members working under the National Maintenance Agreement at joint District Council meetings when requested, and hold informational conference calls when needed.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. And I move to adopt the Resolution No. 40 as read.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You heard the motion and the second. On the question? (No response.) All those in favor, signify by saying

aye. (Chorus of ayes.) Opposed. (No response.) The ayes have it.

And I want to thank Local 149 for putting in that Resolution. I think everybody in this room is going to gain by it. (Banging of gavel.) (Applause.)



Law Committee Secretary Joe Pozzi reads a resolution to delegates.

CHAIR O'DONNELL: The Law Committee has met and heard testimony on Resolution 29. The Secretary will now read Resolution No. 29.

SECRETARY POZZI:

Resolution 29

Therefore, be it resolved, that Article II of the International By-laws be amended to add a new Section 15 to read as follows:

Section 15. All Local Unions shall make a concerted effort to negotiate appropriate subcontractor clauses approved by the International Union and all collective bargaining agreements.

Mr. Chairman, the committee has heard testimony and voted unanimously in favor of it. I move to adopt Resolution 29 as read.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) The ayes have it. (Banging of gavel.)

CHAIR O'DONNELL: The Law Committee has met and heard testimony on Resolution 33. The Secretary will now read Resolution No. 33.

SECRETARY POZZI:

Resolution 33

Therefore, be it resolved, the International Union, its Local Unions and District Councils continue to support electoral candidates, regardless of party affiliation, who are friends and allies of workers; pursue strategies for advancing our core issues through referenda, ballot initiatives and propositions at the statewide and local levels; and explore other reasonable means of advancing the interests of labor in electoral politics.

Be it further resolved, that the United Union of Roofers, Waterproofers & Allied Workers vigorously uphold this resolution and do everything in its power to move it forward.

Mr. Chairman, the committee has heard testimony and voted unanimously in favor of it. I move to adopt Resolution 33 as read.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question Cliff, do you want to make any more comments about this? We didn't cut you off yesterday, but we got a little fouled up in the way we were handling it.

If not, I see nor hear no one or see no one on the microphone. We'll move to the vote. All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) The ayes have it. (Banging of gavel.)

CHAIR O'DONNELL: The Law Committee has met and heard testimony on Resolution 37. The Secretary will now read Resolution 37. (Chorus of boos.)

SECRETARY POZZI:

Resolution 37

Whereas, the Affiliation Agreement between the United Union of Roofers, Waterproofers and Allied Workers—

PRESIDENT ROBINSON: Gentlemen, we are gentlemen and there's ladies here. We act responsibly and we act respectful. Everyone will have their chance at the mic.

SECRETARY POZZI:

Resolution 37

Whereas, the Affiliation Agreement between the United Union of Roofers, Waterproofers & Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada was created to foster job security for our respective memberships, strengthen and preserve the unionized segments of our industries and create growth and new jobs in the industries in which we work, and

Whereas, the Agreement initially focused on training techniques and rainwater harvesting and the development of critical training packages to address future challenges with regard to general construction, water conservation, energy efficiency and our carbon footprint, and

Whereas, this Agreement calls for our two Unions to work together on reduction of jobsite accidents, organizing, legislation and marketing ourselves as the most efficient and best-trained craftsmen and women in our respective industries, and

Whereas, the two Unions are sharing statistics on injuries so that they may work towards developing initiatives that will result in a safer workplace for all members, and developing ideas and strategies to strengthen jobsite safety on local and national levels and jointly

communicate with government officials as appropriate, and

Whereas, the Agreement is a road map that lays the groundwork for the Roofers Union and the United Association to expand job opportunities for our signatory contractors and ourselves, and

Whereas, either the Roofers Union or the United Association may terminate the Affiliation Agreement for any reason or no reason by providing 30 days advance written notice to the other party,

Whereas, this agreement was signed August 12th, 2015, and became effective November 1st, 2015, and expires October 31st, 2018.

Now, therefore, be it resolved, that the Affiliation Agreement between

on Resolution 37. On the question? We'll go to Mic. 3.

DELEGATE SMITH: Thank you, Mr. President. The Affiliation Agreement. Page 5 of the Affiliation Agreement, to me, is a little disturbing. The designated representative shall be allowed to observe the collective bargaining agreement negotiations between each organization and its respective signatory contractors and to otherwise become familiar with the bargaining agreements entered into by the respective organizations.

We need to be skeptical, Brothers and Sisters. To me, it's a prelude to merger with the UA.

I know there has been a lot of talk of, you know, we're gonna stay autonomous. We're gonna stay

first came up. I kind of made my feelings known how I want to die a Roofer.

I am very skeptical myself. I don't have a problem working alongside any union to strengthen our union, not a problem at all, but it's a slippery slope. I'm afraid, like I say, you never know what could happen in between this Convention and next Convention.

So I'm dead set against it. I don't have a problem with working alongside anyone, believe me, I'm a team player. But at the same token I don't see the need for this Resolution. I don't see the need for this resolution at all. Thank you. (Applause.)

PRESIDENT ROBINSON: You're welcome. Mic No. 3.

DELEGATE OLENICK: Frank Olenick, Local 30, Philadelphia.

When this resolution was first passed, I did a little research and it says in our Constitution and By-laws, we cannot amalgamate or merge with another union without approval at a convention. (Applause.)

Now I know this is called an affiliation. Webster's dictionary if you look up affiliation the word is synonymous with amalgamation. Amalgamation is a merger. I know it's not a full merger here. My point is I don't feel this was done by our By-laws the way it was done originally. It was forbidden as per Article I, Section 5.

Like Dave said, I'm a Roofer. I want to die a Roofer. We can work with the Plumbers. A job was done like this with water harvesting six years ago in Bethlehem. We did the roofing section. When the water hit the pipes for the storage, it went to the Plumbers. I feel this is unnecessary. We can work with any trade. We do our work. They do theirs. I don't see the necessity for it. I urge our brothers and sisters vote no.

This agreement will help us remain independent. It will give us more strength. It will give us more opportunity to train and to find safety for our members.

the United Union of Roofers, Waterproofers and Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada be extended through October 31st, 2023.

Mr. Chairman, the committee has heard testimony and voted unanimously in favor of it. And I move to adopt this motion for Resolution 37 as read.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second

Roofers. All of the building trades unions are our affiliates. This is something that could have been done with a handshake. This, to me, is a major overreach. And it's not necessary, in my opinion. And a lot of my brothers and sisters feel the same way as well. (Applause.)

Thank you.

PRESIDENT ROBINSON: Thank you for your comments, Brother. Mic No. 1.

DELEGATE CRITCHLEY: Mr. President, Dave Critchley, Roofers Local 4, Parsippany, New Jersey.

I think I addressed myself to you when we first, this agreement

PRESIDENT ROBINSON: Thank you. Thank you, Frank. (Applause.) Mic No. 1.

DELEGATE PETERSON: Mark Peterson, Roofers Local 149. I agree with the other brothers. I think this is taking it just a step too far. Roofers Local 149 is opposed. (Applause.)

PRESIDENT ROBINSON: Mic No. 3.

DELEGATE JOHNSON: Scott Johnson, business manager, Roofers Local 210, Erie, PA.

I don't get the affiliation. They claim PVC, possibly TPO. We do PVC roofing. Why would we want to go ahead and affiliate with them and give them an opportunity to just claim more of our work? We already have an issue with another craft over this. (Applause.) That's all I got.

PRESIDENT ROBINSON: Thank you, Scott. (Applause.) Mic No. 2.

DELEGATE GUERTIN: Kevin Guertin, Roofers and Waterproofers Local 12. We're dead against this. (Applause.) Thank you.

PRESIDENT ROBINSON: I'm only gonna make a few comments.

This agreement's been in place for three years. It's brought us nothing but good things. I haven't had anybody come to me with any problems. We've entered into an agreement at Washtenaw College because of the UA's influence. We are adapting their curriculum, which they spent \$12 million for, to begin our program and they're gonna lease it to us for \$5,000 a year.

I know of no plumber or fitter that wants to do our work. I know no roofer or waterproofer that wants to do the plumber's work. The safeguards were built into this agreement to start with.

We can all read an agreement and pick the parts we don't like, but you need to pick the parts that are

important. And the important parts are that two unions, including the union in Australia, have agreed to work together to find more work opportunities for ourselves.

The fact of the matter is this agreement will help us remain independent. It will give us more strength. It will give us more opportunity to train and to find safety for our members. It's the complete opposite of which some of you people feel.

Now, I'm gonna address just one more thing, and that's language in the Agreement and language in your Constitution. For some reason when this agreement first came about, the scuttlebutt got around that this is a merger agreement. Well, I think most of you know after three years, this is not a merger agreement. But written right into the Agreement this is what it says:

It says: Either United Union, meaning us, or United Association—and this language was in the resolution—may terminate the Affiliation Agreement for any reason or no reason—you don't even have a reason, you get out of bed you don't like it—with a 30 day advance notice to each party.

That means your Executive Board, any time your Executive Board is the one that puts together agreements between crafts—(Disruption from the floor.)

PRESIDENT ROBINSON: Brothers, now, I was very patient when you wanted to speak, so let me speak.

So if your Executive Board wants to terminate this, they meet and they terminate it. (Applause.)

Secondly, in the agreement it states very clearly the parties may not amalgamate without the consent of the United Union or the United Association as provided in the Constitution and By-laws of the United Union and the Constitution and By-laws of the United Association.



And those of you who are familiar with our Constitution, which I know you all are, Article 1, Section 5 reads:

Any proposal to merge or amalgamate the International Union with any other labor organization shall not be effective unless it shall be approved by the majority vote of the delegates at a regularly scheduled convention or at a special convention called by the International Executive Board to consider such proposal.

Now, there's no such proposal before you. There is no intent to ever have any such proposal.

So I want to make things as plain as I can for all of you, but this Agreement has been a big help to us and it'll be a big help going forward.

And I don't know what the fear is. And some of you I've known for a long time. And I think you all know my word is my bond. There's no way as your president I would enter into anything that would take away our ability to remain independent. And as I said before, I think this agreement helps us remain that way. With that I'll go to Mic. 3.

DELEGATE BICKFORD: Paul Bickford, International Vice President.

You made a statement that the Executive Board has the power to get rid of this Agreement or to vote it down. I don't feel as though we should have the power to do that because it hadn't worked in the first



time when it first came around, I lost the vote, but I would rather have this membership that is standing here today take the vote on which way it goes. I don't want to be put in there. (Applause.)

PRESIDENT ROBINSON: That's exactly why we're here. I promised all of you when this would be extended, it would come to this body and you would extend it, not your Executive Board. This language that I just read is your Executive Board's ability to cancel the agreement. Mic No. 1.

DELEGATE CRITCHLEY: Mr. President, Dave Critchley, Local 4 Roofers.

I agree with you. Maybe with the established Roofers and Plumbers right now, they're not looking to take our work, but my fear is the newcomers coming in, the apprentices from the UA and the apprentices from the Roofers, you can't tell me that they're not gonna start telling them to teach us how to do our work.

And I say this: A plumber doesn't want to do roofers work and a roofer doesn't want to do but when work is slow in whatever area, if the roofing

area is slow, the roofers will go over and do plumber work. The same thing with the plumbers, when if the roofers are blooming, they're gonna come over to do ours. And they're gonna start teaching to do our work.

So that is my fear. I understand the people here today. I don't want to do plumbers work. But like I stated earlier at this Convention, I'm a team player believe me, you know me and we go way, way back. You know how I feel. It's like me asking you, as a Marine, and all the military people after you've fought and served, change your colors.

Now you're asking me, think about changing my colors, not going to happen, sir. With all respect, I'm gonna die a Roofer. My father and my brother died a Roofer. I'm dying a Roofer. Thank you. (Applause.)

PRESIDENT ROBINSON: There's nothing in the Agreement that allows any craft, whether it's the plumber or the fitter or anybody else, to do our work. Again, I'm not sure what the fear is, but there seems to be a lot of fear. Mic No. 3. And then, I'm gonna go to Mic No. 1.

DELEGATE DAVIDSON: Butch Davidson, Roofers Local 12, North Haven, Connecticut.

Mr. President, at our last Northeast District Council meeting I asked you if you can point to one project that came about due to this Agreement and you said no.

That doesn't mean down the road there wouldn't be a project or two, that's fine. I don't think anybody here is asking you not to pursue a relationship with the UA that's gonna turn into work hours for either craft.

Well, I'm talking for myself, but a lot of folks behind me feel the same way, we are just saying that we don't need this Agreement.

Any agreement that you can make with an affiliate can be done with a handshake, they're all affiliates. You don't need this Agreement. Nobody has to sit in on my negotiations because it's gonna further our relationship. (Applause.) Thank you.

PRESIDENT ROBINSON: Butch, has anybody asked you to sit in on your negotiations.

DELEGATE DAVIDSON: Not yet.

PRESIDENT ROBINSON: If we ever get to organizing together, you don't think that we will share negotiating strategies?

DELEGATE DAVIDSON: Mr. President, it's in writing. It is in writing on Page 5. Nobody so far has wanted to. Of course, I haven't been in a fight in 30 years, but if some plumber came to me and said I want to come in on your negotiations, we're gonna have to go at it. (Applause.)

PRESIDENT ROBINSON: If a plumber came to you and wanted to sit on your negotiations, he'd have to go at it with me, too. That's there if we ever organize to share those informations. Mic No. 1.

DELEGATE HURLEY: Steve Hurley, Local 54 Seattle. I've sat and watched and listened to all of this conversation. I'm gonna tell you that in negotiations of many, many project labor agreements of which I've been a participant in the Northwest in Seattle, that the only time any issue about this affiliation came up was from a business agent and business manager of another local.

And his comment to me was: What is this all about and how deep does it reach? Okay? The Plumbers, UA, their trade does not have any desire to do our work. And if any of you believe that they do, then you are grossly mistaken. Okay?

The fact of the matter is they are an unrelated trade with the only exception, we protect the building from water intrusion and they pipe that to the sewers and to the cisterns and those related objects to dispose of the water.

This Affiliation will bring a united force, that of unrelated trades, that will work together to further the roofing industry. (Disruption from the floor.)

Give me my chance. You say that you are not believing that. I'm telling you the Plumbers are not our enemy in this. Everybody's trying to steal our work. And if you don't believe that—(Disruption from the floor.) Thank you.

PRESIDENT ROBINSON: Thank you, Steve. (Applause.) Mic No. 4.

DELEGATE WALTON: Jim Walton, Local 37, Pittsburgh.

I'm highly against this because right now six months ago, I let you know that one of the contractors from West Virginia has wanted to start using another craft. And I was kind of scoffed at and overlooked. Now, we're looking to go into an affiliation here and it's gone as far as they're contacting our contrac-

tors and you guys have now stepped up to try to step in and help.

And I'm looking at, we might just lose a whole local here. And I feel like 75 percent of our work now is single ply and this is what they want. But you've been looking at all this stuff over in the West Coast and this stuff's been going on in the East Coast. It may not be in the West Coast now, but believe me it's coming.

So if we don't do something now here in the East Coast about some of this and put this maybe aside, maybe this is something to look at in the future, but right now we gotta look at what's going on. We've got 75 percent of our work trying to be taken away from us. So what are we gonna do about that? That's all I have. Thanks. (Applause.)

PRESIDENT ROBINSON: Mic No. 3.

DELEGATE CASTELLON: Orlando Castellon, Roofers and Waterproofers Local 81, Oakland, California, membership number 261429.

I just want to tell the floor that when I read this, I thought this was for water recapture, right? And now we're talking about some kind of jurisdiction battle. I am from the West Coast and I just feel that this agreement is good. This is the way I feel about it. But I'm from the West Coast. (Applause.)

I also feel, too, that if our Executive Board and our General President, if he wants to terminate this when he wants to, he can. So when you guys have a bitch about that behind me, then you guys got to go to him and maybe he can take care of it. But for me, and for where I'm at, I think that it's not an issue, so I'm for it.

