

THE JOURNEYMAN

ROOFER

& WATERPROOFER

THIRD QUARTER • 2016



VOTE

ON

NOVEMBER 8



ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

Make Your Vote Count on November 8

At the Roofers Union, we don't focus on one political party or another. Our focus is on the credibility of candidates and what they stand for. Our concerns are whether, if elected, a candidate will support project labor agreements, enforce prevailing wage laws, and respect building trades men and women, their jobs and their families. It is senseless to back politicians who don't, or won't, support the issues and policies that will lead to growth opportunities in our industry and put food on our tables.

This year the contrast between candidates for the President of the United States has never been so great. On one hand we have a man who would extend tax breaks to corporations and the wealthiest in our society. He would be willing to support a barrage of misguided policies proposed by Congress to strip away and trample the rights of workers. He is offensive to our world partners, he plays on voters' fears, and he attacks American citizens based solely on their race and religion. Simply put, with Donald Trump in the White House we would face a crisis in national leadership and risk an economic meltdown. In my opinion, he is the

ultimate flim-flam man, whose hollow promises mistakenly claim to fix all of America's ills.

His pick for Vice President should give you the chills. Governor Mike Pence has carved out his place in politics through the support of right-to-work, repealing prevailing wages and doing everything that he

**Trump would
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and the wealthy.
Pence would
destroy labor
unions if given
the opportunity.**

could to cut the heart out of collective bargaining and destroy labor unions in the State of Indiana. And, he will do the same at the national level if given the opportunity.

On the other hand, we have a talented and compassionate woman who is clearly the most experienced

presidential candidate. She has proven herself as a United States Senator, a skilled diplomat with the Department of State and a person who understands the needs of working men and women from all walks of life. She will fight attacks against prevailing wage laws, protect labor agreements, oppose efforts to bring about a national right-to-work and she supports power generation and job creation in the construction trades. During the 2016 Building Trades Legislative Conference, Hillary Clinton said, "American workers don't quit, and I won't quit on them."

In my opinion there has never been a more important time to cast your vote. We need a President who places a high value on labor, one who believes in resurrecting the American dream where hard work and fair play are rewarded with decent wages and a secure future for your family. On November 8, I urge each of you to be responsible in the exercise of one of our greatest freedoms—the freedom to vote. And as a brother roofer, I ask you to cast your vote for Hillary Clinton. I'm confident that together we will get the job done, and we will leave Mr. Trump and Mr. Pence on the ash heap of political history. ■

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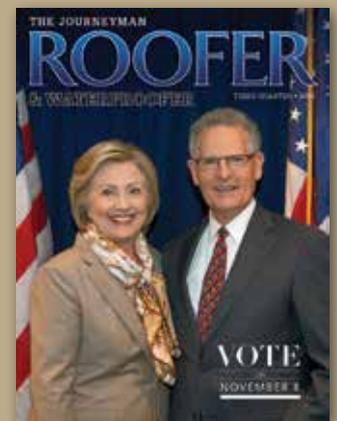


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ON THE COVER:

Roofers International President Kinsey Robinson welcomes Hillary Clinton to NABTU's 2016 Legislative Conference. The Roofers are endorsing the pro-labor candidate for U.S. president.

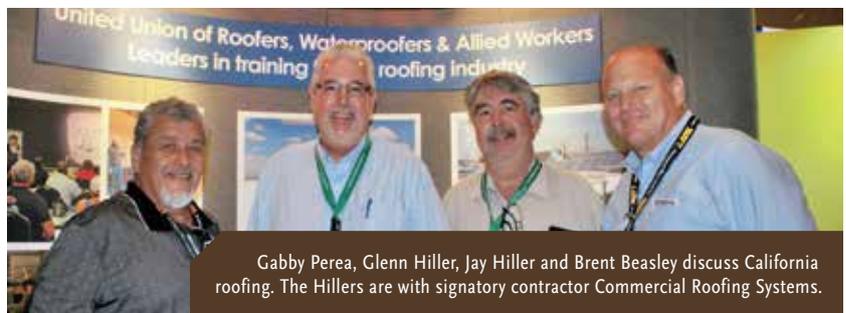


Local 49 Roofer Owen White is seen competing, left, in The Roofing Games. After multiple rounds he was named Second Fastest Shingler in the West.

Las Vegas Hosts Western Roofers

The 2016 Western Roofing Expo was held June 12–14 at Paris Las Vegas Hotel & Casino. Known for bringing all of the elements of the roofing industry together, the Expo focuses on the western region of the U.S. and the specific needs that roofing and waterproofing contractors face in these areas.

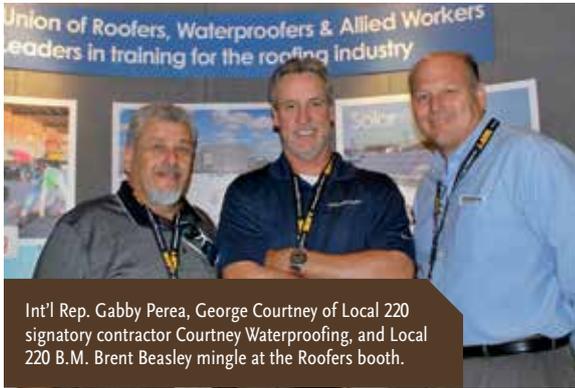
A highlight of the Expo was The Roofing Games—the industry’s first official set of competitions sanctioned by a roofing association. Participants compete in a series of events that challenge their knowledge and skill set. This year Local 49, Portland, OR, member Owen White won 2nd place in the shingles contest. ■



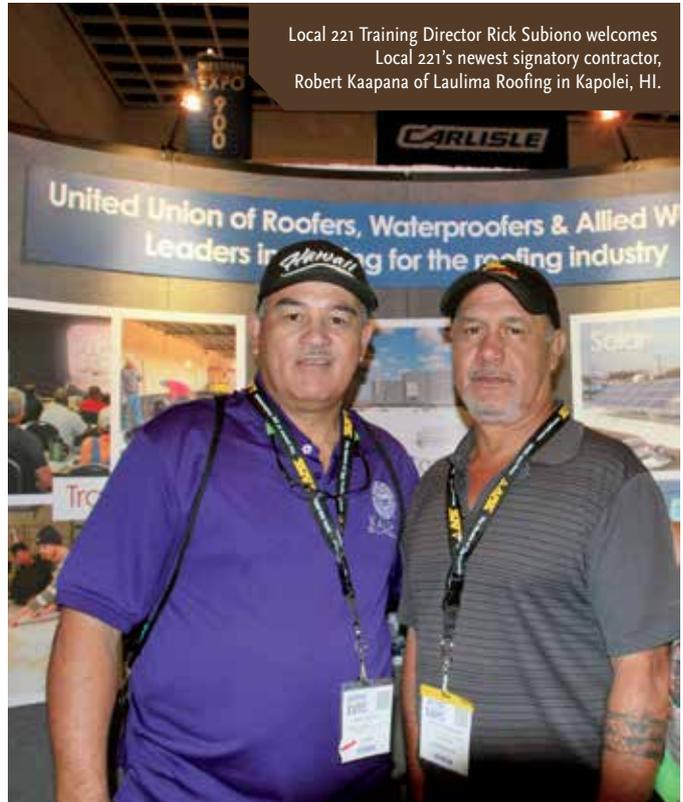
Gabby Perea, Glenn Hiller, Jay Hiller and Brent Beasley discuss California roofing. The Hillers are with signatory contractor Commercial Roofing Systems.



Pres. Kinsey Robinson, V.P. Doug Ziegler, Mona Robinson and Local 220 B.M. Brent Beasley participate in the Davis Memorial Foundation sporting clays tournament. Pres. Robinson placed 2nd overall.



Int'l Rep. Gabby Perea, George Courtney of Local 220 signatory contractor Courtney Waterproofing, and Local 220 B.M. Brent Beasley mingle at the Roofers booth.



Local 221 Training Director Rick Subiono welcomes Local 221's newest signatory contractor, Robert Kaapana of Laulima Roofing in Kapolei, HI.



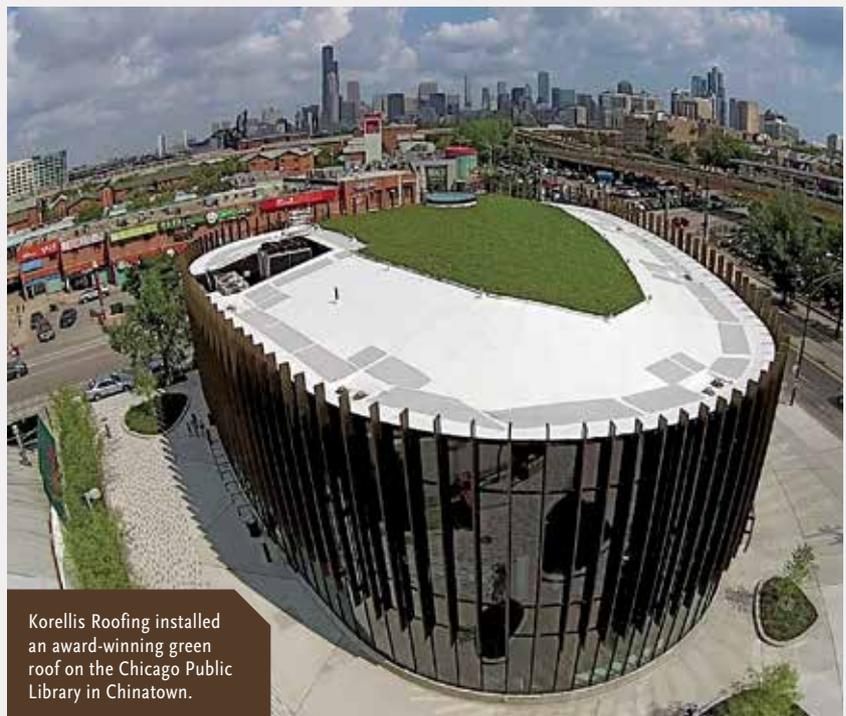
Sarah and Greg Carlson with Local 49 signatory contractor Carlson Roofing bring employee Owen White to the show to compete in The Roofing Games.

Gold Circle Award for Local 26 Contractor

A Local 26, Hammond-Gary, IN, signatory contractor recently picked up a slew of awards, including one for a green roof it installed on the new library in Chicago's Chinatown neighborhood.

The National Roofing Contractors Association gave Korellis Roofing Inc. its Gold Circle Award in the 'Outstanding Workmanship' category for its work on the circular two-story library's roof, which is covered with native grasses. Commercial roofing and waterproofing systems manufacturer Sarnafil additionally named the Chicago Public Library's green roof its Project of the Year.

Korellis Roofing, one of the largest roofing contractors in Northwest Indiana, installed the roof last year on the glassy, \$19.1 million library branch on Chicago's near south side. ■



Korellis Roofing installed an award-winning green roof on the Chicago Public Library in Chinatown.

Cleveland Roofing Company Ranked Best Small Employer

By Janet Cho, *The Plain Dealer*

Not one of the Warren Roofing & Insulating Co. workers at a recent roofing job seemed surprised to hear that their company was the top-ranked small employer on *The Plain Dealer's* 100 Top Workplaces for 2016. The Local 44, Cleveland, OH, signatory contractor, founded in 1922, employs 116 workers, including some third-generation employees.

Workers on the project were more than willing to brag about their employer. Working long hours with heavy materials in the hot sun isn't the easiest way to make a paycheck, but the employees say they are proud of what they do and whom they do it for.

"They're the nicest people to work for, because they treat you just like family," said John Dunlap, a journeyman roofer who's been with the company for 21 years. From sending an advance crew to check for weak spots on the roof to installing safety rails around the edges before a job



Employees of Local 44 signatory contractor Warren Roofing all seem to agree that they work for the best small company in the Cleveland area.

begins, "it just feels like they're doing right by us."

Foreman John Wasilko, a 15-year employee, agreed: "It's not an easy job. It's not for everyone." But Warren Roofing regularly shows its appreciation, rewarding its workers with performance and safety bonuses and with gifts cards for a job well done.

Randy Bugara, a journeyman roofer and 12-year employee, said the company supplies the workers with everything they need for the job, from hardhats and safety

goggles to extra roofing materials. "Anything we need, they'll send it out to us. Other companies I've worked for, they're not as on the ball," he said.

Third-generation President Trevor Cost said that "Warren Roofing is different in many ways, but it all starts with the people. From the top down we have industry professionals who take great pride in what they do. When people are empowered and genuinely care,

they give their best, their best for their coworkers, the customer and the company."

"A lot of companies look to get the job done focusing on production," he said. "While production is obviously critical to success, how you get there varies greatly among companies. We have the highest standards and commitment to safety. Nothing else matters if our people are hurt. To achieve a safety culture you need to have everyone empowered to make changes to ensure a safe workplace. ■

Midwest Roofers Promote Union Skills

Several Roofers Union business managers from Ohio and West Virginia attended the Midwest Roofing Contractors Working Trade Show in Columbus, OH, on March 1. The trades show was well-represented by the Union, and Local 75, Dayton, OH, Business Manager John K. Hayes held a demonstration on the CERTA Applicator Training. ■



Pictured from left are B.M. Carlo Ponzio, Local 71, Youngstown, OH; B.R. Bill Franklin, Local 44, Cleveland, OH; JATC Dir. Dan Craig, Local 44; B.R. Jeff Mullins, Local 185, Charleston, WV; B.M. Marvin Cochran Jr., Local 86, Columbus, OH; Robert Davis, Local 86; and B.M. John K. Hayes, Local 75, Dayton, OH. Not pictured is Local 42, Cincinnati, OH, B.A. Brandon Burke.

Private Exchange Platform Provides Important Insurance Options for Union Members

AN INSURANCE SOLUTION FOR THE UNIQUE NEEDS OF THE LABOR MARKET

Private exchanges for healthcare have been structured for individuals and employers, but until now, not for the unique needs of Roofers and the rest of the union labor market. With the recent launch of **Ullico Private Exchange**, a comprehensive solution is available to unions and union health and welfare funds, affording members and their families the opportunity to have centralized access to supplemental and voluntary benefits as well as health insurance.

When a fund or union participates, it will have its own private exchange website and toll-free number for its members. The site will be branded with the fund or union's logo and design, allowing the fund or union to offer the private exchange as a centralized member benefit. This can help bolster member engagement and retention. On this site, members and their families will be able to access major medical and supplemental coverage.

Additionally, the participating union or fund can receive periodic reports showing how many of its members are buying coverage, and the types of coverage purchased.



SUPPLEMENTAL COVERAGE FOR ALL MEMBERS

Union healthcare plans traditionally offer excellent benefits and provide members options when it comes to paying medical bills. However, out-of-pocket costs may still occur due to gaps in coverage. Through Ullico Private Exchange, funds can give members access to supplemental coverage, including dental and vision, to fill those gaps. Members also have access to accident, hospital indemnity and critical illness coverage that can provide cash benefits to help with co-payments and deductibles, as well as to provide funds for expenses associated with unexpected illnesses or injuries.

UNION PROVIDES ACCESS TO MAJOR MEDICAL COVERAGE FOR INELIGIBLE MEMBERS

Not all union members are eligible for healthcare plan benefits, whether they are early retirees or members with insufficient hours. Some plans may cover members but not their spouses. Ullico Private Exchange offers access to major healthcare plans from a choice of providers so that these members are not limited in their coverage. Moreover, if these members qualify for subsidies under the Affordable Care Act (ACA), our Private Exchange will be able to seamlessly direct them to federal or state public exchanges where they can take advantage of the subsidized plans.

The world of health and supplemental insurance can sometimes be confusing.

With a site that is personalized for the fund or union and easy to navigate, members will be able to compare, choose and enroll in major medical insurance plans. Members will be given the option to utilize a full-service call center staffed with licensed agents who are ready to assist them with their buying decisions. For members eligible for subsidies, our agents are also navigators who can continue to assist throughout the enrollment process.

PREPARE FOR OPEN ENROLLMENT WITH PRIVATE EXCHANGE FOR YOUR UNION OR FUND

Open enrollment for Major Medical plans begins on November 1, 2016, and runs until January 31, 2017. If you have members who are eligible for open enrollment, setting up a customized private exchange for your union or fund provides them with the healthcare access and resources they will need during this time.

SIGN UP FOR ULLICO PRIVATE EXCHANGE TODAY

Once you have made the decision to provide members of your union or fund with a customized private exchange for their insurance needs, the hardest part is already over. We work smartly and efficiently to set up your private exchange so that your members and their families are equipped with the tools they need for protection through healthcare coverage and ultimately, for peace of mind.

For more information, please contact privateexchange@ullico.com or visit www.ullico.com/privateexchange





The Washington Connection

BY JIM HADEL, INTERNATIONAL VICE PRESIDENT AND WASHINGTON REPRESENTATIVE

Is Our Industry Experiencing a Shortage of Skilled Workers?

I recently reviewed The Association of Union Contractors (TAUC) 2016 Union Labor Supply Survey. The survey is a comprehensive analysis of the current state of the Union Construction and Maintenance Industry. TAUC commissioned the Construction Labor Research Council (CLRC) to conduct the analysis. This is the second year that TAUC has commissioned the study.

Respondents to the survey included contractors, labor representatives, owner clients and construction association representatives. The survey is quite extensive, covering the 14 crafts of the Building and Construction Trades, and the primary focus covers the following topics:

- overall growth in construction and maintenance work opportunities (both union and non-union)
- labor supply for union craft workers overall and for the 14 specific unions, covering recent history, projections for 2016 and apprentice levels
- time taken to fill union craft labor needs

The study is quite lengthy and too detailed to share in its entirety; however, I want to share the results specific to the Roofers and Waterproofer craft labor supply portion from 2015 and 2016, respectively.

In 2015, 33% of survey respondents indicated that there was a craft shortage ranging from 1% to 10% or greater. Another 59% indicated that there was neither a short-

Exhibit 6.34

Union craft labor supply in 2015: Roofers & Waterproofer

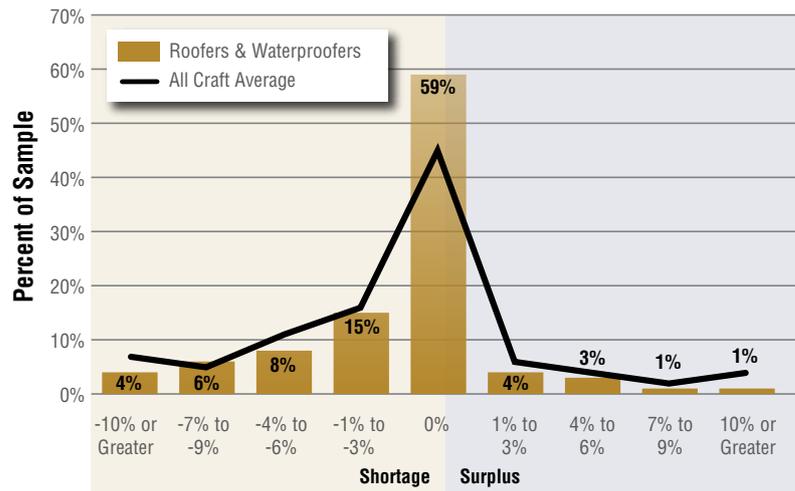
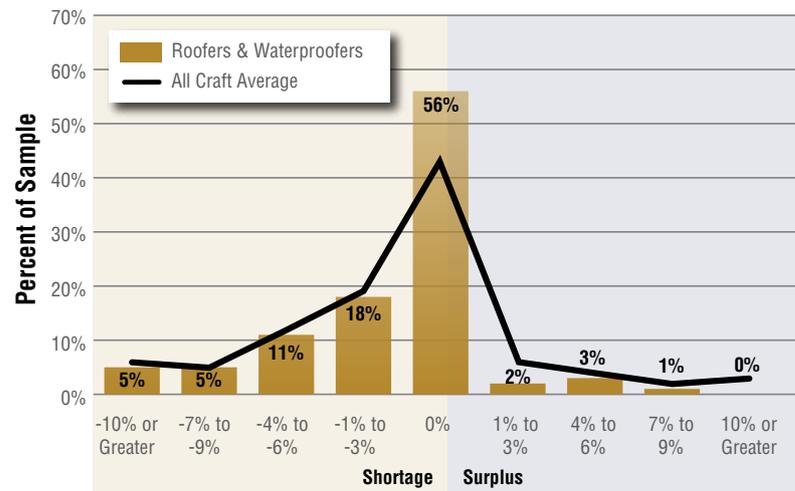


Exhibit 6.35

Union craft labor supply in 2016: Roofers & Waterproofer



age nor surplus of craft workers. Only 9% of respondents indicated a surplus of craft workers from 1% to 10% or greater.

In 2016, 39% of survey respondents indicated a craft shortage ranging from 1% to 10% or greater. 56% said there was neither a shortage nor surplus of craft workers. Only 6% of respondents indicated

mayed by the response from both our local affiliates and signatory contractors on the first two surveys. Efforts will be made to increase participation from both labor and management in future surveys.

The survey can be a valuable asset for projecting future craft worker needs and preparing our locals for contractor needs. For those locals

assisting locals on the recruitment and retention of new members. I wholeheartedly agree with his decision. With the construction and maintenance industries growing at a significant pace and our retiree rate at an all-time high, it is extremely important that recruiting be a major focus.

