

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER ■ 2021

Washtenaw Community College
— WELCOMES —
Roofers, Waterproofers and Allied Workers



ROOFERS & WATERPROOFERS

National Instructor Training Program

LAUNCHES WITH GREAT SUCCESS



ROOFERTOROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

National Benefit Funds Working for You

The Trustees of the National Roofing Industry Pension Plan (NRIPP) have approved a 48% increase in benefits for contributions paid on hours worked for contributing contractors in 2020. The increased benefit applies to both active Plan participants and those who have retired after working the required hours in 2020. The NRIPP remains the premier pension plan in the construction industry, providing more than \$100,000,000 in benefits to participating members, spouses and beneficiaries each year. The Trustees are committed to keeping your Plan 100% funded so that the benefits promised to you and your family will be there when you retire.

The National Roofers Union and Employers Joint Health and Welfare Fund (National Health Fund) Trustees have approved a significant benefit for all families participating in the Plan. On January 2022 all eligible Plan participants will receive a one-time \$1,200 Health Reimbursement Arrangement (HRA) benefit. You will be able to use the HRA funds in your individual account to reimburse yourself for any out of pocket medical, dental, vision or prescription drug expenses for you or your eligible family members. Members that already have an HRA established by their collective bargaining agreement will also receive the additional \$1,200 credit if you are eligible as of January 1, 2022. If your local union participates in the National Health Fund, but does not participate in the HRA, you may wish to discuss adding this most important benefit with your local union leadership.

Additionally, the Trustees have waived the negotiated hourly contribution increase for 2022. This is the fifth time since 2012 that the Trustees have waived the annual increase, putting money back in your pocket. The Trustees were able to add these enhancements because you have helped manage expenses through proper use of the

Plan's benefits. We all need to continue effectively using the Plan so that it can continue to meet the objective of providing comprehensive health benefits and competitive hourly contribution rates.

This will be my last Roofer to Roofer article as I'm stepping down as International President on January 8, 2022. I wish to thank our loyal members and local union officers, past and present, for your years of support of me and our great union. I truly appreciate the opportunity you have given me to serve you and your families. It has been the greatest privilege any person could receive. But, after 53 years as a local and International Union-elected officer, it is time to turn the administration of our union over to a younger generation of leaders. I assure you that you will be in good hands with your newly elected International President Jim Hadel and International Secretary-Treasurer Mitch Terhaar.

In parting, I ask you to support your union and do all you can to protect the roofer and waterproofer work jurisdiction from those that would steal it, so that we remain a strong and independent union. Only through strength and independence can we expect to provide our membership with proper representation, state-of-the-art craft training, quality health care and a pension that allows hard-working roofers and waterproofers to retire in dignity at the end of their careers. Thank you for a lifetime of memories!

I wish you all a merry Christmas and a prosperous New Year. When you kick back to enjoy the holiday festivities with friends and family in a warm, safe and joyous atmosphere, please don't forget to say a prayer for our brave and dedicated service men and women, who forgo family, friends and home, on assignment half a world away to keep us safe. ■

**Read more about pension and health plan improvements
on pages 20 and 21.**

PROUD. PROFESSIONAL. COMMITTED TO EXCELLENCE.®



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

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International President

James A. Hadel
International Secretary-Treasurer

John C. Martini
International President Emeritus

International Vice Presidents

Douglas Ziegler, *First*

Thomas Pedrick, *Second*

Paul F. Bickford, *Third*

Daniel P. O'Donnell, *Fourth*

Robert Peterson, *Fifth*

Michael A. Vasey, *Sixth*

Michael Stiens, *Seventh*

Brent R. Beasley, *Eighth*

Joseph Pozzi, *Ninth*

Gary W. Menzel, *Tenth*

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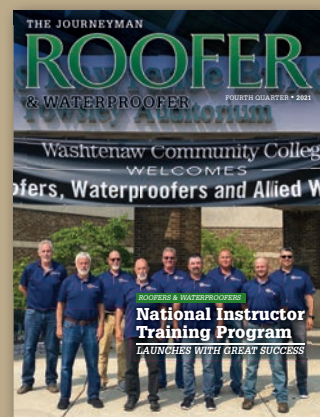
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ON THE COVER:

Richard Tessier, John Barnhard, Dan Smith, Jim Currie, Marty Headtk, Derek Carrington, Dan Knight, Matt Wittenborn, Joel Gonzalez and Keith Vitkovich (not pictured), all with the Roofers & Waterproofers Research and Education Trust, were the pivotal team behind the first-ever National Instructor Training Program.



Int'l Sec'y-Tr. Jim Hadel delivers opening remarks at the first annual National Instructor Training Program.

FIRST ANNUAL NATIONAL INSTRUCTOR TRAINING PROGRAM IS A MAJOR SUCCESS

Sunday, July 18, 2021, was a game changer for the United Union of Roofers, Waterproofers & Allied Workers and its local apprenticeship training programs. It marked the launch of the annual National Instructor Training Program (NITP), located at Washtenaw Community College in Ann Arbor, MI. The debut program was a big success and will continue to grow and become more successful each and every year.

The need for skilled roofers and waterproofers will only increase with time. If we intend to compete and increase our work opportunities, we must provide our members with the most advanced training available, which begins with the training and information provided to local JATC instructors.

Up to this point, the Roofers & Waterproofers Research and Education Joint Trust Fund had only provided regional instructor training sessions. “Now, with the NITP, we have the capabilities to provide

an annual, nationally accredited instructor training program at one central location, bringing all instructors together from around the country,” said Trust Executive Director Keith Vitkovich.

Instructors attend two courses per year, with each one consisting of 22.5 hours. For the first five years, one course—the professional instructor course—will be a requirement, which then allows each instructor to pick one trade-specific elective for the second course.