PRESIDENT ROBINSON: Thank you, Brother. (Applause.) (Disruption from the floor.)

PRESIDENT ROBINSON: Mic No. 1. And then, we're gonna go to Mic

No. 3, I believe. Frank, do you want to speak again? Okay. Mic No. 1 and Mic No. 3, and then, maybe we cut this off and move ahead.

DELEGATE SMITH: Mr. President, Fellow Delegates, I've been listening to the arguments and this is one of those rare situations in which both sides are right.

The problem isn't cooperation. We need that. We all know that. The problem is: The resolution as it's written and the way you explained it seem to be somewhat different in what their intention is.

Personally, I don't think the resolution is ready to vote because there's good thoughts, good intention on both sides. I'd like to see it go back for revision and clarity, so when it comes to the floor, people know exactly what they're voting on and don't walk away fearful that this actually means something it wasn't intended to mean.

I was at Washtenaw. I sat with the UA. There's a lot of good in this, but I've listened to Butch and Dave and others and I understand where they're coming from and I don't think their concerns have been addressed adequately the way the resolution is written. (Applause.)

PRESIDENT ROBINSON: Mic No. 3. Then we are going to cut off debate.

DELEGATE OLENICK: Mr. President, the Executive Board, I hold no animosity against anybody here. Kinsey, I've known you a long time. You've always treated me with respect. Vice versa. I've always been a guy by the book. You know that since the first convention I came to.

What I pointed out is the way this was done originally, the word amalgamation is the same as affiliation, which I pointed out.

My problem is this can be done with the UA. We don't need an amalgamation, an affiliation. I

know you're not talking about a merger, but the point is: We can have an agreement to work with these people. We can have an agreement to train with these people. We don't need an affiliation. We don't need an amalgamation.

I think there's a better way to go about this without having resolutions passed to do this. We can work with these people without putting fear into this body that there is something down the road.

I'll take your word for it, that you're not going gonna merge us with anybody. But the point is: You're not gonna be here forever. I'm not gonna be here forever. And it worries me where this will go in the future.

I know there's a lot of trades out there trying to take our work. Think what our brother at Local 37 is talking about, it's gonna be a problem in the future for all of us. I think that's a separate subject than this agreement.

But you've gotta look at the big picture. That's what I'm trying to do. My point is: I don't think it was done right in the first place with all due respect to you.

PRESIDENT ROBINSON: Thank you, Frank. (Applause.)

I'm going to take the suggestion of Delegate Smith, who spoke previous to Frank. I'm sending this back to committee. (Applause.)

I'm sending it back to the committee and I want your participation. If you want something changed, you need to come and ask for it. The committee has to know what you want. They can't read your minds, so I'm more than happy to send it back. I have no problem with that. But you need to address it with these people.

With that, this will be pulled off the table until the committee has a chance to meet and come back to this body. Mic No. 4 the debate



is over, but if you have a comment, Brother, go ahead.

DELEGATE ROSSI: Michael Rossi, Albany, New York, Local 241.

I just wanted to add when I was at the International Foundation of Employee Benefits Conference in Hawaii in 2015, maybe it's not your intention to merge or have an amalgamation, but while I was sitting there in between classes, I heard a UA guy—probably didn't know I was a Roofer—talk about what happened in Australia and how the Plumbers are doing the Roofers' work in Australia.

And you know, we don't know what their intentions are. You say your intention is not to merge, but what is the UA's intention? That is what we're afraid of because we have to represent our membership at our full capacity to make sure they're always working. Where the UA, I mean, 400,000 members, they'll gobble us right up. And that's what we're concerned about. That's what we're worried about. And that's all I have to say.

PRESIDENT ROBINSON: Yeah. Thank you, Mike. The information you're giving, Mike, is a little bit of misinformation. The Roofers in Australia do the roofs. The Plumbers do the plumbing. The Sheet Metal guys do the sheet metal and the lagging is done by the Pipe

Coverers. They all belong to the same union, but they're all totally separate as in their work.

When you go on a job in Australia, not like this country, you have to have your card and the only guy that can do roofing work, when you turn that card around, it has the Roofer designation on it.

The only guy who can do plumbing work, when you turn their card around it's got to have the plumbing designation. It's very tightly controlled. There's not plumbers doing roofers' work.

With that, are there any announcements you need to make? I'm going to call on the secretary for any last announcements.

SECRETARY-TREASURER HADEL: I'm gonna read these announcements real quickly guys, for those who weren't in the room earlier.

The delegate expense checks will be distributed on Thursday when the morning session is concluded. The business manager of each local can pick up the checks for your delegation at the registration booth in the next room. And arrangements have been made with the Tropicana for you to cash your checks at the cashier's cage.

Second, if you're attending the shoot and have not signed the waiver, make sure you get with Jordan Ritenour. I think you can do it on the bus, can't you, Jordan?

The buses for all activities today will be leaving from the north entrance of the casino. It's near Robert Irvine's Public House and there will be signs and they will leave at 11:30 sharp. Thank you.

PRESIDENT ROBINSON: We're adjourned until tomorrow morning at 8:30. Thank you.

... Whereupon, the Convention recessed at 11:00 a.m. to reconvene at 8:30 a.m. the next day ...

THURSDAY MORNING SESSION

The Convention reconvened at 8:30 a.m., International President Kinsey Robinson presiding.

PRESIDENT ROBINSON: Sergeant-at-Arms, take charge of the door. Thursday morning's session is officially in order. (Banging of gavel.)

I have one announcement, and then I'm gonna call on Paul Bickford, chairman of the Credentials Committee, for a short report.

The Law Committee will meet today at 12:00 noon in Trinidad 6. That's back towards the office and they will take up the Resolution on Affiliation, so 12:00 noon as soon as we adjourn, in Trinidad 6.

With that I'll call on the chairman of the Credentials Committee, Paul Bickford.

CREDENTIALS COMMITTEE CHAIR BICKFORD: I was rudely interrupted yesterday. I wanted to say, how about those Red Sox? How about that New York? (Disruption from the floor.)

At this time, I'd like to introduce Dan O'Donnell to do the revised and final report.

CREDENTIALS COMMITTEE SECRETARY O'DONNELL: Thank you, Paul. Herein is the revised final report of the roster of local unions affiliated with the International Union and duplicate credentials filed with the International office that have been received by the International Secretary Jim Hadel.

The following has filed credentials with the committee and is entitled to be seated as a delegate. This is the revised final report as of October 11, 2018:

Jose Hernandez, Local No. 91.

Mr. Chairman, at this time I move that this delegate be seated.



Boston Mayor Marty Walsh is escorted by Local 33 delegates.

PRESIDENT ROBINSON: On the second? (Second from dais.) We have a motion and a second. All in favor on the question, first of all?

(No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.) Thank you.

Our next speaker is Marty Walsh, Mayor of Boston, Massachusetts.

Mayor Martin J. Walsh, an accomplished advocate of working people and a proud product of the City of Boston, is the city's 54th mayor.

Mayor Walsh was sworn in to serve a second term on January 1st, 2018. Born and raised in the neighborhood of Dorchester by immigrant parents, Mayor Walsh is driven to make sure Boston is a city where anyone can overcome their challenges and fulfill their dreams.

As a child, Mayor Walsh survived a serious bout of Burkitt lymphoma thanks to the extraordinary care he received at Boston Children's Hospital and Dana Farber Cancer Institute. His recovery from alcoholism as a young adult led to a lifelong commitment to the prevention and treatment of addiction. And while working full time as a legislator, he returned to school to earn a degree in political science at Boston College.

Mayor Walsh also made his mark as a labor leader. After following his father into Laborers Local 223 in Boston, he rose to the head of the Building and Construction Trades Council from 2011 to 2013. Please welcome a great friend of ours, Mayor Marty Walsh.



Boston Mayor and fellow Building Trades member Marty Walsh addresses the delegates.

For full presentation by **MARTY WALSH**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: We've got a little presentation for the Mayor. We know he's a very proud member of the Laborers Union, we want him to go home with a Roofers shirt, so you could wear that and a Roofers knife. (Applause.) Thank you, Marty.

I think you see the importance of having a building tradesman elected to public office. Marty's the

perfect example of why we need to get behind any person from labor that wants to run for office, because we need our people in place.

And without it he painted the picture better than anybody could; with people like him, our future's bright. But with people like we have in the White House today, our future's pretty bleak.

With all the paraphernalia up here and coming in, while we are waiting, Marlon, if you could cue the video, I believe called "2018 Brotherhood Sizzle." (Whereupon, a video was presented.)

PRESIDENT ROBINSON: If you haven't watched our TV show that's our TV show. So you should be watching it on Outdoor Channel. I'll tell you what, it's terrific.

I would like to call Heather Tazelaar to the stage. Now, I know you've all met Heather. She's the heart and soul of USA. She's the one that makes me proud. She's like my adopted daughter. She's one hell of a girl.

So now what are you going to do today, right? You're going to pull three tickets? Is that right?

MS. TAZELAAR: I'm going to pull lots of tickets.



Heather Tazelaar with Union Sportsmen's Alliance draws raffle winners.

PRESIDENT ROBINSON: She's gonna pull lots of tickets. So what we'll ask: When she pulls the ticket, if you have the number, please come up here to the stage and we'll verify



Winners of USA's door prize giveaways.

the ticket and then stay here, so we can get a photo op once we've pulled all the tickets; is that all right?

Okay. I'm gonna turn it over to you, Heather. Then, we've got Kyle Wall, my impressive bodyguard while I'm out there on the course. He does a great job. And Kyle is Frank Wall's son out of Local 150. (Applause.)

MS. TAZELAAR: All right. Brothers and Sisters, we are going to pull a bunch of prize winners. First and foremost, I would like to thank so many of you for stopping by our booth for inviting the Union Sportsmen's Alliance to be a part of this Roofers and Waterproofers Convention.

Anyone who stopped by our booth is eligible for the drawings that we're doing for door prizes. And that's what we're going to start with.

So the winner of our first door prize package, which is a bunch of Carhartt products, Carhartt is a great partner of the Union Sportsmen's Alliance, is going to be representing Roofers and Waterproofers Local 33, Andrew Nonnenmacher. (Applause.) Andrew. (Applause.) Andrew will be taking home a Carhartt tool bag, a nail apron and a work pack.

All right. Next door prize package, gonna win a little bit of optics, a pair of Steiner binoculars and a blue Steiner hat. Representing Roofers and Waterproofers Local 149, John Alan Johnson. (Applause.)

Our next winner is gonna win a package that I like to call "winter is coming": a Carhartt jacket, a Milwaukee M12 heated hand warmer kit and a pair of Steiner binoculars. This is not rigged and he's going to tell me to draw again—Kinsey Robinson. I'm just gonna draw again. (Laughter.) James Hadel. (Laughter.) We're gonna draw again. We're gonna draw again.

All right. This time we are gonna go with Local 11, Richard Huffman. (Applause.)

Now, all of you who got into our gun raffles go ahead and get your tickets out. After I draw this next door prize, I'm gonna pick some gun winners.

Our last door prize package with some Burris binoculars, a Flambeau tackle box and a Buck knife goes to: Representing Roofers and Waterproofers Local 30, Glenn Redmond. (Applause.)

While we wait for a photo opportunity with all of our winners, I just want to ask you guys to keep in

mind that it is completely free for any Roofers member, any family member of a Roofers member, to join the Union Sportsmen's Alliance and to activate your membership.

You can join the Union Sportsmen's Alliance by going to our website. You can also call our 800 number or you can call anyone who works at the USA and we can help you. We need members in order to stay strong, so please encourage the members of your local unions, your district councils, and even members that you work with in other trades to join the Union Sportsmen's Alliance. (Applause.)

MS. TAZELAAR: Ready?

All right. Get those pink tickets out. We're gonna draw some guns. If I draw you as a winner of a firearm or any of the packages that I'm about to announce, please come up front here. Kyle is gonna have you fill out some paperwork. And we'll get you your prize.

You all were super duper generous and for that, we hugely appreciate it. We raised about \$3,500 on our gun fundraiser here.

And the first ticket I draw is for a Remington 11-87 12 gauge. Whoever holds this ticket not only wins that Remington 11-87 12 gauge, they also win a 1 in 75 chance at being drawn to go to the Super Bowl, the 2018 Super Bowl in February of 2019.

The ticket No. is 742680. 742680. (Applause.)

The next gun we are going to draw is a Savage Axis II rifle. And

I'm gonna stir the pot. And this winner is 743547, 743547. There he is. (Applause.)

Our next winner is gonna get a Ruger 10/22. And that winner is 742324. 742324. (Applause.)

All right. Our next winner is going to receive a 40-quart ORCA cooler with the Union Sportsmen's Alliance logo emblazoned on the top. And this one is going to lucky winner 743265, 743265. We have a winner. (Applause.)

And last, but not least, our runner up prize is going to be a Carhart J220 winter jacket and one 2019 USA gun a week calendar. We'll ship that to you. And it's a 2019 calendar, so it starts next year and runs all year long. It's gonna be 742496, 742496.

All right. And those are all of our winners. Thank you guys so much for helping us fundraise at this event. (Applause.)

Don't forget, get your friends, your family to join the Union Sportsmen's Alliance. (Applause.) And thank you, President Robinson.

PRESIDENT ROBINSON: Thank you, Heather. We appreciate all you do for us and everything the USA does to work with our members.

Before I call our next speaker, Will Attig, who you're gonna find is a fired up young kid. He's with the Union Veterans Council. I'm gonna call on Chairman Ziegler to present Resolution 7.

CHAIR ZIEGLER: The Finance Committee has met and heard testimony

on Resolution 7. The secretary will now read Resolution 7.

SECRETARY BICKFORD:

Resolution 7

Therefore, be it resolved, that Article I of the International By-laws be amended to add Section 6 as follows:

Section 6. The International Union shall affiliate with the American Federation of Labor and Congress of Industrial Organizations, the North America's Building Trades Unions, the Union Sportsmen's Alliance and the Union Veterans Council and shall remain in conformity with the governing document of each organization.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. I move for adoption of Resolution 7.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and second on Resolution 7. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Ayes have it. (Banging of gavel.) Thank you Mr. Chairman and Mr. Secretary.

Our next speaker is William Attig, executive director of the Union Veterans Council, AFL-CIO. Will Attig is a combat veteran of the Afghanistan and Iraq wars. He served proudly with the 1st Battalion, 26th Infantry regiment in one of the most decorated units of the Iraq war.

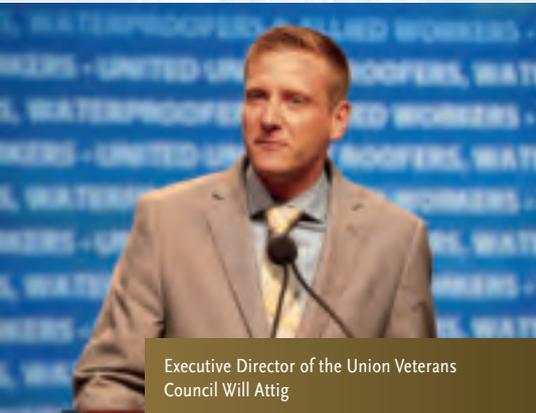
Attig was given an opportunity to attend the veteran welding program with the Helmets to Hardhats organization in 2010. In 2015, he was appointed to be political coordinator for the UA Local 160 and in May 2017, he was selected to lead the Union Veterans Council.

I'm going to call on Will to come out and tell you what the Council



Lucky winners of USA's gun raffle.

does and what's their accomplishments and what they're doing for our members, our members that are veterans and served and gave their every bit but their lives and some of them did give their lives so we can enjoy what we're enjoying today. Will. (Applause.)



Executive Director of the Union Veterans Council Will Attig

For full presentation by **WILL ATTIG**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: Isn't this young man a breath of fresh air? (Applause.)