Growth in market share can only be realized by expanding our ability to meet our contractors' needs for journeymen and apprentice roofers and waterproofers. Furthermore, our inability to respond results in work being lost to the non-union or, in many recent cases, to other trades. This strengthens our competition's position—and weakens ours.

There is no easy solution to meeting our contractors' needs. We all know recruiting qualified individuals is a tough task, especially in our industry. But we have no choice—our organization as well as our contractor partners depend on our ability to respond. ■

39% of respondents indicated a shortage of craft workers, while only 6% indicated a surplus.

a surplus of craft workers ranging from 1% to 10% or greater. (See graphs on facing page.)

The survey also discussed growth in construction and maintenance work opportunities in both 2015 and 2016. In 2015, a strong majority (72%) of the respondents projected growth ranging from modest to very strong. 14% felt that work opportunities would contract, while the remaining 14% predicted no change from the previous year.

Whereas in 2016, 57% thought there would be growth ranging from moderate to very strong, 22% felt work opportunities would contract in 2016, and the remaining 16% projected no change from the previous year. Optimism for growth remains somewhat strong for 2016 but somewhat diminished from the previous year.

The TAUC Union Labor Supply Survey can be used as a valuable tool for projecting and evaluating the needs of our contractor base, and in doing so, achieving market growth. However, it has little value if we do not participate in the process and respond. I am a little dis-

that would like a copy of the survey in its entirety, please feel free to contact me.

As a footnote to this survey, approximately one and half years ago our International President directed the Marketing Department to focus its attention on



ATTENTION JATC COORDINATORS

In our ongoing effort to ensure all contact information on the Helmets to Hardhats website is current and correct, please verify your information at www.helmetstohardhats.org

If you have not registered, please do so as soon as possible. Our goal is to register 100% of our JATCs with this program, as we are actively seeking veterans for employment opportunities.



Marketing Issues

BY JORDAN RITENOUR, DIRECTOR OF MARKET DEVELOPMENT

Bananas

Brothers and Sisters, a few years ago there was a study done using seven monkeys as subjects. It lasted about two years. I would like to share the story with you and use it as an analogy. Here is a summary of how the study went.

On top of a pole that extended 20 feet out of the ground was a platform on which several bunches of bananas were sitting. Three monkeys were placed into the test area with the pole. What the monkeys didn't know was that as soon as they climbed the pole and reached the platform to retrieve the bananas, they would be blasted with a strong stream of water from a pressurized water cannon.

So up the pole they went, and as soon as they reached the platform and reached for the bananas, the blast of water came and nearly knocked them off the platform. Several more times they tried to retrieve the bananas, and each time were hit with the blast of water. Eventually they learned and gave up trying to retrieve the bananas.

At that point, one of the monkeys was removed from the area and replaced with a new monkey. The two remaining monkeys were well educated about the bananas on the platform and the water cannon. As soon as the new monkey started to go up the pole to retrieve the bananas, the two original monkeys began to go berserk, jumping up and down, screaming and even grabbing the other monkey, not allowing him to climb the pole. This monkey didn't know why he

shouldn't go up the pole, but he too learned the same behavior.

One by one the original monkeys were removed and replaced until only three new monkeys—who had never been blasted by the water cannon—remained. Even though none of the monkeys now in the experiment had been blasted by the water cannon, they knew not to go up the pole.

The monkeys went berserk, even though they didn't know what would happen if they tried to climb the pole.

Now enters monkey number seven. He had never been hit with the water cannon or had any contact with the first three monkeys. He spotted the bananas and started up the pole. The other three monkeys—who, again, had never been hit with the water cannon—started to go berserk, even though they had no idea why or what would happen if they tried to climb the pole. They only knew how the first three monkeys reacted to attempts to climb the pole, so they did as they were trained.

But the seventh monkey was determined to get the bananas. Showing tremendous tenacity, he made it up the pole and reached the platform and as soon as he grabbed the bananas, he was blasted with the water cannon. Not to be discouraged, and having the motivation and desire to achieve the goal of retrieving the bananas, he sat on the ground for hours each day looking up at the bananas. Finally, he was able to do what no other monkey could.

Ignoring the temper tantrum that the other monkeys threw, once again he started up the pole. As he neared the platform, he stopped. He reached his hand over the edge and retrieved the bananas, then scurried down the pole and ate the spoils. Eventually the other monkeys followed his lead, and they all retrieved and ate bananas. They were removed and the original three were placed back into the test area, alone, and none of them even attempted to climb the pole.

Now the question is: what does this have to do with us?

We cannot be a “monkey see, monkey do” organization, continuing to do things the way they have always been done in the past. It is good to learn from our predecessors, but we must not let the past rule how we react to today's industry and political environment. We must be willing to think outside the box and come up with new ways to organize new contractors, recruit roofers



and new apprentices, and approach politicians who historically may not have been friends of labor.

One of these new tools that we have in our toolbox is the Union Sportsmen's Alliance. Use it to open a door with a contractor. It's not just a hunting and fishing organization, but a conservation institution that has been recognized by the federal government for conservation projects completed all over the country. Almost everyone cares about our environment, the future of our waterways, our forests and the air we breathe. Use this extraordinary tool to your advantage—it will open doors that you had no way of opening before.

Two years ago we signed our first ever national agreement with Roth Bros. This was done by using the National Maintenance Agreement (NMA) and by great leadership from President Robinson and our

entire Executive Board. Praise and thanks are due to them for thinking outside the box. Since inception of this national agreement, our members who are part of this agreement have worked twice as many hours as all other contractors combined that report hours to the NMA.

We must develop relationships with high school teachers, guidance counselors and coaches to get ourselves back into high schools to recruit young men and women into our industry. Many school districts have completely done away with industrial arts or shop classes, and those students that aren't going on to college have no idea where to turn for a career. We are the answer for these young folks; we must market ourselves as such. This is nothing new, and many of you are doing this now, but we must relight this torch. This is a tremendous avenue to

recruit young men and women into our trade.

Our nation has an opportunity to make history this year by electing the first female ever to the highest office in our land, the presidency. This is undeniably thinking out of the box. Hillary Clinton is the only labor-friendly candidate for president, and we must show our support and vote for her on election day.

We have seen a tremendous change in the Republican Party this voting cycle, but don't be fooled—their nominee is no friend of labor. That doesn't mean we don't have Republican friends—we do. And there are potentially more out there, but only if we introduce ourselves to them, explain to them what we do and how we make the roofing industry better for everyone.

The Marketing Department looks forward to working with you. ■



The Legal Aspect

BY GENERAL COUNSEL LIBRADO ARREOLA, ESQUIRE

NLRA Protects Employees Who Protest Denial of Contract Benefits

In *Omni Commercial Lighting, Inc.*, 364 NLRB No. 54 (July 19, 2016), the Board held that the Employer committed an unfair labor practice by firing an employee for protesting violations of a collective bargaining agreement he honestly and reasonably believed he was subject to, but in fact was not. The Employer was an electrical lighting services company. It had in place three different bargaining agreements for different groups of workers, each covering specific types of work, providing for distinct wage amounts and benefit contributions. One such agreement was called the “MA.” Another, lower-paying agreement was known as the “LMA.”

Hopkins, an electrical worker, was given repeated assurances by the Employer prior to his hiring that he would be paid the wages and benefits accorded by the higher-paying “MA.” Upon hiring and for months thereafter, Hopkins was paid the

hourly wage set forth in the “MA,” and performed tasks within the scope of the “MA.” After noticing he was not being paid the benefits due to him under the “MA,” Hopkins inquired with his boss. His boss told him that his employment was governed by the “LMA,” not the “MA.” Hopkins protested, telling his boss that the work he performed

was outside the scope of the “LMA.” His boss promptly fired him.

The NLRB found the Employer to have committed an unfair labor practice, and awarded Hopkins reinstatement with backpay. The Board’s decision was based upon prior precedent (approved by the U.S. Supreme Court in *NLRB v. City Disposal Systems, Inc.*, 465 U.S. 822 (1984)), which held that an employee engages in protected activity when invoking a right he honestly and reasonably believes is contained in the collective bargaining agreement. Here, Hopkins was invoking the contractual right to a fixed benefit amount under the “MA.” The Court found that even though Hopkins was not technically covered by this agreement, given the Employer’s behavior, he was justified in believing he was. As such, the Employer committed an unfair labor practice by firing him for inquiring about the contractual benefits he honestly and reasonably believed were due to him. ■

An employee engages in protected activity when invoking a right he honestly and reasonably believes is contained in the CBA.

2017 UNION PLUS SCHOLARSHIP PROGRAM

Online application now available!

Who can apply:

Current and retired participating union members, their spouses and their children.

Scholarship amounts:

Recipients will receive \$500 to \$4,000.

Deadline to apply:

January 31, 2017

Scholarship recipients announced:

May 31, 2017

Details and online application available at:

UnionPlus.org/Scholarships



UnionPlus.org/Scholarships



Research & Education

BY KEITH J. VITKOVICH, EXECUTIVE DIRECTOR OF RESEARCH & EDUCATION

Roofers Foreman Training

This joint venture of labor and management is designed to provide unions and their signatory contractors with a first-class training program for current and future foremen in the roofing industry.

The program is designed to accomplish the following:

- Improve the knowledge and ability of foremen to lead their jobs and supervise their crews so that they are safer, more efficient and so that the quality of the product that they produce meets or exceeds the industry standard.
- Instill the necessary interpersonal skills that will retain apprentices and journeymen in our industry and bring jobs in on time and under budget.
- Help ensure that the quality, efficiency and productivity of foremen and crews reach their maximum levels.

About the Modules

TOPICS

The exercises and information contained in these modules are about the skills determined to be critical skills for success through a survey of signatory contractors, union officials and working foremen. Each module addresses a series of skills as outlined.

PART I: ROLE OF FOREMAN

Communication Skills

- The role of foreman
- Listening skills
- Responding to worker concerns
- Giving effective directions and instructions

Problem Solving

- The nature of problems and decisions
- Problems encountered by foremen
- Avoiding and dealing with sexual harassment
- Valuing diversity and avoiding discrimination

Math and Measurement

- Review of basic math skills associated with roofing and waterproofing
- Take basic math skills and apply them to everyday duties as foremen
- Review of equations for perimeter and area of different roof shapes
- Find area of irregularly shaped roofs
- Use math skills to calculate materials needed for roofing and waterproofing jobs

Diversity

- Identify requirements associated with avoiding discrimination
- Recognize and appreciate the dynamics of a changing workforce

Safety Skills

- The role of foreman in safety
- Electrical safety
- Safety practices and standards for roofers
- Dealing with hearing loss
- Safety jeopardy
- SDS review
- Identify worksite hazards
- Designing fall protection
- Learn about toxic substances

Teaching Skills

- Determine learning style preferences
- Present effective demonstrations
- Give a toolbox lesson

Sexual Harassment

- Identify requirements associated with avoiding sexual harassment
- Recognize behaviors sometimes common to construction worksites that might be considered sexual harassment
- Review situations and devise strategies to deal with situations
- Review the most important ideas about preventing and dealing with sexual harassment

PART II: MANAGING THE PROJECT AND THE WORKFORCE

Reading Plans and Specifications

- Name and explain the types of lines typically used on a set of drawings
- Name and explain the different types of elevation drawings used in a set of prints
- Demonstrate the use of an architect's scale
- Work with a set of prints to find information and details

Planning and Starting the Project

- Explain the details of different types of job site set-ups
- Identify who should be involved in the decision-making of job set-ups
- Explain why communicating with all parties involved is key when setting up a job
- Identify what the main concerns are regarding a job set-up
- Explain why the concerns for different job set-ups (new construction, tear offs, etc.) are similar, but take on greater meaning the more complex the job is
- Make better decisions on job set-ups in the future

Motivating and Reinforcing Workers

- Explain different types of motivation
- Explain various ways to motivate your crew
- Identify de-motivating factors
- Explain the importance of a job well done
- Explain how to use rewards as motivators

Leadership Styles

- Identify the leadership styles you currently employ
- Make improvements on your current leadership styles and expand on your leadership techniques
- Identify and eliminate any leadership styles that are unprofessional, or that discredit your employer, your union or yourself
- Identify strategies for becoming more-effective leaders

Documentation and Recording Information

- Recognize the type of information that foremen typically must record and document
- Review basic steps associated with recording and documentation
- Understand the importance of record-keeping and documentation

Activities are designed to be mixed and matched, so an instructor can select any number of activities to accommodate the time available.

DESIGN

The materials' design allows participants to engage actively in learning. Lecture is minimized while interaction and activity are maximized. Additionally, participants are asked to reflect on their experience and share ideas with each other. Equally important, the activities are designed to be mixed and matched with each other and with other modules in the series so that an instructor can select any number of activities/exercises to accommodate the time available.

TIME

The entire program—all 12 modules—is four full days in length. Delivery has been in two parts, each of which is two days in length.

Part 1, which includes modules on Communications, Problem Solving, Math and Measurement, Safety Skills, Teaching Skills, Diversity and Sexual Harassment, is two days in length. Part II, which includes Reading Plans and Specifications, Planning and Starting the Project, Motivating and Reinforcing Workers, Leadership Styles, and Documentation and Recording Information, is also two days in length.

INSTRUCTORS

The program is currently co-taught by seasoned instructors who are past foremen with extensive roofing experience.

SCHEDULING

International Union representatives, business managers and/or apprenticeship coordinators can contact Keith J. Vitkovich at 202-463-7663 or keithv@unionroofers.com for more information or scheduling. ■

HAZARD ALERT

CPWR [O]
THE CENTER FOR CONSTRUCTION RESEARCH AND TRAINING

RF RADIATION

AN INVISIBLE DANGER



PHOTO CREDIT: FRANKEL/OUTLINE

New RF Radiation Awareness Program

PARTNERING TO PROTECT MEMBERS AND PREVENT EXPOSURE

Every day members of our union perform maintenance and repair work on rooftops where cellular, broadcast and other telecommunications antennas are located. The presence of these devices puts workers at risk for exposure to an invisible hazard—radiofrequency (RF) radiation.

Twenty years ago this was not a concern for our members, but the public's growing demand for wireless services, and the proliferation of these devices in areas where members work, has put this emerging hazard on our radar. To put it in perspective, according to CTIA – The Wireless Associa-

tion, back in 1985 there were only 340,213 cellular subscribers (one subscriber can have more than one connection) and 913 cellular antenna sites. By 2015, these numbers had grown to more than 377 million cellular subscribers and more than 300,000 antenna sites.

Since demand for wireless services shows no sign of slowing down anytime soon, as part of our work with CPWR – The Center for Construction Research and Training and our Roofing r2p Partnership with the NRCA, we began researching the hazard and raising awareness of the potential risk. One thing we learned is that while the short-term thermal health

effects, such as dizziness, burns and, at sufficiently high levels, blindness and sterility, are documented, much less is known about the long-term health effects of occupational exposures to RF radiation.

We also learned that we were not alone in our concern about this emerging hazard. Several other unions and their employers were also becoming increasingly worried about potential exposures not only from telecommunications equipment on rooftops, but ones located on sides of buildings, mobile news trucks and other structures.

Last year, our Partnership reached out to these other trades

WHAT IS RF RADIATION? WHY SHOULD I CARE?

To answer this question, it's important to understand that there are two types of radiation: ionizing radiation and non-ionizing radiation. Both are forms of electromagnetic energy, but ionizing radiation has more energy than non-ionizing radiation.

Ionizing radiation, like x-rays or gamma rays, has enough energy to cause chemical changes by breaking chemical bonds. Sources of this type of radiation can be found in, for example, hospitals, nuclear energy plants and nuclear weapons facilities.

Non-ionizing radiation causes molecules to vibrate, which generates heat.

Radiofrequency radiation or RF radiation is a type of non-ionizing radiation. Common uses of RF radiation include microwave ovens, radar, industrial heating and sealing processes, and telecommunications and broadcast services. This latter category is the one of most concern to our industry.



Unlike some hazards such as a wet roof, hot asphalt or respirable dust, you cannot see, touch or smell RF radiation.

and contractor associations and formed an RF Radiation Work Group to address this emerging hazard. Taking a precautionary approach, we developed the RF Radiation Awareness Program for the Construction Industry. This new program is designed to provide our members and employers with the information needed to recognize the hazard, understand the potential risks and take preventive measures to work safely.



The Program responds to the following questions:

- **What is RF radiation?**
- **What is it used for?**
- **What are the potential health effects?**
- **Who's at risk?**
- **What are the applicable regulatory requirements or voluntary standards?**
- **What does a potential hazard look like?**
- **What can be done to work safely?**

This information is presented in a variety of formats for use by trainers, workers and employers, including a detailed Guide; PowerPoint presentation with instructional notes; video “Safe Transmission: RF Awareness for the Construction Industry”; Hazard Alert card “RF Radiation—An Invisible Danger” (see back cover) and Toolbox Talk. These last two items are available in both Spanish and English.

To learn more about RF radiation and how to work safely, visit <http://www.cpwr.com/research/rf-radiation-awareness>. ■

Know the basics...

1 Ask questions Ask your supervisor if cellular antennas or other RF radiation generating antennas are present. At a minimum, do your own visual assessment. The building owner or property manager should have, or know whom to contact for, information on the antennas, their locations, and the RF radiation levels.

2 Follow instructions When RF radiation is present, warning signs should be posted that include information on the hazard and a point of contact for information on the antenna. If you need to work within the RF field, the antenna owner should move or temporarily power down the device.² Ask your supervisor to confirm it's been powered down before proceeding.



IMAGE COURTESY OF OSHA - PREVENTION NON-IONIZING RADIATION STANDARDS AND REGULATIONS, SLIDE #12, OCT. 2002

3 Keep your distance Avoid standing right in front of or close to antennas. If there are antennas where you are working or on buildings close by, make sure the antennas are not pointed directly toward your work area. At a minimum, stay 6 feet away from a single antenna or 10 feet away from a group of antennas. A personal RF monitor and/or RF protective clothing may be needed. A monitor should sound an alarm if you are in an area where RF radiation is at a dangerous level. Protective clothing will shield you up to 1,000% of the FCC's maximum permissible exposure limit (MPE). It will not protect you from electrical shocks or arc flash.

If you think you are in danger:

Contact your supervisor. Contact your union.

Call the antenna owner

The contact information should be listed on the warning sign(s) or provided by the site owner/manager. Tell them you are a construction worker, describe the work you will be performing near the RF radiation generating antennas, and express your concern about an exposure hazard. Request a site power down for any work performed within the hazard area or written confirmation that it is safe to perform work as described without a power down. If there are multiple antennas, repeat this process with each antenna owner.

Call the FCC – Get on the Record

1-888-225-5322 (press 5)

Tell them you are a construction worker performing work near RF radiation generating antennas and are concerned about an exposure hazard.

Call OSHA 1-800-321-6742

*Not dish-shaped TV receivers

¹ OSHA: Non-Ionizing Radiation https://www.osha.gov/SLTC/radiation_nonionizing/

² “What is the FCC's policy on radiofrequency warning signs?...” <https://transition.fcc.gov/oet/rfsafety/rf-faqs.html>

Nail Gun Safety: Which Trigger Do You Use?

Nail guns are widely used and are an essential tool on many jobs. They can boost productivity, but also lead to injuries—even death. Nail gun injuries send tens of thousands of construction workers to the hospital each year, more than any other tool-related injury.

Most of these injuries are puncture wounds to the hands or fingers of the person using the nail gun; however, some are far more serious and involve others working nearby. According to the OSHA-NIOSH Nail Gun Safety Guide, “about 1 in 10 nail gun injuries happen to co-workers.” What causes these injuries? It all comes down to the trigger.

Two Triggers – Different Risks

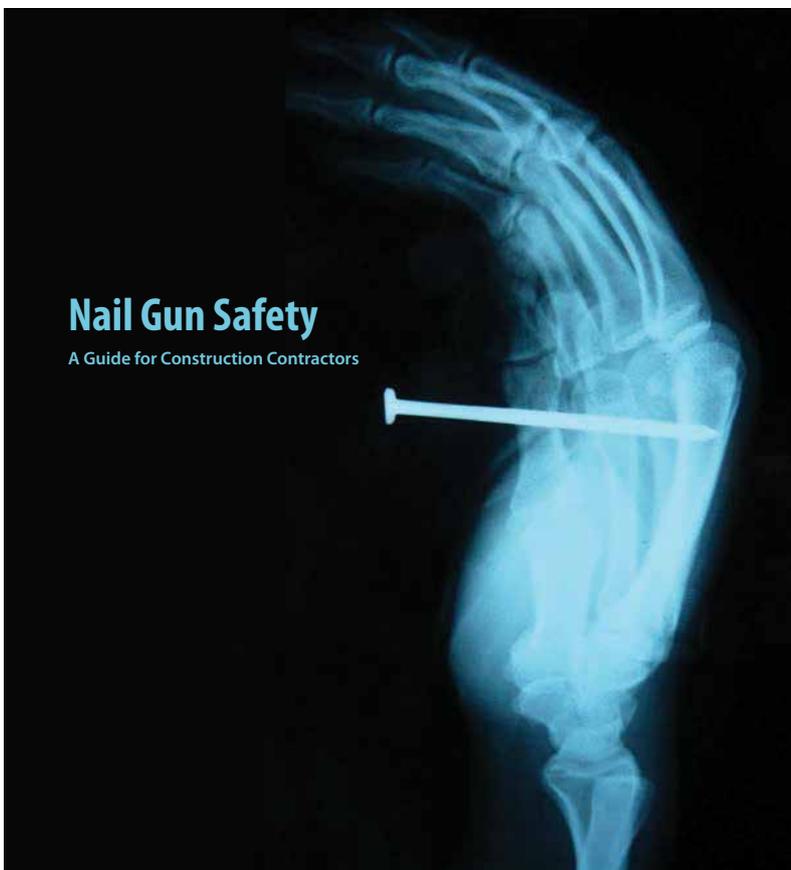
What many nail gun users may not know is that there are two types of nail gun triggers: the bump trigger (also called an automatic or contact trip trigger) and the single shot (or sequential trigger). While all nail guns can increase productivity and both types of triggers have the potential to cause serious injury, according to research conducted by CPWR and NIOSH, using the bump trigger increases the risk for the unintended discharge of nails and injuries. In fact, you are twice as likely to end up in the hospital using this type of trigger. The safer option is the single shot trigger.