2021 NITP Courses Offered

› Professional Instructor Course

- Planning, Teaching and Assessing Effective Lesson Plans: Beginner

› Elective Courses

- Computer Skills for the Trade Teacher: Beginner
- Qualified Signal Person Train the Trainer

- Competent Person Fall Protection Train the Trainer
- Single-Ply Train the Trainer and Qualified National Single-Ply Certification Evaluator

The Research and Education Trust Fund would like to thank the following professors and administrative staff for their dedication and tireless efforts in making the NITP a huge success.

› Roofers & Waterproofers Research and Education Trust staff:

- Richard Tessier, Local 96
- James Currie, Local 10
- Marty Headtkke, Local 11
- Dan Knight, Local 2
- Derek Carrington, Local 23
- Joel Gonzalez, Local 49
- Matt Wittenborn, Local 2
- Dan Smith, Local 95
- John Barnhard

» Washtenaw Community College staff:

- Marilyn Donham
- Anthony Esposito
- Melissa Haverty
- Kim Billings
- Patrick Downey
- Arista Metler
- Jason Gribble
- Gail Houghton
- Russell Pickell
- Christine Douglas
- Kristi Cundiff
- Jason Withrow
- Scott Shaper

The Research and Education Trust Fund would like to acknowledge the following local JATC student instructors for their participation and for successfully completing this year's courses.

» Local 2

- Arturo Martinez
- Todd Hessierer

» Local 4

- William Milea
- Geoffrey McSween
- Carl Bager

» Local 10

- Richard Silva
- Edward Bonchek

» Local 11

- Kevin Coleman
- Brian Dubin
- Joshua De La Rosa
- Jason Catona
- Robert Arrezola
- Travis Gorman
- Brandon Grise

- Jonathan Hagerman
- Brady Keller
- Austin Keller
- Aramis Melecio
- Nate Tell
- Jacob Wren

» Local 20

- Matt Lloyd
- Ryan Anderson
- Pedro Parra

» Local 26

- Jeremy Adams
- Juan Villalpando

» Local 27

- Thomas Geiger
- Frank Mora

» Local 30

- Joe Orlando

» Local 32

- Trent Williamson

» Local 33

- James Everett
- David Hernandez
- William Lutz

» Local 36

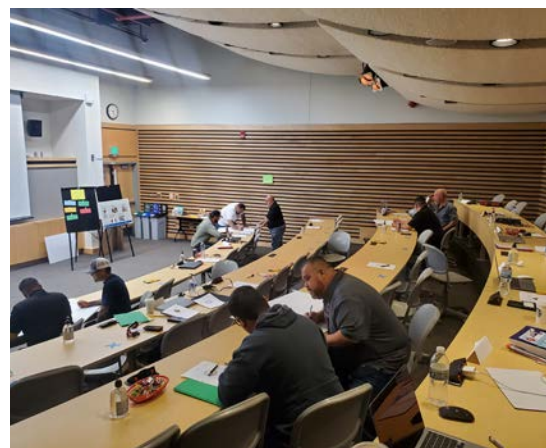
- Lupe Corral
- Steven Corral
- Martin Rosales

» Local 37

- John Ochap

» Local 40

- Peter Lang



IN THE CLASSROOM



Basic Computer Skills with Professor Jason Withrow



Basic Computer Skills with Professor Scott Shape



Planning, Teaching and Assessing Effective Lesson Plans with Professor Gail Houghton



National Single-Ply Qualified Evaluator Train the Trainer with Professors Marty Headtke and Derek Carrington



Planning, Teaching and Assessing Effective Lesson Plans with Professor Christine Douglas

» Local 42

- Brandon Burke
- James Teeters
- Cameron James

» Local 44

- Terry Otto
- Jose Rodriguez

» Local 45

- Paul Colmenero
- Edwin Guzman

» Local 49

- Jason Barthel

» Local 54

- Anthony Bergeson

» Local 70

- Chuck Rumsey

» Local 71

- William Messner

» Local 81

- Juan Palma Pedroza

» Local 88

- Jeremy Hunsinger
- Bradford Cunningham

» Local 91

- Robert Smith

» Local 95

- Gary Samayoa
- Jose Jasso Soto

» Local 96

- Andrew Richmond
- Michael Yzaguirre
- John Ament
- Tristan Lundblad

» Local 97

- Woodrow Sarver
- Richard Anders

» Local 106

- Ben Macke

» Local 112

- Justin Tansky

» Local 119

- Kelly Austin



Competent Person Fall Protection Train the Trainer with Professors Jim Currie, Dan Knight and Matt Wittenborn



Planning, Teaching and Assessing Effective Lesson Plans with Professor Jason Gribble



Planning, Teaching and Assessing Effective Lesson Plans with Professor Kristi Cundiff



Qualified Signal Person Train the Trainer with Professors Richard Tessier and Joel Gonzalez

» Local 123

- Jordan Ritenour
- Steven Romero-Crim
- Albert Salazar Jr.

» Local 134

- Michael Kujawa

» Local 142

- Dan Ferch
- Gerald Hill

» Local 149

- Thomas Jaranowski
- Rick Baird
- Jonathan Crosby
- Frank Ostrander

» Local 150

- Clinton Grayless

» Local 153

- Bryan McKee
- Ryan Weichert

» Local 182

- Brock Willson

» Local 185

- Bruce Hysell

» Local 189

- Leo Marsura

» Local 210

- Winston McKelvey
- Joshua McKinney

» Local 220

- Brandon Rodgers

» Local 221

- Enrique Subiono
- Marshall Ahloo
- John Meadows
- Ikaika Naehu-Freitas
- Christopher Rivera
- Ralph Tells

» Local 241

- Steven Sawyer

» Local 242

- Tim Maxcy
- Derek Slack

Local 248

- Brian Morin

The 2022 NITP will take place at Washtenaw Community College June 12 – 17, 2022. Next year's program will offer a wider selection of required classes and elective classes, and there will be a higher number of participants. We appreciate the support we have received from participating local JATCs, and we look forward to seeing everyone in 2022.