And he's served his country and now he's serving us. And I ask you if he comes into your community, you give him all the support he needs because he's looking out for our members. Thank you, Will.

As I mentioned earlier in the week, we had two Congressmen that wanted to be with us and they couldn't because of their duties in Washington, D.C. Both of these gentlemen do a great deal to protect our interests.

Congressman Adam Schiff represents California's 28th Congressional District and throughout his tenure in Congress his focus is on growing the economy, bolstering national security, strengthening our communities, helping small businesses and improving education, safety and health for all of our children.

In his 9th term in the House of Representatives, Congressman

Schiff currently serves as the ranking member, or the top Democrat, of the House Permanent Select Committee on Intelligence as a member of the Benghazi Select Committee.

In addition to his committee work, Congressman Schiff's top priority is to create jobs and help improve the economy. Congressman Schiff also believes in re-establishing America as a manufacturing powerhouse and he believes that's critical. Through these efforts American business can begin to grow in adding jobs again, so that all Americans can enjoy a greater and more prosperous life. All the things we believe in.

I thank Vice President Beasley for getting ahold of Congressman Schiff and allowing us to have the video that Marlon will play in a second.

Also while I'm thinking of it, thank you for getting our Congressman on Monday to be here with us. Appreciate your efforts. Between you and Paul, you made a great Convention for us. I thank you guys. Marlon, can you roll the video from Congressman Schiff, please.

For full video address by **REP. ADAM SCHIFF**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: The other Congressman that could not be with us, but wanted to do so, hails from the district of Joe Pozzi and Keith Vitkovich. Pete Visclosky proudly represents the 1st Congressional District in Indiana.

Throughout his time in office Pete has fought to strengthen our local steel industry and the union base. He has also worked with federal and state and local interests to support transformative intergenerational projects that will enhance a strong economic infrastructure. In the 115th Congress, Pete serves as a member of the Appropriations Committee and is the ranking

member on the Defense Subcommittee where he works to keep our nation safe, protect America's brave men and women in uniform and preserve our defense industrial base. He's also a member of the Energy and Water Subcommittee where he works to support investments in our national water related infrastructure including our ports harbors and waterways. Marlon, if you would run the video from Congressman Visclosky. (Whereupon, a video was presented.) (Applause.)

For full video address by **REP. PETE VISCLOSKY**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: At this time, I'm going to call on Chairman of the Finance Committee, Douglas Ziegler, to report on Resolutions 19, 20, 21, 36 and 39.

CHAIR ZIEGLER: That young man that just spoke got me all fired me up. I'm a Marine Corps veteran, 1610759. I'm a Roofer, 109273 to steal a page from Dave Critchley. I also have a 60-year, the number one 60-year card, that was presented to me by Brother Danley several years ago. And I'm proud of that as well. That means that I paid dues religiously for 60 years, actually, more than that because I still pay dues. (Applause.) Thank you.

The Finance Committee has met and heard testimony on Resolution 19. The secretary will now read 19. We did this the other day and there was a little mix up and 60 days got changed to 120 days.

SECRETARY BICKFORD: **Resolution 19**

Therefore, be it resolved, that Article VI, Section 2 of the International Bylaws be amended to read as follows:

Section 2. Each Local Union must institute and maintain quarterly

and annual audits of its books and records. Quarterly audits shall be made by an Auditing Committee, sometimes known as Trustees, appointed or elected by the Local Union, and such Committee must report its findings and audits within 30 days following the end of each quarter to the International Secretary-Treasurer, provided, however, that a Local Union may use the report of an independent accountant in lieu of the Auditing Committee's report.

Annual audits shall be performed by independent accountant, which findings must be reported to the International Secretary-Treasurer within 130 (sic) days following the end of the Local Union's fiscal year. Such reports must be made on a format acceptable by the International Secretary-Treasurer, and all such reports must be certified by the Audit Committee on a form provided by the International Secretary-Treasurer.

It shall be the duty of the Local Union President to ascertain that such reports are made to the International Secretary-Treasurer. Each Local Union must submit to the International Secretary-Treasurer, copies of its monthly Disbursement and Distribution Journal, or other disbursement records determined to be appropriate by the International Secretary-Treasurer, within 30 days following the end of each quarter.

Mr. Chairman, we heard the testimony and voted unanimously in favor of it. I move that we adopt Resolution No. 19.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question, Mic. 3.

DELEGATE DAVIDSON: Butch Davidson, Local 12, North Haven, Connecticut. In hearing the resolu-

tion, I'm wondering if QuickBooks or the services of a certified public accountant would do? As I mentioned the other day, we're still using these handwritten audit reports, and I'm wondering if we're gonna finally get away from the handwritten reports.

PRESIDENT ROBINSON: Well, to my knowledge, and I'll let the secretary-treasurer speak if he cares to on this subject. This resolution doesn't deal with necessarily whether it's QuickBooks or whatever it is. The system the local uses, all it has to do is be approved by the International. Many of our locals use QuickBooks right now, in fact, maybe a majority of them do.

But we also don't want to end up in the situation for those that want to file audits in hand form to keep them from doing it. They can still do that. Even if they have an outside auditor, they can file it by hand or in any other means as long as the information is properly given to their members and to the International.

Does that answer your question, Butch? If not I'll let the secretary-treasurer answer.

DELEGATE DAVIDSON: Well, I am still under the opinion that the International still requires handwritten reports.

PRESIDENT ROBINSON: No, that's not so at all. It hasn't been for many years. QuickBooks has been acceptable to the International Office for I'd say 7 or 8 years.

DELEGATE DAVIDSON: Well, all right. Well, thank you.

PRESIDENT ROBINSON: Thank you for your comments. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it.

PRESIDENT ROBINSON: Yeah, there should be one clarification: the secretary said 130 days. In the written form that's on your iPads and is in the resolution, it says, "120 days." The 120 days is the correct number. So be it ordered. (Banging of gavel.)

CHAIR ZIEGLER: The Finance Committee has met and heard testimony on Resolution 20.

SECRETARY BICKFORD:

Resolution 20

Therefore, be it resolved, that Article VI, Section 10 of the International By-laws be amended as read:

Section 10. The Official Receipt Book of each Local Union shall be closed on the last day of the month, and the Secretary shall immediately notify the International Secretary-Treasurer of the names of all members who are then three months in arrears in the payment of any dues or obligations, and such member shall thereupon stand removed from the membership rolls without further notice, provided, however, that this section shall not be construed to extend the time fixed for the payment of current dues or obligations so as to prevent a Local Union from enforcing provisions of a valid union security clause contained in any collective bargaining agreement in effect between said Local Union and an employer.

The Secretary shall forward to the International Secretary-Treasurer a duplicate of all official receipts by him or her or by any other duly authorized person who has collected any monies to and including the last day of each month, accompanied by the monthly report and a check or electric fund transfer for the amount of per capita tax and fees due to the International Union and all such remittances shall reach to the International Secretary-Treasurer not later

than the 10th day of the following month. Failure to comply with this provision may result in a forfeiture of the Local Union's charter, the loss in continuous good standing of its members and/or their suspension or removal from the rolls.

Mr. Chairman, the committee heard testimony, voted unanimously in favor of it and I move for adoption of Resolution No. 20 as read.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 20. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.)

CHAIRMAN ZIEGLER: The Finance Committee has met and heard testimony on Resolution 21. The secretary will now read Resolution 21.

SECRETARY BICKFORD:

Resolution 21

Therefore, be it resolved, that Article VIII, Section 2 of the International Constitution be amended to add Section 2k as follows:

k. The International President shall have the power to examine the books and records of any Local Union or District Council. He or she may appoint independent accountants whenever necessary.

Mr. Chairman, we heard the testimony and voted unanimously in favor of adoption of Resolution 21.

CHAIRMAN ZIEGLER: I second the motion.

PRESIDENT ROBINSON: We have a motion and a second on Resolution 21. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.)

CHAIR ZIEGLER: The Finance Committee has met and heard testimony on Resolution 36. The secretary will now read Resolution 36.

SECRETARY BICKFORD:

Resolution 36

Now, therefore be it proposed, that Article IV, Section 7 be amended as follows:

Section 7. This burial benefit shall first be paid to the person or persons who paid the funeral director's bill, in the amount of the bill only. Where the deceased member has not has no next of kin, the Local Union shall arrange for a funeral of such member to be paid for by the International Secretary-Treasurer, to the extent that burial benefits are available. Any balance remaining unexpended shall be remitted to the Local Union of which the deceased was a member. Where the deceased member has next of kin, any money remaining after the funeral director's bill has been paid shall be paid to the next of kin of the deceased in the following order:

1. To the spouse of the deceased.
2. To the child or children of the deceased.
3. To the parents of the deceased.

4. To the brothers and sisters of the deceased.

5. To the estate of the deceased.

In any case where a dispute arises as to who is entitled to the benefit, payment of the benefit as provided above fully releases this International Union of its obligations under this Article and any such payment fully discharges and releases this International Union and all of its officers and members, past, present and future, of and from any further liability to pay again even though and in the event an error in payment has been made.

Mr. Chairman, the committee heard the testimony, voted unanimously in favor. I move for adoption of Resolution No. 36.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: You have heard the motion and the second. On the question? Mic No. 3.

DELEGATE DAVIDSON: Butch Davidson, Roofers Local 12 out of North Haven, Connecticut.

The resolution that was sent in you had just said that you recommended that it be adopted, but the resolution that was sent in wasn't read, so I'm a little confused.

PRESIDENT ROBINSON: Mr. Chairman, handle the question.

CHAIR ZIEGLER: I'm sorry, Butch. I don't quite understand your question.

DELEGATE DAVIDSON: Well, I wanted to add a step that required a beneficiary card for pay out to who the member chose, as opposed to just following the next of kin. And that was not mentioned.

CHAIR ZIEGLER: No. I don't know where that went. It didn't come before our committee. And the committee was more or less overjoyed

This burial benefit shall first be paid to the person or persons who paid the funeral director's bill, in the amount of the bill only.

that whoever pays the funeral bill gets reimbursed no matter who it is. No matter who it is.

And I understand the beneficiary card and I think they were difficult. You want to address that, Jim, at all?

PRESIDENT ROBINSON: The original resolution submitted by Local No. 12 had language in it for a beneficiary card. The committee after hearing testimony, revised this language to what they thought was the best suited language to go before the Convention. And they added in that the first order the check would go, if the funeral bill had been paid, would go to the person who paid the funeral bill.

And then, they added in a 5th order of pay which would include the estate of the deceased. Now, that was the decision of the committee after all the testimony was taken. I think I've stated that correctly. If I haven't, please correct me.

CHAIR ZIEGLER: Are you okay, Butch?

DELEGATE DAVIDSON: Not really.

CHAIRMAN ZIEGLER: We did a lot of work on this thing. Because I personally, in my local, got screwed a couple of times making promises to relatives and couldn't keep them. And I'm really happy that whoever pays for the funeral gets reimbursed and if none of these other people exist, then it goes to the estate.

DELEGATE DAVIDSON: I wish I had a chance to talk on it. There was not very good communication as to which committee had which resolutions and you know, all that. I suppose I would have to take some blame for that because I didn't find out.

The fact of the matter is the reason I brought this resolution forward is I had a member that's in the hospital for two and a half months. They thought he was gonna die. He had

brain cancer. Fortunately, for him, they were able to at least get him to a point where he felt better, he can leave the hospital and go back home.

Well, he comes home his motorcycle's gone, his firearms are gone, anything of value is gone. His kids sold his stuff on him. And he came to me and he said, "I'm gonna get cremated. I'm gonna have about four thousand dollars left. I'm gonna leave that to my nephew."

And the way it is now—he wasn't married—the way it is now, I said, "No, you gotta give it to your kids." He said, "Those same kids that sold everything out from under me. Nah, I can't deal with that."

That's why I sent the resolution in. So you'd have after the spouse, you would have your designated beneficiary, and then, it would go to the next of kin. So the member has some choice as to where the money would go. That's why the resolution was submitted.

CHAIR ZIEGLER: Well, the committee understands. I had a guy I worked with for almost 20 years and he came to me and he said, "Hey, I want this money to go to who I had on my beneficiary." His wife had passed away and it was a step-daughter. And he signed a beneficiary card. We have beneficiary cards in my local. And they didn't give it to her. They gave it to the natural daughter and she used it for other purposes. Now, I understand what you're saying but we felt that this covered it.

It is a problem if somebody doesn't leave a will or an estate or something like that, then, you know, it's tough. These were personal friends of mine, and I made them promises that I could not keep, so I understand where you're coming from.

DELEGATE DAVIDSON: Absent a beneficiary card then it would go to

the children. I mean, I thought it was pretty cut and dry.

SECRETARY-TREASURER HADEL: Let me speak on the issue, Brothers and Sisters, because I administer the burial benefit. Probably 99 percent of the burial benefit claims are paid according to the By-laws. They all are.

Where we occasionally have an issue and it is heartburn where a son or daughter in particular pays the funeral bill, but I have to pay it to the children of the deceased. And in Doug's case, it created a lot of problems. This solves that problem, whoever paid the funeral bill will be reimbursed first, that's the priority. And I think that's the right thing to do.

Then what's outlined here would follow in that order. And I think, Butch, this would address your problem. Is that, obviously, you want to take care of that family member who pays the funeral bill first.

DELEGATE DAVIDSON: Well, in the case of somebody getting cremated, typically, it's \$1,000. So there'd be a \$4,000 benefit left.

SECRETARY-TREASURER HADEL: In that case, yeah, you're right. A lot of cremations are \$3,500, \$4,000, et cetera. If there's \$1,000 remaining, that \$1,000 would be paid in the order below, the first one would be the spouse, the second one would be the children if there was no spouse if there was remaining money, yes.

DELEGATE DAVIDSON: Right. And therein lies the problem.

SECRETARY-TREASURER HADEL: Okay.

SECRETARY BICKFORD: Butch, I think they have to put this language in here like this for the International. I think that was the biggest problem. We understand where

you're coming from, and a few members that were at that report have run into the same situation you ran into.

DELEGATE DAVIDSON: Well, I disagree with that statement. We have a death benefit through our Health Fund. It's a \$50,000 benefit. It's double if it's an accident and whoever's on the beneficiary gets paid. It goes through our attorney and our accountant, so.

But again, I did take up a moment of your time and I appreciate you looking at it. I'm not happy with the findings, however, again, I'm not gonna hold up your proceedings any longer.

PRESIDENT ROBINSON: Thank you for your comments, Butch. And I think you have a good resolution before you. I think it solves 99.9 percent of problems that could come up on the burial benefit.

One of the problems of you know, there is a big difference between the local health and welfare and the International's Benefit Fund. Health and welfare is an insurance. The Burial Benefit Fund is not an insurance. It's a program set aside to offer a suitable and decent burial for your members.

The other thing is beneficiary cards may work well in a local union if you have 100 to 200 guys. That's one thing.

With the International, it's impossible to keep track of beneficiary cards. I mean you end up with more problems than you can imagine. I don't think I need to go through them for you. The guy that gets married and gets divorced, 10 years later he gets married to somebody else and he dies. I mean, there's just all kinds of problems.

I think this resolution, not only the committee, but everybody that testified, the International Execu-

tive Board, they worked very hard on this resolution. And I think probably it's like I said it's solved 99.9 percent of the problems that people have had.

With that, anything more on the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed? (One nay.) The ayes have it. Thank you. (Banging of gavel.)

CHAIR ZIEGLER: The Finance Committee has met and heard testimony on Resolution 39. The secretary will now read Resolution 39.