Make the Switch

If you are already using a bump trigger, does that mean you or your employer have to buy a new nail gun with a sequential trigger? Probably not. According to NIOSH “most nail guns have a dial, switch, lever or replaceable trigger that changes the nailer [nail gun] from automatic to a safer single-shot mode... [and] switching your gun to a safer mode is fast, easy [and] inexpensive...”

Tips to Work Safely from NIOSH and CPWR

1. ASK for a nail gun with a sequential trigger mechanism.
2. ASK your employer for nail gun safety training—OSHA requires this training.
3. DO NOT press the trigger unless the nose of the gun (contact element) is firmly pressed against the work material.
4. NEVER walk around with your finger on the trigger.
5. NEVER clean or clear jams or adjust a nail gun when it is connected to the air supply.
6. NEVER remove or bypass safety devices, triggers or contact springs.
7. NEVER use a defective tool. If a tool is malfunctioning, it needs to be tagged and taken out of service.
8. AVOID nailing into knots and metal; nails are more likely to ricochet. Dense materials, like laminated beams, are also difficult to nail.
9. KEEP co-workers out of your line of fire.
10. USE your dominant hand to operate the nail gun.
11. ALWAYS wear eye protection, a hard hat, safety shoes and hearing protection.
12. SEEK medical treatment immediately if injured.



For more tips and to learn how to use a nail gun safely:

WATCH

- NIOSH's video "Know Your Nailer: Nail Gun Safety" at <http://www.cdc.gov/niosh/topics/nailgun/>

READ

- CPWR's Hazard Alert "Nail Guns: Serious—even fatal—injuries are happening even when used as designed" ("Pistolas de Clavos; Provocan lesiones graves (incluso fatales) aun cuando se usan debidamente") at <http://www.cpwr.com/publications/hazard-alert-cards>
- NIOSH's "Straight Talk About Nail-Gun Safety" at <http://www.cdc.gov/niosh/topics/nailgun/>
- CPWR's toolbox talk "Nail Guns" ("Pistola de Clavos") at <http://www.cpwr.com/publications/handouts-toolbox-talks>

VISIT

- NIOSH's Nail Gun Safety at <http://www.cdc.gov/niosh/topics/nailgun/>
- Nail Gun Safety: The Facts at www.nailgunfacts.org
- OSHA's Nail Gun Safety at <https://www.osha.gov/doc/topics/nailgun/>



OSHA Penalty Adjustments Take Effect August 1, 2016

In November 2015, Congress enacted legislation requiring federal agencies to adjust their civil penalties to account for inflation. The Department of Labor is adjusting penalties for its agencies, including the Occupational Safety and Health Administration (OSHA).

OSHA's maximum penalties, which were last adjusted in 1990, will increase by 78%. Going forward the agency will continue to adjust its penalties for inflation each year based on the Consumer Price Index.

The new penalties took effect after August 1, 2016. Any citation issued by OSHA on or after that date will be subject to the new penalties if the related violations occurred after November 2, 2015.

| Type of Violation | Previous Maximum Penalty | New Maximum Penalty |
|-------------------------------------------------|---------------------------------------|----------------------------------------|
| Serious Other-Than-Serious Posting Requirements | \$7,000 per violation | \$12,471 per violation |
| Failure to Abate | \$7,000 per day beyond abatement date | \$12,471 per day beyond abatement date |
| Willful or Repeated | \$70,000 per violation | \$124,709 per violation |

Adjustments to Penalties

To provide guidance to field staff on the implementation of the new penalties, OSHA is expected to issue revisions to its Field Operations Manual by August 1, 2016. To address the impact of these penalty increases on smaller businesses, OSHA will continue to provide penalty reductions based on the size of the employer and other factors.

State Plan States

States that operate their own Occupational Safety and Health Plans are required to adopt maximum penalty levels that are at least as effective as Federal OSHA's. ■

Spotlight on Training

SOUTH BEND AREA ROOFERS & WATERPROOFERS APPRENTICESHIP PROGRAM

For this quarter's Spotlight on Training, we are checking out the South Bend Area Roofers & Waterproofers Apprenticeship Program. The program, which trains roofers and waterproofers out of Roofers Local 23 in South Bend, IN, is headed by Training Director Derek Carrington.

The program's apprenticeship standards were first adopted and approved in 1970, thanks mostly to Cliff Rigley. Cliff taught the apprenticeship classes along with several assistants until 2001. In those days, classes were held at IVY Tech Community College and consisted of mostly classroom work and technical information. Even in its infancy the program would train South Bend's most-skilled roofers, including International Vice President Don O'Blenis, who was in the first class that completed (and he turned out all right).

In 2000 the JATC was able to purchase its very own training center. The center is now known as the



The Rigley-Frazier Learning Center houses the Local 23 South Bend Apprenticeship Program.

**“Safety. Quality. Efficiency.
This is how we approach training.”**

Rigley-Frazier Learning Center. In 2001 Bud Holston took over as training director for the apprenticeship program. He held the position until his death in 2007, at which time Drew Holston took over as training director. Drew worked there until his retirement in 2014, and Derek Carrington was then selected to direct the program.

The purchase of the new training center in 2000 provided the space needed for building mock-ups inside and outside of the center. This gave the program the ability to deliver hands-on training within all aspects of the roofing and waterproofing trade, including steep slope and low-sloped applications.

The hands-on training is also supplemented by classroom training, utilizing curriculum developed by the Roofers and Waterproofers Research and Education Joint Trust Fund, the Center for Construction Research and Training (CPWR), National Institute for Occupational Safety and Health (NIOSH), Occupational Safety and Health



Outdoor mock-ups are used for single-ply and BUR applications.



The training center features a steep-slope application mock-up.

Administration (OSHA), and multiple manufacturers' specification manuals.

The apprenticeship consists of a total of 6,300 hours, which is supplemented by 144 hours of apprenticeship class training per year, totaling 432 hours. Apprentices also donate their time to help out on multiple roofing projects that help non-profit entities throughout the South Bend region with their roofing issues and needs. The program is registered with Helmets to Hardhats and the U.S. Department of Veterans Affairs, so veterans can use their GI Bill benefits during their apprenticeship.

Local 23 journeypersons benefit from the program as well. Journeyman upgrade training is available, and all courses are registered with IVY Tech Community College, so participants receive college credit at no cost once each course is completed. The courses that are provided include, but are not limited to:

- OSHA 10
- OSHA 30
- First Aid, CPR and AED Training
- Asbestos Class II
- Qualified Signal Person Class
- Qualified Rigging Person Class
- Forklift Certification
- Aerial Lift Training
- CERTA Class
- Competent Person Fall Protection Class
- ICRA Training
- Foreman Training, Parts 1 and 2
- GHS Haz-Com Training
- Manufacturer Training Sessions

The journeyman upgrades are fairly new to the program—they were introduced in 2013. Other recent changes to the program include first aid/CPR training and improved record-keeping programs for training and hourly credits. Instructors are also actively recruiting new



Students of the South Bend program lay up single ply.



The enclosed area for single-ply hands-on training is equipped with a proper air circulation system for solvents and fumes.



Classroom training is crucial in the early stages of the apprentice program.

students to meet the growing needs of area contractors. There are currently 83 apprentices.

Next up? Brother Carrington hopes to expand the outdoor mock-ups, putting slope roofs above the flat roofs for scaffolding, slate, tile, shingles and wood shake training. He also looks forward to incorporating the new single-ply program. If there is any way to adjust to meet changing industry standards, Brother Carrington wants to do it. "I have written on my board in the classroom: Safety, Quality, Efficiency," he says. "This is how we approach training." ■

TECHNOLOGY
From new thermoplastics to photovoltaics, the Roofing Industry is undergoing technological revolutions. The demand for highly skilled workers is at historic levels. This is an exciting time to consider a career in Roofing.

WORK
Roofers install a wide range of roofing and waterproofing products and systems. Each roofing job is different. Each job presents new challenges. Roofing is hard. Roofers work outdoors in all kinds of weather. Roofers usually work at heights.

Think of roofing as a career, not just a job. In roofing, you don't have to change careers to stay engaged and move ahead. In roofing you will face new challenges, learn new skills, and earn higher wages.

LEARNING A TRADE IS YOUR GATEWAY TO A WHOLE WORLD OF POSSIBILITIES

BUILD YOUR FUTURE IN ROOFING & WATERPROOFING

Proud Professional Committed to Excellence™
United Union of Roofers, Waterproofers & Allied Workers
Roofers & Waterproofer's Research & Education Joint Trust Fund

EARN AND LEARN MEMBERSHIP

RECRUITMENT BROCHURES AVAILABLE

The Roofers & Waterproofer's Research & Education Joint Trust Fund recently produced a recruitment brochure titled "Build Your Future in Roofing & Waterproofing." The full-color brochure is intended to reach out to young men and women about career opportunities in roofing and the unique advantages and benefits of the union's apprenticeship program and union membership.

The brochure will be produced on demand and personalized with a local union's contact information. The brochure also includes a QR Code which any smartphone can scan, which will then play a seven-minute video titled "Build Your Future in Roofing."

To learn more, contact Executive Director of Research & Education Keith J. Vitkovich at 202-463-7663 or keithv@unionroofers.com. ■

Remember to Use OAP Network Providers

As you know, starting July 1, 2016, the National Roofers Union and Employers Joint Health and Welfare Fund contracted with the Cigna Open Access Plus (OAP) network instead of the Cigna PPO network. The change to Cigna OAP will bring added cost-savings to both you and our Plan.

Cigna's Open Access Plus (OAP) plan provides you with greater access and convenience. Members have direct access to Cigna's broad national provider network and the option to make their own health care choices. Members also have the option to choose a primary care physician (PCP) to serve as their personal physician and help coordinate health needs. Members can access care in-network or out-of-network without a referral. Please note: certain services and procedures may still require providers to obtain precertification based on the provisions of the plan.

Your greatest savings is achieved when you choose an OAP in-network provider. These OAP providers discount

the cost of their services to you and the Plan. OAP providers are added to and deleted from the OAP network during the year, so it's best to check with Cigna or the provider to be sure the provider is still participating in the Cigna Open Access Plus (OAP) network. For a list of in-network OAP providers, visit www.cignasharedadministration.com or call Cigna at 1-800-768-4695.

Cigna's Pharmacy Management

- Easy access to your medications
- A customer-focused team working together to keep you healthy
- One-on-one advice that helps you to choose and use your health care wisely
- CoachRx: an online program that will help you understand how and when to take your medications. Plus, you can sign up to have refill reminders sent to your phone or email.

It's a great time to review five suggestions for getting the most out of your pharmacy benefits plan:



1. Learn what medications are covered

Save money by checking out the list of medications covered under your plan on myCigna.com. The amount you pay depends on whether your medication is listed as a generic, preferred brand, non-preferred brand or specialty medication.

2. Compare prices

Use the Prescription Drug Price Quote tool to find out how much medications cost under your pharmacy plan. You can see costs for alternative medications, and compare prices between Cigna Home Delivery PharmacySM and retail pharmacies.

3. Use Cigna Home Delivery Pharmacy

Have the medications you take on a daily basis delivered right to your door at no additional cost. Because you can get up to a 90-day supply at one time, you may even be able to save money. You'll get a reminder when it's time to reorder, and have access to the CoachRx team for help with drug interactions, side effects and ways to lower your medication costs.

4. Get help with specialty medications

Take advantage of TheraCare®. Your personalized team will help you better understand your chronic condition (like multiple sclerosis, hepatitis c or hemophilia) and medication, including common side effects and how to follow your doctor's treatment instructions correctly.

5. Use myCigna.com

Gives you 24/7/365 access to:

- See your pharmacy claim history
- Read your benefit details
- Get recent industry and Cigna news
- Compare medication and pharmacy prices
- Manage your Cigna Home Delivery Pharmacy orders
- Ask a pharmacist a question

VitaMin



Vital health information in a minute

Photo: Johnny Autry

TEX-MEX CHICKEN SOUP

Yield: Serves 8 (serving size: 1 cup)

Ingredients

- 1 1/2 tablespoons extra-virgin olive oil
- 1 cup chopped onion
- 3 garlic cloves, minced
- 1 red bell pepper, chopped
- 1 jalapeño, seeded and minced
- 1 tablespoon chili powder
- 1 1/2 teaspoons crushed red pepper
- 1/2 teaspoon salt
- 1/2 teaspoon ground cumin
- 1/2 teaspoon black pepper
- 3 cups shredded rotisserie chicken
- 2 cups frozen whole-kernel corn
- 4 cups lower-sodium chicken broth
- 2 large tomatoes, chopped

- 1 (15-ounce) can no-salt-added black beans, rinsed and drained
- 1/4 cup chopped fresh cilantro
- 3 ounces queso fresco, crumbled
- 8 lime wedges

Preparation

1. Heat a Dutch oven over medium-high heat. Add oil, onion and next 3 ingredients; sauté 3 minutes. Add chili powder and next 4 ingredients; sauté 30 seconds. Add chicken and next 4 ingredients; bring to a boil. Cover, reduce heat, and simmer 6 minutes. Top evenly with cilantro and queso. Serve with lime.

Nutritional information

Amount per serving

- Calories: 186
- Fat: 5.4 g
- Saturated fat: 1.3 g
- Monounsaturated fat: 2.8 g
- Polyunsaturated fat: 0.7 g
- Protein: 17.9 g
- Carbohydrate: 18.4 g
- Fiber: 3.9 g
- Cholesterol: 41 mg
- Iron: 1.2 mg
- Sodium: 571 mg
- Calcium: 67 mg

Source: Printed with permission of *Cooking Light*, June 2012



Together, all the way.®

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APPROVED NRIPP PENSION APPLICATIONS
AT THE MEETING OF MAY 26–27, 2016

| PARTICIPANT NAME | TYPE OF RETIREMENT | LOCAL UNION | PARTICIPANT NAME | TYPE OF RETIREMENT | LOCAL UNION |
|-------------------------|---------------------------|--------------------|-------------------------|---------------------------|--------------------|
| Douglas L. Allen | Unreduced Early | 32 | Daniel R. Feest | Early | 65 |
| Robert A. Barbian Jr. | Normal | 65 | Donald Feest | Early | 65 |
| Kevin E. Barker | Early | 242 | Stephen J. Fergusson | Early | 32 |
| William Barriner | Early | 2 | George K. Fortner | Late | 2 |
| Alfred Bartowitz | Unreduced Early | 65 | Randy G. Franklin | Early | 2 |
| Edward Bass Jr. | Early | 188 | Robert L. Frazier Jr. | Early | 20 |
| Joseph D. Battin | Early | 142 | Herbert W. Gabel | Normal | 189 |
| Rudy Bauza | Early | 44 | Arnulfo C. Garcia | Late | 123 |
| Joey O. Bellamy | Early | 119 | Palemon G. Garcia | Normal | 220 |
| Thomas Bellone | Early | 11 | Joseph J. Gaskin | Unreduced Early | 11 |
| Raymond J. Blair II | Late | 30 | Ronald D. Greenhill | Early | 11 |
| Steven C. Blumenstain | Normal | 49 | Steven W. Groff | Early | 11 |
| William F. Boeckenhauer | Early | 11 | Tony Guarino Jr. | Late | 136 |
| John E. Bowker | Unreduced Early | 11 | Dennis K. Guist | Early | 20 |
| Tommy J. Brown | Normal | 136 | Jeffrey D. Habenicht | Early | 65 |
| Alan E. Brueggemann | Normal | 92 | Bobby Harris | Normal | 2 |
| Frank L. Butler Sr. | Normal | 81 | Gordon Hatch | Late | 189 |
| Ellis L. Cantrell | Normal | 123 | Duane R. Hawn | Early | 189 |
| David R. Carter | Early | 22 | Richard R. Hodges | Late | 32 |
| Charles T. Cash Jr. | Early | 20 | Lance J. Hoffman | Normal | 136 |
| Douglas A. Clark | Early | 97 | Allen J. Howard | Early | 162 |
| Timothy K. Clemson | Early | 44 | Allen Jennie | Early | 96 |
| Robert W. Collins | Early | 11 | William E. Jordan | Late | 2 |
| Robert Combs | Normal | 119 | Donald R. Keeling | Early | 147 |
| Lewis Cooper | Early | 97 | Donald Kitchell | Late | 2 |
| Richard R. Cooper | Early | 26 | William K. Klein | Early | 96 |
| Larry Cortez | Early | 81 | Margaret Kluszczynski | Normal | 23 |
| John R. Cummings | Unreduced Early | 37 | Rodney V. Lance | Normal | 23 |
| James Dahl | Normal | 96 | Michael Lane | Early | 97 |
| Jerome C. Dahling | Normal | 96 | Richard L. Larson | Early | 189 |
| Russell Davis | Early | 242 | Herbert Lewis | Early | 136 |
| Raynard Davison | Late | 2 | Joel G. Lunz | Late | 54 |
| Robert Dawson | Unreduced Early | 20 | Edwin G. Mayne | Early | 11 |
| Mark S. DeRousse | Early | 2 | David K. McCallum | Early | 149 |
| Larry W. Dillishaw | Early | 23 | Emmerton McCoy | Early | 12 |
| James Edington | Disability | 86 | Jerry L. Miersch | Early | 96 |
| Roua A. Elliott | Late | 20 | Toele F. Misa | Early | 40 |
| Gerald Erickson | Normal | 96 | Bernard Moore | Unreduced Early | 153 |
| J. Ventura Esquivel | Early | 143 | Johnny R. Moore | Early | 143 |
| Michael O. Fansler | Early | 20 | John G. Moreno | Early | 58 |
| Robert P. Farnsworth | Early | 11 | Juan M. Olvera | Early | 11 |

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS
 AT THE MEETING OF MAY 26 – 27, 2016

| PARTICIPANT NAME | TYPE OF RETIREMENT | LOCAL UNION | PARTICIPANT NAME | TYPE OF RETIREMENT | LOCAL UNION |
|-------------------------|---------------------------|--------------------|-------------------------|---------------------------|--------------------|
| Charles Ouellette III | Early | 49 | James Schmid | Unreduced Early | 96 |
| Michael Ouradnik | Early | 96 | Joseph Schotl | Normal | 96 |
| Dennis K. Oxley | Late | 189 | James Sells | Early | 20 |
| Ernest Patmore | Disability | 20 | Juan Sepulveda | Early | 162 |
| Robert E. Pearson | Early | 142 | Richard Shaw | Disability | 42 |
| Jesus Perez | Early | 11 | James Siplin Jr. | Late | 136 |
| Randy F. Perkins | Late | 26 | Claud Smith | Normal | 136 |
| Jay Pine | Unreduced Early | 11 | Steve Smith | Early | 143 |
| Sabas Pintor | Early | 40 | Robert Snider Jr. | Early | 96 |
| Dan Prince | Unreduced Early | 135 | Ricky Stockford | Normal | 65 |
| Louis Redler | Late | 11 | Jimmy Taylor | Normal | 81 |
| Jeffrey D. Reeve | QDRO | 119 | Robert C. Taylor | Unreduced Early | 65 |
| Jerome Roberson | Early | 11 | Charles L. Tritten Jr. | Early | 96 |
| Samuel Rodriguez | Early | 11 | Ronald D. Warren | Early | 20 |
| Michael Romero | Early | 54 | Renardo Weathersby | Early | 11 |
| Avery Rutherford | Normal | 11 | Daniel A. Williams | Early | 2 |
| Troy Rymer | Early | 26 | Sam Wilson | Disability | 65 |
| Robert Sanchez | Unreduced Early | 220 | Aljeren Wright | Normal | 143 |

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS
 AT THE MEETING OF MAY 26 – 27, 2016

| PARTICIPANT NAME | LOCAL UNION | PARTICIPANT NAME | LOCAL UNION | PARTICIPANT NAME | LOCAL UNION |
|-------------------------|--------------------|-------------------------|--------------------|-------------------------|--------------------|
| Dewey Ashley | 136 | David Jamka | 26 | Roger Richardson | 69 |
| Lucino Ayala | 11 | Preston Keele | 91 | John Roberts Sr. | 147 |
| Dennis J. Barr | 135 | Craig Kelley | 2 | Wesley Scarberry | 185 |
| Lee E. Brown | 135 | Neil Lewis | 30 | Frederick Shears | 242 |
| Robert L. Burrell | 136 | Thomas Malandrino | 8 | Richard Stout | 317 |
| Gregorio DeLaCruz | 135 | Herman Maynor Jr. | 69 | Juan M. Teran | 81 |
| Ronald P. Dickinson | 49 | Robert Miller | 97 | Robert Withers | 30 |
| Juan V. Esquivel | 220 | Dewane Otto | 189 | William Witt | 32 |
| Ed C. Frye | 135 | Darryl Pettit | 32 | John P. Zeltner | 69 |
| Jeramie M. Gruber | 96 | Jack Pistole | 185 | | |
| Darrell Hindman | 2 | Edward Richardson | 2 | | |