2021 NITP Courses

Professional Instructor Courses

- Planning, Teaching and Assessing for the Trade Teacher: Beginner
- Planning, Teaching and Assessing for the Trade Teacher: Intermediate

Elective Courses

- Computer Skills for the Trade Teacher: Beginner
- Computer Skills for the Trade Teacher: Intermediate
- Qualified Rigger Person Train the Trainer

- Infectious Control Risk Assessment (ICRA) Train the Trainer
- Qualified Signal Person Train the Trainer
- Competent Person Fall Protection Train the Trainer
- Single-Ply Train the Trainer and Qualified National Single-Ply Certification Evaluator

If you have any questions concerning the National Instructor Training Program, contact Executive Director/Dean of Students Keith J. Vitkovich at keithv@unionroofers.com. ■



MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON AUGUST 25, 2021 · SPOKANE, WASHINGTON

The meeting was called to order at 8:00 a.m. by President Robinson, followed by the Pledge of Allegiance.

The following officers, representatives and staff were present:

INTERNATIONAL PRESIDENT: Kinsey M. Robinson

INTERNATIONAL VICE PRESIDENTS:

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

INTERNATIONAL SECRETARY-TREASURER:

James A. Hadel

RESEARCH AND EDUCATION JOINT TRUST FUND:

Keith Vitkovich, Executive Director

ASSISTANT TO THE PRESIDENT:

Mitchell Terhaar

GENERAL COUNSEL:

Librado Arreola

INTERNATIONAL REPRESENTATIVES:

Gabriel Perea Jeff Eppenstein

LEGACY PROFESSIONALS LLP:

Craig Resch, CPA

MARKET DEVELOPMENT DEPARTMENT:

Jordan Ritenour, Director
Fred Gee, Assistant Director

President Robinson asked for a moment of silence in memory of ALF-CIO President Richard Trumka and AFL-CIO President Emeritus John Sweeney.

At this time President Robinson started the meeting by reviewing the agenda for the day followed by the board call letter dated June 8, 2021.

President Robinson began his report by discussing the AFL-CIO elections to fill the President and Secretary-Treasurer positions. He reported that Liz Shuler of the International Brotherhood of Electrical Workers (IBEW), the current Secretary-Treasurer was elected to fill the President's position and

Fred Redmond, International Vice President of the United Steelworkers (USW) was elected Secretary-Treasurer.

President Robinson reported that North America's Building Trades Unions (NABTU) 2022 Legislative Conference is scheduled for April 3-6, 2022. He also discussed the Tradeswomen Build Nations Conference scheduled for October 1-3, 2021, in New Orleans, stating that it is questionable at this point whether it will be held due to flooding.

He then discussed the money under the Paycheck Protection Program (PPP) the International received, stating that without the

assistance of the International Brotherhood of Boilermakers (IBB), it would not have been possible.

President Robinson then reported on the following upcoming Trade Shows and Conferences: International Roofing Expo February 1-3, 2022, Western States Roofing Contractors Expo, September 21-23, 2021, Midwest Roofing Contractors Association Expo November 9-11, 2021 and the Northeast Roofing Contractors Association Convention, March 1-3, 2022.

At this time President Robinson requested that Secretary-Treasurer Hadel read a correspondence addressed to Secretary-Treasurer

Hadel and the International Executive Board from President Robinson stating that he would be resigning as International President effective January 8, 2022.

President Robinson continued his report by discussing the overall membership numbers stating that it is the highest it has been in thirty years. He also discussed the work hours reported to date, indicating they are down somewhat from previous years.

President Robinson reviewed the overall finances of the International, as well as the Burial Benefit Fund and the Convention Fund, which are all doing very well. He reported on the current status and the rate of return of the Union Labor Life Insurance Company (ULLICO) stock owned by the International, indicating that this was a very good investment for the organization.

President Robinson after reviewing the overall financial condition of the International indicated that the General Fund and Burial Benefit Fund policies should be reviewed to protect the assets in case of a downturn in the market.

He then went on to report on the success of the Medical Stop-Loss and the Union Liability Insurance programs.

President Robinson discussed and reported on the inaugural National Instructor Training Program held July 18 through July 24, 2021, at Washtenaw Community College. He commended Keith Vitkovich and the National Training Committee on their hard work and successful launch of the program. He also discussed the development of Local Union Leadership Training using the same resources at Washtenaw Community College in the near future.

He then went on to report on the overall financial status of the National Roofers Union and Employers Joint

Health and Welfare Fund, stating that the plan had forty-seven months in reserves and would have a contribution rate holiday in 2021.

President Robinson reported on the overall good condition of the National Roofing Industry Pension Plan (NRIPP), as well as the National Roofing Industry Supplemental Pension Plan (NRISPP). He reported the NRISPP returned 11.6% in 2020 and discussed the increased number of participants as well as two locals that were considering merging their respective defined contribution plans with the NRISPP.

President Robinson then discussed the current plan to combat the United Brotherhood of Carpenters (UBC). He reviewed the five-point strategy asking the Executive Board for their respective input. A discussion was held regarding the UBC strategy.

President Robinson then requested Vice President Joseph Pozzi to report on the UBC in the state of Indiana.

Vice President Pozzi discussed the rally held in Merrillville, Indiana, and the efforts by Indiana District Council locals to combat the UBC. He also reported on his efforts to work with Local 71 regarding recruiting and training, stating we need to make sure that our JATCs are well funded.

President Robinson at this time called on Vice President Mike Vasey to report on the progress of the Rebuild USA clarity survey.