SECRETARY BICKFORD:
Resolution 39

Therefore, be it resolved, that Article V, Section 7 of the International By-laws be amended to read as follows:

Section 7. Unless otherwise herein determined or prohibited, nothing herein contained shall be construed to limit or fix the fees due or payable to the Local Unions; provided, however, that all income derived by Local Unions from any source whatsoever shall be accounted for under the official receipt system and shall be used only to defray the necessary operating expenses, and except that this limitation on the use of Local Union income shall not apply to assessments which may be levied by Local Unions for specific purposes or to the payment by Local Unions of the per capita tax for any of their members who may be sick, disabled or are retired with 50 years or more of continuous service. Necessary operating expenses shall not be construed to mean gifts, donations or loans of any kind or nature whatsoever.

Mr. Chairman, the committee heard the testimony and voted unanimously to approve this Resolution.

CHAIR ZIEGLER: I second the motion. For you that might not understand what this is, this allows

the Constitution and By-laws to say no local shall pay anybody's dues. This allows you to pay these older folks' dues should the local choose to do so.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye wait, wait, wait. Hold on Resolution or excuse me, Mic. 3.

DELEGATE DAVIDSON: Sorry about that. Butch Davidson, Local 12, North Haven, Connecticut. I have a 10 cent an hour fund established. It's call the membership fund. Out of that fund, we do our yearly parties, we buy our hats and T-shirts. And for any member for any reason gets three months dues paid out of that fund. And if they're out on workers' compensation, they get paid up to a year. And those are monies that you could say, you know, come from dues and you're saying through this resolution that I would not be able to make those payments as I just explained?

PRESIDENT ROBINSON: I'm not sure I understand your question, though, Butch.

DELEGATE DAVIDSON: I just heard, unless I'm wrong, that the local union cannot pay someone's dues. That's what I just heard.

PRESIDENT ROBINSON: The only thing this resolution says is it expands what the local union can do.

DELEGATE DAVIDSON: I thought it was limited to just—

PRESIDENT ROBINSON: There's nothing there prohibitive. Prior to this resolution you would have been prohibited from doing that.

DELEGATE DAVIDSON: Oh, well, then I haven't been doing that.

(Applause.) All right. Well, thank you for your time.

PRESIDENT ROBINSON: No, you're welcome. It's a fair question. But this opens it up for you. Let's go back. All those in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Thank you, Mr. Chairman.

I will call on Vice President Ziegler again around 11:00 o'clock to read the resolution on the per capita tax. Because again, as I mentioned yesterday, it takes a secret ballot vote. We want to make sure to allow a little time in between.

In the meantime, we'll run one short video. Marlon, I believe it's called "Through the Union We Are All Together As One. (Whereupon, a video was presented.)

PRESIDENT ROBINSON: Well, it appears Will Attig stole my thunder because his information pretty much incorporated that video which I was unaware of.

At this time, I would call on Revisions Committee Chairman Bob Peterson to run through some of the resolutions that he has. And we'll run through three or four of them.

And then, at 11:00 o'clock, like I said, we'll bring Chairman Ziegler back up. And then, again, remember

when you come up when the secretary-treasurer calls your name, when he does the roll call vote, make sure to have your receipt with you to give to the person who will be handing you your ballot. Bob, go ahead.

REVISIONS COMMITTEE CHAIR PETERSON: As you heard, I am the chairman of the Revision Committee, Robert Peterson, Detroit, Michigan, Local 149. At this time I'd like to recognize our committee.

Mike Vasey is the secretary out of Cleveland, Ohio, Local 44. Harold "Butch" Davidson from Bridgeport, Connecticut, Local 12. Barbara Dixon, Akron/Canton, Local 88. Nicholas Gechell, Buffalo, New York, Local 74. Richard Geyer, Tacoma, Washington, Local 153. Brett Purkett from Pocatello, Idaho, Local 200. Robert Rios from San Jose, Cal, Local 95. Matt Lloyd from Kansas City, Kansas, Local 20. Charles Lavelle out of Cleveland, Ohio, Local 44. And Rob Critchley from Newark, New Jersey, Local 4.

And at this time the Revisions Committee has met and heard testimony on Resolution 1. The secretary will now read Resolution 1.

REVISIONS COMMITTEE SECRETARY VASEY: Good morning, Brothers and Sisters. My name is Mike Vasey, Roofers Local 44, Cleveland, Ohio. This is Resolution No. 1.

Resolution 1

Therefore, be it resolved, that the amendments, changes, deletions and clarifications to the existing Constitution are in the best interests of the International Union and should be adopted in accordance with the recommendation of the International Executive Board and Constitution Committee.

Mr. Chairman, the committee heard the testimony and voted unanimously in favor of it. I moved for adoption of Resolution No. 1 as read.

CHAIR PETERSON: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and second on Resolution No. 1. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) Ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 2. The secretary will now read Resolution 2.

SECRETARY VASEY:

Resolution 2

Therefore, be it resolved, that the amendments, changes, deletions and clarifications to the existing By-laws are in the best interests of the International Union and should be adopted in accordance with the recommendation of the International Executive Board and the Constitution Committee.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. I move for adoption of Resolution No. 2 as read.

CHAIR PETERSON: I second the motion.

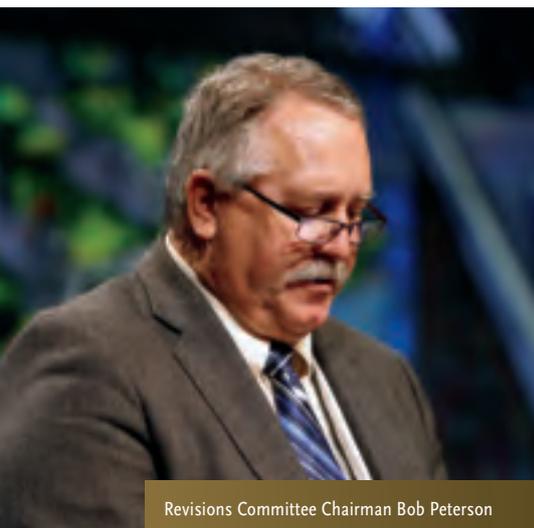
PRESIDENT ROBINSON: We have the motion and a second on Resolution 2. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) The ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 8. The secretary will now read Resolution 8.

SECRETARY VASEY:

Resolution 8

Therefore, be it resolved, that Article III, Section 1(a) of the International Constitution be amended to read as follows:



Revisions Committee Chairman Bob Peterson

a. The person shall not be a member of, or in any manner affiliated with, any subversive organization; nor shall she or he become, while a member of this International Union, a member of, or in any manner affiliated with any such subversive organization, nor shall they engage in any conduct that is in the furtherance of a subversive organization or supports the goals of a subversive organization, which conduct interferes or seeks to interfere with the Constitution and By-laws and the policies of this International Union, the District Councils or the Local Unions.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it and I move for adoption of Resolution No. 8 as read.

CHAIR PETERSON: And I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in those favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) Ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 9. The secretary will now read 9.

SECRETARY VASEY:

Resolution 9

Therefore, be it resolved, that Article V, Section 1 of the International Constitution shall read as follows:

Section 1. This International Union shall hold a Convention every five years, to be called to order and opened for the transaction of business in the month of October and shall continue until the completion of all business assigned to that Convention.

The precise site and date on which the Convention shall be

called to order shall be fixed by the International Executive Board not later than 36 months preceding the month in which the Convention is to meet; provided, that if at any time following such determination the International Executive Board finds that it is impractical to hold the International Convention at the designated site or on the designated date, it shall be authorized to designate either a different site or a different date or both.

If a different date is selected, it shall be a date which is within 60 days prior to the original date fixed by the International Executive Board and all Convention or pre-Convention obligations shall be adjusted accordingly. The delegates in attendance at the preceding convention may, at any time prior to the adjournment of that Convention, suggest possible sites for holding the next Convention.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution 9 as read.

CHAIR PETERSON: And I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question. (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 10. The secretary will now read 10.

SECRETARY VASEY:

Resolution 10

Therefore, be it resolved, that Article V, Section 3 of the International Constitution shall read as follows:

Section 3. The International Secretary-Treasurer shall average the

membership of each Local Union for the first quarter of the Convention year and during the first week of the month of May preceding the Convention shall notify each Local Union of the number of delegates to which such Local Union shall be entitled and simultaneously mail in paper form or electronically the proper number of credentials for the coming Convention.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it and I move for adoption of Resolution No. 10 as read.

CHAIR PETERSON: And I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 10. On the question? (No response.) All in favor signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.) Thank you, Mr. Chairman.

I'm going to call on Vice President Ziegler to introduce the resolution on the per capita tax.

CHAIR ZIEGLER: The Finance Committee has met and heard testimony on Resolution 25. The secretary will now read Resolution 25.

SECRETARY BICKFORD:

Resolution 25

Therefore, it be resolved, that Article V, Section 3, Section 3(a) and Section 12(a) of the International By-laws shall be amended to read as follows:

Section 3. Each member shall pay the monthly rate of dues established by the Local Union which shall not be less than \$22.00 per month to defray the needs and requirements for operating expenses of the Local Union and the obligations due to the International Union; provided, however, it shall not be a violation

of this Section for a Local Union to establish a rate of dues based on days or hours worked or on a percentage of earnings.

It shall be the obligation of each Local Union to negotiate an appropriate and lawful check-off provision in each collective bargaining agreement to affect payment of dues based on days or hours worked or on a percentage of earnings.

Notwithstanding anything to the contrary determined or fixed by an affiliated Local Union, effective July 1st, 2019, the dues to be paid by each member to his Local Union shall be the amount set forth in Subsection (a), which amount or the increased amount shall be applied by the Local Union in payment of the additional per capita tax required in Subsection (a).

a. The monthly per capita tax payable to the International Union shall be as follows:

Commencing effective July 1st, 2019, \$19.10.

The International Secretary-Treasurer shall credit an amount determined by the International President from each member's monthly per capita tax to defray the cost of the International publication and shall credit an amount determined by the International President from each member's monthly per capita tax to an account that the International Secretary-Treasurer shall maintain and disburse as provided for in Article V, Section 5 of the International Constitution.

Section 12a. Effective July 1st, 2014 and thereafter each member of the International Union and/or a bargaining unit who is employed under an agreement to which the International Union or an affiliated subordinate body of the International is signatory or party to shall pay monthly International Work Dues to the International, in addition to the per capita tax set out in Section



3(a) above, in an amount equal to 13 cents per hour for each hour worked during the preceding month and effective July 1st, 2019, 14 cents per hour for each hour worked during the preceding month.

The committee heard testimony and voted unanimously in favor. I move for adoption of Resolution 25.

CHAIR ZIEGLER: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. I'm gonna call on the chairman to read the Election Rules. If you could wait, Brother, on Mic 2 until the rules are read and I'll take questions.

And what I would ask now is that the sergeant-at-arms clear the room of all persons that are not credentialed delegates. And as soon as the counting of the ballots, the voting is over, we'll make sure to get people back in. But we need to clear the room, please.

And then, I'm going to appoint five members of the Election Committee to help with the balloting, so when the time comes if they'd come forward. Paul Colmenero, Nancy Weibel, Nick Strauss, John Keating and Dean Wolf, if they will come up here oh, you're going to do it in the back, Jimmy. He's going to do it in the back and work with him and get

each credentialed delegate seated a ballot.

With that, I will turn to the chairman to read the rules. Then, I will open things up for the question, Butch.

Page 52, Section 9 of the Constitution and By-laws is what I was referring to.

PRESIDENT ROBINSON: Chairman Critchley of the Election Committee has determined it would be most appropriate for the Secretary of the Election Committee to read the rules. I think he's absolutely correct. So I will call on him to read the rules, and then, also the folks from the Election Committee will help with the election. They would ask for 10 minutes to prepare. At that time, if there's any person that doesn't have their dues receipt, they need to go to the room to get it, please go get it, but be back in the room. Once we start balloting, there is no in or out, until it's over.

Jim, we will read the rules, and then, we can proceed.

SECRETARY QUERIO: Voting rules are as follows:

Procedures. Once the voting begins, only accredited delegates and staff may remain in the polling area on the Convention floor. No one is permitted to enter the Convention floor while voting is in progress. If

you leave the Convention floor while voting is in progress, you will not be permitted to return until after the polls are closed.

Tables have been set up to my left where the delegates will pick up their ballots. International Secretary-Treasurer shall call the delegate names by local union number. As your name is called, go up to the table with your dues receipt. Your dues receipt will be stamped, your name crossed off the voting list to show that you have received your ballot.

Your ballot will be initialed by the member of the Election Committee before you go into the voting booth. Ballots without initials will be void and will not be counted.

Number 7, do not put your name or any other identifying marks on the ballot. After you mark your ballot inside the booth, fold and drop in the ballot box and return to your seat.

If you make a mistake on your ballot, return to the table, let them know that you have spoiled your ballot. Once you return your spoiled ballot, the Election Committee members will be given a new ballot.

Number 10, if you have a question or if a question arises on the marked ballot, the clear intent of the voter shall be controlled.

Remember, if you leave the floor while the voting is in progress, you will not be able to return until after the ballots have been cast and the polls are closed.

Anyone who is not a delegate or the staff, please leave the floor. Thank you.

PRESIDENT ROBINSON: Thanks, Jim. And I mentioned the five people to assist, Paul Colmenero, Nancy Weibel, Nick Strauss, John Keating, Dean Wolf and if the other members of the Election Committee could be available in case the Election Chairman should need to call on you.

With that, there was a question on Mic 2. Any question? (No response.)

We're gonna move ahead then. We are gonna give a couple minutes for them to get set up, and then, we're gonna move ahead with the vote.

SECRETARY-TREASURER HADEL: Sergeant-at-Arms, would you start bringing the delegates back into the room immediately. I'm going to give it a couple of minutes for the delegates to return to the room. All ready to go, Mike? (Banging of gavel.)

Brothers and Sisters, here's how the process is gonna work. I am going to read your name by local. You're to go down to the desk down here with your green dues receipt, paid up dues receipt. The judges will hand you a ballot and you can go to one of the three voting booths down there.

Sergeant-at-Arms, once we begin the balloting no one is allowed to leave or come in, okay? They can leave, but they can't come back in.

Sergeant-at-Arms, take one look outside the door and warn the delegates that if they're outside the doors when we shut them, they will not be allowed to enter in until the balloting is done. Delegates, please be seated.

Here is the process: If you could raise your hand back there, Eric. The process will be where Eric Anderson is standing back there. He's got his hand raised. Report to

that table when I call your name and show your dues receipt. You'll be directed to one of the three voting booths. Once you vote, fold your ballot, bring it to the ballot box which is located right there, see Brother Critchley. Once the voting is completed, Brother Critchley and the Election Committee will count the ballots.

So if I can ask all the delegates to remain seated, so we can keep this orderly and I'll start the process now. Is the box secured Brother Critchley? Okay.

... Secretary-Treasurer Hadel called out each Local number and delegate name, starting with Local 2 and ending with Local 248, who then came to cast their votes ...

SECRETARY-TREASURER HADEL: Brothers and Sisters, that is the reading of all the delegates' credentials for the voting. Now, I gotta go vote.

PRESIDENT ROBINSON: Okay. Are we all clear, Jim? You're the last one that voted? Okay. We've got to officially adjourn.

SECRETARY-TREASURER HADEL: Anyone in the building here that has not voted? If not, okay.

PRESIDENT ROBINSON: We are officially adjourned until 1:30 p.m.

... Whereupon, the Convention recessed at 12:00 p.m. to reconvene at 1:30 p.m. that same day ...



THURSDAY AFTERNOON SESSION

The Convention session reconvened at 1:30 p.m., President Kinsey Robinson presiding.

PRESIDENT ROBINSON: Sergeant-at-Arms, take hold of the doors. We'll call the afternoon session to order. (Banging of gavel.)

I'm gonna call on Jim Querio, secretary of the Election Committee, to announce the vote on the per capita tax.

SECRETARY QUERIO: Final tally of the vote Resolution 25: yes, 185; no, 71. Thanks. (Applause.)

PRESIDENT ROBINSON: I thank Jim and Chairman David Critchley for their hard work. (Applause.)