APPROVED NRISPP PENSION APPLICATIONS

AT THE MEETING OF MAY 26 – 27, 2016

| PARTICIPANT NAME | LOCAL UNION | PARTICIPANT NAME | LOCAL UNION | PARTICIPANT NAME | LOCAL UNION |
|---------------------|-------------|--------------------------|-------------|---------------------|-------------|
| Gregory Bane | 97 | Stanley Harris | 20 | Jay Pedigo | 119 |
| Joey Bellamy | 119 | Patrick Hart | 26 | Karl Perkins | 26 |
| Joseph Berzle | 32 | Jerry Hayse | 106 | Dale Plantz | 119 |
| Leland Brooks | 49 | Dennis Heath | 26 | Michael Pratt | 20 |
| Glenn Carter | 97 | Mark Hill | 106 | John Rader | 26 |
| James Carter | 150 | William Hill | 106 | Willie Reed | 20 |
| Patrick Castle | 49 | Ryan Holler | 65 | Michael Reisch | 49 |
| Ronald Chestnut | 119 | Darrell Hopkins | 49 | Joseph Roberts II | 12 |
| Gary Church | 20 | Candida Huntley Lantieri | 12 | Octavio Rodriguez | 12 |
| Shawn Considine | 20 | Clifford Jones | 20 | Andrew Rogyom | 26 |
| Jeffrey Cooper | 26 | Gary Jorgenson | 106 | Troy Rymer | 26 |
| Lewis Cooper | 97 | David Jost | 106 | Eric Schroeder | 65 |
| Richard Crim | 188 | Michael Kelly | 20 | Leonard Schwartz | 26 |
| Alan Critchett | 49 | Jack Kirby | 26 | Stephen Selling | 12 |
| Richard Divishek | 182 | Brian Lambert | 119 | James Shepherd | 32 |
| Gary Dlugolecki | 20 | Michael Lane | 97 | Gerald Solinski | 149 |
| Timothy Dunham | 20 | Eugene Lantieri | 12 | Jury Sollars | 150 |
| Glen Elkins | 26 | Nick Lehman | 106 | Ronald Stalbaum | 26 |
| J. Ventura Esquivel | 143 | Kenneth Ludwick | 32 | Robert Stauffer | 97 |
| Daniel Feest | 65 | Jorge Maldonado Jr. | 12 | Gary Stevenson | 49 |
| Donald Feest | 65 | David Martin | 26 | Jerome Tomaszewski | 26 |
| Daniel Fritts | 106 | Emmerton McCoy | 12 | Augusta Vanreed Jr. | 20 |
| Turley George | 185 | Gary McCubbin | 20 | Jose Villarreal | 49 |
| Donald Gilmore | 97 | Darrell McQuilling | 119 | Ronald Vitti | 12 |
| Lawrence Golday | 205 | David Meyer | 49 | Ronald Warren | 20 |
| Ricky Grimwood | 106 | Michael Milner | 150 | Robert Whitaker | 143 |
| Dennis Guist | 20 | Nelson Montero | 12 | Nicholas Wick | 26 |
| Richard Habig | 188 | Marvin Murray | 65 | Timothy Williams | 185 |
| Dana Halfhill Sr. | 185 | Christopher Newell | 20 | James Wright | 119 |
| Roy Hall | 26 | Albino Nunes | 12 | Gary Zadai | 188 |
| Timothy Hall | 188 | Jake Padilla | 49 | Robert Zastudil | 188 |
| Leslie Harris | 12 | Patricia Paterson | 143 | | |

Questions about your pension?

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

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

Summary Annual Report for National Roofing Industry Supplemental Pension Plan

This is a summary of the annual report for National Roofing Industry Supplemental Pension Plan, EIN 36-6157071 for the year ended December 31, 2015. The annual report has been filed with the Employee Benefit Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by Trust.

Plan expenses were \$873,235 consisting of \$687,628 in benefit payments to participants and \$185,607 in administrative expenses. A total of 2,655 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of the plan assets, after subtracting liabilities of the plan, was \$32,677,821 as of December 31, 2015, compared to \$27,056,267 as of January 1, 2015. During the plan year, the plan experienced an increase in its net assets of \$5,621,554. This increase included unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$6,494,789 including (but not limited to) employer contributions of \$5,746,604, realized losses from the sales of assets of \$340,845 and earnings from investments of \$1,089,030.

You have the right to receive a copy of the full annual report, or any part thereof, upon request. The items listed below are included in that report.

- an accountant's report;
- financial information and information on payments to service providers;
- information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates;
- assets held for investment purposes; and
- transactions in excess of 5 percent of plan assets.

To obtain a copy of the full annual report or any part thereof, write or call the office of Wilson McShane, who is plan administrator, at 3001 Metro Drive, Suite 500, Bloomington, MN 55425; (952) 854-0795. The charge to cover copying costs will be \$8.25 for full annual report or \$.25 per page for any part thereof. You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 3001 Metro Drive, Suite 500, Bloomington, MN 55425 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to: Public Disclosure Room, N1513, Employee Benefit Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210.

Additional Information

Si necesita asistencia en español para entender este Sumario del Reporte Anual del Plan, puede ponerse en contacto con la oficina del plan. La Oficina del plan esta localizada en, 3001 Metro Drive, Suite 500, Bloomington, MN 55425 y esta abierta durante las horas normales de negocio, Lunes a Viernes (con excepción de días de fiesta). También puede ponerse en contacto con la oficina del plan al teléfono (952) 584-0795.

National Roofing Industry Pension Plan Work in Disqualified Employment

The Board of Trustees of the National Roofing Industry Pension Plan (the “NRIPP”) has adopted rules to help protect the funding of benefits provided by the NRIPP. These rules are necessary to ensure a continuing level of contributions to the NRIPP now and in the future.

This article reviews the rules that apply to you (assuming you are a participant in the NRIPP) should you work for an employer in the Industry that does not have a collective bargaining agreement (“CBA”) with the United Union of Roofers, Waterproofers and Allied Workers (the “International Union”) or one of its affiliated Local Unions. The complete rules for Disqualified Employment, summarized in this article, are in the NRIPP Plan Document, which governs all NRIPP benefits that are due you or your beneficiary. The detailed rules related to Disqualified Employment also are summarized in the NRIPP’s Summary Plan Description (the “SPD”). If there are any inconsistencies between this article or the SPD and the NRIPP Plan Document, the NRIPP Plan Document will control. You may obtain both the NRIPP Plan Document and the SPD from the Fund Office (contact information provided at the end of this article). Capitalized terms not defined in this article will take their meanings from the NRIPP Plan Document.

DISQUALIFIED EMPLOYMENT

Disqualified Employment is work on or after August 1, 1990, with an employer in the Industry, including self-employment, that does not have a CBA (1) with the International Union, (2) any subordinate labor organization affiliated with the International Union, or (3) any organization of building trades affiliated with an entity described in (1) or (2) that requires contributions to a pension plan maintained pursuant to the terms of such CBA. Disqualified Employment can be “cured” only once as noted below.

If you work for a Contributing Employer, then you are not working in Disqualified Employment. A Contributing Employer is any employer, including local unions, required to make contributions to the Trust Fund, either by provisions of a CBA with the International Union or a written Participation Agreement with the Trustees.

INDUSTRY

The “Industry” means the industry that employs Employees engaged in work over which any Union has, or claims to have, jurisdiction, as set forth in the Constitution and By-Laws of the International Union.

EFFECT OF DISQUALIFIED EMPLOYMENT

If you work in Disqualified Employment that has not been cured, the following will occur:

- Your early retirement benefit, if you are eligible for such benefit, will be further reduced from what it otherwise would have been;
- Your beneficiary will not be eligible to receive a lump-sum death benefit upon your death before your benefit commencement date; and
- You will not be eligible for a Disability Pension in the event of your “Total and Permanent” Disability.

CURE

You can eliminate the effects of Disqualified Employment, that is “cure” the effect of Disqualified Employment, and become eligible for full NRIPP benefits again if, after engaging in Disqualified Employment, you become employed in Covered Employment for a period of time such that contributions on your behalf with respect to at least 1,000 hours are required to be made to the NRIPP by one or more Employers. However, you may “cure” the effect of Disqualified Employment only once. If you again work in Disqualified Employment, the effects of the rule will again apply to you and no additional “cure” is available.

QUESTIONS

If you have any questions or wish to request the NRIPP Plan Document and/or the SPD, you may contact the Fund Office by calling 1-800-595-7209, visiting the Fund website at www.nripf.com, or writing the Fund Office at:

National Roofing Industry Pension Plan
c/o Wilson – McShane Corporation
3001 Metro Drive, Suite 500
Bloomington, MN 55425

Stop-Loss Program Helps Protect Roofers Health and Welfare Funds

UNIQUE CHALLENGES FOR UNION INSURANCE PLANS

Since the passing of the Affordable Care Act (ACA) in 2010, many self-funded multi-employer health insurance plans have faced new challenges, requiring assistance to maintain the quality health insurance coverage and benefit options their members have enjoyed. For a number of Roofers' health and welfare funds, this assistance has come from the stop-loss insurance program at The Union Labor Life Insurance Company (Union Labor Life).

Union Labor Life is an experienced leader in the stop-loss business, understanding the unique needs of Taft-Hartley and union self-funded plans as the only labor-owned insurance company, for nearly 90 years. With long-standing expertise and experience in serving Labor's specific insurance needs, Union Labor Life works to assist in the management of the primary cost drivers of union health and welfare plans and help protect plan assets.

Protect Against Increased Exposure to High Claims with Stop-Loss Coverage

In the past, self-funded healthcare plans mitigated the risk of large claims with annual claim limits and lifetime coverage maximums. With the ACA-mandated removal of these limits, plans have had to consider different approaches to minimizing their risk.

Stop-loss coverage has proven itself to be an effective tool to protect plans from increased exposure to high-risk and high-dollar claims by providing reimbursement for claims after a predetermined amount has been paid by the plan. Union health and welfare plans can utilize stop-loss coverage to help limit liability in the same way annual and lifetime maximums limited liability prior to their elimination by the ACA.

Since the passing of the ACA, Union Labor Life has seen an increase in applications for stop-loss coverage from funds which have never purchased stop-loss insurance in the past. Existing Union Labor Life

stop-loss clients continue to closely monitor their exposure and, if necessary, periodically adjust their stop-loss deductible levels to meet their risk levels.

Union health and welfare funds have counted on Union Labor Life to help protect their plan assets and manage high-dollar and complicated claims that may have threatened the fund's solvency if not for stop-loss coverage. Union Labor Life provides the benefit of an underwriting team with extensive knowledge, experience, and expertise in evaluating the risk of high cost claims to self-funded healthcare plans.

When stop-loss insurance coverage is purchased from Union Labor Life, health and welfare plans have access to experts in handling large-dollar claims and cost-containment services. Funds with stop loss-coverage from Union Labor Life receive the benefit of a skilled stop-loss claims team with an in-house case

manager. The Union Labor Life stop-loss claims team and its vendors will assess charges and negotiate discounts with healthcare providers when possible. Billing on high-dollar claims may be further reduced as a result of these efforts. Working in collaboration with our cost-containment vendors, plan administrators and healthcare providers to assess true cost of medical services, Union Labor Life strives to ensure claim accuracy and correct billing for health and welfare plans.

Union Labor Life understands the challenges and exposures that self-funded healthcare plans currently face. Union Labor Life continues to support its clients by mitigating their health and welfare plan's financial risk through insurance solutions such as medical stop-loss insurance.

For more information, please visit www.ullico.com/lh/medicalstoploss





An aerial view highlights the roof on the finished project, which is 1,780 feet long.

Local 33 Boston Roofs 1.2M Sq. Ft. Fulfillment Center

Union contractor wins among lower bids by promising—and delivering—manpower, workmanship

A Roofers & Waterproofers Local 33, Boston, MA, signatory contractor won a major roofing project—beating out several non-union companies that bid lower—by making it clear that it was the only contractor capable of completing the job skillfully and on time.

David Klein, owner of Flagship Roofing and Sheetmetal Co., Inc., and Roofers Local 33 assured general contractor R.C. Anderson, LLC, that they would meet or exceed the quality requirements and schedule for the challenging distribution center project. Ultimately the project was completed on time and under budget, with zero accidents or injuries.

The project, located in Fall River, MA, is the distribution and fulfillment center for a prominent online retailer. The challenges presented

in roofing the behemoth structure were manifold. First there was the sheer size: 1.2 million square feet of roof, covering an area measuring 1,780' x 560', a third of a mile long. Next was the aggressive schedule which took place during the New

England winter with its unpredictable weather. On top of that, the project sits near the ocean where high winds make working conditions even more unstable.

Flagship's sales pitch was easy, though. As a Local 33 signatory con-



The Flagship Roofing crew show off their completed project. Local 33 B.M. Paul Bickford, B.A. Brian Brousseau, B.A. Andy Nonnenmacher, Training Dir. Willie Hernandez and Proj. Mgr. Joe Alphonse join the proud workers.

THE PROJECT INCLUDED:

- 1.2 million sq. ft. of roofing
- 1 layer polyvinyl vapor barrier
- 2 layers 2.4" polyiso insulation
- 1 ISO insulation diverter crickets
- 1 single ply Manville TPO membrane mechanically attached—RhinoBond fastening system
- Metal flashing and wall coping Alv./TPO clad

An excerpt from the letter of recommendation written by the vice president of general contractor RC Anderson:

“The project entailed the installation of a mechanically fastened TPO membrane roof system over two layers of polyiso insulation. Although most roofers might be able to pull off that roof system, Greenwood/Flagship truly shined when taken into consideration that the main roof field was 1,016,041 SF, that you started in the middle of February, and that you lost 30+ working days to bad weather (primarily high winds).

Ultimately, Greenwood/Flagship was able to maintain the critical path project schedule, manage the snow removal work required to stay productive, and come out on the other end shining. All while satisfying a daily third party inspector, several inspections from the owner’s roof consultant, several inspections from the membrane manufacturer, and a few visits from the project Architect. Considering what you were up against, to avoid a single negative comment from any of those inspections was truly impressive.”

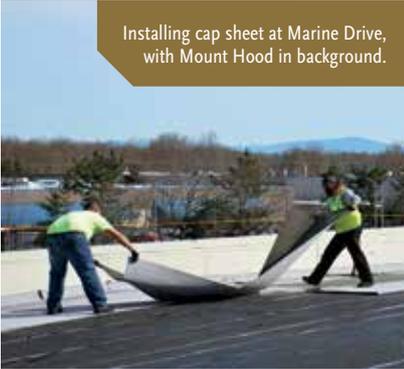
tractor, they could guarantee they would have the manpower needed, on the schedule it necessitated. And thanks to union training, their employees have the expertise and experience needed to get the job done both quickly and skillfully. Flagship was not the lowest bidder, but due to these assurances they were selected for the project.

Work started in the middle of February, and despite losing 30+ working days (primarily to high winds), Flagship completed the project ahead of schedule. Original plans called for installation of 150 skylights; however, the skylights were eliminated due to the building being staffed mainly by robots. Without the skylights, the timetable was able to be reduced.

Following completion of the warehouse, the general contractor was so impressed by Flagship’s professionalism and skill that the vice president wrote a glowing recommendation. Flagship Roofing and the officers and members of Roofers Local 33 who were involved in this project can certainly be proud of this monumental success. ■



Installing cap sheet at Marine Drive, with Mount Hood in background.



Apprentice Anna Beck works on torch down at North Williams.



The crew at Marine Drive, clockwise from left: Shawn Armijo, Matt Peck, Kurtis Offinga, Charles Breashers (foreman), Travis Fitzke, Travis Wagner and Joseph Rabbitt.

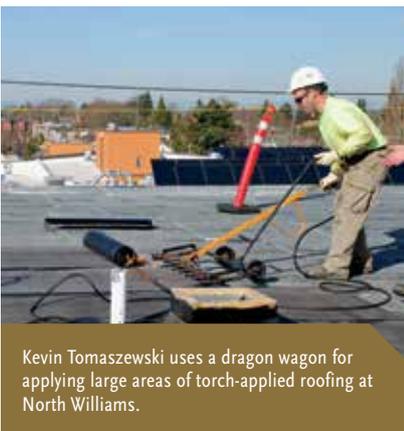


Portland Roofers on the Job

Roofers & Waterproofers Local 49, Portland, OR, members re-roofed the Marine Drive Distribution Center in Portland. The 1,000-square job consisted of built-up three ply and cap sheet. The roofers work for signatory contractor Griffith Roofing out of Beaverton, OR.

Meanwhile, across town, employees of Snyder Roofing were roofing new construction on North Williams. Local 49 roofers applied a torch-ply Siplast system on the union-pension funded residential building. ■

Kevin Tomaszewski uses a dragon wagon for applying large areas of torch-applied roofing at North Williams.



Mopping the hot asphalt at Marine Drive.



Local 221 Retired Business Manager Passes

Local 221, Honolulu, HI, and the International Union mourn the passing of Robert “Bobby” Tokioka. Bobby was a charter member of Local 221 and was initiated in 1959. In 1978 he joined the Union staff as a business representative and in 1985 he was elected financial secretary-treasurer/business manager and served in this position until his retirement in 2002. Because of his humble roots and strong work ethic, Bobby was driven to make Local 221 the best it could be despite what he considered to be a lack of formal education. He more than made up for it with good old-fashioned hard work and tons of common sense. Bobby was especially proud of the growth the local sustained under his leadership. Examples of this



Local 221 B.M. Vaughn Chong, Appr. Coord. Rick Subiono and Int'l Pres. Kinsey Robinson appreciate the wisdom of Bobby Tokioka (seated).

were increasing the pension benefits by nearly 300%, increasing the local union general fund by a whopping 400% and doubling the total wage package. Needless to say, Bobby loved Local 221 and made many personal sacrifices to build it to where it stands today. The Local

221 membership and the International Union are forever grateful for his leadership and contributions to our Union. He is survived by sons Robert III, Reginald and Derek; daughters Rowena, Rochelle and Jacey-Ray; 12 grandchildren and 12 great-grandchildren. ■

Visitors to the I.O.

International officers in Washington, DC, were happy to meet and greet some visitors who were passing through the area this summer. Local 49, Portland, OR, member John Devore stopped by the International Office during his trip to the Nation's Capital. He and Presi-

dent Kinsey Robinson spent time discussing roofing in Oregon as President Robinson showed Brother Devore around the office.

A few days later Tom Perez-Lopez and Hannah Belitz with Bredhoff & Kaiser PLLC showed up in order to scratch an item off

their scavenger hunt list. Bredhoff & Keiser specializes in labor law, and employees had to fulfill various labor-related challenges, including visiting an officer of a national union—for which International Secretary-Treasurer Bob Danley was happy to oblige! ■



Int'l Pres. Robinson welcomes Local 49 member John Devore to Washington, DC.



Int'l Sec'y-Tr. Bob Danley helps Tom Perez-Lopez get one step closer to finishing his scavenger hunt.



Robert Irwin was a member of Local 205, which merged into Local 119. He received his 50-year awards from I.V.P. O'Brien.



Cordell Yates proudly shows off his 50-year awards received from I.V.P. Don O'Brien, left, and I.V.P. Mike Stiens.

50-Year Members of Local 119

International Vice Presidents Don O'Brien and Mike Stiens and Assistant Director of Marketing Frank Wall were in Indianapolis, IN, where they presented 50-year service awards to three members of Roofers Local 119. Two other 50-year members received awards at their home. Congratulations to Burton Dugger, Cordell Yates, Wayne Brown, Robert Irwin and Dale Jarnagin on this significant achievement! ■



Wayne Brown receives his 50-year mementos from I.V.P. O'Brien, left, and Asst. Marketing Dir. Frank Wall.



Dale Jarnagin is happy to have earned the mantle clock that says he's been a member of the Roofers Union for 50 years.



Burton Dugger, left, accepts his 50-year watch and clock from I.V.P. O'Brien.



Steve Peterson, Chad Prince, Ron Jackson, Mitch Terhaar and Travis Gorman stand their ground.

Out-of-State Contractor Not Welcome in IL

Members of Roofers Local 69, Peoria, IL, let the public know that an out-of-state non-signatory contractor is conducting work at a building in Peoria. Local 69 Business Manager Steve Peterson wants to thank the local trades for not crossing the picket line, and we want to thank these guys for letting the public know that this contractor is not doing its part to provide good jobs to local workers. ■

Longtime Local 210 Business Manager Passes

We are saddened to report the passing of Matthew Gress Sr., a member of Local 210, Erie, PA. Matt was initiated into Local 210 in 1978 and was elected financial secretary and business manager in 1983, a position he held until his retirement in 2007. During his career he held the positions of president of the Mid-States Roofers District Council, and president and then secretary-treasurer of the Northeast Roofers District Council. He was also president of the Erie AFL-CIO and chairman of the Board of the Erie Western Pennsylvania Port Authority. His other

interests included hunting, fishing, auto racing and community activities with the Sisters of Saint Joseph Food Pantry and St. Paul's Free Clinic. He is survived by three children, Katherine, Mary and Matthew Jr. The International officers and staff offer sincere condolences to Matt's family. ■



Former Local 210 Business Manager Matt Gress



Above: The proud graduates of Local 96, Minneapolis, MN, can kiss their days of being an apprentice goodbye.