Vice President Vasey reported on the results of our annual membership survey which covers such topics including but not limited to politics, prevailing wage, right-to-work, infrastructure and the Protecting the Right to Organize (PRO) Act.

Secretary-Treasurer Hadel reviewed all assignments made since April 1, 2021. Following the review

and corrections noted, a motion was made, seconded and carried to approve all of the assignments as well as the bills and costs deemed necessary and proper relating to the scheduled meeting be approved in accordance with the authority contained in Article VII, Section 14 of the International Constitution.

Secretary-Treasurer Hadel, upon the request of President Robinson, reported on the progress of the 2023 International Convention. He reported that the contract with the Tropicana Hotel has been finalized and that plans regarding the convention will be forthcoming.

President Robinson called on Mitch Terhaar, Assistant to the President, to report on the progress of the Emergency Response Team (ERT) program.

Brother Terhaar reported that the ERT program is now officially operational with nine ERT responders throughout the country. Thanks to the efforts of Al McDougall and the United Steelworks union the ERT responders received training August 8 through 13, 2021, in Dawson, Pennsylvania. In addition, he reported that the ERT informational posters and brochures have been sent to each local union.

Mitch reported that they had their first call to the ERT hotline on August 20, 2021. ERT responder Kelly Austin from Local 119 responded to the call. He stated that the family of the member was thankful for the support.

Mitch ended his report stating that they are currently working on providing additional information to assist the ERT responders. He then thanked Fred Gee for becoming an ERT responder.

President Robinson at this time requested an update on the status of trusteeships and supervisions at Locals 162, 136, 248 and 37.

Vice President Doug Ziegler reported on the progress of Local 162, Las Vegas, Nevada, trusteeship. He reported that significant progress has been made in terms of the local and JATC operations. He stated that the local has hired a compliance officer and indicated that the local should be able to end the trusteeship in the early part of 2022.

Vice President Mike Stiens reported on the overall progress made at Local 136, Atlanta, Georgia, as well as the financial condition. Brother Stiens reported that they recently ratified a new three-year agreement. In addition, he discussed the status of apprenticeship training at the local.

Assistant to the President Mitch Terhaar reported on the progress made at Local 248, Springfield, Massachusetts. He reported that the local negotiated a one-year agreement totaling a \$2.45 increase in wages and benefits. Brother Terhaar also reported on the overall good financial condition of the General, Health and Welfare, Apprenticeship and Annuity Funds. He then went on to report on the Local's Pension Plan stating that they will be submitting an application for financial assistance to the Pension Benefit Guaranty Corporation (PBGC) in March of 2023 under the new Pension Reform Act. Mitch ended his report by discussing a meeting with Local 33's Apprenticeship Coordinator Willie Hernandez to discuss the future training strategy.

Vice Presidents Bob Peterson and Mike Vasey reported on the progress Local 37's leadership has made since the trusteeship was terminated. Brother Peterson reported on the contract negotiations discussing the wages and benefits that were offered over the course of the agreement. He also reported that job security is an extremely important

issue for the members. Lastly, he discussed the resulting ratification of the contract.

Vice President Stiens, upon the request of President Robinson, reported on the status of work under the Tennessee Valley Authority (TVA). He reported that work is slower than usual at this time.

President Robinson called on International Representative Jeff Eppenstein to report on Local 182, Cedar Rapids, Iowa.

Brother Eppenstein reported on the overall progress at the local. He discussed numerous administrative issues yet to be addressed and that the local has moved its offices into a new location.

President Robinson reported on the passing of Jean Kruse, wife of past International President Earl Kruse.

President Robinson presented his annual Conflict of Interest report stating that there were no changes from the previous year. President Robinson then asked the Executive Board members, representatives and staff that were present if they had any conflicts to report in response to the question relating to the organization's 990. No one had any conflicts to report.

President Robinson called on National Training Director Keith Vitkovich to report on Research and Education Trust initiatives.

Executive Director of the Research and Education Trust Fund Keith Vitkovich began by reviewing the first National Instructor Training Program, stating that it was a huge success. He reported that the program had ninety-four coordinators or instructors attend classes over the five days. The Trust is already planning and preparing for the 2022 session which will be held June 12 through 17, 2022. He stated that they will be adding more

electives as well as two additional instructor professional courses.

Keith reported that the Trust will be providing an OSHA 510 and 500 class at Washtenaw Community College, eight Foremen 1 classes at Locals 54, 74, 153, 149, 4, 182, 26 and 119. One Foremen 2 class at Local 153 and Competent Person Fall Protection class at Local 26 over the next few months. He then went on to discuss that they have recently completed the National Single-Ply Qualified Evaluator and Applicator Certification Program, which was launched this past July. He reported that the Trust is currently offering two new training packages, the Qualified Rigging Person training package and the Safe Torch Operator and Fire Prevention program, otherwise known as "Stop Certification." Keith ended his report by stating that the Trust is in the process of revising the National Apprenticeship Guidelines which will improve our apprenticeship programs for the future by setting a higher standard for our union industry apprenticeship programs.

President Robinson called on Vice President Bickford to report on the Roofers Political Education and Legislative Fund (RPELF) meeting held on August 25, 2021.

Mr. Bickford requested Secretary-Treasurer Hadel to review the meeting minutes and agenda. Secretary-Treasurer Hadel reported that the committee approved a new policy regarding outstanding RPELF checks that are more than ninety days outstanding. He reported that the RPELF's audit was reviewed by Craig Resch of Legacy LLC and that a motion was approved to accept the audit as presented. He ended his report by discussing the won/loss record for the fiscal year is at a 75.5% win rate. A motion was made, seconded and carried to approve the

minutes of the RPELF committee as presented.

President Robinson called on Vice President Doug Ziegler, chairman of the Finance Committee.