At this time, I'm gonna call on Vice President Daniel O'Donnell to review a motion that he just came out of session with that we pulled off the table yesterday, and he'll read it to the delegates and we'll take a vote.

CHAIR O'DONNELL: Good afternoon. The Law Committee has met and heard testimony on Resolution 37. The secretary will now read Resolution No. 37.

SECRETARY POZZI: Good afternoon.
Resolution 37

Whereas, the revised Affiliation Agreement between the United Union of Roofers, Waterproofers and Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada was created to foster job security for our respective memberships, strengthen and preserve the unionized segments of our industries and create growth and new jobs in the industries in which we work, and

Whereas, the Agreement initially focused on training techniques and

rainwater harvesting and the development of critical training packages to address future challenges with regard to general construction, water conservation, energy efficiency and our carbon footprint, and

Whereas, the Agreement calls for our two Unions to work together on reduction of jobsite accidents, organizing, legislation and marketing ourselves as the most efficient and best-trained craftsmen and women in our respective industries, and

Whereas, the two Unions are sharing statistics on injuries so that they may work towards developing initiatives that will result in a safer workplace for all members, and developing ideas and strategies to strengthen jobsite safety on local and national levels and jointly communicate with government officials as appropriate, and

Whereas, the Agreement is a road map that lays the groundwork for the Roofers Union and the United Association to expand job opportunities for our signatory contractors and ourselves, and

Whereas, either the Roofers Union or the United Association may terminate this Agreement for any reason or no reason by providing 30 days advance written notice to the other party,

Whereas, this Agreement was signed August 12, 2015, became effective November 1, 2015, and expires on October 31, 2018;

Now, therefore, be it resolved, that the revised Agreement between the United Union of Roofers, Waterproofers and Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada be extended through October 31st, 2013 (sic).

Be it further resolved, that this Resolution does not supersede, alter or amend, in any way, Article 1, Section 5 of the International By-laws of the United Union of Roofers, Waterproofers and Allied Workers nor does it grant the International President, nor any International officer or group of officers such power.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution 37 as read.

CHAIR O'DONNELL: I second the motion.

SECRETARY POZZI: That was October 31st, 2023, I'm sorry.

PRESIDENT ROBINSON: Now, the changes to this resolution are on your iPad, but if you haven't gone out and gone back in to reboot it, you'd have the old version.

And also, you notice that in the whereases, they talked about a revised agreement and that agreement is being revised as per the committee meeting and language is agreed to to all parties in this room. So that's all being done.

And again, I just want to make sure in case you're looking at the old resolution, the original one, the new one is on there you may just have to reboot to bring it up.

But the main thing is you've heard the resolution. You've heard the portion where the agreement is being revised which will be worded in a way that we believe that everyone is gonna be satisfied.

We have a motion and a second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) Thank you, gentlemen

and ladies. (Applause.) I appreciate your efforts. Mic No. 1.

DELEGATE CRITCHLEY: Mr. President, I just want to take this time to thank you for listening to our concerns. I want to thank you, Tommy, for working it out. But at the bottom line, this means I can die a Roofer, right.

PRESIDENT ROBINSON: Correct. (Applause.)

DELEGATE CRITCHLEY: Amen.

PRESIDENT ROBINSON: Well, I also, David, I want to thank everybody in this room for their patience while we worked this out. You know, we pulled it off the floor yesterday, so we'd have time to work through it and hear everybody out. And I thank the committee and Chairman O'Donnell. And I thank Mr. Bickford and of course Tom for all their efforts of pulling everybody together. (Applause.) And that applause is for you. Mic No. 4.

DELEGATE GIOVANNIELLO: Mr. Chairman, I'd like to just say that we have two warriors up there on that dais, Mr. Paul Bickford from Local 33 and Mr. Tom Pedrick from Local 30. Thank for your unrelentless fight for every member in this International.

PRESIDENT ROBINSON: Thank you, Sal. (Applause.)

With that we are going to move ahead to our next speaker. Can I get you to cue me up, Marlon.

This next speaker, you all know. He is the president of the AFL-CIO, but more than that he's the head of the free labor movement in the entire world. And we are very privileged to have him.

Rich Trumka is president of the 12.5 million member AFL-CIO, the largest organization of labor unions in this country. An outspoken advo-

cate for social and economic justice. Trumka is the nation's clearest voice on the critical need to raise workers' wages in this slow and painful recovery from the Great Recession.

He heads the labor movement's efforts to build broad based shared prosperity and to hold government and employers accountable to working families. Trumka is a tireless advocate for good jobs, for strengthening the middle class by restoring workers' freedoms to join and form a union.

He works passionately to end unfair trade practices and supports U.S. manufacturing. His innovative leadership has established investment programs for union pension and benefit funds in order to create long-term value for workers.

He challenges excessive corporate power and abuses of workers' rights here and abroad. He has confronted racism and classism head on from apartheid in South Africa to mass incarceration and immigration reform in the United States.

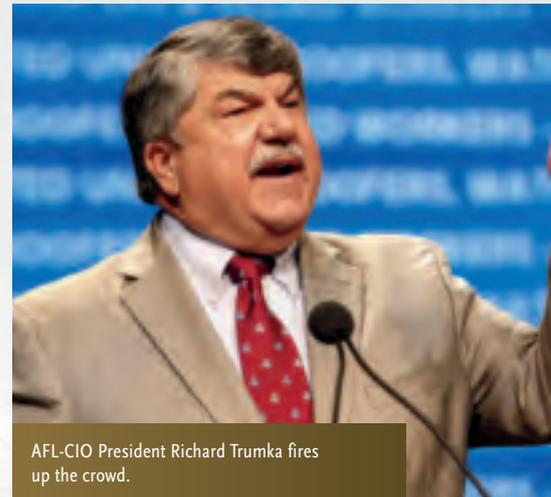
Trumka began his career as a coal miner and continued to work in the mines as he attended Penn State University and Villanova University Law School.

In 1982, at age 33 years old, he ran on a reform ticket and was elected the youngest president of the United Mine Workers of America.

There he led one of the most successful strikes in recent history against the Pittston Coal Company which tried to avoid paying into the industrywide health and pension fund.

Trumka joined an insurgent campaign and was elected secretary-treasurer of the AFL-CIO in 1995. He became the Federation's president in 2009.

Please welcome, my friend and brother, our president, the leader of the AFL-CIO, Richard Trumka. (Standing ovation.) All yours, Rich.



AFL-CIO President Richard Trumka fires up the crowd.

For full presentation by **RICHARD TRUMKA**, please visit www.unionroofer.com/convention

PRESIDENT ROBINSON: Rich Trumka is a true friend of ours in all of labor. Rich is a Mine Worker. He knows what it's like to work hard and be in dangerous situations. He's one of us and I'm damn proud to call him our leader and our friend. Thank you, Rich. (Standing ovation.)

Marlon, would you cue up "Safety on the Job" video, please. (Whereupon, a video was presented.) (Applause.)

I'm gonna call on Chairman of the Resolutions Committee, Tom Pedrick, to introduce Resolution No. 24. It will just take us a minute to get it up and we'll be right with you. Tom, whenever you're ready.

CHAIR PEDRICK: It was a great speech by Trumka. It makes you want to get out there and kick some ass tonight, doesn't it? Let's do it. Brent Beasley, the secretary, will now read Resolution No. 24.

SECRETARY BEASLEY: Good afternoon.

Resolution 24

Be it resolved, that the Roofers and Waterproofers Research and Education Joint Trust Fund will assist all locals to encourage signatory contractors, members, and

associations to build toward an injury-free culture, which creates an environment where foreseeable hazards are not acceptable and where both labor and management do everything possible to eliminate such hazards.

Mr. Chairman, the committee has heard testimony and has voted unanimously in favor of it. And I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.) Thank you, Mr. Chairman.

Our next speaker is Chris Trahan. Chris is CPWR's executive director and leads its construction, research, training and service programs, which are funded by federal grants.

She also serves as the director of safety and health for the Building Trades and coordinates collective safety efforts of its 14 International Union affiliates, who represent over 3 million construction workers. She's been working for the Building Trades for over 20 years.

Chris's hard work in the safety and health field has been especially helpful to the Roofers Union. I thank you, Chris, for all you've done

for us and all the Building Trades craftsmen and women. Please welcome a very special person, Chris Trahan Cain. (Standing ovation.)

For full presentation by **CHRIS TRAHAN CAIN**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: We will be depending on Chris to be working with us on our No Lost Time Program. Hopefully, between her efforts and others we can help find funding to get that thing kicked off. So we look forward to working with her and we thank her for everything she's done for us.

Next I'm gonna call on Tom Pedrick to introduce Resolution 30. Tom.

CHAIR PEDRICK: It's a coincidence I'm introducing 30 and I'm from Local 30. I think that's pretty good.

The Resolutions Committee has met and heard testimony on Resolution 30. Secretary Brent Beasley will now read Resolution 30.

SECRETARY BEASLEY: Before I start I'd like to wish a happy birthday to Ricky Subiono from Local 221. (Applause.)

Resolution 30

Be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers supports North America's Building Trades Unions' Safety and Health Opioid Task Force and will support national initiatives to combat the opioid crisis.

And be it further resolved, that our Local Unions educate members on the prevalence of the opioid crisis, its impact on our industry and identify resources available within their communities to assist those affected.

Mr. Chairman, the committee has heard testimony and voted unanimously in favor of it. And I so move.

CHAIR PEDRICK: Before I second it, since he brought up a birthday, I'd

like to say happy birthday to Timmy Minnick, Local 154, Long Island, New York. (Applause.) I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. Is there anyone on the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed, no. (No response.) Ayes have it. (Banging of gavel.)

Our next speaker is Stuart Binstock, who is CEO of the Construction Financial Management Association.

He has extensive experience in management issues including strategic planning, government affairs, educational program and delivery, financial management, membership development, non-dues revenue growth, program development and process improvements.

Binstock has served in executive positions in such trade and professional associations as the National Contractors Association, the Associated General Contractors of America and the American Institute of Architects.

He's an experienced moderator of panels at national and regional conferences. He's also a frequent speaker and has been interviewed on television and national public radio.

Since Mr. Binstock became president and CEO of CFMA, the association's membership has grown from 6,400 to over 8,000 today. Its revenue has grown from \$4.6 million to \$6.1 million today. This growth has come about by CFMA focusing on bringing value to its members, finding non-dues revenue sources of income and returning nearly 10 percent of its revenue back to its 98 chapters through a variety of means, which has resulted in strengthening CFMA's chapters thus strengthening the entire association. Please welcome Stuart Binstock. (Standing ovation.)



CPWR Executive Director Chris Trahan Cain



Construction Financial Management Association CEO Stuart Binstock

For full presentation by **STUART BINSTOCK**, please visit www.unionroofers.com/convention

PRESIDENT ROBINSON: I'm going to call on Bob Peterson, chairman of the Revisions Committee. He's going to introduce Resolutions 11, 12, 13, 14, 15 and 16 and all these Resolutions are companion resolutions to Resolution 1 or 2.

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 11. The secretary will now read 11.

SECRETARY VASEY:

Resolution 11

Therefore be it resolved, that Article V, Section 6 of the International Constitution be amended, Section 7 be deleted and renumber Sections 8 through 16:

Section 6. Each Local Union shall, immediately after election of delegates and no later than 45 days prior to the date set for the Convention, forward the names and membership numbers of

the duly elected delegates to the International Secretary-Treasurer. At Convention registration, each delegate shall present their government issued photo identification to the Committee on Credentials. The Committee on Credentials shall establish that each delegate is a member in good standing.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. I move for adoption of Resolution No. 11 as read.

CHAIR PETERSON: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Nos? (No response.) Ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 12. The secretary will now read 12.

SECRETARY VASEY:

Resolution 12

Now, therefore be it resolved, that Article V, Section 11 of the International Constitution shall read as follows:

Section 11. All matters coming before the Convention must receive a majority of the votes cast, unless otherwise specified. All acts of the Convention receiving such a vote shall become effective on February 1st following the Convention, unless otherwise specified.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it and I move for adoption of Resolution No. 12 as read.

CHAIR PETERSON: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed, no. (No response.) The ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 13. The secretary will now read 13.

SECRETARY VASEY:

Resolution 13

Therefore be it resolved, that Article VII, Section 8 of the International Constitution shall read as follows:

Section 8. All Officers of the International Union, Representatives, Organizers and Assistants to the President shall be reimbursed for any and all ordinary and necessary business expenses, in the performance of their duties, that are in accordance with the expense reimbursement policy established by the International Executive Board.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 14 as read.

CHAIR PETERSON: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) Ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 14. The secretary will now read 14.

SECRETARY VASEY:

Resolution 14

Therefore be it resolved, Article IX, Section 5 of the International Constitution shall read as follows:

Section 5. Whenever charges are filed against an International Officer or International Representative, such charges shall be filed in writing with the International Secretary-Treasurer, who shall serve the accused, either personally or by certified mail, with a copy of said charges and a notice of the time and place for the hearing of such charges, which time shall be not less than 30 days from the date of service upon the accused International Officer or International Representative.

The International President shall appoint a trial board; the trial board shall hear the charges at such time and place as it shall fix. Whenever the International President shall be charged, the International Secretary-Treasurer shall appoint a trial board. An interested party in such situation shall not sit as a member of the trial board while such proceedings are being determined.

The procedures established in Section 1 of this Article that are not inconsistent with this Section shall be applied. The International Secretary-Treasurer shall notify the accused of the disposition of the charges immediately following the hearing on said charges.

Appeals from the decision of the trial board in the preceding paragraph shall be taken to the Convention.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 13 as read.

CHAIR PETERSON: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Ayes have it. (Banging of gavel.)

CHAIR PETERSON: The Revisions Committee has heard testimony on Resolution 15. The secretary will now read 15.

SECRETARY VASEY:

Resolution 15

Article IX, Section 7, Subsection 10 of the International Constitution shall read as follows:

(10). Abuse of fellow members or officers at the workplace, all union owned, leased or rented properties, and Union affiliated training centers.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 15 as read.

CHAIR PETERSON: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Ayes have it. (Banging of gavel.) We got one more.

CHAIR PETERSON: The Revisions Committee has met and heard testimony on Resolution 16. The secretary will now read Resolution 16.

SECRETARY VASEY:

Resolution 16

Therefore be it resolved, that Article X, Section 1 of the International By-laws be amended to read as follows:

Section 1. Whenever the International President shall impose a trusteeship on a Local Union or other subordinate body affiliated with the International Union, the officers and representatives of said Local Union or subordinate body shall stand suspended from office and shall function subject to the supervision and direction of the trustee appointed by the International President until the trusteeship is terminated. The Constitution and By-laws of the Local Union or other subordinate body that is under trusteeship shall also be suspended for such time as the International President directs.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 16 as read.

CHAIR PETERSON: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) The ayes have it. (Banging of gavel.)

I thank the committee for their work. I know that you spent a lot of time in hearings and it was a lot of material to cover, but it was all necessary changes to the Constitution and the By-laws. Thank you very much.

I'm gonna call on Chairman Tom Pedrick. He has three resolutions that he would like to deliver this afternoon.

CHAIR PEDRICK: The Resolutions Committee met and heard testimony on Resolution No. 18. Secretary Brent Beasley will now read Resolution No. 18.

SECRETARY BEASLEY:

Resolution 18

Be it resolved that Article II of the International By-laws be amended to add Section 15 and 15a as follows:

Section 15. The International Secretary-Treasurer shall maintain the Roofers Union Liability and Individual Labor Leaders Insurance Program to provide union liability insurance for Local Unions, their officers and staff.

a. Effective July 1, 2019 the International Union and each affiliated Local Union shall be required to purchase Union Liability insurance coverage and offer Individual Labor Leader coverage to its officers and staff. Premiums for Union Liability coverage shall be paid by each entity obtaining such coverage. Premiums for Individual Labor Leader coverage must be paid by the individuals requesting such coverage.