Below: Many thanks to the Local 96 signatory contractors who are on the JATC, as well as the committee itself, for making it possible to train our skilled union roofers.



Local 96 Apprenticeship Graduation

Local 96, Minneapolis-St. Paul, MN, graduated 30 men and women to journeylevel roofers in April. The graduates were honored at a ceremony at the local union. Congratulations and may you have a long, fulfilling career in roofing! ■



UNION CONTRACTOR STEPS IN TO FIX ROOF FOR SWINDLED HOMEOWNER

Local 188 members, standing from left: Lloyd Rose, Brad Hubbard (foreman), Dan Toothman, Bill Mitchell and John Paul Smith. Kneeling are Josh Smith and Jericho Hickman.

On May 16, WTOV 9 News (Wheeling, WV) aired a story about a family who was scammed by an unreliable roofing contractor. Penny Hall of Bridgeport, OH, contacted the news station about her story with the hope of spreading the word to prevent the situation from happening to another innocent family.

Penny found her roofer in the classifieds. When he showed up at her home to talk about the project, he was early. Looking back, Penny thinks that was intentional, since the contractor knew her husband wouldn't be home.

"He came over to the house, he quoted me a price of \$4,000 to do the roof," Penny said. "Well I gave him a check for \$2,000, and I never heard from him again."

After the story aired, Roofers & Waterproofer's signatory contractor Kalkreuth Roofing and Sheet Metal stepped in to help. Kalkreuth Roofing is based in Wheeling, WV, and employs members from several local unions for jobs throughout the East. Roofers & Waterproofer's from Local 188, Wheeling, WV, performed the labor on this charity job.

"We extended an offer to Penny to re-roof her home free of charge," company President John Kalkreuth told WTOV 9 on May 18. Penny was thrilled and exclaimed that a situation like this "brings the trust back in people."

That day, Kalkreuth Roofing and Sheet Metal's Service Manager Shawn Snodgrass visited Penny's home to review shingle samples with her and her husband while Service Estimator Zane Harvey took measurements for the material order. The tear-off and application of her new, energy-efficient roofing system was completed on Saturday, June 4.

John Kalkreuth added, "We're honored to be able to do this for Penny and her family and are happy we could help out." ■



The Kalkreuth crew replaces the roof of a local family who was scammed by an unscrupulous roofing contractor.

Chicago Roofers Help Veterans

The Chicago Roofers and Waterproofers' Charitable Foundation has raised funds to benefit several charities. In June they presented Jane Tyschenko, executive director of the Midwest Shelter for Homeless Veterans (MSHV), a check for \$10,000. In July the foundation presented another \$10,000 check to Salute, Inc., a non-profit organization that meets the financial, physical and emotional needs of service members and vets. These funds will benefit those who stood up and fought for us and now need us to stand up and fight for them. Union Strong! ■



Giving to Salute Inc.: B.R. Jeff Eppenstein, Team Coord. Tina Schaefer, Exec. Dir. MaryBeth Beiersdorf, Pres. Gary Menzel and B.R. John Barron.



Local 11 reps present a check to MSHV. From left: B.R. Jeff Eppenstein, Jane Tyschenko, Pres. Gary Menzel and Rec. Sec'y Kevin Coleman.

South Bend Day of Service



Top from left: Erin Smith, Kevin Mankowski, Robert Christman, Trevor Handley, Darryl Ellis, Craig Stockbridge, Russell Peeler, Frank Handley and Paul Magiera. Bottom from left: Shawn Calvano, Joey Smith, Brandon Williams, Jimmy Polk, Devin Shaw, Jason Kurz and David Alvarez.

On April 16, Roofers Local 23 participated in the Rebuilding Together program in South Bend, IN.

They installed two roofs this year. One was for a WWII Navy vet, and the other was for "Little Miss Sunbeam" who appeared in Sunbeam Breads ads as a young girl.

Local 23 Roofers have been participating in Rebuilding Together for 25 years. More than 50 members attended or had a hand in helping on the projects this year. ■



Local 23 Roofers replaced the roof belonging to "Little Miss Sunbeam" (pictured then and now).

OUT-DOOR LIFE



River Fishing

Local 11, Chicago, IL, member Noe Olmos is fishing again in the Des Plaines River. He got this big ol' catfish on August 6.

Noe Olmos shows off the large catfish he caught in the Des Plaines River.

Maine Moose!

Floyd Stever, member of Local 195, Syracuse, NY, has been entering the lottery for a Maine Moose Permit for 32 years and he finally got picked in 2015. Brother Stever and his buddies took 12 hours to pack out. He bagged a moose that was determined to be 5½ years old and 945 lbs. with a 46" spread and 13 points. Brother Stever is a 45-year union member who has served as shop steward and Executive Board member of his local.

After 32 years of waiting, Floyd Stever gets his moose with a 270-130 grain Franks bullet.



Father's Day Catch and Release

Early retiree Luis R. Caballero had a great Father's Day fishing with his family in the Gulf of Mexico in Tampa, FL. Brother Caballero, member of Local 10, Paterson, NJ, caught and released a 20 lb. common snook. It was his first time fishing in Florida and he hopes to do it again soon—preferably during snook season so they can take some home.

Luis Caballero with his catch-and-release 20 lb. common snook.





Bob Menssen is rewarded with a nice smallmouth bass on his North Star Lake vacation.

Home Team Fish

Minneapolis Local 96 Business Representative Bob Menssen caught this 4 lb., 2 oz. smallmouth bass on North Star Lake in Northern Minnesota while on vacation with his family. He thinks maybe the Minnesota North Stars shirt brought him good luck that day.

Scott Vance Appointed Executive Director of Union Sportsmen's Alliance

The Union Sportsmen's Alliance (USA) has appointed Scott Vance as its new executive director, effective September 1.

Vance served as the National Wild Turkey Federation (NWTF) vice president for hunting heritage and executive director for hunting heritage centers. In his nearly 17 years at NWTF, Vance piloted many successful endeavors, including leading a multi-national, multi-disciplinary team of wildlife and conservation professionals to restore the Gould's wild turkey to southern Arizona.

"The Union Sportsmen's Alliance is doing outstanding things for communities, wildlife and our conservation legacy," said Vance. "I look forward to helping enhance the lives of union sportsmen and women and their families in ways that are fun, rewarding and impactful."

Vance is a hunter and angler who spends time outdoors with his family and his champion bird dog, Hydro. For him, the USA's mission of conservation and preserving America's outdoor heritage goes beyond work—it's a part of his everyday life.

"Scott Vance has all the credentials to lead the Union Sportsmen's Alliance, but it's his genuine passion for the outdoors and conservation that set him apart as the clear choice," said AFL-CIO President Richard L. Trumka, who serves as the USA's chairman of the board. "He not only believes in our organizational values, but he lives them every day. I know that Scott has the vision and experience to propel the USA to new heights."



Scott Vance, USA's new executive director

Retirees Visit Canada

Local 11, Chicago, IL, retirees Mike Murray and Bob Detterline are living the good life. They took a trip to Canada to do some fishing and were successful in reeling in some walleye.



Retiree Mike Murray shows off his 12 lb., 33" walleye.



Retiree Bob Detterline catches a 30" walleye that weighs 10 lbs.



Roofers International Teams A and B, from left: Chen Sun, Kinsey Robinson, Chuck Wyvill, Frank Wall, Clive Watson, Chuck Brady, Bryan Brady, Wendy Miller, Blair Hansen and Mona Robinson.

8th Annual Capital Area Shoot Raises \$155k for Conservation

Celebrating its eighth year, the Union Sportsmen's Alliance's AFL-CIO Capital Area Sporting Clays Shoot was another standout success towards achieving USA's goals. Thanks to the support of unions in the Washington, DC, area and the generous sponsorship of groups and individuals, the event grossed \$155,000 and brought together 175 shooters and many more guests.

The money raised will go right back to work for sportsmen and women by helping fund the USA's efforts to enhance public access to the outdoors, conserve wildlife habitats and pass on our incredible outdoor heritage to the next generation.

Shooters representing Roofers International Team A took top honors as the high overall (HOA) team

with a score of 438, with President Kinsey Robinson and Clive Watson each shooting a 92. Wendy Miller from Roofers International Team B took HOA female shooter with a score of 84.

Everyone who attended had a great time and seemed even more vested in the USA and its conservation efforts. This spirit of generosity and togetherness is what will help USA continue to grow and protect our outdoors. ■



Kyle Wall (left), USA's event services specialist, spends time with his parents, Marsha Wall and Asst. Marketing Dir. Frank Wall.

STALKING YOUR DREAM HUNT?

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COURTESY OF CARHARTT**

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For your chance to win a guided elk hunt with Big Chino Guide Services in Gila National Forest, New Mexico, or runner-up prize of a Carhartt Buckfield Jacket.

See full rules online.



Directory of District Councils

WESTERN REGIONAL

Brent Beasley, President
Local Union #220
283 N. Rampart St. Ste. F
Orange, CA 92868
(714) 939-2858

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
9838 W. Roosevelt Rd.
Westchester, IL 60154
(708) 345-0970

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

INDIANA

President – vacant
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

John Hayes, President
Local Union #75
6550 Poe Ave.
Dayton, OH 45414
(937) 415-3869

NORTH CENTRAL STATES

Gene Harris, 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

Dan Richardson, President
Local Union #203
32 W. State St.
Binghamton, NY 13901
(607) 722-4073

Ronald Haney, Secretary
Local Union #195
6200 State Route 31
Cicero, NY 13039
(315) 699-1808

NEW JERSEY

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

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

NORTHWEST

Matthew Thompson, President
Local Union #153
3049 S. 36th St.
Rm. 223B
Tacoma, WA 98409
(253) 474-0527

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

Minutes of the Western Regional District Council

The meeting of the Western Regional District Council of Roofers & Waterproofers was held at the Roofers Apprenticeship Center in Livermore, CA, on June 3–4, 2016.

Delegates and Guests in Attendance:

President Brent Beasley and John Gauthier, Local 220, Orange County, CA; Vice President Carlos Opfermann, Morgan Nolde, Francisco Garcia and Alvaro Garcia, Local 81, Oakland, CA; Secretary-Treasurer Bruce Lau, Local 40, San Francisco, CA; Cliff Smith, Hector Drouaillet, Frank Mora and Norberto Gutierrez, Local 36, Los Angeles, CA; and Robert Rios, Local 95, San Jose, CA.

International Guests in Attendance:

International Vice President Doug Ziegler and International Representative Gabriel Perea.

President Beasley called the meeting to order at 8:00 a.m. The minutes of the previous meeting were reviewed. Motion was made, seconded and carried to accept the minutes as read.

Financial Report

Secretary-Treasurer Bruce Lau and Trustees Carlos Opfermann and John Gauthier audited the council's books from last quarter and found them in order. Motion was made, seconded and carried to accept the financials as in order.

Reports of Delegates

Cliff Smith, Local 36, said they've hired a new business agent/organizer, Norberto Gutierrez. The local is advancing their strategic organizing plan by participating in the AFL-CIO's immigrant worker organizing campaign to address non-union workers. They are also collaborating with local building trades on a ballot initiative to open the affordable housing market to union contractors. Local 36 signed two new contractors.

Hector Drouaillet, Local 36, said almost all their signatory contractors are loaded with work and are calling for journeymen and apprentices. He has been policing work in the Pasadena area.

Frank Mora, Local 36, said work is good and hours keep getting better. He is working on apprenticeship violations with the Division of Labor Standards Enforcement (DLSE). He has been notifying awarding bodies that roofing is a specialty craft requiring a certain license, and therefore general contractors can't bid the work.

Norberto Gutierrez, Local 36, said it's an honor to be here; he started three weeks ago and looks forward to strengthening the local. He's been on job walks and pre-jobs and has monitored some public works jobs.

Bruce Lau, Local 40, discussed the second year of Local 40's work agreement. He discussed the new "compliance trust" in place in the Bay Area. Work is busy and they don't have enough manpower to meet the demand.

Morgan Nolde, Local 81, has been policing a contractor that keeps getting away with labor code violations, such as deducting benefits from pay checks when the contractor doesn't have a pension or health plan. The Valley Roofers & Waterproofers Joint Apprenticeship Committee bought a training center in Stockton. Classes have started and they are working to get the mock-ups and repairs finished.

John Gauthier, Local 220, has attended several job walks. Signatory contractors are getting a majority of the work. He filed a complaint on a non-union contractor on a public works project in Long Beach worth \$3 million.

Brent Beasley, Local 220, said work is good. They are negotiating more union-only projects. Union contractors have prevailed on a majority of public works jobs.

Robert Rios, Local 95, said work is great but they are short on manpower and looking for different ways to bring people into our industry. Local 95 is holding an awards dinner July 30 for members receiving service pins. He continues to go on job walks, pre-bid conferences and bid openings.

Alvaro Garcia, Local 81, stressed the importance of mobility in the workforce. Members cannot be standing around when there is work at another company; they need to be able to transition to other companies. This helps members earn money and also helps meet the demands of the employers' roofing obligations. Local 81 has the most work they've seen in ten years. They are still looking to purchase a new building.

Francisco Garcia, Local 81, has been monitoring some companies that have employees working

more than eight hours a day but reporting only eight hours. He's also been meeting with non-union roofers and waterproofers, trying to convince them to work for a union shop. He's been able to strip a few workers that way. The local needs manpower.

International Representative Gabriel Perea discussed the trusteeship at Local 162, Las Vegas. It's difficult having a union in a right-to-work state—public works projects do not need to be union. Also, there are no compliance laws or apprenticeship requirements.

International Vice President Doug Ziegler discussed the International's endorsement of Hillary Clinton. He also discussed the rain-water harvesting systems that are going to be implemented around the country in the near future and should fall under roofers and waterproofers' jurisdiction. Local 45 in San Diego is doing well and should improve with the economy. Local 221 in Honolulu is still recovering from the recession and is hopeful for a turnaround.

The meeting was adjourned at 12:00 p.m.

Respectfully submitted,
Bruce Lau
Secretary-Treasurer

Minutes of the Illinois District Council

The meeting of the Illinois District Council of Roofers was held April 28, 2016, in Bloomington, IL. President Larry Gnat called the meeting to order at 9:00 a.m.

Delegates in Attendance:

President Larry Gnat and Gary Menzel, Local 11, Chicago, IL; Vice President Mike Miller, Local 32,

Rock Island, IL; Financial Secretary Steve Peterson, Local 69, Peoria, IL; Denny Marshall and Todd Heisserer, Local 2, St. Louis, MO; Ted Clark, Local 92, Decatur, IL; James Hardig, Local 97, Champaign, IL; and Ray Wake, Local 112, Springfield, IL.

Guests in Attendance:

International Vice President Rich Mathis, International Vice Presi-

dent Dan O'Donnell and International Representative Mitch Terhaar.

Gary Menzel read the minutes of the last meeting. Motion was made, seconded and carried to approve the minutes as read.

Reports of Delegates

International Vice President Rich Mathis talked about the upcoming Union Sportsmen's Alliance sport-

ing clays event in Minneapolis Local 96. He also talked about the upcoming national election and how polling numbers have been low in the past.

International Vice President Dan O'Donnell discussed the building trades legislative conference that was just held in Washington, DC, and made it clear that Hillary Clinton is the candidate to support. He also reported that pension hours were up by 1,000,000 hours, which is great.

International Representative Mitch Terhaar said the 2018 International Convention will be held at the Tropicana Las Vegas Hotel. He discussed the International's membership count.

Ted Clark, Local 92, said work is good. Local 92's contract is up May

31. He is negotiating the contract and hopes to finish soon.

Ray Wake, Local 112, discussed the contract negotiations and how he is training two men to replace him when he retires.

James Hardig, Local 97, said work looks good. The contract is up May 31. He is running for re-election but has an opponent.

Mike Miller, Local 32, said the contract is up July 1 and they would like a five-year agreement. He plans to retire in December 2016.

Gary Menzel, Local 11, spoke about the operators using an ordinance license to operate a crane in the city of Chicago. No more permits given by operators. Local 11 has started a residential rate.

Denny Marshall, Local 2, said work looks good and they have lots

of school work coming. He encouraged everyone to get their members out to vote at election time.

Todd Heisserer, Local 2, talked about bid clerk advantages.

Steve Peterson, Local 69, said he has been in negotiations and is still not done. Work is slow at the moment but should pick up after the contract gets done. He discussed prevailing wage registering.

Larry Gnat, Local 11, also reported on prevailing wage issues. He talked about getting all new wage and benefit rates by June 1, 2016, or as soon as you can in June.

Communications and Bills

Motion was made, seconded and carried to accept the bills as read and pay the bills.

The meeting adjourned at 2:30 p.m.

Minutes of the Northwest District Council

The meeting of the Northwest District Council of Roofers was called to order at 8:00 a.m. on April 9, 2016, in Tacoma, WA.

Delegates in Attendance:

President Matthew Thompson, Local 153, Tacoma, WA; Vice President Steve Hurley and Secretary-Treasurer Gregg Gibeau, Local 54, Seattle, WA; Trustee Russ Garnett, Local 49, Portland, OR; and Trustee Leo Marsura, Local 189, Spokane, WA.

Guests in Attendance:

International Vice President Doug Ziegler, International Marketing Representative Tim Adrian, Pierce County BCTC Executive Secretary Mark Martinez, NRIPF Attorney Robert A. Bohrer and Local 49 President Travis Hopkins.

Motion was made, seconded and carried to accept minutes of the previous meeting as read.

Reports of Delegates and Guests

Russ Garnett, Local 49, said 2015 was a good year. They have 23 pension-funded projects and two large Project Labor Agreement (PLA) jobs. The apprenticeship program will graduate 20 new journeypersons, including two women. They are currently negotiating a new contract for the Eugene area.

Oregon continues to be a very strong democratic majority. The building trades have a strong relationship with Governor Kate Brown. Local 49 hired President Travis Hopkins as full-time field representative. He has already met the 10% membership increase goal. The local is very lucky to have him.

Steve Hurley, Local 54, said work has been quite good, with a large number of prevailing wage and PLA jobs now and coming up this summer. Organizer Tony Kimbrough

has worked very hard on recruiting and increasing membership. Their contractors say they have more work bidding. They continue to work on policing prevailing wage jobs and negotiating PLAs with the building trades. They are working to increase membership by 20-25% this year.

Leo Marsura, Local 189, noted that officer elections are this July. They will also be in contract negotiations in three areas. They signed a new contractor in Spokane. In Alaska they've signed two new PLAs and a three-year agreement with the Alaska American General Contractors Association. The Billings, MT, agreement ends this September. He is working with Marketing Director Jordan Ritenour on signing a contractor in the Billings area.

Matthew Thompson, Local 153, said the apprenticeship program has 76 apprentices, with 9 women

apprentices. The Constitution & By-laws Committee has reviewed and adopted the new language updates. They've developed language to incorporate dues check-off into the contract prior to the end of the agreement. The apprenticeship committee will go before the State to ask for a continuation of the ratio variance of two apprentices to one journeyman on certain work processes. Local 153 recruited 25 new members in 2015 and have several more applications submitted currently.

Travis Hopkins, Local 49, started in December and is focusing on manpower for Local 49 contractors. The local's new NEAR program is a group of apprentices who attend quarterly meetings. The meetings consist of union education, political and community involvement and a lot of issues the apprentices are concerned with. The voice of these young members is vital to union participation. He is also working on a market recovery program and a program to move members from region to region more efficiently to better serve bubble markets.

Mark Martinez, Pierce Co. Building Trades, said there's a lot of civil work coming up in Pierce County due to Sound Transit. This also generates ancillary work for other crafts. The Tacoma School District work has been good for the roofers. A \$1.2 billion transit project has been approved and the building trades are working with Puget Sound Energy on a new natural gas plant.

Attorney Robert A. Bohrer discussed new trust regulations that may affect health and welfare trusts. Subrogation rules say that if a person sues over injury in an accident and receives an award, the medical trust can ask to be paid back. New legislation has passed to restrict discrimination based on gender bias and must now be included in apprenticeship rules and standards.

International Marketing Rep. Tim Adrian has been working in Utah for about a year. Attitudes are slowly changing. Non-union roofers are less afraid to talk. They understand benefits can be as important as wages. He is educating them on "fringe benefits" that are paid on top of the wage, and

that dues are only a cost to get more in wages and benefits.

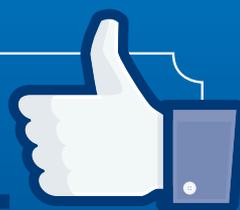
International Vice President Doug Ziegler said we need to contact non-union contractors and work on signing them top-down. The construction exemption in the NLRA means we don't need a vote or card check. Business managers and reps need to go to job walks. You meet the non-union contractor on their terms and the union contractors see the union doing something to help their business. Union pensions, that help working people, got slammed from the Wall Street collapse. The good news is that hours being up will help pensions recover. Locals need to work on recruiting and organizing to get as many hours as they can for our members' benefit plans.

Communications to the council were read. The financial statement was read and discussed. Motion was made, seconded and carried to accept the financial statement and pay the bills.