Vice President Ziegler reported that the committee reviewed the overall operational costs of the International Union and all relevant documents including the June 30, 2021, annual audit and found everything to be in order. He reported that the committee discussed the status of the Burial Benefit Fund stating it is very well funded at this time. The committee voted to revise the investment policy for the burial benefit to a more conservative position. A motion was made, seconded and carried to accept the report and minutes of the Finance Committee as well as the audit as presented by Legacy Professionals LLC.

Secretary-Treasurer Hadel then presented a draft of the International's Form 990 for the Executive Board's review. After hearing no objection to the draft, Jim reported it would be filed as presented.

President Robinson called on International Legal Counsel Librado Arreola to report on any issues affecting our union. Mr. Arreola discussed the status of a lawsuit filed by a Local 136 member against an International Representative. He reported on possible revisions to voting procedures regarding resolutions at the 2023 International Convention. Mr. Arreola discussed the July 7, 2021, NABTU memorandum regarding union security provisions in public sector PLAs and how the *CLA v. City of Duluth* decision may adversely affect our ability to use these agreements effectively. Mr. Arreola discussed 9A vs. 8F bargaining relationships in detail. He discussed the procedures necessary to obtain 9A status including voluntary recognition agreements.

President Robinson called on Mitch Terhaar to report on jurisdictional issues and Project Labor Agreements/Special Agreements.

Mr. Terhaar reported that the total hours worked under the National Maintenance Agreement (NMA) to date is 14,348,000 hours. He reported the total hours for the 2020 calendar year were 315,170 and that the total hours to date in 2021 are 144,500. Mitch reported that the only issue regarding NMA projects was on the LG Battery Plants for GM. He reported that LG pushed GM to take a non-union bid on the Springhill, Tennessee, plant and not bid it under the NMA. He stated that signatory contractor Barton Malow under-bid the non-union contractor and was awarded the work resulting in the issue being resolved. Mitch reported that 139 Project Labor Agreements (PLAs) have been approved through NABTU this year. He stated that the top three states submitting PLAs are California with 44, Ohio with 25 and Illinois with 20. Mitch reported that there have been five jurisdictional disputes with SMART and one with the Laborers in California regarding roof tear-off.

President Robinson called on Jordan (Gig) Ritenour, Director of Market Development, to report on the progress of the Marketing Department and recruiting.

Mr. Ritenour reported on the progress at Locals 71, 106, 135, 136 and 317 stating they have been our primary focus to date. He discussed the campaign tactics the UBC is implementing. He stated that five new hires by the International Union would start at the beginning of October to assist him in countering the UBC. He reported on the success with the mobile training unit stating it is currently scheduled for Locals

71, 123, 134, 135, 136, 150 and 317 as well as trade shows and Washtenaw College next year. Mr. Ritenour discussed the progress with PNC Bank regarding their roofing projects. Mr. Ritenour reminded the Board and Representatives present that if any local needs assistance recruiting to please contact him directly. He ended his report by discussing the updated website and app feature which is under development.

President Robinson called on Market Development Representative Fred Gee for his report.

Fred Gee reported on working with Local 136 in the very near future. He discussed working with Vice President Mike Stiens on Tennessee Valley Authority (TVA) related projects and the Atlanta, Georgia, region.

President Robinson reported on the upcoming District Council meetings: Northeast District Council meeting September 15-17, 2021; Western States District Council meeting October 1-3, 2021; Joint District Council meeting October 7-8, 2021; Mid-States District Council meeting November 3-4, 2021.

President Robinson called on the Vice Presidents and Representatives to report on conditions in their areas.

Vice President Doug Ziegler reported on the status of work in northern California. He reported on the difficulties of running apprenticeship training with Covid-19 restrictions in place. Mr. Ziegler reported on the leadership concerns regarding the California Building Trades Council. He discussed the benefits of Health Reimbursement Arrangements (HRAs). He also reported on the problems with Abatement Contractors trying to claim roof removal stating it is important that we enforce the proper workmen's compensation and liability rates on these contractors.

Vice President Paul Bickford reported on the status of the local operating under Covid-19 restrictions over the past eighteen months. He reported on the status of work in the Boston area.

Vice President Dan O'Donnell reported that work in the Local 2 area is good; however, the material shortages are causing some disruptions. He discussed at length the issues with the UBC. He then reported on the leadership changes at Local 2, stating he is very confident in the new leadership's ability to handle the job.

Vice President Mike Vasey reported on the upcoming Ohio State Building Trades Council Biennial Convention. He discussed the overall status of Local 37, Pittsburgh, Pennsylvania, reporting that the contract has been settled, however there are still issues to be resolved. He ended by reporting on the status of contract negotiations at Local 188, Wheeling, West Virginia.

Vice President Joe Pozzi reported on overall work in the state of Indiana and discussed the strategies used to counteract the UBC in Northern Indiana.

International Representative Gabby Perea reported on Locals 27, 95 and 40 contract negotiations. He discussed the UBC situation in the Local 27, Fresno, California, area. In addition, he reported on the overall progress made at Local 45, San Diego, California, stating that they are dealing with the UBC issue. Mr. Perea reported on the overall progress at Local 162, Las Vegas, Nevada, discussing both the local as well as JATC.

International Representative Jeff Eppenstein began his report by discussing Local 96, Minneapolis, Minnesota. He reported that they have settled most of their contracts in multiple areas. He discussed the

local purchasing a new building for the JATC as well as the officer elections. Mr. Eppenstein reported that Local 65 is trying to purchase a building. He discussed the Milwaukee Building Trades Pension Plan and the issues they are facing. He reported that the Local 32 Business Manager is doing a good job and they had one contract to negotiate this year. Regarding Local 182 he reported on the contract negotiations as well as the new location of the offices. He reported that Local 142 has a new business manager and had successfully negotiated a new contract that contained voluntary recognition language. He reported on the contract negotiations for Locals 20, 106 and 119 and the overall status of Locals 150, 23, 26, 97, 112 and 69.