Mr. Chairman, the committee has heard testimony and has voted unanimously in favor of it. And I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it. (Banging of gavel.)

This is a very special resolution gentlemen and ladies. We've had a lot of local unions over the last 10 years that have taken a serious beating financially because of lawsuits. And this is a way to protect the local unions and it's also a way to protect you as individual leaders. (Applause.)

CHAIR PEDRICK: The Resolution Committee has met and heard testimony on Resolution 31. The secretary will now read Resolution 31.

SECRETARY BEASLEY:

Resolution 31

Now, therefore be it resolved, that Article II "Jurisdiction" of the Constitution and By-laws of the United Union of Roofers, Waterproofers and Allied Workers be amended to add the following:

Jurisdiction:

Section 3. Composition Roofers and Waterproofers shall include in their work jurisdiction the following work processes and types of materials including but not limited to: All types of material used for roofing, waterproofing, air barriers and building envelope systems.

All components of composition roofing systems used to seal the roof, including but not limited to compression seals, termination bars, nailers, blocking, ballast of all types, walkways, reinforcements, preformed panels, protection boards, plaza pavers, expansion joints, pitch pans, drain flashings, scupper flashings, flashing, roof to wall flashings, gravel guard, lath, roof cement and reinforcements, caulking and sealants.

Section 4. All components of elastomeric, elasto-plastic and thermo-plastic roofing systems used to seal the roof, including but not limited to, nailers, blocking, ballast of all types of walkways, reinforcements, preformed panels, protection boards, plaza pavers, expansion joints, pitch pans, scupper flashings, drain flashings, flashing, roof to wall flashings, gravel guard, compression seals, termination bars, caulking and sealants.

New Section 5. All building envelope systems including all materials and equipment used for installation of these systems.

Mr. Chairman, the committee has heard testimony, voted unanimously in favor of it. And I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Ayes have it. (Banging of gavel.)

CHAIR PEDRICK: The Resolution Committee has met and heard testimony on Resolution No. 38. The secretary will now read Resolution No. 38.

SECRETARY BEASLEY:

Resolution 38

Be it resolved Article V, first Paragraph of Section 10 of the International By-laws be amended as follows:

Section 10. The term member in good standing or member in continuous good standing shall include the payment of all dues, including check-off dues for members working under the terms of a collective bargaining agreement, and other outstanding obligations as provided for in this Constitution and By-laws and in addition, such member shall not have been removed by any action of any tribunal for misconduct or violation under the Constitution and By-laws of this International Union or the Constitution and By-laws of the Local Union which she or he is a member. To be a member in good standing, all dues, including check-off dues for members working under the terms of a collective bargaining agreement, and other outstanding obligations of such member must be paid on or before the last day of the third month after the due date. Any member who has not paid such dues or obligations in the manner set forth above is not a member in

good standing and is removed from the rolls.

Chairman, the committee has heard the testimony and has voted unanimously in favor of it and I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You have heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) The ayes have it.

Be it resolved that all members of the United Union of Roofers, Waterproofers and Allied Workers join in celebration of this “115 year anniversary,” with a renewed spirit of commitment to stand strong as an independent trade union.

Now, delegates, we have six more resolutions left. And we can wrap it up tonight. It’s been a long day. You’ve worked hard. You’ve had to do a lot of things. But we can wrap it up tonight or we can put it until tomorrow morning. We’re gonna call things to order at 9:00, but if you’re willing to wrap it up let’s do it. (Applause.)

CHAIR PEDRICK: The Resolutions Committee has met and heard testimony on Resolution No. 4. The secretary will now read Resolution No. 4.

SECRETARY BEASLEY:

Resolution 4

Be it resolved, that the delegation of the United Union of Roofers, Waterproofers and Allied Workers go on record of supporting the mission, and the manner in which the Union Sportsmen’s Alliance preserves and protects North America’s outdoor heritage.

Be it further resolved, that the Local Unions and District Councils affiliated with the United Union of Roofers, Waterproofers and Allied Workers are urged to support, participate and form a partnership with the Union Sportsmen’s Alliance.

Chairman, the committee has heard testimony and voted unanimously in favor of it and I so move.

CHAIRMAN PEDRICK: I second the motion.

PRESIDENT ROBINSON: You’ve heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) The ayes have it.

CHAIR PEDRICK: The Resolutions Committee has met and heard testimony on Resolution No. 5. The secretary will now read Resolution 5.

SECRETARY BEASLEY:

Resolution 5

Be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers endorse and support Helmets to Hardhats, H2H, program.

And, further be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers commit every Local Union and

encourage every apprenticeship program to register on the H2H website in order to provide additional quality work opportunities to our military veterans.

And, be it further resolved, that the United Union of Roofers, Waterproofers and Allied Workers engage the Roofers and Waterproofers Research and Education Joint Trust Fund, the United Contractors Council, Union Contractor Associations and signatory contractors to support the hiring of military veterans registered with the H2H program.

Mr. Chairman, the committee has heard testimony and voted unanimously in favor of it and I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You’ve heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Ayes have it. (Banging of gavel.)

CHAIR PEDRICK: The Resolutions Committee has met and heard testimony on Resolution No. 6. The secretary will now read Resolution No. 6.

SECRETARY BEASLEY:

Resolution 6

Be it resolved that all members of the United Union of Roofers, Waterproofers and Allied Workers join in celebration of this “115 year anniversary,” with a renewed spirit of commitment to stand strong as an independent trade union and to speak with one voice representing all men and women working in the roofing and waterproofers crafts.

Mr. Chairman, the committee has heard testimony and voted unanimously in favor of it and I so move.



CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Ayes have it. (Banging of gavel.)

Marlon, we have a video on women, if you could roll that please. (Whereupon, a video was presented.) (Applause.)

CHAIR PEDRICK: The Resolutions Committee has met and heard testimony on Resolution No. 17. The secretary will now read Resolution No. 17.

SECRETARY BEASLEY:

Resolution 17

Be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers supports the principle of, and the commitment

to increasing the number of women within our Union, and

Be it further resolved, that plans and programs be implemented by our affiliated Local Unions to support women in our trade, and

Be it further resolved, the United Union of Roofers, Waterproofers and Allied Workers will promote equal opportunity and advocate for a safe and harassment-free workplace, and

Be it further resolved, that this Convention supports those efforts being made by North America's Building Trade Unions and other National Craft Unions, wherever possible to provide universal wide programs in support of women in all trades, and

Be it further resolved, that this Convention sets a goal for our affiliates Local Unions to double the number of women members in the United Union of Roofers, Water-

proofers and Allied Workers by the next Convention.

Mr. Chairman, the committee has heard testimony and has voted unanimously for it. And I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) Ayes have it. (Banging of gavel.)

CHAIR PEDRICK: The Resolutions Committee has met and heard testimony on Resolution No. 27. The secretary will now read Resolution No. 27.

SECRETARY BEASLEY:

Resolution 27

Be it resolved that the United Union of Roofers, Waterproofers and Allied Workers will continue to

support and promote the National Maintenance Agreement to secure work opportunities in the industrial maintenance sector.

Mr. Chairman, the committee has heard testimony and has voted unanimously in favor of it and I so move.

CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? (No response.) All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) Ayes have it. (Banging of gavel.)

Thank you, gentlemen. We appreciate your efforts. I'm now going to call on Chairman Daniel O'Donnell. He has Resolution No. 35.

CHAIR O'DONNELL: The Law Committee has met and heard testimony on Resolution 35. Secretary Joe Pozzi will now read Resolution 35.

SECRETARY POZZI:

Resolution 35

Therefore we propose that Section 10 be amended as follows:

10. Any member reaching the age of 60 who retires from the trade would be eligible for superannuated status and shall therefore be required to pay only one-half the usual per capita tax, if they meet the following age and years of continuous service:

60 years old with 20 years of continuous service.

61 years old with 19 years continuous service.

62 years old with 18 years of continuous service.

63 years old with 17 years of continuous service.

64 years old with 16 years of continuous service.

65 years old with 15 years continuous service.

66 years old with 14 years of continuous service.

67 years old with 13 years of continuous service.

68 years old with 12 years of continuous service.

69 years old with 11 years of continuous service.

70 years old with 10 years of continuous service.

Mr. Chairman, the committee heard testimony and voted to recommend a vote of non-concurrence. I move for a vote of non-concurrence on Resolution 35.

CHAIR O'DONNELL: I second the motion.

PRESIDENT ROBINSON: You have a motion and a second. On the question, now, this is a non-concurrence, so the committee is recommending a "yes" vote which means the resolution is not adopted. A "no" vote means the resolution is adopted.

All those in favor, signify by saying aye. (Chorus of ayes.) Opposed. (No response.) Ayes have it. (Banging of gavel.)

I'm going to call on the Secretary and on Vice President Pedrick, they have some messages. But before I do, I want to thank everyone for their patience today. It has been an extremely long day. We started at 8:30 this morning. We went hard. Most of you went right through lunch. And we came out today and we really put in a long afternoon.

Thank you so much. We'll get together tomorrow, being that we're having a little party tonight, how about 9:30. It doesn't mean you can drink too many beers. It just means you can enjoy yourself. (Applause.)

So I'm gonna call on Chairman Pedrick for a short message.

CHAIR PEDRICK: I just wanted to let the guys know from the Northeast District Council and Jersey District Council if you want to get a picture up here before you leave. And I also want to thank everybody for sup-

porting us and having confidence in us to get us through this Convention. I appreciate all your work. (Applause.)

SECRETARY-TREASURER HADEL: A couple quick announcements. The dinner dance tonight will be in Trinidad Room right next door where you ate breakfast all week. That's 6:15 Roofers time. (Laughter.)

Second of all, the shirts you received at registration are on sale tomorrow for \$25, that's less than what we paid for them, back at the breakfast area. We have limited sizes and these will not be sold in the magazine, so if you want an extra one and it's in your size please purchase it.

The final report here is the Credentials, the Law Committee, Sergeant-at-Arms, Election Committee, Officers Report Committee, Entertainment Committee and Escort Committee. We were going to do the pictures at noon but because of the shortness of the time period we are going to do them right after we dismiss here. So make sure you stay up here to get these pictures taken. Thank you.

VICE PRESIDENT ZIEGLER: I want to meet all the Local 81 delegates right over here in the corner right after they dismiss you.

PRESIDENT ROBINSON: Any other group that wants a picture taken, please come up after the New Jersey and the Northeast District Council, so we can get their pictures.

Also I'd like the Executive Board to hang around. Paul, don't go too far, so we can get a picture of the Executive Board. With that we are adjourned till tomorrow at 9:30 a.m.

... Whereupon, the Convention session adjourned at 4:00 p.m. to reconvene on Friday, October 12, 2018 at 9:30 a.m. ...

F R I D A Y M O R N I N G S E S S I O N

The Convention reconvened at 9:30 a.m., International President Kinsey Robinson presiding.

PRESIDENT ROBINSON: Sergeant-at-Arms, take charge of the doors. Please take your seats. (Banging of gavel.)

I'll call the Friday morning session to order. And as promised because of the hard work that you put in yesterday, we'll get you through this in a hurry. (Applause.)

I hope everybody enjoyed the banquet last night. I know I sure as hell did. (Applause.) You know, we had a great dinner. You know, the band was fantastic. Everybody danced up until the time they quit.

The ladies had a good time, which is really important and we got to see Vice President Ziegler dance on the table again. (Applause.) Now think about it. He says, it's a photo op. (Laughter.)

But think about this, that's pretty amazing for a guy that doesn't even drink. (Laughter and applause.) And how about those Eagles last night, 34, 13. (Applause.) Good for them in Philadelphia.

What I'm gonna do, we're gonna start out. I'm gonna call on Richie Mathis, chairman of the Entertainment Committee, and he will be giving us the last report of this Convention. Richie.

ENTERTAINMENT COMMITTEE CHAIR MATHIS: Thank you. This is gonna be brief. We know you want to get out of here, so I'm gonna call for my Secretary Jordan Ritenour.

ENTERTAINMENT COMMITTEE SECRETARY RITENOUR: Good morning fellas and gals, we'll go through this quick. Hey, Sunday, we



Entertainment Committee Secretary Jordan Ritenour briefs delegates on the week's activities.

were entertained by the Kokomos. They had pirates. And I know a lot of you fellas saw the pirates and the parrots and the magicians.

Monday, the gals and our other guests, they went and did the paint and picnic. And I've seen some of the artistic women we have, they may have a future in art and get that paint flowing in the right directions.

Tuesday, they went to a fabulous breathtaking scenery tour on the Southwestern Spirit tour.

Wednesday, was the highlight of our activities. Several folks went to the GlowZone. They were climbing walls, hanging on ropes. I'm not sure what all else they were doing, but there was some laser tag and it was a fabulous time.

I understand there was some Go-kart racing and some crashing. My understanding is there may have been some intentional crashing. Somebody was running people into walls, I don't know I'm not exactly sure.

There was also some shooting going on. There was a lot of pigeons broken. I can't speak for you guys,

but for everyone that didn't break there was a blank in my gun.

There was golfing, also. And I was told that there was not too many holes in ones, but there was a lot of bogeys.

Then Thursday, last night, the Zippers. As Mr. Robinson just spoke, they had us dancing the night away. And I'm not sure where Thaddeus is at. But Thaddeus without question, you were the leader on the dance floor. And I hear there's a show on TV that's looking for you.

Real quick, I'll go through the winners of the Go-kart, the sporting clay and the golf. In the qualifying events Enrique Garcia, Ron Martin, Matthew Sparks, Michael Spangenberg, Reglio Muniz, Aleidia Muniz, Steven Sawyer. Those were the qualifiers.

And the main event. And this is I think where the crashing that was not unintentional, but maybe intentional in running some people into the wall, where this happened, it got a little more serious. Marcia Rowe, Frank Mora, Alicia Ellis, Lester Corpening, Eric Anderson, and I heard Eric may have been one of those people that

was a little aggressive. And then, the winner of the entire event was Michael Spangenberg, so congratulations to those folks. (Applause.)

And in the sporting clays, the high overall person was Steve Peterson with a 74. High overall lady was Rosa Rivera. (Shout from the floor.) There you go. High overall veteran was Bill Franklin. High overall youth was Damian, forgive me if I get this wrong, but I believe it's Wadolowski.

The Class A winner was Rich Huffman. Second was Mark Conroy. Third was Sam Bloom. Sam tied with Derek Carrington, but the tie was broken by a series of events that narrowed it down to Sam.

And Class B was Alejandro Torres, David Herbrand, Dan O'Donnell was third. And that is not fixed, Dan, it was legitimate, I think. Class C was Rachel Geyer. (Applause.) Second was Kevin Guertin and third was Bill Wilmer.

And then, finally, on the events, the golf winners and the last Convention, Mr. Robinson, there was some speculations that Mr. Stiens may have rigged the event. (Laughter.) So this year the first place winner, the team of Bryan Moody, Michael Morrison, Matt Johnson and Tom Johnson. (Applause.) Second place with Keith Vitkovich, John Barnhard, Richard Tessier and Marty Headtke. In third place, the team that consisted of Mike Stiens, Bill Alexander, Fred Gee and Tim O'Brien. (Applause.) Yeah, give all those folks a nice round of applause.

Mr. President, it would not be justified if we did not recognize our staff that put all this together: Yani Vargas, Valerie Buchanan, Erin McDermott, Frank Massey, and without question, Jamie Zimolong. Thank you to all those folks.

Mr. President. (Applause.)

PRESIDENT ROBINSON: Thank you Mr. Chairman and Secretary.

It was a great report. It sounds like everybody had a lot of fun.

And at this time, I'd ask for a motion to excuse all the Committees of the Convention. (Moved from the floor.) Is there a second? (Seconds from the floor.) On the question? (No response.) All in favor, signify by saying aye. (Chorus of ayes.) Opposed? (No response.) And we excuse them with the thanks of the entire Convention. (Applause.)