Respectfully submitted,
Gregg Gibeau
Secretary to the Council



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Interact · Share · Find Work · Learn · Spread the Word

Visit www.facebook.com/unionroofers to access the Roofers Union official Facebook page. You must have a Facebook account to comment or post material to the Roofers page, but anyone can view the page without logging on. "Like" us today!



Report of International Vice President **Tom Pedrick**

I begin my report in Philadelphia, PA, where I met with Local 30 Business Manager Shawn McCullough to discuss Local 30's manpower needs. Then in Rochester, NY, I met with state representatives regarding Local 22's apprenticeship program.

Next in New York, NY, I attended Local 8's benefit funds trustee meeting. While there I met with Local 8, New York, NY, Business Manager Nick Siciliano to review audit procedures. Next in Long Island, NY, I met with Local 154, Long Island, NY, Business Manager Sal Giovanniello to discuss a contractor from a sister local inquiring about a job in the Local

154 area. I also attended the local's benefit funds trustee meeting.

Back in Philadelphia, PA, I attended a Local 30 benefit funds trustee meeting. Next in Atlantic City, NJ, I attended the New Jersey Building Trades annual convention where I met with New Jersey Building Trades Secretary-Treasurer/Local 4, Parsippany, NJ, Business Manager Dave Critchley to discuss the convention events. While in Atlantic City I was contacted by Local 10, Paterson, NJ, Business Manager Nick Strauss about a non-signatory contractor from Pennsylvania looking to bid a project in New Jersey.

Next on to Cranford, NJ, where I met with Local 8 and Local 154 representatives, attorneys, auditors

and administrators to discuss various benefit fund issues. Then in Atlantic City, NJ, I attended the Northeast District Council of Roofers quarterly meeting.

While there I met with Local 210, Erie, PA, new Business Manager Scott Johnson and we reviewed different job duties. I also met with Local 9, Hartford, CT, Business Manager Mike Hassett to discuss the outcome of a grievance filed with a contractor. I met with Council President/Local 203, Binghamton, NY, Business Manager Dan Richardson and Council Secretary/Local 195, Syracuse, NY, Business Manager Ron Haney to go over dates and places for future council meetings and possible apprentice competition sites.

2016 NATIONAL APPRENTICESHIP WEEK



NAW BY THE NUMBERS

| | |
|---------------------------------------------|--------------------------------------------------------|
| 313 Total Number of Events | More than 410,000 DOL's followers on twitter |
| 47 Number of States Participating | 58 Number of Proclamations |

President Barack Obama proclaimed the week of November 2, 2015, as the first Annual National Apprenticeship Week (NAW). This year, the second Annual National Apprenticeship Week will take place November 14–20, 2016. NAW offers Registered Apprenticeship sponsors the opportunity to showcase their programs, facilities, and apprentices through events and media highlights.

Over 300 events were held in conjunction with NAW 2015, including:

- Apprentice graduations
- Business open houses
- High school career fairs
- Apprenticeship signing days
- Skills competitions
- Industry roundtable events

There are many ways to join this National Apprenticeship Week movement. For more information on how to register your event or find an event near you, follow doleta.gov/oa/naw/ for the most up-to-date information.

I discussed with Local 12, Bridgeport, CT, Business Manager Butch Davidson upcoming work that a Local 12 contractor may have in the New

York City area. Local 241, Albany, NY, Business Manager Mike Rossi and I reviewed the results of the local's audit settlement with a local contractor.

I end this report in Philadelphia, PA, where I attended a meeting with Local 30 representatives to review upcoming projects in Local 30 territories. ■



Report of International Vice President **Michael Stiens**

I begin my report in Atlanta, GA, where I continue supervision of Local 136. From there I traveled to Augusta, GA, to attend the Vogtle Nuclear Plant safety tour. I then traveled to Oak Ridge, TN, to meet with Mike Wright from IRC Roofing for a pre-job.

My next stop was in Morristown, TN, where I met with Wesley Adams, owner of H2O Pruf, to discuss applications for his workers, and health and welfare. We are still looking for a good foreman for their company. From there I traveled to Oak Ridge, TN, to check on a job. Staying in Tennessee I traveled to Nashville to attend the TVA meeting.

My next stop was in Piketon, OH, to attend a pre-job meeting for the uranium plant. From there I traveled to Wheeling, WV, to Local 188 to meet with new Business Manager John Sparks to go over his responsibilities as business manager and some of the things he can expect. While in Wheeling I traveled to Kalkreuth Roofing and Sheet Metal to meet with Seth to discuss some issues we were having.

Back in Nashville, TN, as assigned by President Robinson, I attended the Tennessee Valley Authority. My next stop was in Indianapolis, IN, as assigned by President Robinson to take over trusteeship of Local 119. I then traveled to Knoxville,

TN, to the Laborers Hall to attend a pre-job for the Oak Ridge project with Tennessee Roofing.

From there I traveled to Atlanta, GA, to continue my supervision of Local 136. While there I attended the local building trades meeting and met with the administrator for the health and welfare and apprentice plans.

Then it was back to Indianapolis, IN, where I resumed trusteeship of Local 119. We are negotiating a new contract. Next I met with Business Manager John Hayes of Local 75 in Dayton, OH, where I attended the annual picnic and pin ceremony, which was a great time. I then traveled to Atlanta, GA, to continue supervision of Local 136. ■



Report of International Representative **Gabriel Perea**

I begin my report in Las Vegas, NV, assisting International Vice President Doug Ziegler, who is the trustee for Local 162. As the appointed deputy trustee I have been working closely with office secretary Yani Vargas to tend to the day-to-day administrative operations of the local union.

While in Nevada I also met with International Marketing Representative Raul Galaz to review ongoing organizing efforts, current roofing projects and events coordinated by

the Las Vegas-area building trades. I then met with Apprenticeship Coordinator Tom Nielsen regarding the improvements being made to the training program. We also discussed the shortage of qualified manpower for the increase in work for our industry.

Next I traveled to California to assume my duties as the trustee for Local 27 in Fresno. I have been reorganizing the office and filing membership records, as well as cleaning up the years of old records that were stored in the offices. Our new office secretary, Mrs. April Marple,

has been doing a good job assisting with administrative duties. While in Fresno I attended the health and welfare benefit trust meeting as the labor trustee representing Local 27. I also worked closely with Dan Smith from Local 95 to address apprenticeship issues that need correcting. Many of our currently registered apprentices have left the trade, and the records need to be updated to reflect the actual number of apprentices we now have.

I checked in again with Local 45 in San Diego where I am the appointed trustee. I continue to

work with Paul Colmenero to provide the membership with better employment opportunities and update the apprenticeship training program. With the assistance of International Marketing Representative Raul Galaz, we have focused our efforts on contract compliance for public works projects and project labor agreements through the building trades.

Local 45 has made many improvements over the past two

years, and our main focus now is to restore local autonomy to the membership. There are still minor issues that need to be addressed; however, the local union is headed in a good direction.

I then traveled back to Local 27 in Fresno. I met with Vice President Ziegler to review negotiation strategies for the renewal of the contract for Local 27. We heard the concerns from some of the membership regarding what they feel are

the most important issues in the contract. We met with the contractors on numerous occasions and finally reached an agreement which included a significant increase to wages and other improvements.

I would like to end my report reminding all roofers and waterprooferers to work safely! Please be aware of your surroundings—as an industry we have far too many accidents that result in serious injury and death. ■



Report of International Representative **Mitch Terhaar**

I begin my report in Chicago, IL, where I attended the Chicagoland Apprenticeship graduation dinner for the new Local 11 journeymen of 2016. Congratulations to all Roofers and Waterproofers who graduated this year. I then traveled to Madison, WI, to attend the South Central Building and Construction Trades.

Next I traveled to Peoria, IL, and met with Local 69 Business Manager Steve Peterson to work on organizing a non-union roofing contractor. We also worked with OSHA to enforce safety on jobs in the area. I was then off to Champaign, IL, to meet with Local 97 Business Manager Jim Hardig. We discussed the local's election rules for September's election and contract language. Then Local 92 Business Manager Ted Clark joined us in traveling to Springfield, IL, to attend a 'Rauner is Hurting Illinois' rally with the Illinois labor unions.

I returned to Chicago where I was assigned by President Robinson to attend the Midwest Apprenticeship Competition at the Chicagoland

Apprenticeship facility. This was another great competition with over 60 competitors. Congratulations to all the winners and apprentices that participated, and thanks to Local 11 and all who worked behind the scenes to make it successful. I was then off to Des Moines, IA, where Local 142 Business Manager Ray Slack and I met with the Omaha Building Trades and a non-union contractor in Omaha, NE.

Next I traveled down to St Louis, MO, to meet with International Vice President/Local 2 Business Manager Dan O'Donnell and Business Representative Denny Marshall. I attended their Executive Board and union meetings, as well as the St Louis Building Trades meeting. I then went to Huntley, IL, to meet with Director of Marketing Jordan Ritenour. We met with a union contractor looking to expand business in other states. Then it was back into Chicago to meet with Local 11 Business Manager Gary Menzel and attend the union/election meeting.

Next I went to Champaign, IL, where Local 97 Business Manager Jim Hardig and I met with a signatory contractor looking for journeymen.

We also met with a non-union roofing contractor. Then in Rock Island, IL, Local 32 Business Manager Mike Miller and I discussed local issues and manpower needs. Next I went to Cedar Rapids, IA, where Local 182 Business Manager Bill Barnes, Assistant Director of Marketing Frank Wall and I recruited roofers. Then I went to Albuquerque, NM, to help Director of Marketing/Local 123 Business Manager Gig Ritenour negotiate a contract with Los Alamos National Laboratories.

Back in Chicago, IL, I attended the union meeting where I had the privilege to swear-in the officers of Local 11. My next stop was Madison, WI, I met with Local 11 Business Manager Gary Menzel, Local 65 Business Manager Gerry Ferreira and Local 96 Business Manager Pete Jaworski to discuss an organizing campaign for the Madison area.

Next, as assigned by President Robinson, I went to Bloomington, IL, to attend the Illinois District Council meeting. Finally, I headed to Oklahoma City, OK, to meet with Local 143 Business Manager Ron Martin to discuss local issues and the apprenticeship program. ■

– ROOFERS –



PHOTO CONTEST

Open to active or retired members, the photo contest seeks to bring out the photographic talents within our membership. Roofers and Waterproofers work in challenging jobs that make for powerful images. Our members work hard not only on the job, but through training, organizing and political action. *Any activity that pertains to the Roofers Union is grist for the photo contest.*

All photos must be submitted online.

Please review the rules carefully and enter at www.unionroofers.com/photos. Entries will be accepted until July 31, 2017, and will be featured in the 3rd Quarter 2017 issue of *The Journeyman Roofer & Waterproofer*.

Prizes will be awarded as follows:

Cover photo
\$150

First prize
\$75

Second prize
\$50

Third prize
**Roofers
sweatshirt**

Honorable
mentions
Roofers hat



We want to see your best work, so dust off your camera and take the time to get some great shots!



Jason Sramek, an apprentice with Local 149, Detroit, MI, wins our 2016 photo contest with this stunning black and white photo of slate repairs on St. Paul's Church in Grosse Pointe Farms, MI.

**PHOTO CONTEST
WINNER!**

Local 69 member Ron Jackson, left, and Business Manager Steve Peterson rally in protest of Gov. Rauner's anti-worker agenda.



OVER 10,000 TURN OUT TO PROTEST ILLINOIS GOV. RAUNER'S AGENDA

Over 10,000 union members joined together in Springfield, IL, on May 18 to rally against Illinois Governor Bruce Rauner's attack on working families and organized labor.

The 'Rauner is Hurting Illinois' march and rally spanned out over six full city blocks as organized labor, the community, and religious organizations marched from the site of the old State Capitol, past the Governor's mansion and finally arriving at Illinois' current State Capitol. Union members were there to give the Governor a lesson in solidarity and to fight against his 'turnaround agenda' which has held the state budget hostage for the past 11 months.

From the moment Governor Rauner was sworn in on January 12, 2015, he has made it clear he wants to eliminate or weaken collective bargaining, get rid of prevailing wage, overhaul the workers' compensation system

and cut state workers' pensions and salaries—all part of his 'turnaround agenda' which he says is to make Illinois more business friendly. But union members decided enough is enough.

The rally comes on the heels of Governor Rauner vetoing for the second time SB580, which created the option for binding arbitration in contract negotiations with state employees. The Governor walked away from negotiation with AFSCME Council 31 last year and has asked a judge to declare an impasse in negotiations so he can impose the final contract offer, which includes a freeze in pay for four years, cut in overtime and an increase in health care costs for employees. Rauner has also asked for the option of privatizing positions as he sees fit.

Paul Flynn, business manager of IBEW Local 34, Peoria, IL, said protesters were there "to support all the local men and women in the state of Illinois for fair wages, hours and conditions." Roofers &



Members of Chicago Local 11 show up in full force.

Waterproofers were represented by members and officers of Local 69, Peoria, IL; Local 92, Decatur, IL; and Local 11, Chicago, IL.

Unions supporting the 'Rauner is Hurting Illinois' march and rally included AFSCME, Boilermakers, Bricklayers, ATU, Carpenters, CWA, Elevator Constructors, Fire Fighters, FOP, AFGE, IBEW, IFT, IEA, Iron Workers, Laborers, NALC, IAM, AFM, INA, OPEIU, IUOE, IUPAT, PBPA, OPCMIA, UA, APWU, Roofers, SAG-AFTRA, SEIU, SMART, USWA, Teamsters, Theatrical Stage Hands, UAW, UFCW, UMWA and UNITE HERE. ■



Local 75 Business Manager Testifies in Support of Licensing Ohio Roofers

Roofers Local 75, Dayton, OH, Business Manager John Hayes gave testimony to the Ohio Senate regarding SB 249 (Commercial Contractor Licensing Bill). Brother Hayes argued that basic licensing is necessary to raise standards in the roofing industry and to prevent independent contractor abuse. He said:

“Far too often I’ve seen contractors with little to no experience be awarded commercial roofing projects with disastrous results for the customer. In the Southwest Ohio region alone, I’m personally aware of three school districts that have had to spend millions of dollars in repairs to their roofing systems only years after the initial construction cost. Roofers unions across the state report similar incidents costing taxpayers potentially millions due to poor workmanship.

Because of the lack of licensure in the roofing industry, it’s difficult for a school district or other customers to determine the good contractors from the bad. SB 249 puts in place a modest licensing system to ensure roofing contractors meet some minimum standards of competency. Under the requirements of the bill, a roofing contractor must hold or be assigned a license from the Ohio Construction Industry Licensing Board (OCILB).

Under the requirements of SB 249, a roofing contractor applicant must meet several basic requirements, including having experience in the industry and proof of liability insurance, and pass an examination by the OCILB. Again, while these licensing requirements are basic in nature, they will go a long way to ensure contractors have a minimum level of competency.

The roofing industry has been ripe with independent contractor abuse for decades. All too often unscrupulous contractors wrongfully classify their employees as independent contractors, simply to avoid paying their fair share into the workers’ compensation, unemployment compensation fund, and other taxes. OCILB licensure will help crack down on these abuses.

SB 249 is also supported by the roofing industry contractors. The Ohio Roofing Contractors Association (ORCA), which represents both union and non-union roofing contractors, supports this legislation. The ORCA support of this legislation demonstrates that the industry itself is eager for licensing requirements.

In conclusion, SB 249 will help raise industry quality, address independent contractor abuse, and is supported by both workers and employers. Accordingly, I urge your support for SB 249.” ■



Roofers delegates on the conference floor—first row from left: I.V.P. Richie Mathis, Southern Rep. James Scott, Int'l Rep. Gabbie Perea, I.V.P. Doug Ziegler. Second row: Int'l Rep. Mitch Terhaar, I.V.P. Jim Hadel, Marketing Dir. Jordan Ritenour, Asst. Marketing Dir. Frank Wall.



Federally and Locally, Roofers Should Support Friends of Labor

At North America's Building Trades Unions' Annual Legislative Conference, held in Washington, DC, in April, the focus was on creation of good paying jobs, training, prevailing wages, energy policy, project labor agreements (PLAs) and support of political candidates who support building trades men and women and their families.

It is extremely important to Roofers and Waterproofers, and all building trades workers, that we tell our elected federal officials to support a modern United States energy policy that will result in economic prosperity, enhanced domestic energy security and robust job creation. Our dependence on foreign supplies of oil and gas, along with the threat of global climate

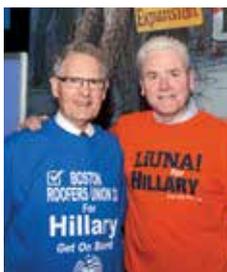
change, exemplifies the need for a comprehensive energy policy that benefits our domestic economy and American workers.

At all levels of government—federal, state and local—we must tell our elected officials that we expect them to support prevailing wage laws and PLAs in the public sector. Prevailing wage laws mandate that fair wages be paid on government-funded projects. Contractors compete on the basis of who can best train and best manage a construction crew—not on the basis of who can assemble the cheapest, most exploitable workforce. PLAs contain provisions that keep projects running smoothly and safely, promote efficiencies and nurture the development of a skilled workforce. In the public sector they cre-

ate a positive community impact and promote on-time and on-budget job completion.

Local and state elections are equally as important as federal elections. When we elect candidates to local and state office, we elect people who will decide whether union or non-union contractors get awarded work. School boards decide who will build or re-roof the schools. Mayors and city councils award contracts for hospitals, public buildings and airports. State legislators pass budgets for state construction, and the language they include in legislation will determine whether PLAs and prevailing wages are to be used.

Our job is to find out which candidates support union construction and do all we can to get them elected. ■



Int'l Pres. Kinsey Robinson sports a Local 33 Boston Hillary t-shirt with Laborers' International Union Gen. Pres. Terry O'Sullivan.



Int'l Pres. Robinson welcomes Hillary Clinton to the legislative conference.



Hillary Clinton addresses the delegates at the legislative conference.

If you care about your job, the choice is easy.

"I love the right-to-work.

I like it better because it is lower. You are not paying the big fees."

Washington Examiner, 2/23/16

Donald Trump

"I will protect the prevailing wage standards

and project labor agreements that make construction careers middle-class careers."

Building Trades Legislative Conference
4/19/2016

Hillary Clinton

**Hillary Clinton
chose a union
guy as her VP.**



TIM KAINE

**Donald Trump
chose a
union buster.**



MIKE PENCE

***What does that
tell you?***

We need a Vice President who puts workers first.

No President can do it all alone. Staff and advisors shape decisions and implement policies. And there is no one more important than the Vice President.

Whether it's advocating privately in the White House or building support in public, workers need a Vice President who puts them first.



Tim Kaine's father was a union ironworker contractor with workers represented by Ironworkers Shopmen's Local Union 520 and his mother a teacher. The

lessons he learned about the dignity of hard work and respect for working families have made him a union supporter. That's why Tim Kaine has always put workers, and especially union workers, first.



Mike Pence attacked union workers as Governor by eliminating common construction

standards in Indiana, which lowered wages, eliminated jobs, and threatened our unions. And Pence has opposed unions from the day he ran for public office.

How you vote is a personal decision, but the Roofers and Waterproofers believe **Clinton/Kaine** is the right choice for working families.

**On November 8 vote for
leadership that stands up
for working people.
Vote Clinton/Kaine**



Honoring Those Who Made Our Union Great

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

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

50 Years

| | | | | | |
|--------------------|-----------|---------------------|----------|----------------------|-----------|
| Richard J. Adams | Local 149 | Earl J. Hinkson | Local 22 | Robert L. Schoeneman | Local 22 |
| Joseph A. Cuevas | Local 142 | Willie James | Local 22 | Virgil C. Shampine | Local 195 |
| Lawrence A. Dellow | Local 149 | Raymond Jones | Local 75 | Leroy Smith | Local 75 |
| John D. Doyle | Local 149 | Moses Mendeuhall | Local 22 | William D. Vollmer | Local 149 |
| Walter Fras | Local 149 | Melford D. Robinson | Local 22 | Eugene G. Werling | Local 75 |

55 Years

| | |
|--------------------|----------|
| Howard J. Blair | Local 75 |
| Guido S. Carboni | Local 22 |
| Otis Cunningham | Local 22 |
| I. Jackson | Local 22 |
| Edward R. VanPutte | Local 22 |

60 Years

| | |
|-----------------------|-----------|
| Howard L. DeGoines | Local 242 |
| Floyd D. Hall | Local 40 |
| Leonard P. Hoke | Local 75 |
| Salvatore A. Locascio | Local 149 |
| Stanley Perry | Local 75 |

65 Years

| | |
|----------------|-----------|
| Earl L. Miller | Local 149 |
| Ralph Shaffer | Local 210 |

SEND US
YOUR
PHOTOS!



IF YOU HAVE PHOTOS OF MEMBERS commemorating service anniversaries, graduation, educational milestones, volunteer service or other achievements, please e-mail high-resolution photo files to roofers@unionroofers.com or send to: **Roofers International, 1660 L St. NW, Ste. 800, Washington, DC, 20036.**

Be sure to include a full write-up including member name(s), local union and event description.