Vice President Bob Peterson reported on the results of Locals 149 and 70 contract negotiations. He discussed in detail the status of the UBC in Michigan as well as the rally held in Merrillville, Indiana.

President Robinson called on Secretary-Treasurer Hadel to report on any additional issues.

Secretary-Treasurer Hadel reported that most of the locals were current on quarterly audits stating there are a few that are delinquent. He reported that we are still having a few issues with locals that are not filing their LM reports in a timely manner and are not properly calculating their bond correctly based on the annual Voluntary Compliance Partnership report received by the Department of Labor. He reported that he will be addressing the bonding issue with an educational piece to local unions that is more detailed as provided in the past.

At this time Vice President Dan O'Donnell stated that he believed that a new President should be selected at this meeting, rather

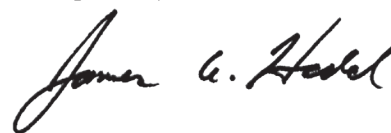
than waiting until later to do so. He added that if they waited until later to elect a new President, the Carpenters may see it as a sign of weakness. The Board agreed with Vice President O'Donnell. President Robinson opened the floor for nominations for International President to be effective January 9, 2022. Vice President O'Donnell nominated James Hadel. Vice President Mike Stiens nominated Doug Ziegler. Vice President Ziegler refused the nomination. President Robinson called for nominations an additional three times. Hearing no further nominations, President Robinson asked that a unanimous ballot be cast for James Hadel. Without any objection, the Executive Board approved the unanimous ballot by acclamation.

President Robinson opened the floor for nominations for International Secretary-Treasurer to be effective January 9, 2022. Vice President Doug Ziegler nominated Mitch Terhaar. President Robinson called for any further nominations an additional three times. Hearing no further nominations, President Robinson asked that a unanimous ballot be cast for Mitch Terhaar. Without any objection the Executive Board approved the unanimous ballot by acclamation.

President Robinson reported on the upcoming Roofers Local 96 USA Shoot in Minnesota as well as the Boilermakers Shoot in Kansas City.

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

Respectfully submitted,



James A. Hadel
International Secretary-Treasurer



Secretary-Treasurer's Letter

BY JIM HADEL, INTERNATIONAL SECRETARY-TREASURER

The Responsibility of Holding Elective Office

Generally speaking, our local unions comprise the following officers: business manager/financial secretary-treasurer, president, vice president, executive board members, trustees, recording secretary and sergeant-at-arms/warden. Often, with the exception of the business manager/financial secretary-treasurer, the same person may hold more than one elective office, depending upon the local union's constitution and by-laws.

Too often, the importance of the positions of president, vice president, executive board member, recording secretary and sergeant-at-arms is taken for granted. On the contrary, these positions are extremely important to a local union.

Members running for these elective offices should consider carefully the duties and responsibilities of these positions. All of these officers serve in an important capacity that will enable a local union to function in a democratic and effective manner. Remember, when elected you take an oath of office that states you will faithfully perform the duties of your office.

The responsibilities of your elected position are typically outlined in your constitution and by-laws. Following is a general review of the responsibilities of these positions:

- The **president** presides at all meetings of the local union and preserves order and decides all points of law and order subject to appeal. In many cases the president may be the deciding vote in case of a tie (except in the election of officers and delegates) and may have the authority to call a special meeting. It is highly recommended that the president have an understanding of Robert's Rules of Order, typically the standard procedure for conducting a meeting.
- The **vice president** typically assists the president in their duties of office and may succeed him or her in case of absence, resignation or death.
- The **executive board** shall also be the trial board and shall decide all charges, appeals and trial board actions submitted to them. A majority vote of the executive board shall rule on all matters brought before it. The board shall have the authority to recommend expenditures typically outside of day-to-day operating expenses, subject to approval by membership.
- It is the responsibility of the **recording secretary** to keep accurate minutes of each meeting; read all correspondence, documents and communications pertaining to local union business; and, with the

assistance of a trustee, examine dues receipts of members at the opening of each meeting, if ordered by the president.

The minutes of any meeting of the local union are vital records. These are permanently retained records which must accurately reflect the reports submitted and actions taken at any meeting of the local union. Too many times poorly written minutes result in a misunderstanding of action taken at meetings. Clear and concise minutes are imperative to a well-run local.

- The **trustees** shall have supervision of all funds and property of the union. It shall also be their duty to see to it that the union's funds are deposited in a bank in the name of the union and that disbursements are made as herein provided by the local union constitution and by-laws. They shall review and sign the quarterly and annual audits of the local union's books and records, and they shall have such duties as shall be given to them from time to time by the membership.

The trustees are the overseers of the local's assets. Furthermore, they have the duty to manage the funds and property of the union solely for the benefit of the union and its members. They should be mindful that all disbursements are properly approved and all receipts properly recorded.

- The **sergeant-at-arms** shall examine dues receipts of the members at the opening of each meeting and shall not permit anyone to enter during the meeting without a proper dues receipt unless otherwise ordered by the president. They shall act as a messenger for the president and assist in the initiation of new members.

Being a local union officer in any capacity is a critically important job, and we know it is sometimes a difficult one. The most effective local union officers are those who constantly strive to handle their respective duties in a responsible and professional manner on behalf of their membership.

Our membership deserves elected officers who take the responsibility of officer in a serious manner. This was evident at the 2018 International Convention when delegates passed Resolution 26 — Statement of Personal and Professional Standards of Conduct for Local Union Officers. For those who are current elected officers, please take time to review your responsibilities that your office requires as prescribed by your constitution and by-laws, and thank you for your service to your local.