At this time, I'm gonna appoint the Site Selection Committee. And the way the Constitution works as far as selecting the site of your next Convention, it calls that we have a group of Vice Presidents meet three years prior to the next Convention and pick the site. And what we've done for the last two Conventions, is also selected a Site Committee of the delegates to meet with those Vice Presidents in Washington, D.C., at the Legislative Conference three years prior to the Convention.

And the six gentlemen that will be on that Site Committee:

Nick Siciliano, Local 8; Nick Gechell, Local 74; Russ Garnett, 49; Morgan Nolde, 81; Gary Menzel, 11; and Kevin King, Local 20.

So you fellows will be notified and that meeting will be set up. You'll be meeting with Mr. Bickford's Committee and you will be the ones that select the site of the next Convention. And don't get Hawaii stuck in your craw somewhere because that isn't gonna work.

With that I'll call on the Secretary-Treasurer. He has some reports and some different things he wants to take care of.

SECRETARY-TREASURER HADEL: Just a couple housekeeping items. Do not forget to put your knife in your check in luggage. I believe that knife cost around \$80, so make sure you put it in the check luggage.

The second thing is, I wanted to bring this up yesterday regarding the Opioid Resolution and the little brochures that were passed out, those brochures are available and I think there's some still in the back of the room, but if you need them for your training centers or membership meetings please reach out to Keith and he'll be able to provide you as many as you need.

On a real serious note this morning, Brothers and Sisters, sometimes we fail to recognize some of the talent and capabilities of our members and officers in this room. And I'd like to take the opportunity at this time to show you a video that highlights a couple examples of that hidden talent. Please role the film. (Whereupon, a video was presented.) (Applause.)

You want to go ahead and roll the next video. (Whereupon, a video was presented.) (Applause.)

PRESIDENT ROBINSON: So it's not all work. Do you have anything in addition to that, Mr. Secretary-Treasurer?



Secretary-Treasurer Hadel rolls a video highlighting members' "hidden talents."



President Robinson concludes the 2018 Convention.

SECRETARY-TREASURER HADEL: I just want to reach out and thank our entire staff. And if you guys would honor me in giving them a great round of applause, because they worked their tails off for this whole Convention. (Applause.)

The only other thing I'm gonna ask of you, I appreciate all the work of every delegate here. And it shows what can be accomplished with communication and debate and discussion.

Five years from now, I'd like to see four to five more rows of delegates. That's all. Thank you. (Applause.)

PRESIDENT ROBINSON: After we close, I would like David Critchley and Nick Siciliano and Shawn McCullough to come up to the podium if you would. It would just take a minute. You don't have to come up right now. As soon as we close, David. Just a couple more minutes. I won't hold you long.

You know, on Monday morning, I promised that you would go home

proud to have participated in this 2018 Convention. I said that deep in your hearts, you would know that you accomplished a task of making sure your Union remained strong and independent for years to come.

Now, I also asked God to bless this Convention and he has. He truly did.

We had great speakers from those that educated us like Mike Scott and Stuart Binstock to those that inspired us to be better persons and labor leaders like Colonel Sutherland, Ed Smith and Rich Trumka. People that spoke from here, from the gut.

This is my 11th Convention and it is by far the best and most productive. I am most appreciative to all that have participated to make it the success it has been.

I thank our sponsors and guests, I thank our hard working staff here and back in Washington.

I thank John Martini for being here with us. I thank Marlon and his crew back over here to the right of the stage. Tammy and the gang

backstage. Steve our photographer and the many wait staff of the hotel that took care of our needs.

I thank your spouses for supporting you here and in your daily jobs back home. You spend countless hours away from your families on behalf of our members, and without the support of your spouses, it would be an impossible task. I thank my wife Mona for putting up with me day and night.

Most of all, I want to thank the delegates in this room. You acted with respect and dignity in handling the business of our Union.

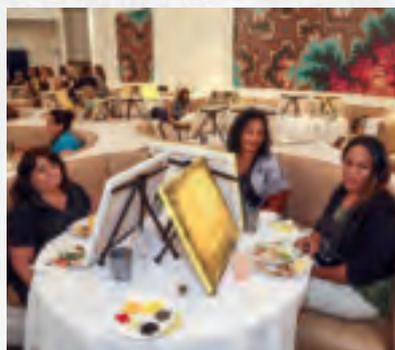
You did roll up your sleeves. You did work hard. And you did work together. And committed us to a plan of long lasting prosperity.

Thank you. Thank you. Thank you. God bless our members and God bless our Union. The 2018 Convention is officially adjourned.

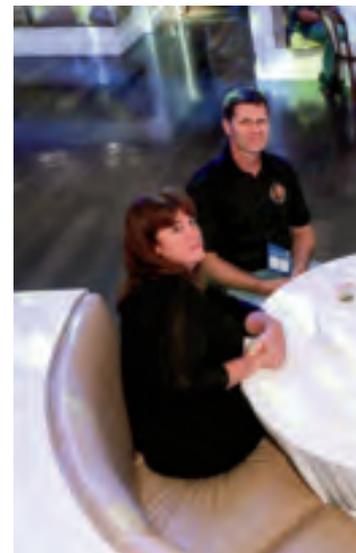
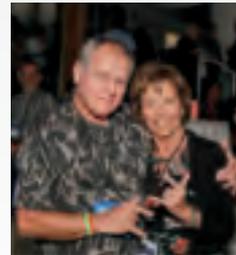
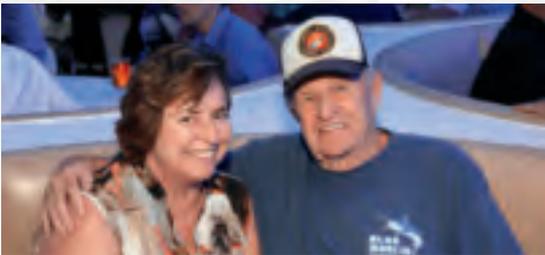
... President Robinson bangs the gavel ...

... Whereupon, the Convention session adjourned sine die ...

GUEST ACTIVITIES



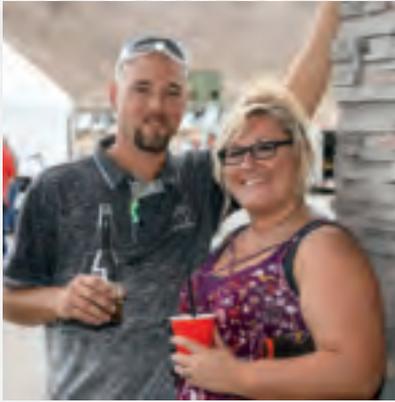
CONVENTION EVENTS



OPENING RECEPTION



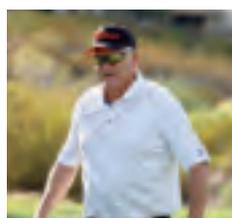
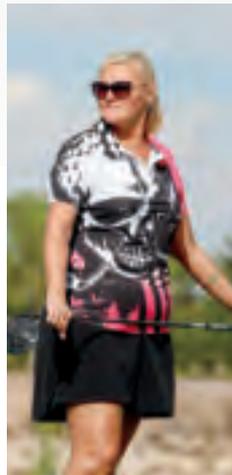
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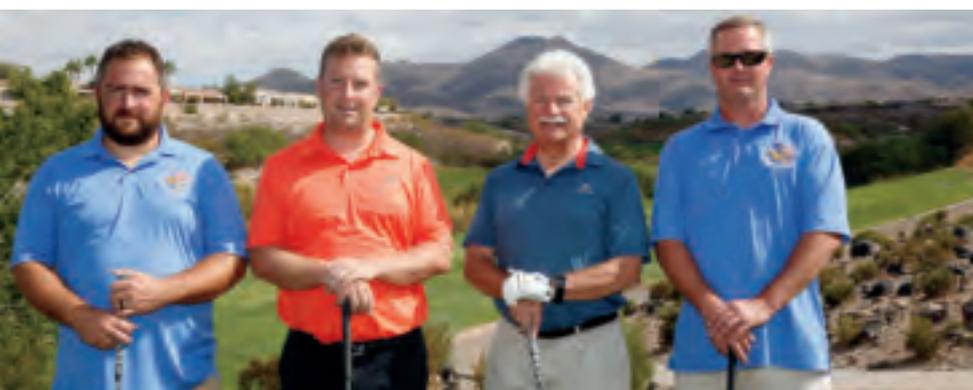
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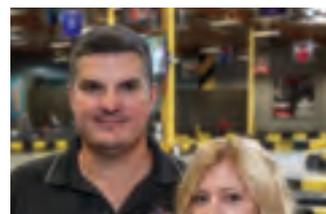
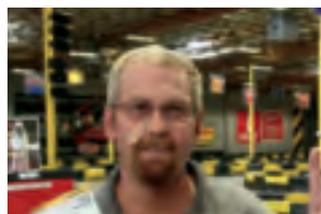
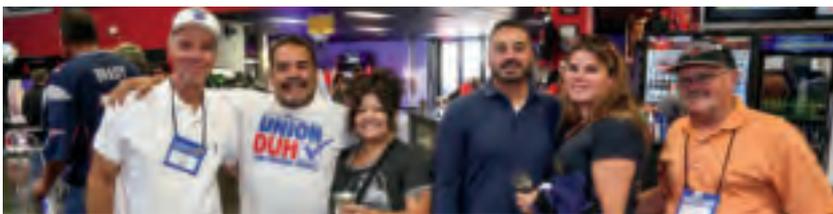


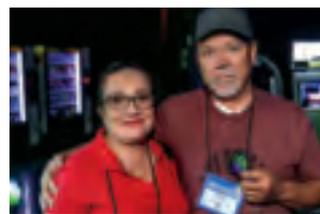
CONVENTION EVENTS



GOLF TOURNAMENT



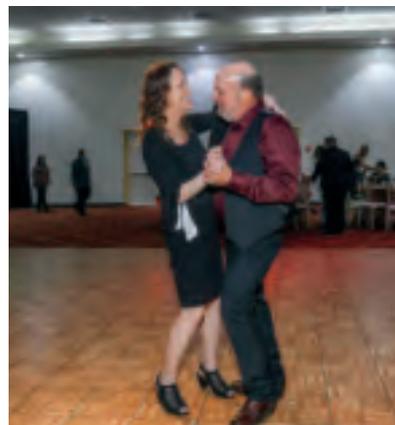




CONVENTION EVENTS



DINNER DANCE



DISTRICT COUNCIL PHOTOS



Western Regional District Council



Indiana District Council



New Jersey District Council



Michigan District Council



Mid-States District Council

DISTRICT COUNCIL PHOTOS



Northeast District Council



North Central States District Council



Northwest District Council



Illinois District Council



MEETING OF THE INTERNATIONAL EXECUTIVE BOARD

HELD OCTOBER 4–5, 2018 · LAS VEGAS, NV

The meeting was called to order at 8:15 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	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 J. Vitkovich, Executive Director

JURISDICTION AND SPECIAL AGREEMENTS: Mitchell L. Terhaar, Director

MARKET DEVELOPMENT DEPARTMENT:

Jordan G. Ritenour, Director	Frank Wall, Assistant Director
Fred Gee, Representative	James Scott, Southern Representative

At this time, International Secretary-Treasurer Jim Hadel read the board call letter for this meeting.

President Robinson began the meeting by reviewing the status of all Convention resolutions submitted to date. In addition, he discussed the use of the iPads in regards to the resolutions. President Robinson then reviewed the agenda for the Executive Board over the next two days.

President Robinson reviewed the Resolutions Committees and assignments.

The Executive Board discussed and took action on the following resolutions:

Resolution 1: A motion was made, seconded to approve as revised. Motion carried.

Resolution 2: A motion was made seconded to approve as written. Motion carried.

Resolution 30: A motion was made seconded to approve as written. Motion carried.

Resolution 37: A motion was made seconded to approve as revised. Motion carried.

Discussion was held in regards to the following resolutions: 29, 31, 32, 33, 34, 35, 36, 38, 39, and 40.

President Robinson gave his annual report as a Union Labor Life Insurance Company (Ullico) board

member. He explained how those activities relate to the International's current Conflict of Interest Policy and stated that this position does not cause any conflicts. President Robinson then asked the Executive Board members, representatives 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 invited Jamie Zimolong and Frank Massey into the meeting to discuss the Convention scheduling and procedures.

President Robinson requested that the Board place in the minutes the results of the approved ballot requesting the Convention delegate per-diem be set at twelve hundred dollars (\$1,200.00) for the 29th International Convention. A motion was made, seconded and carried.

President Robinson asked for a motion to approve all bills for the August 29, 2018, and October 4 and 5, 2018, Executive Board meetings. A motion was made, seconded and carried to pay the bills associated with these meetings, and 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.

President Robinson discussed the importance of the Convention workshops. In addition, he discussed the one-dollar (\$1.00) per capita tax increase, and how it would be distributed to the various Funds if approved.

The Executive Board discussed and took action on the following resolution:

Resolution 26: A motion was made, seconded to approve as revised. Motion carried.

International Secretary-Treasurer Jim Hadel reviewed all the assignments made since May 1, 2018. Following the review, a motion was made, seconded and carried to approve all of the assignments.

Secretary-Treasurer Hadel gave the annual report for the Roofers Political Education Legislative Fund (RPELF). Jim noted that the committee approved the fiscal year-end audit and the Form 990. He reported that the committee reviewed the won/lost contributions report dated July 1, 2017, to June 30, 2018. After hearing the report, a motion was made, seconded and carried to approve the RPELF Committee report.

Secretary-Treasurer Hadel presented a draft of the International's Form 990 for the Executive Board's review. After hearing no objections to the draft, Hadel reported it would be filed as presented.

Secretary-Treasurer Hadel also distributed the report on local union annual audits to the Vice Presidents and Representatives for their respective assigned locals.

Executive Director for the Research and Education Joint Trust Fund Keith Vitkovich reported on the National Instructor Training Program at Washtenaw Community College. In addition, Keith reported on the recruiting videos, which will be presented during the course of the Convention business.

President Robinson reported on the status of the National Roofers Union and Employers Joint Health and Welfare Fund.

At this time, Secretary-Treasurer James Hadel reviewed the following cases, which were brought before the Executive Board for their consideration and hearing.

CASE 1730—Appeal by Local 49, Portland, Oregon, for jurisdiction over the Washington counties of Lewis and Cowlitz, now under the territorial jurisdiction of Local Union 153, Tacoma, Washington.

After carefully reviewing the written evidence submitted by both Local 49 and 153 respectively a motion was made, seconded and carried to deny the request of Local 49. Vice President Ziegler abstained from voting.

CASE 1731—Appeal by Guillermo Villasenor, #314006, member of Local Union 36, Los Angeles, CA, from certain action taken against him by Local Union 36.

After reviewing the written and oral testimony of both the charging and charged parties and all witness testimony. A motion was made, seconded and carried to sustain the appeal and overrule the findings of the Local Trial Board. Vice Presidents Ziegler and Beasley abstained from voting.

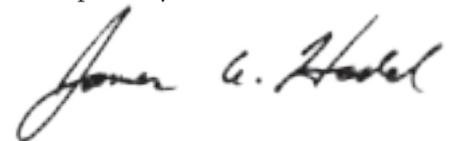
Vice President Vasey reported on the status and progress of the NABTU Rebuild USA Committee.

International Director of Market Development Jordan Ritenour presented the newly developed marketing folders, which will be distributed at the Convention.

President Kinsey Robinson reported on the New York City, LaGuardia Airport project that is funded by Ullico's Infrastructure Fund.

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

Respectfully submitted,



James A. Hadel
International Secretary-Treasurer



Report of International Vice President **Tom Pedrick**

I begin this report in Philadelphia, PA, where I attended a Local 30 benefit funds trustee meeting. I also met with Local 30 Business Manager Shawn McCullough and area contractors to discuss a prevailing wage issue. Then on to Queens, NY, where I attended a Local 8 benefit funds trustee meeting. While there I met with Local 8 Business Manager Nick Siciliano to discuss the Hudson Yards project.