The United Union of Roofers, Waterproofers & Allied Workers believes it is important to celebrate all our **members' milestones.**

| LOCAL | AMOUNT |
|----------------------|--------------|
| 2 Saint Louis, MO | \$68,681.93 |
| 4 Newark, NJ | \$23,096.38 |
| 8 New York, NY | \$24,767.66 |
| 9 Hartford, CT | \$21,349.85 |
| 10 Paterson, NJ | \$25,190.37 |
| 11 Chicago, IL | \$199,212.66 |
| 12 Bridgeport, CT | \$25,976.54 |
| 20 Kansas City, KS | \$35,952.01 |
| 22 Rochester, NY | \$17,951.16 |
| 23 South Bend, IN | \$16,330.86 |
| 26 Hammond, IN | \$19,831.87 |
| 27 Fresno, CA | \$15,503.75 |
| 30 Philadelphia, PA | \$108,925.14 |
| 32 Rock Island, IL | \$5,610.59 |
| 33 Boston, MA | \$54,876.33 |
| 34 Cumberland, MD | \$1,025.56 |
| 36 Los Angeles, CA | \$76,073.69 |
| 37 Pittsburgh, PA | \$19,437.90 |
| 40 San Francisco, CA | \$48,964.00 |
| 42 Cincinnati, OH | \$19,551.82 |
| 44 Cleveland, OH | \$33,273.69 |
| 45 San Diego, CA | \$8,258.41 |
| 49 Portland, OR | \$50,567.97 |

| LOCAL | AMOUNT |
|-------------------------|-------------|
| 54 Seattle, WA | \$22,973.99 |
| 58 Colorado Springs, CO | \$9,198.81 |
| 65 Milwaukee, WI | \$27,649.79 |
| 69 Peoria, IL | \$15,686.30 |
| 70 Ann Arbor, MI | \$33,079.11 |
| 71 Youngstown, OH | \$11,616.52 |
| 74 Buffalo, NY | \$20,685.58 |
| 75 Dayton, OH | \$7,809.38 |
| 81 Oakland, CA | \$85,356.76 |
| 86 Columbus, OH | \$9,326.14 |
| 88 Akron, OH | \$10,084.06 |
| 91 Salt Lake City, UT | \$7,001.89 |
| 92 Decatur, IL | \$4,557.85 |
| 95 San Jose, CA | \$34,806.35 |
| 96 Minneapolis, MN | \$92,821.82 |
| 97 Champaign, IL | \$6,599.20 |
| 106 Evansville, IN | \$13,897.79 |
| 112 Springfield, IL | \$6,933.68 |
| 119 Indianapolis, IN | \$19,761.62 |
| 123 Fort Worth, TX | \$4,274.68 |
| 134 Toledo, OH | \$9,914.71 |
| 135 Phoenix, AZ | \$8,921.30 |
| 136 Atlanta, GA | \$4,451.63 |

| LOCAL | AMOUNT |
|------------------------|-------------|
| 142 Des Moines, IA | \$6,601.52 |
| 143 Oklahoma City, OK | \$11,834.32 |
| 147 Louisville, KY | \$6,148.79 |
| 149 Detroit, MI | \$47,315.47 |
| 150 Terre Haute, IN | \$3,453.76 |
| 153 Tacoma, WA | \$14,328.70 |
| 154 Nassau-Suffolk, NY | \$8,785.35 |
| 162 Las Vegas, NV | \$13,547.92 |
| 182 Cedar Rapids, IA | \$8,181.19 |
| 185 Charleston, WV | \$15,571.08 |
| 188 Wheeling, WV | \$13,968.09 |
| 189 Spokane, WA | \$12,529.48 |
| 195 Syracuse, NY | \$13,323.38 |
| 200 Pocatello, ID | \$162.25 |
| 203 Binghamton, NY | \$6,366.27 |
| 210 Erie, PA | \$9,181.97 |
| 220 Orange County, CA | \$52,321.43 |
| 221 Honolulu, HI | \$28,834.63 |
| 241 Albany, NY | \$9,205.36 |
| 242 Parkersburg, WV | \$8,818.00 |
| 248 Springfield, MA | \$5,040.24 |
| 317 Baton Rouge, LA | \$4,038.65 |

IN MEMORIAM

| MEMBER NO. | NAME | LOCAL NO. | AGE |
|------------|---------------------|-----------|-----|
| 42266 | Fred F. Waldron | 36 | 92 |
| 63839 | Charles G. Penker | 37 | 87 |
| 72745 | Henry E. Arsenault | 9 | 88 |
| 74525 | Josef Pfeiffer | 65 | 89 |
| 78461 | John H. Tallis | 2 | 79 |
| 81204 | Belmer Hitchcock | 210 | 84 |
| 88307 | Henry S. Mabbott | 153 | 89 |
| 90896 | Curtis E. Stout | 220 | 83 |
| 91975 | Joseph F. Mueller | 2 | 86 |
| 92235 | Frank M. Claeys | 69 | 81 |
| 94158 | Marshall Turek | 11 | 82 |
| 100984 | George Bilinski | 12 | 78 |
| 102724 | Stephen J. Traitz | 30 | 79 |
| 104364 | Edward F. Gregory | 30 | 90 |
| 109722 | James T. Yellowlees | 11 | 77 |
| 112603 | Michael Denis | 8 | 79 |
| 115702 | Joseph R. Galluccio | 12 | 88 |
| 117588 | Harold L. Roehrborn | 11 | 76 |
| 123337 | Harold T. Bailey | 150 | 84 |
| 127761 | Robert J. Bailey | 33 | 86 |
| 130347 | Stephen Malec | 30 | 78 |
| 130933 | Edwin J. Bleiler | 33 | 71 |
| 131644 | Richard J. Ryan | 11 | 70 |
| 137253 | John Gerow | 4 | 66 |
| 139966 | Paul Nowak | 8 | 88 |

| MEMBER NO. | NAME | LOCAL NO. | AGE |
|------------|---------------------|-----------|-----|
| 140666 | John S. Ries | 11 | 76 |
| 143286 | James J. Ruggiero | 11 | 76 |
| 156747 | Thomas M. Ward | 54 | 70 |
| 167474 | Leonard Miraglilo | 30 | 67 |
| 187037 | Thomas P. Majchrzak | 74 | 60 |
| 190422 | Alan P. Casazza | 154 | 68 |
| 205305 | Jerry D. Brown | 96 | 80 |
| 210609 | Mark Campbell | 42 | 47 |
| 213773 | David L. Narrow | 195 | 67 |
| 219426 | Jerome Longtine | 149 | 66 |
| 221101 | Edward Ziegler | 149 | 85 |
| 225762 | Jack S. Muelhans | 153 | 55 |
| 228002 | Bobby R. Barnes | 143 | 65 |
| 228891 | Clyde W. Nicholson | 88 | 55 |
| 236964 | Hugh McNiff | 9 | 57 |
| 237258 | Ralph Zamel | 65 | 74 |
| 247594 | Willard L. Elliott | 30 | 72 |
| 253760 | Joseph Roberts | 12 | 52 |
| 254289 | Thomas Allard | 248 | 55 |
| 262023 | Greg G. Hitchins | 97 | 60 |
| 300907 | Jan Koc | 8 | 61 |
| 308212 | Daniel J. Derousse | 2 | 52 |
| 309502 | Wayne J. Butler | 22 | 63 |
| 312777 | Deano Polito | 154 | 41 |
| 315826 | Frank Pierce | 195 | 36 |

ALABAMA

136 | BIRMINGHAM-MOBILE 🏠
 B.M., Fin. Sec. & Tr. Gwen Marshall, 252 Main St., Forest Park, GA 30297. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com
 Website: www.roofersandwaterprooferslocal136.com

ALASKA

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

ARIZONA

135 | PHOENIX 🏠
 Meets – 1917 E. Washington St., 4th Thurs. each month. Pres. Juan Escalana-Barranco, 1917 E. Washington St., Phoenix, AZ 85034. Phone (602) 254-7059. Fax (602) 254-4201. E-mail: phoenixroofers135@gmail.com

135 | TUCSON 🏠
 Pres. Juan Escalana-Barranco. Phone (877) 314-4201, (602) 254-7059. Fax (602) 254-4201. E-mail: phoenixroofers135@gmail.com

ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area) 🏠
 Meets – IBEW Local #700, 2914 Midland Blvd., Ft. Smith, 1st Wed. each month. B.M. Kevin King, Fin. Sec. & Tr. Joe Logsdon, 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com

CALIFORNIA

27 | FRESNO 🏠
 Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 2nd Wed. each month at 7:00 p.m. Trustee Gabriel Perea, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: rooferslocal27@yahoo.com

27 | BAKERSFIELD 🏠
 Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 2nd Wed. each month at 7:00 p.m. Trustee Gabriel Perea, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: rooferslocal27@yahoo.com

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

81 | OAKLAND 🏠
 Meets – 8400 Enterprise Way, Ste. 122, 2nd Wed. each month. B.M. Douglas H. Ziegler, Fin. Sec. Alvaro T. Garcia, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: roofers@pacbell.net

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

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

81 | SACRAMENTO 🏠
 Meets – 2840 El Centro Rd., Ste. 117, 3rd Mon. each month at 7:30 p.m. B.R. Douglas H. Ziegler, Fin. Sec. Alvaro T. Garcia, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (916) 646-6754. Fax (510) 632-5469. E-mail: roofers@pacbell.net

45 | SAN DIEGO 🏠
 Meets – on call Trustee Gabriel Perea, 3737 Camino del Rio S., Ste. 208, San Diego, CA 92108. Phone (619) 516-0192. Fax (619) 516-0194. E-mail: roofer_45sd@sbcglobal.net

40 | SAN FRANCISCO 🏠
 Meets – 150 Executive Park Blvd., Ste. 3625, 3rd Thurs. each month. B.R. Steve Tucker, Fin. Sec. & Tr. Bruce Lau, 150 Executive Park Blvd., Ste. 3625, San Francisco, CA 94134-3309. Phone (415) 508-0261. Fax (415) 508-0321. Website: www.rooferslocal40.org

95 | SAN JOSE 🏠
 Meets – 2330A Walsh Ave., Santa Clara, 2nd Mon. each month at 7:00 p.m. B.M. Robert Rios, Fin. Sec. & Tr. Daniel Garcia, 2330A Walsh Ave., Santa Clara, CA 95051. Phone (408) 987-0440 or 987-0441. Fax (408) 988-6180. E-mail: rrios@roofer95.com

81 | STOCKTON 🏠
 B.R. Douglas H. Ziegler, Fin. Sec. Alvaro T. Garcia, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (209) 931-6754. Fax (510) 632-5469. E-mail: roofers@pacbell.net

COLORADO

58 | COLORADO SPRINGS 🏠
 Meets – 404 N. Spruce St., 2nd Mon. each month. B.R., Fin. Sec. & Tr. Dale M. Solano, 404 N. Spruce St., Colorado Springs, CO 80905. Cell phone (719) 205-7582. Office phone (719) 632-5889. Fax (719) 632-1261. E-mail: unionroofers58@gmail.com

58 | DENVER 🏠
 B.R., Fin. Sec. & Tr. Dale M Solano, 404 N. Spruce St., Colorado Springs, CO 80905. Cell phone (719) 205-7582. Office Phone (719) 632-5889. Fax (719) 632-1261.

CONNECTICUT

12 | BRIDGEPORT 🏠
 Meets – 19 Bernhard Rd., 3rd Wed. each month. B.M., Fin. Sec. & Tr. Butch Davidson, 15 Bernhard Rd., North Haven, CT 06473. Phone (203) 772-2565. Fax (203) 772-2574. E-mail: rooferslocal12@juno.com or rooferslocal12@ymail.com

9 | HARTFORD
 Meets – Knights of Columbus, 1831 Main St., East Hartford, 3rd Wed. each month. B.M., Fin. Sec. & Tr. Michael Hassett, 114 Old Forge Rd., Rocky Hill, CT 06067. Phone (860) 721-1174. Fax (860) 721-6182. E-mail: RoofersLocal9@aol.com

DELAWARE

30 | NEW CASTLE
 Meets – on call. B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325.

DISTRICT OF COLUMBIA

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

FLORIDA

136 | FORT LAUDERDALE 🏠
 B.M., Fin. Sec. & Tr. Gwen Marshall, Phone (404) 373-7081.

136 | MIAMI 🏠
 B.M., Fin. Sec. & Tr. Gwen Marshall, Phone (404) 373-7081.

136 | ORLANDO 🏠
 B.M., Fin. Sec. & Tr. Gwen Marshall, Phone (404) 373-7081.

136 | TAMPA 🏠
 B.M., Fin. Sec. & Tr. Gwen Marshall, Phone (404) 373-7081.

136 | W. PALM BEACH 🏠
 B.M., Fin. Sec. & Tr. Gwen Marshall, Phone (404) 373-7081.

136 | JACKSONVILLE 🏠
 B.M., Fin. Sec. & Tr. Gwen Marshall, Phone (404) 373-7081.

GEORGIA

136 | ATLANTA 🏠
 Meets – 252 Main St., 3rd Wed. each month. B.M., Fin. Sec. & Tr. Gwen Marshall, 252 Main St., Forest Park, GA 30297. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

HAWAII

221 | HONOLULU
 Meets – Moanalua Elem. School, Cafetorium, 1337 Mahiole St., Honolulu, quarterly or on call. B.M., Fin. Sec. & Tr. Vaughn Chong, 2045 Kam IV Rd., Ste. 203, Honolulu, HI 96819 or P.O. Box 17250, Honolulu, HI 96817-0250. Phone (808) 847-5757 or (808) 847-5758. Fax (808) 848-8707.

IDAHO

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

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

200 | POCATELLO 🏠
 Meets – on call, Idaho Bank and Trust Bldg., Blackfoot, ID. B.R., Fin. Sec. & Tr. Bret Purkett, 915 Berryman Rd., Pocatello, ID 83201. Phone (208) 237-5758. Fax (208) 234-2541.

ILLINOIS

97 | CHAMPAIGN 🏠
 Meets – 3301 N. Boardwalk Dr., 3rd Thurs. each month at 7:00 p.m. B.R., Fin. Sec. & Tr. James Hardig, 3301 N. Boardwalk Dr., Champaign, IL 61822. Phone (217) 359-3922. Fax (217) 359-4722. E-mail: roofersba97@yahoo.com

11 | CHICAGO 🏠
 Meets – 7045 Joliet Rd., Indian Head Park, IL, 2nd Wed. each month at 7:00 p.m. Pres. & Fin. Sec. Gary Menzel, B.R.s Larry Gnat, Jeff Eppenstein, Travis Gorman, John Barron and Bob Burch, Orgs Ruben Barbosa and Jim Querio, 9838 W. Roosevelt Rd., Westchester, IL 60154. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net Website: www.roofers-local11.org

92 | DECATUR 🏠
 Meets – 234 W. Cerro Gordo, 4th Wed. each month at 6:00 p.m. B.M. & Fin. Sec. Ted Clark, 234 W. Cerro Gordo St., Decatur, IL 62522-1634. Phone (217) 422-8953. Fax (217) 422-8955. E-mail: ted@rooferslocal92.com

11 | LASALLE 🏠
 Pres. & Fin. Sec. Gary Menzel, B.R. Larry Gnat, 9838 W. Roosevelt Rd., Westchester, IL 60154. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net

69 | PEORIA 🏠
 Meets – 3917 S.W. Adams St., 1st Mon. each month at 7:30 p.m. B.M., Fin. Sec. & Tr. Steven L. Peterson, 3917 S.W. Adams St., Peoria, IL 61605. Phone (309) 673-8033. Fax (309) 673-8036. E-mail: steve@rooferslocal69.com

32 | ROCK ISLAND 🏠
 Meets – 2827 7th Ave., Rm. 10, 1st Thurs. each month at 7:00 p.m. B.M. & Fin. Sec. Michael R. Miller, 2827 7th Ave., Rm. 10, Rock Island, IL 61201. Phone (309) 786-2117. Fax (309) 786-7490. E-mail: rooferslocal32@sbcglobal.net

32 | GALESBURG AREA 🏠
 Meets – 2827 7th Ave., Rm. 10, 1st Thurs. each month at 7:00 p.m. B.M. & Fin. Sec. Michael R. Miller, 2827 7th Ave., Rm. 10, Rock Island, IL 61201. Phone (309) 786-2117. Fax (309) 786-7490. E-mail: rooferslocal32@sbcglobal.net

112 | SPRINGFIELD

Meets – 301 E. Spruce St., 2nd Thurs. each month at 7:00 p.m. **B.M., Fin. Sec. & Tr. Walter "Ray" Wake**, 301 E. Spruce St., Springfield, IL 62703. Phone (217) 210-2044. Cell phone (217) 529-2229. Fax (217) 210-2041. E-mail: office@rooferslocal112.com or ray@rooferslocal112.com

INDIANA**119 | ANDERSON**

Trustee **Michael Stiens**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. Website: www.indyroofers.com

106 | EVANSVILLE

Meets – 1201 Baker Ave., 4th Mon. each month. **B.M., Fin. Sec. & Tr. William Alexander III**, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: BA2483@yahoo.com

26 | HAMMOND-GARY

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

119 | INDIANAPOLIS

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. Trustee **Michael Stiens**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. Website: www.indyroofers.com

119 | LAFAYETTE

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. Trustee **Michael Stiens**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. Website: www.indyroofers.com

23 | SOUTH BEND

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

150 | TERRE HAUTE

Meets – 1101 N. 11th St., 2nd Fri. each month at 7:00 p.m. **B.R., Fin. Sec. & Tr. Jeff Hayes**, 1101 N. 11th St., Terre Haute, IN 47807. Phone (812) 232-7010. Fax (812) 242-2331. E-mail: jhroofer@gmail.com

IOWA**32 | BURLINGTON**

B.M. & Fin. Sec. Michael R. Miller, 2827 7th Ave., Rock Island, IL 61201. Phone (309) 786-2117.

142 | SIOUX CITY

Meets – on call. **B.M., Fin. Sec. & Tr. Ray Slack**, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404. E-mail: ray@rooferslocal142.com

182 | CEDAR RAPIDS

Meets – 750 49th St., Marion, 2nd Wed. each month at 7:00 p.m. **B.M. Robert Rowe**, Pres. **Bill Barnes**, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Cell phone (319) 573-3810. Fax (319) 373-0289. E-mail: info@rooferslocal182.com Website: www.roofers-local182.com

182 | WATERLOO AREA

Meets – 750 49th St., Marion, 2nd Wed. each month at 7:00 p.m. **B.M. Robert Rowe**, Pres. **Bill Barnes**, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Cell phone (319) 573-3810. Fax (319) 373-0289. E-mail: info@rooferslocal182.com Website: www.rooferslocal182.com

182 | DUBUQUE AREA

B.M. Robert Rowe, Pres. **Bill Barnes**, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Cell phone (319) 573-3810. Fax (319) 373-0289. E-mail: info@rooferslocal182.com Website: www.roofers-local182.com

142 | DES MOINES

Meets – 3802 6th Ave., 4th Tues. each month 6:30 p.m. **B.M., Fin. Sec. & Tr. Ray Slack**, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404. E-mail: ray@rooferslocal142.com

142 | MASON CITY

Meets – on call. **B.M., Fin. Sec. & Tr. Ray Slack**, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404. E-mail: ray@rooferslocal142.com

KANSAS**20 | KANSAS CITY**

Meets – 6321 Blue Ridge Blvd., Ste. 202, 4th Mon. each month at 6:00 pm. **B.M. Kevin King**, **Fin. Sec. & Tr. Joe Logsdon**, 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, kevin@rooferslocal20.com, joe@rooferslocal20.com Website: www.rooferslocal20.com

20 | WICHITA AREA

B.M. Kevin King, **Fin. Sec. & Tr. Joe Logsdon**, 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, kevin@rooferslocal20.com, joe@rooferslocal20.com Website: www.rooferslocal20.com

20 | TOPEKA

Meets – 3906 N.W. 16th, 1st Tues. of 3rd month of each quarter at 6:30 p.m. **B.M. Kevin King**, **Fin. Sec. & Tr. Joe Logsdon**, 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, kevin@rooferslocal20.com, joe@rooferslocal20.com Website: www.rooferslocal20.com

KENTUCKY**147 | LOUISVILLE**

Meets – 7711 Beulah Church Rd., 4th Mon. each month. **B.R., Fin. Sec. & Tr. Ron McDonald**, 7711 Beulah Church Rd., Louisville, KY 40228. Phone (502) 231-3344. Fax (502) 231-3373. E-mail: roofers147@bellsouth.net

106 | PADUCAH

B.M., Fin. Sec. & Tr. William Alexander III, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: BA2483@yahoo.com

LOUISIANA**317 | BATON ROUGE**

Meets – Third Thurs. of March, June, Sept. Pres. **Anthony Davis**, 3260 Winbourne Ave., Baton Rouge, LA 70805. Phone (225) 355-8502. Fax (225) 355-8048. E-mail: rooferslocal317@gmail.com

317 | LAKE CHARLES

Meets – On call. Pres. **Anthony Davis**, 3260 Winbourne Ave., Baton Rouge, LA 70805. Phone (225) 355-8502. Fax (225) 355-8048. E-mail: rooferslocal317@gmail.com

317 | NEW ORLEANS

Meets – On call. Pres. **Anthony Davis**, 3260 Winbourne Ave., Baton Rouge, LA 70805. Phone (225) 355-8502. Fax (225) 355-8048. E-mail: rooferslocal317@gmail.com

317 | SHREVEPORT

Meets – On call. Pres. **Anthony Davis**, 3260 Winbourne Ave., Baton Rouge, LA 70805. Phone (225) 355-8502. Fax (225) 355-8048. E-mail: rooferslocal317@gmail.com

MAINE**33 | BANGOR**

B.M. & Fin. Sec. Paul Bickford, 53 Evans Dr., P.O. Box 9106, Stoughton, MA 02072. Phone (781) 341-9192. Fax (781) 341-9195. E-mail: Bickford@rul33.com

MARYLAND**30 | BALTIMORE**

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

34 | CUMBERLAND

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

MASSACHUSETTS**33 | BOSTON**

Meets – 53 Evans Dr., Stoughton, MA, 2nd Tues. each month. **B.M. & Fin. Sec. Paul Bickford**, 53 Evans Dr., P.O. Box 9106, Stoughton, MA 02072. Phone (781) 341-9192. Apprentice Fund - Phone (781) 341-9197. Fax (781) 341-9195. E-mail: Bickford@rul33.com

33 | NEW BEDFORD AREA

Meets – 53 Evans Dr., Stoughton, MA, 2nd Tues. each month. **B.M. & Fin. Sec. Paul Bickford**, 53 Evans Dr., P.O. Box 9106, Stoughton, MA 02072. Phone (781) 341-9192. Apprentice Fund - Phone (781) 341-9197. Fax (781) 341-9195. E-mail: Bickford@rul33.com

248 | SPRINGFIELD

Meets – 63 1/2 Main St., last Tues. each month. **B.A., Fin. Sec. & Tr. Eric Elliott**, 63 1/2 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: ericjelliott86@gmail.com

MICHIGAN**70 | ANN ARBOR**

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

70 | BATTLECREEK-KALAMAZOO AREA

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

70 | GRAND RAPIDS AREA

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

70 | LANSING AREA

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

70 | JACKSON AREA

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

70 | MUSKEGON AREA

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

149 | DETROIT

Meets – 1640 Porter St., 1st Tues. each month at 7:00 p.m. **B.M. Mark K. Peterson**, 1640 Porter St., Detroit, MI 48216. Phone (313) 961-6093. Fax (313) 961-7009. E-mail: roofersunionlocal149@ameritech.net

149 | PORT HURON AREA

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

149 | FLINT

B.M. Mark K. Peterson, Phone (810) 687-1368. Fax (810) 687-2647.