I hope everybody has a safe and happy holiday season. ■



The Washington Connection

BY MITCH TERHAAR, ASSISTANT TO THE INTERNATIONAL PRESIDENT

There Is Leadership in Each of Us

Brothers and Sisters, I want to take this time to wish you and your family happy holidays and a safe and prosperous New Year. Over the last several decades we have had some great leaders in this country. There have been many great men and women whose ambitions, contributions, and hard work have made history or changed the course of it. They will be remembered for their achievements and dedication to the people. This includes the labor leaders of this country like Samuel Gompers, Cesar Chavez, Mother Jones and Richard Trumka, to name a few. Thanks to their efforts and leadership, the labor movement has grown and workers have achieved higher wages, health insurance, retirement benefits and safer working conditions.

So what is leadership, and how can you sharpen your skills and put them to work for you in your union career? The leadership definition is often misunderstood: Leadership isn't something you're either born with or without, but a powerful skill that can be developed over time.

Leaders are committed to using time, dedication, consistency and a distinct purpose to achieve their

goals. Good leaders recognize that delegation is more than simply passing the task to someone else. It is trusting and believing that your union brother or sister is able to handle the task given to them. Leaders help themselves and others to do the right things. In short, the importance of leadership lies in the ability to get things done. Leadership allows you to communicate a clear vision and then unite your team around that vision. As you move forward in your career, be that leader. Strive to become

to become international presidents and vice presidents with one goal in mind: to improve the lives of the members of our great union.

Over the last thirty-plus years I have had the privilege to work with some of these leaders in our union. President Kinsey Robinson and Secretary-Treasurer Jim Hadel both are great leaders and have been mentors to our next generation of officers. I am proud to have been able to work by their side.

I want to take this time to congratulate International President

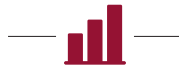
Leadership isn't something you're either born with or without, but a powerful skill that can be developed over time.

that foreman and or officer of the local union.

As you look back at the leaders of the Roofers and Waterproofers Union, they too all started their career on the roof and worked their way up to become the leaders in their local unions. Some did not stop there—they went on

Kinsey Robinson on his retirement and Secretary-Treasurer Jim Hadel on his appointment to international president! Your leadership and vision have ensured that the Roofers and Waterproofers remains the leading voice in fighting for roofers and waterproofers across our country. ■

Good leaders recognize that delegation is more than simply passing the task to someone else. It is trusting and believing that your union brother or sister is able to handle the task given to them.



Marketing Issues

BY JORDAN RITENOUR, DIRECTOR OF MARKET DEVELOPMENT

Doubling Down for Our Future

Our local union JATCs and our Research and Education Joint Trust Fund have the best roofing and waterproofing training programs in the world, period. Due to the training we make available to our members, we have the best-trained roofers and waterproofers in the industry. Our local unions and Marketing Department have been recruiting new roofing and waterproofing apprentices with great success, and many locals are having equal success at recruiting seasoned roofers and waterproofers into our union. We are able to do this because of our willingness to change and adapt to the modern needs of the industry and the foundation that was laid for our union by others who came before us.

We have seen our industry change dramatically over the last

locals' membership. When you are organizing, regardless of the method you are using, make sure to use all of the tools you have in your tool box to gain a new contractor. The Union Sportsmen's Alliance, for example, is a tool that can be used as a door opener to the non-union contractor who may not show an interest in our apprentice training or other resources, but cares about conservation. Our well-funded national pension plan (NRIPP), our ability to offer very competitive health insurance plans, and our top-notch foreman training programs are other incentives that most contractors will find very attractive. Use all the tools you have to gain a new signatory contractor and new members.

As for recruiting, many of our locals have been attending community and school job fairs,

is a great source. In fact, first-hand referrals are highly trusted and often the best source for recruiting workers.

To further demonstrate our dedication to recruiting quality members for our signatory contractors, the Marketing Department has expanded. We recently added five new staff members, each uniquely qualified to help our union recruit and organize. The Marketing Department has also developed a "help wanted" flyer that can be customized for your local with a QR code. Please contact the Marketing Department—we are here for you.

Finally, I would like to thank President Robinson for the guidance he has provided me and our union for the last three-plus decades. He has been a forward thinker and a true leader of the labor movement and

The Marketing Department has expanded. We recently added five new staff members, each uniquely qualified to help our union recruit and organize

25 years, evolving from predominantly built-up roofs to a variety of single-ply systems. Our methods of organizing have changed just as dramatically, from primarily bottom-up campaigns to more of a top-down approach.

We must continually bring in new contractors to help maintain our market share and grow our

recruiting veterans through Helms to Hardhats, and relying on popular social media outlets. Facebook, Twitter, Instagram, Indeed, Glass Door and other sites have proven to be valuable outlets for recruiting new apprentices and educating the public on what we have to offer. And let's not forget old faithful—word of mouth still

our union. We are all grateful for the leader he is.

On behalf of the Marketing Department, merry Christmas and happy New Year. If we can be of assistance, please don't hesitate to ask. Everything we accomplish is done by relationships we have grown over time; continue to water them and they will reap dividends for you. ■

RESEARCH AND EDUCATION TRUST



Roofers & Waterproofers
Research and Education
Joint Trust Fund

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



Instructors and students enjoy a successful three days of rigging and signaling training.