Back in Philadelphia, PA, I attended the Roofers Local 30 annual retiree awards luncheon. In Chicago, IL, I attended the Roofers & Waterproofers National Labor-Management Committee meeting. Next, in Rochester, NY, I attended the Roofers Local 22 ben-

efit funds meeting. I also met with Local 22 Business Manager Steve Lambert and local contractors to discuss future manpower needs. I also discussed with Local 195, Syracuse, NY, Business Manager Gary Swan an issue a member had with a local contractor.

In Long Island, NY, I attended a Local 154 benefit funds trustee meeting. I also met with Local 154 Business Manager Sal Giovannello and the local Executive Board to go over various issues. I also spoke with Local 9, Hartford, CT, Business Manager Mike Hassett about scheduling our next Northeast District Council meeting and I spoke to Local 12, Bridgeport, CT, Business Manager Butch Davidson about new contract language for upcoming contract negotiations.

I then traveled to Pittsburgh, PA, to meet with International President Kinsey Robinson, Local 37 Representatives Mark Azzaello and Jim Walton and Local 37 signatory contractors to discuss industry-related issues. I also spoke to Local 210, Erie, PA, Business Manager Scott Johnson about membership qualifications. I also spoke to Local 203, Binghamton, NY, Business Manager Phil Lester; Local 74, Buffalo, NY, Business Manager Nick Gechell and Local 241, Albany, NY, Business Manager Mike Rossi about language coming up for a vote in New York State legislation.

I conclude my report in Nashville, TN, where I attended the National Roofing Contractors Association annual trade show. ■



Report of International Vice President **Michael Stiens**

I begin my final report in Wheeling, WV, where I met with new Local 188 Business Manager Mark Murphy to assist him in what he needs to do on the job. Staying in West Virginia I traveled to Parkersburg to Local 242 to meet with Business Manager Dan McCoy to discuss a contractor and other local business. I then traveled to Indianapolis, IN, to meet with

Local 119 Business Manager Glenn Irwin and Apprentice Coordinator Kelly Austin to discuss work and the apprentice program.

I then traveled to Huntington, WV, to meet with International Market Development Director Gig Ritenour to talk with a contractor about signing with the Union. From there I traveled to Knoxville, TN, to attend a wage determination meeting with the TVA. I then made

my rounds to all the locals to wish everyone a merry Christmas and a happy New Year.

I end this report saying thanks to all my Brothers and Sisters for all the years of support and friendship they have given me as International Representative. It has been a privilege to serve and work with all of you over these twenty-plus years. I wish you all a happy and successful future. ■



Report of International Representative **Gabriel Perea**

I begin my report in Las Vegas where as deputy trustee of Local 162 I assisted with administrative

duties. I met with the office secretary regarding day-to-day business of the local. I also met with International Marketing Representative Raul Galaz; he is doing a good job

assisting Vice President Doug Ziegler with pending compliance and organizing efforts in the area.

My next trip was to San Diego to attend the Western States District

Council and statewide JATC meeting. The meetings were good and there was a lot of participation from the delegates. While in San Diego I met with representatives of Local 45. They have increased the office space to add a much-needed meeting room. The local union is continuing to move in a positive direction with Business Manager Paul Colmenero at the helm.

My next trip was back to the Central Valley in CA, where I continue to oversee Local 27 in Fresno as trustee. Things have started to

turn around and the membership just received another large wage increase for journeymen. This was the third increase of a five-year agreement. We still have wage increases due in 2020 and 2021.

The work is good and overall the year is starting out strong for members in the western region. In Local 27 we have hired a new apprenticeship instructor and compliance officer. We continue to make improvements at both the local union and the apprenticeship program. Our next goal is to increase

employment opportunities for the membership through organizing more union roofing and waterproofing contractors. The employers want better-trained roofers, and the membership wants to work for good contractors. We need to train for careers and not part-time jobs.

I end my report by saying that the membership at Local 27 has been very supportive throughout the changes during this trusteeship. I am confident that Local 27 will be a strong local union when the trusteeship is lifted. ■



Report of International Representative **Jeff Eppenstein**

I begin this report at Local 2, St. Louis, MO, where I met with International Vice President/Business Manager Dan O'Donnell and local officers. We discussed many topics pertaining to the state of Missouri, including political challenges, economic opportunities and prevailing wage laws. I also attended their Executive Board meeting and JATC classes. From there I traveled to Las Vegas to attend the 29th International Convention. I believe we all left with the feeling of unity and brotherhood, and I could not be prouder of our organization. On to Local 11 in Chicago where I attended the Executive Board meeting and the retirees luncheon—what a great way to keep our most valuable members engaged in the Union.

Continuing my report, I met with Local 97, Champaign, IL, Business Manager Darrell Harrison to address charges filed by a member against another member. The trial

was held and resolved. From there I spoke with Local 143, Oklahoma City, OK, Business Manager Ron Martin about upcoming union projects, local bookkeeping and other relevant topics.

Next on to Local 142, Des Moines, IA, to meet with Business Manager Ray Slack and Organizer Blake Fleming. We attended the Central Iowa State Building Trades meeting. We also met with signatory contractors Bailey Roofing and Wood Roofing. Then along with Local 182, Cedar Rapids, IA, Business Manager Bob Rowe and President Bill Barnes we attended the Iowa State Building Trades meeting.

From there I traveled to Local 112, Springfield, IL, to meet with Business Manager John Nicks to discuss upcoming apprentice classes, trade jurisdiction and convention resolutions. Then on to Local 32, Rock Island, IL, to meet with Business Manager Luis Rivera to discuss the new resolutions and how to implement them. The month ended back at Local 11 in

Chicago where I attended the Executive Board meeting.

Next I visited Local 20 in Kansas City to meet with Business Manager Kevin King and local officers. We met with a new contractor and I'm pleased to announce the local successfully signed Metal Works. We also visited the JATC hands-on classes and spoke to the apprentices about the benefits and duties of being a good union-strong member. Back in Chicago I then attended the CRCA Christmas event and met with many Local 11 signatory contractors. Next I attended meetings involving Locals 11, 65 and 96 to discuss the Wisconsin territory. We then all attended the Wisconsin State Building Trades meeting. I also attended the Local 65, Milwaukee, WI, Christmas party. Finally it was back to Chicago to participate in the ground-breaking of two new high-rises in the West Loop with our friends Intercontinental Real Estate. This is another 100% union project under the protections of a PLA. ■



Directory of District Councils

WESTERN REGIONAL

Brent Beasley, President
Local Union #220
283 N. Rampart St. Ste. F
Orange, CA 92868
(714) 939-0220

Bruce Lau, 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

Joe Pozzi, President
Local Union #26
25 W. 84th Ave.
Merrillville, IN 46410
(219) 756-3713

Bill Alexander, Secretary
Local Union #106
1201 Baker Ave.
Evansville, IN 47710
(812) 424-8641

MICHIGAN

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

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

MID-STATES

Marvin Cochran, President
Local Union #86
1384 Stimmel Rd.
Columbus, OH 43223
(614) 299-6404

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

NORTH CENTRAL STATES

Vance Anderson, 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

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

NEW JERSEY

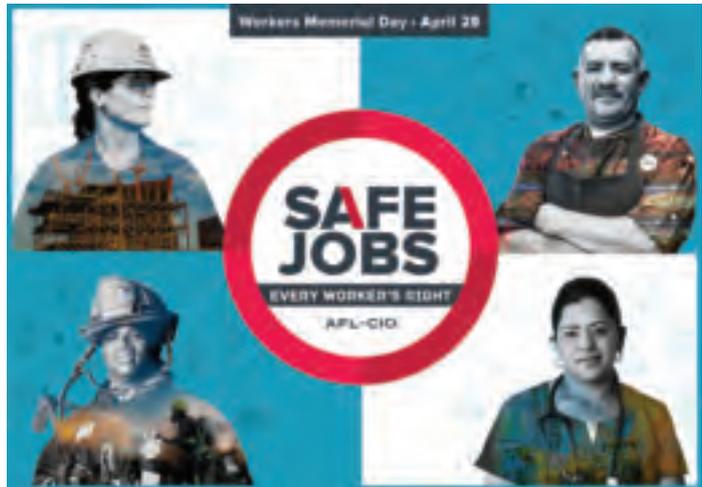
David Critchley, President
Local Union #4
385 Parsippany Rd.
Parsippany, NJ 07054
(973) 515-8500

Rob Critchley, Secretary
Local Union #4
385 Parsippany Rd.
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(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



NEARLY 50 YEARS AGO, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. But our work is not done. Each year, thousands of workers are killed and millions more suffer injury or illness because of their jobs.

After years of struggle, we won new rules to protect workers from deadly silica dust and beryllium, a stronger coal dust standard for miners and stronger anti-retaliation protections for workers who report job injuries.

These hard-won gains are being threatened. The Trump administration has carried out an all-out assault on regulations, targeting job safety rules on beryllium, mine examinations, injury reporting and child labor protections. The labor movement and allies have fought back and blocked some of these attacks. However, this assault has taken a toll—key protections have been repealed or rolled back, and agency budgets and staff have been cut. The number of OSHA inspectors has never been lower. There has been no action on critical safety and health problems like workplace violence, silica in mining and exposure to toxic chemicals.

With the Democrats now in the majority in the House of Representatives, we have new opportunities to oppose these anti-worker attacks, hold the Trump administration accountable and push forward to win stronger worker protections.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job, and to renew the fight for safe jobs. This year we will come together to call for action on hazards that cause unnecessary injury, illness and death. We will stand united against the ongoing attacks on workers' rights and protections, and demand that elected officials put workers' well-being above corporate interests. We will fight for the right of every worker to a safe job until that promise is fulfilled.

OBSERVE WORKERS MEMORIAL DAY APRIL 28

	LOCAL	AMOUNT
2	Saint Louis, MO	\$79,145.93
4	Newark, NJ	\$22,962.71
8	New York, NY	\$45,082.03
9	Hartford, CT	\$28,477.49
10	Paterson, NJ	\$8,470.49
11	Chicago, IL	\$270,695.53
12	Bridgeport, CT	\$18,970.47
20	Kansas City, KS	\$61,151.07
22	Rochester, NY	\$29,701.72
23	South Bend, IN	\$18,809.33
26	Hammond, IN	\$29,753.53
27	Fresno, CA	\$22,033.72
30	Philadelphia, PA	\$123,580.13
32	Rock Island, IL	\$4,703.55
33	Boston, MA	\$76,961.04
36	Los Angeles, CA	\$93,900.94
37	Pittsburgh, PA	\$27,094.66
40	San Francisco, CA	\$52,149.56
42	Cincinnati, OH	\$22,083.99
44	Cleveland, OH	\$42,577.07
45	San Diego, CA	\$14,346.24
49	Portland, OR	\$81,589.70
54	Seattle, WA	\$27,594.41

	LOCAL	AMOUNT
58	Colorado Springs, CO	\$12,765.31
65	Milwaukee, WI	\$40,696.69
69	Peoria, IL	\$18,886.77
70	Ann Arbor, MI	\$25,418.07
71	Youngstown, OH	\$2,086.36
74	Buffalo, NY	\$29,647.58
75	Dayton, OH	\$10,288.35
81	Oakland, CA	\$122,935.06
86	Columbus, OH	\$6,882.32
88	Akron, OH	\$13,157.75
91	Salt Lake City, UT	\$12,120.26
92	Decatur, IL	\$3,911.37
95	San Jose, CA	\$51,274.34
96	Minneapolis, MN	\$134,498.33
97	Champaign, IL	\$8,040.18
106	Evansville, IN	\$12,017.12
112	Springfield, IL	\$10,198.71
119	Indianapolis, IN	\$25,909.33
123	Fort Worth, TX	\$5,920.79
134	Toledo, OH	\$14,986.69
135	Phoenix, AZ	\$1,188.82
136	Atlanta, GA	\$7,489.02
142	Des Moines, IA	\$5,964.97

	LOCAL	AMOUNT
143	Oklahoma City, OK	\$14,869.38
147	Louisville, KY	\$5,550.43
149	Detroit, MI	\$76,035.52
150	Terre Haute, IN	\$5,956.25
153	Tacoma, WA	\$29,263.60
154	Nassau-Suffolk, NY	\$24,132.26
162	Las Vegas, NV	\$29,471.80
182	Cedar Rapids, IA	\$7,315.32
185	Charleston, WV	\$9,352.40
188	Wheeling, WV	\$13,446.64
189	Spokane, WA	\$19,599.38
195	Syracuse, NY	\$13,113.16
200	Pocatello, ID	\$811.46
203	Binghamton, NY	\$8,902.80
210	Erie, PA	\$22,903.53
220	Orange County, CA	\$46,281.93
221	Honolulu, HI	\$26,482.84
241	Albany, NY	\$19,012.53
242	Parkersburg, WV	\$16,034.87
248	Springfield, MA	\$5,021.39
317	Baton Rouge, LA	\$3,312.86

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
54451	Camellus A. Cappelluzzo	8	96
80986	Ernest R. Munoz	36	84
82846	Enrique R. Cordova	36	91
87676	Robert McGeorge	4	86
92427	Henry C. Grant	33	83
92487	Curtis B. Norton	81	88
100141	Gilbert Schiller	65	83
100636	John F. Wilwol	30	85
105016	Francis J. Gies	30	80
107390	Joseph D. Kasulka	154	81
116029	Robert D. Somers	195	83
121605	William B. Spicer	32	86
133127	Robert Richard	4	75
133217	Robert E. Brabo	70	73
135424	Stephen Heffler	10	68
141991	Ted Crowder	36	71
142765	Robert E. Marshall	150	75
146783	David A. Dudek	149	70
152284	Walter J. Smith	20	72
153179	Daud Rashid	42	84
160827	Thomas J. ODonnell	30	69
161078	John W. Siefleisch	2	62
168419	Norman Betts	149	63
174441	William J. McBrearty	30	69
181469	Richard A. Jackson	9	67

MEMBER NO.	NAME	LOCAL NO.	AGE
182724	Richard J. Duvall	149	68
182960	Gary J. Jungmann	96	75
185056	Alex Zaremba	4	75
190675	Peter P. Walsh	30	73
195128	Oscar Beyenberg	10	85
217684	Kenneth Wells	136	62
221932	Thomas E. Tortella	37	56
235389	Paul G. Davignon	54	65
239368	Kevin Wagner	44	49
244670	Sam Rodriguez	11	64
245588	Todd L. Hanks	96	55
248139	Matthew G. Sparks	188	43
249674	Raymond F. Schwab	210	59
258202	Thomas W. Wallace	2	75
271552	Dylan H. Brown	33	51
273017	Dwayne Einsporn	2	65
298400	Robert A. Miles	42	53
303208	Pablo S. Espinoza	81	64
304011	Kenneth Erdman	30	55
304117	Carlos Aguilar Calderon	95	36
315392	Dennis E. Morris	20	55
320203	David W. Horvith	9	53
321356	Jerry Freeman	33	58
321680	Bryan J. Richey	8	31

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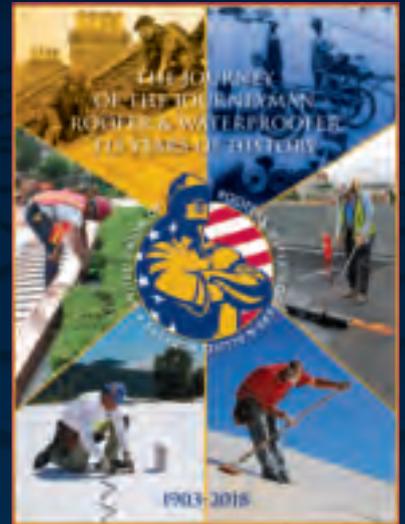
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