149 | SAGINAW-BAY CITY AREA 🏠

B.M. Mark K. Peterson, Phone (810) 687-1368. Fax (810) 687-2647.

149 | TRAVERSE CITY AREA 🏠

B.M. Mark K. Peterson, Phone (810) 687-1368. Fax (810) 687-2647.

149 | MARQUETTE 🏠

B.M. Mark K. Peterson, Phone (810) 687-1368. Fax (810) 687-2647.

MINNESOTA

96 | MINNEAPOLIS-ST. PAUL 🏠

Meets - 9174 Isanti St. NE, 1st Wed. each month at 7:00 p.m. B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Gene Harris, B.R. Kelly Hannigan, B.R./Org. Bob Menssen, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com, gene@rooferslocal96.com, joe@rooferslocal96.com Website: www.rooferslocal96.com

96 | ST. CLOUD AREA 🏠

Meets - 1903 4th St., N. St. Cloud, on call only. B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Gene Harris, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com, gene@rooferslocal96.com Website: www.rooferslocal96.com

96 | BRAINERD AREA 🏠

Meets - location varies, on call only. B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Vance Anderson, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com Website: www.rooferslocal96.com

96 | DULUTH-IRON RANGE AREA 🏠

Meets - 2002 London Rd., Duluth, on call only. B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Vance Anderson, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com Website: www.roofers-local96.com

96 | SOUTHEASTERN MINN. AREA 🏠

Meets - location varies, on call only. B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Vance Anderson, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com Website: www.rooferslocal96.com

MISSISSIPPI

136 | JACKSON AREA 🏠

B.M., Fin. Sec. & Tr. Gwen Marshall, 252 Main St., Forest Park, GA 30297. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

MISSOURI

2 | ST. LOUIS 🏠

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

20 | JEFFERSON CITY 🏠

Meets - Carpenters Hall, 230 W. Dunklin, 2nd month of each quarter at 7:00 p.m. B.M. Kevin King, Fin. Sec. & Tr. Joe Logsdon, 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, kevin@rooferslocal20.com, joe@rooferslocal20.com Website: www.rooferslocal20.com

20 | SPRINGFIELD AREA 🏠

Meets - 422 W. Commercial, 1st Wed. each month at 5:30 p.m. B.M. Kevin King, Fin. Sec. & Tr. Joe Logsdon, 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, kevin@rooferslocal20.com, joe@rooferslocal20.com Website: www.rooferslocal20.com

20 | ST. JOSEPH AREA 🏠

Meets - 3002 Pear St., 2nd Wed. of the 3rd month of each quarter at 6:30 p.m. B.M. Kevin King, Fin. Sec. & Tr. Joe Logsdon, 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, kevin@rooferslocal20.com, joe@rooferslocal20.com Website: www.rooferslocal20.com

MONTANA

189 | BILLINGS 🏠

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

189 | BUTTE 🏠

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

189 | MISSOULA 🏠

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

NEBRASKA

142 | OMAHA 🏠

Meets - on call. B.M., Fin. Sec. & Tr. Ray Slack, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404. E-mail: ray@rooferslocal142.com

NEVADA

162 | LAS VEGAS 🏠

Meets - 4125 Arctic Spring Ave., 4th Thurs. each month at 5:30 p.m. Trustee Douglas Ziegler, 4125 Arctic Spring Ave., Suites 5 & 6, Las Vegas, NV 89115. Phone (702) 453-5801. Fax (702) 453-0426.

81 | RENO 🏠

B.R. Douglas H. Ziegler, Fin. Sec. Alvaro T. Garcia, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (209) 931-6754. Fax (510) 632-5469. E-mail: roofers@pacbell.net

NEW JERSEY

30 | ATLANTIC CITY

Meets - on call. B.M. Shawn McCullough, 2601 New Rd., Northfield, NJ 08225. Phone (609) 646-7888. Fax (215) 331-8325.

4 | NEWARK

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

10 | PATERSON 🏠

Meets - Grundler Hall, 321 Mason Ave., 4th Mon. each month. B.M., Fin. Sec. & Tr. Nick Strauss, 321 Mason Ave., Haledon, NJ 07508. Phone (973) 595-5562. Fax (973) 595-5266. E-mail: roofer10@optonline.net

30 | TRENTON

Meets - on call. B.M. Shawn McCullough, Phone (215) 331-8770. Fax (215) 331-8325.

NEW MEXICO

135 | ALBUQUERQUE 🏠

Meets - 1917 E. Washington St., 4th Thurs. each month. Pres. Juan Escalana-Barranco, 1917 E. Washington St., Phoenix, AZ 85034. Phone (602) 254-7059. Fax (602) 254-4201. E-mail: phoenixroofers135@gmail.com

123 | Los Alamos 🏠

B.M., Fin. Sec. & Tr. Gig Ritenour, 3629 W. Miller Rd., Garland, TX 75041. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: gigr@unionroofers.com

NEW YORK

241 | ALBANY 🏠

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

203 | BINGHAMTON

Meets - American Legion Post 401, 263 Front St., Owego, 1st Wed. each month. B.R., Fin. Sec. & Tr. Daniel J. Richardson III, 32 W. State St., Ste. 206, Binghamton, NY 13901. Phone (607) 722-4073. Fax (607) 722-4073. E-mail: roofers203@hotmail.com

74 | BUFFALO

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

154 | NASSAU-SUFFOLK

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

8 | NEW YORK CITY

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

22 | ROCHESTER 🏠

Meets - on call. Trustee Tom Pedrick, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. Website: www.rooferslocal22.com

195 | SYRACUSE 🏠

Meets - 6200 State Route 31, Cicero, 3rd Wed. each month at 7:00 pm. B.M., Fin. Sec. & Tr. Ronald Haney, 6200 State Route 31, Cicero, NY 13039. Phone (315) 699-1808. Fax (315) 699-1806. E-mail: local195@tcwncy.rr.com Website: www.rooferslocal195.com

NORTH CAROLINA

136 | CHARLOTTE 🏠

B.M., Fin. Sec. & Tr. Gwen Marshall, 252 Main St., Forest Park, GA 30297. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

B.M., Fin. Sec. & Tr. Pete Jaworski, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com Website: www.rooferslocal96.com

OHIO

88 | AKRON & CANTON 🏠

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

42 | CINCINNATI 🏠

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

44 | CLEVELAND

Meets – 1651 E 24th St., 2nd Mon. each month.
B.M., Fin. Sec. & Tr. Chuck Lavelle, 1651 E. 24th St.,
 Cleveland, OH 44114. Phone (216) 781-4844. Fax (216)
 781-7663. E-mail: roofers44CL@sbcglobal.net

86 | COLUMBUS

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

75 | DAYTON

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

134 | TOLEDO

Meets – 4652 Lewis Ave., 3rd Thurs. each month at
 7:00 p.m. **B.M. & Fin. Sec. Mike Kujawa**, 4652 Lewis
 Ave., Toledo, OH 43612. Phone (419) 478-3785. Fax
 (419) 478-1201. E-mail: rooferslocal134@bex.net

71 | YOUNGSTOWN

Meets – 2714 Martin L. King, 2nd Tues. each month.
Fin. Sec. & B.R. Carlo Ponzio, 2714 Martin L. King,
 Youngstown, OH 44510. Phone (330) 746-3020. FAX
 No. (330) 746-6020. E-mail: njw071@aol.com

OKLAHOMA**143 | OKLAHOMA CITY**

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

OREGON**49 | EUGENE**

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

49 | PORTLAND

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

PENNSYLVANIA**210 | ERIE**

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

30 | HARRISBURG

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

30 | PHILADELPHIA

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

30 | READING & ALLENTOWN

Meets – on call. **B.M. Shawn McCullough**, 41 South
 Maple St., Kutztown, PA 19530. Phone (610) 683-
 3666-67. Fax (215) 331-8325.

37 | PITTSBURGH

Meets – 230 Lincoln Ave., Bellevue, 4th Mon. each
 month at 8:00 p.m. except June, July, Aug. & Dec.,
B.R. & Fin. Sec. Frederick Pollazon, 230 Lincoln
 Ave., Bellevue, PA 15202. Phone (412) 766-5360. Fax
 (412) 766-5363. E-mail: roofers.local37@verizon.net

30 | SCRANTON

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

RHODE ISLAND**33 | PROVIDENCE**

B.M. & Fin. Sec. Paul Bickford, 53 Evans Dr.,
 P.O. Box 9106, Stoughton, MA 02072. Phone
 (781) 341-9129. Fax (781) 341-9195 E-mail: Bickford@rul33.com

TENNESSEE**2 | NASHVILLE**

Pres. & B.M. Dan O'Donnell, 2920 Locust St., St.
 Louis, MO 63103. Phone (314) 535-9683. Fax (314)
 535-6404. E-mail: odonnellocal2@sbcglobal.net

TEXAS**123 | DALLAS-FT. WORTH**

Meets – quarterly as called by B.M. **B.M., Fin. Sec.
 & Tr. Gig Ritenour**, 3629 W. Miller Rd., Garland,
 TX 75041. Phone (740) 649-6578. Fax (866) 889-2774.
 E-mail: gigr@unionroofers.com

123 | HOUSTON

Meets – quarterly as called by B.M. **B.M., Fin. Sec.
 & Tr. Gig Ritenour**, 3629 W. Miller Rd., Garland,
 TX 75041. Phone (740) 649-6578. Fax (866) 889-2774.
 E-mail: gigr@unionroofers.com

123 | SAN ANTONIO

Meets – quarterly as called by B.M. **B.M., Fin. Sec.
 & Tr. Gig Ritenour**, 3629 W. Miller Rd., Garland,
 TX 75041. Phone (740) 649-6578. Fax (866) 889-2774.
 E-mail: gigr@unionroofers.com

UTAH**91 | SALT LAKE CITY**

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

VERMONT**248 | VERMONT**

B.A., Fin. Sec. & Tr. Eric Elliott, 63 1/2 Main St.,
 Chicopee, MA 01020. Phone (413) 594-5291. Fax (413)
 594-5391. E-mail: ericjelliott86@gmail.com

VIRGINIA**30 | NORTHERN VIRGINIA**

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

WASHINGTON**54 | BELLINGHAM**

B.M., Fin. Sec. & Tr. Steve Hurley, 2800 First Ave.,
 Rm. 105, Seattle, WA 98121. Phone (206) 728-7654.
 JATC (206) 728-2777. Fax (206) 448-3362. E-mail:
steve@rooferslocal54.com

54 | SEATTLE

Meets – 2800 First Ave., 1st Wed. each month at 7:00
 p.m. **B.M., Fin. Sec. & Tr. Steve Hurley**, 2800 First
 Ave., Rm. 105, Seattle, WA 98121. Phone (206) 728-
 7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail:
steve@rooferslocal54.com

189 | SPOKANE

Meets – 315 W. Mission Ave., #24, 1st Fri. each month.
B.M., Fin. Sec. & Tr. Leo Marsura, 1727 E. Francis, #4,
 Spokane, WA, 99208. Phone (509) 327-2322. Fax (509)
 327-2194. E-mail: roofers189@gmail.com

189 | YAKIMA

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

153 | TACOMA

Meets – Hall "D" IBEW Bldg. 3049 S. 36th St., Thurs.
 following 1st Tues. each month at 7:00 p.m. **B.R. &
 Fin. Sec. Matthew E. Thompson**, 3049 S. 36th St., Rm.
 223B, Tacoma, WA 98409. Phone (253) 474-0527. Fax
 (253) 474-6877. E-mail: rooferslocal153@qwestoffice.net
 Website: www.rooferslocal153.com

WEST VIRGINIA**185 | CHARLESTON**

Meets – Operating Engineers Hall Local 132, 606
 Tennessee Ave., Charleston, WV, 2nd Tues. each month
 at 6:00 p.m. **B.R., Fin. Sec. & Tr. Jeffrey A. Mullins**, P.O.
 Box 911, Charleston, WV, 25323. Phone (304) 346-9234. Fax
 (304) 346-9623. E-mail: roofers185@suddenlink.net

242 | PARKERSBURG

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

188 | WHEELING

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

WISCONSIN**96 | EAU CLAIRE**

B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Nick
 Brenner, 9174 Isanti St. NE, Blaine, MN 55449. Phone
 (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com
 Website: www.rooferslocal96.com

96 | FONDULAC AREA

B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Nick
 Brenner, 9174 Isanti St. NE, Blaine, MN 55449. Phone
 (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com
 Website: www.rooferslocal96.com

65 | MILWAUKEE

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

65 | RACINE-KENOSHA AREA

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

65 | MADISON AREA

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

96 | WAUSAU

B.M., Fin. Sec. & Tr. Pete Jaworski, B.R. Nick
 Brenner, 9174 Isanti St. NE, Blaine, MN 55449. Phone
 (763) 230-7663. Fax (763) 230-7670. E-mail: pete@rooferslocal96.com
 Website: www.rooferslocal96.com

WYOMING**58 | CHEYENNE-CASPER**

B.R., Fin. Sec. & Tr. Dale M Solano, 404 N. Spruce
 St., Colorado Springs, CO 80905. Cell phone (719)
 205-7582. Office phone (719) 632-5889. Fax (719) 632-
 1261. E-mail: unionroofers58@gmail.com

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Merchandise available to local union members only.

Contractors: please place any merchandise orders through your local union representative.

Due to pricing and product availability, we will no longer be able to accept order forms from past issues of the magazine. **Starting October 1, 2009, any past-issue merchandise order forms we receive may be returned, along with your payment, at our discretion.** If you need a copy of the most recent order form, contact the International at 202-463-7663. (This form is valid through Dec. 31, 2016.)

| Item | Product | Size | Qty | Price | Total |
|----------|-------------------------------------|----------------------|-----|----------------|-------|
| 1 | POLY MESH SHIRT: | | | | |
| | BLACK | 3X - 4X ONLY | | \$25.00 | |
| | LIGHT BEIGE | XL - 2X - 3X - 4X | | | |
| 2 | ROOFERS UNION RINGS: | | | | |
| | 10K GOLD | | | Call for Price | |
| | GOLD PLATED | | | \$260.00 | |
| | STERLING SILVER | | | \$260.00 | |
| 3 | "UNION ROOFER" HAT | | | \$20.00 | |
| 4 | PEEL AND STICK LOGOS: | | | | |
| | A. NEW! MODERN LOGO | | | \$2.00 | |
| | B. HARD HAT/BUMPER STICKER COMBO | | | \$1.00 | |
| 5 | SWEATSHIRT XL - 2X - 3X | | | \$35.00 | |
| 6 | LOGO T-SHIRT: | | | | |
| | SHORT SLEEVE | M - L - XL - 2X - 3X | | \$18.00 | |
| | LONG SLEEVE | M - L - XL - 3X | | \$20.00 | |
| 7 | ROOFERS WRIST WATCH | | | \$130.00 | |
| 8 | COTTON TWILL ROOFERS HAT: | | | | |
| | A. RED w/ BLACK | | | \$20.00 | |
| | B. BLACK w/ YELLOW | | | | |
| 9 | NEW! 14K/DIAMOND WRIST WATCH | | | \$210.00 | |

▪ All Prices Include Shipping ▪

Grand Total: _____

NEW! ROOFERS UNION LOGO STICKERS JUST \$2 A SHEET



1. BAMBOO CHARCOAL POLY MESH SHIRT

Ultra soft material with moisture management polyester on the outside makes this one of the most cool and comfortable shirts you will ever own. Short-sleeved solid polo shirt with Roofers logo embroidered on front. 46% bamboo charcoal, 54% polyester. Machine wash. Made in the U.S.A.

Sizes:
Black — 3X, 4X
Light Beige — XL, 2X, 3X, 4X

~~\$42.50~~

\$25 FOR A LIMITED
TIME ONLY



2. ROOFERS' UNION RINGS

Available in 10K gold, gold plated or sterling silver.

3. "UNION ROOFER" HAT

5 panel foam front, mesh, plastic strap, dye sublimation design. Union-made in the U.S.A.



4. PEEL AND STICK ROOFERS' UNION LOGOS

- A. 6" logo, plus 3 2" logos and tagline
- B. 4" x 8" bumper sticker plus 1 1/2" square

5. "BLAZING" ROOFERS SWEATSHIRT

This cotton blend, navy blue sweatshirt is perfect for days when you need an extra layer against the elements. A drawstring hood tops it off. "United Union of Roofers, Waterproofers and Allied Workers" in small print on front, while back sports a blazing Roofers logo. 80% cotton, 20% polyester. Machine wash. Union-made in the U.S.A.

Sizes: XL, 2X, 3X



6. T-SHIRT

All cotton, gray w/Union logo on left pocket. Short sleeve and long sleeve available.

Sizes:
Short Sleeve — M, L, XL, 2X, 3X
Long Sleeve — M, L, XL, 3X



7. MEN'S AMERICAN TIME QUARTZ WATCH

w/Union logo
medallion face.



8. ROOFERS HATS

6 panel cotton twill, structured front, sewn eyelets, fabric strap.

- A. Red w/Black
- B. Black w/Yellow

9. NEW! MEN'S AMERICAN TIME 14K/DIAMOND WATCH

14K gold-filled dial w/Roofers logo, diamond chips at 12 and 6.



HAZARD ALERT



RF RADIATION

AN INVISIBLE DANGER



What is RF Radiation?

Radiofrequency (RF) radiation, a type of non-ionizing radiation, is the energy used to transmit wireless information. At low levels it is not considered a hazard. But at the levels produced by telecommunications equipment, including radio, television, and cellular antennas, RF radiation can “pose a considerable health risk”¹ for workers. As demand for cellular and wireless services grows, more of these antennas are being placed on rooftops and sides of buildings. Many are disguised to hide their presence.

What to look for...

Antennas that generate RF radiation come in different shapes and sizes and emit RF radiation in different directions. **Rectangular panel antennas** or dish-shaped transmitting antennas* generally send out RF radiation in one direction. **Cylindrical or rod-shaped antennas** emit RF radiation in more than one direction up to 360 degrees. **Hidden antennas** are designed to blend into their surroundings. They can be stand-alone (e.g. a flag pole) or a panel that blends into the side of a building, chimney, rooftop, or sign. These antennas are harder to identify and make it difficult to determine the RF radiation emitting direction.



PHOTO CREDIT: DEANMAGUIRE/123RF



Faux chimney conceals 15 panel antennas

Are you in danger?

Do you perform work where telecommunications antennas are present? If the answer is **YES**, then you could be exposed to hazardous levels of RF radiation.

Why it's dangerous...

- ▶ **RF radiation is invisible.**
- ▶ **Power levels vary.** The amount of RF radiation can be low when you start working and then spike to higher levels without warning.
- ▶ **Symptoms are often delayed.** By the time you feel the symptoms, such as overheating, reddening of the skin, and burns, you have already been over-exposed.
- ▶ **Your risk increases** the closer you are to the antenna and the longer you work in the RF radiation field.

RF radiation may interfere with medical devices (e.g. pacemakers), and concerns have been raised about possible non-thermal effects (e.g. nerve damage and psychological injuries).

Find out more about construction hazards.

To receive copies of this Hazard Alert and cards on other topics

Call 301-578-8500



Know the risks, and stay safe.