Local 142 Rigging and Signaling Classes

The Roofers & Waterproofers Research and Education Trust Fund sponsored a Qualified Signal Person class and a Qualified Rigger Person class for members of Roofers Local 142 in Des Moines, IA, on November 16–18, 2022. Both of these classes and testing combined were 24 hours. Trust Fund Instructors Richard Tessier, James Currie and Joel Gonzalez instructed the classes. Local 142 participant members were Austin Lankford, Diego Medina, Marcelo Medina, Ben Miller, Danny Ortiz, Cody Ragan, Jeff Ragan, Jonathan Sanchez, Dwight Smith and Lucas Strauss. ■



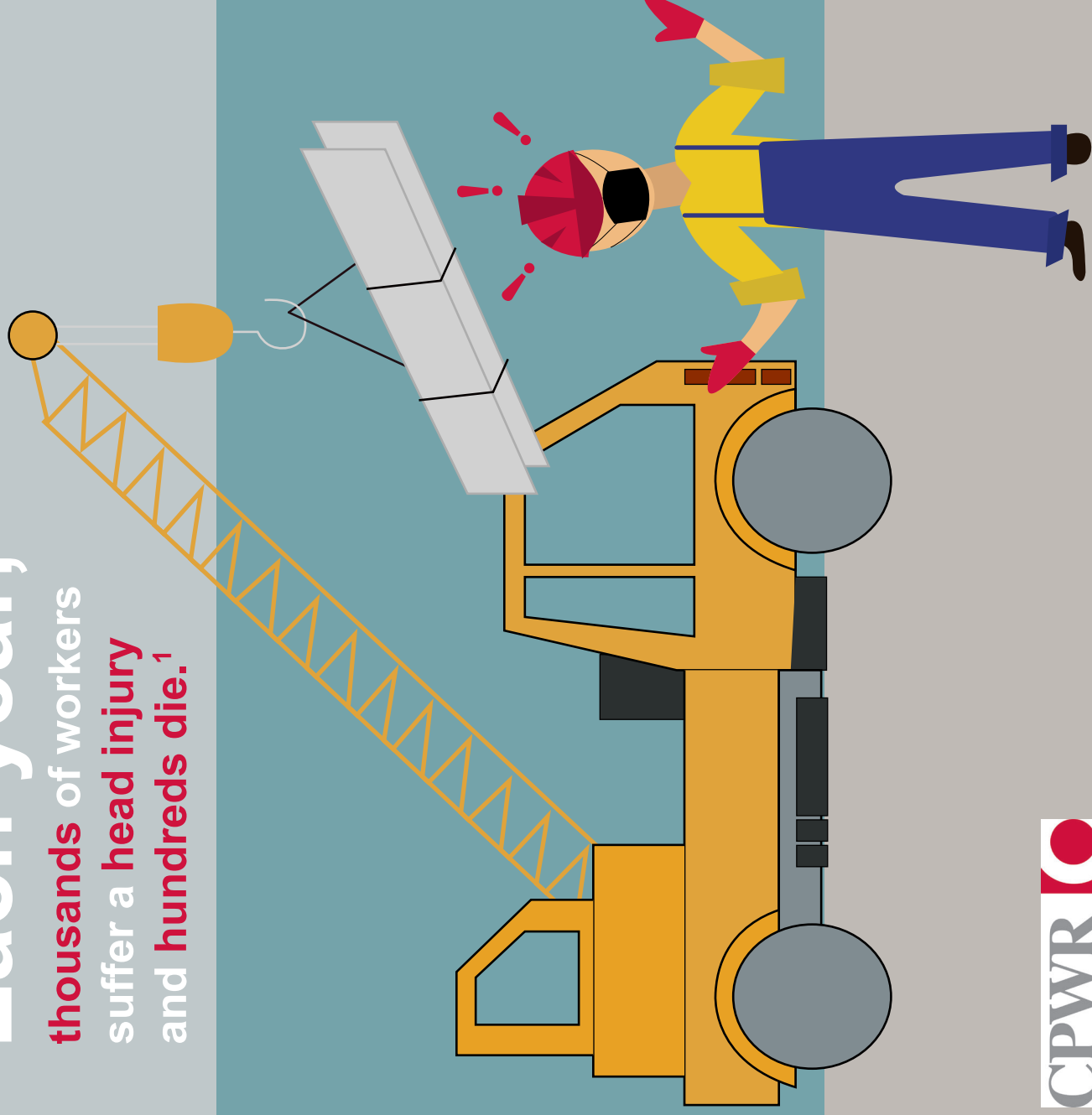
Instructor Richard Tessier heads the Qualified Signal Person class at Local 142.

Each year,

thousands of workers
suffer a **head injury**
and **hundreds die**.¹



Always wear head protection.
It can protect you from cuts, burns, bruises, traumatic brain injuries like concussions, and death.



For more information, visit
<http://bit.ly/3qEb3zO>



Asphalt Fumes:

Roofing Operations

Asphalt fumes cause health effects such as headaches, nausea, and drowsiness. They are also linked to lung cancer. Asphalt kettles cause both continuous exposure to fumes that escape and occasional exposures when the lid is opened for filling or loading. In general, the higher the asphalt temperature, the more fumes are produced.

Bill's Story

Bill is an asphalt kettle operator for a roofing company. He is careful to use personal protective equipment, including a hardhat, face shield, long-sleeved shirt, gloves, goggles, and leather work boots. He keeps the workarea cleaned up and has a fully charged ABC fire extinguisher nearby. Bill started having headaches, drowsiness, and nausea on the job, so he took a week's vacation. When he returned, his co-workers showed him the new kettle bought because the old one had a damaged lid and was leaking fumes.

- ✘ **What do you think caused Bill to feel ill?**
- ✘ **Have you ever had any of the symptoms Bill had? If so, what happened?**

Remember This

- Place the kettle downwind, where the operator and others will be least exposed.
- Select an insulated kettle that is the right size for the job.
- Make sure the kettle has working temperature controls and the proper pumping capacity for its size.
- Make sure the kettle is in good operating condition. Report any defects to the foreman or superintendent. Remove all potential fire hazards from the area. Maintain proper ventilation.
- Set the kettle on firm, level ground to avoid tipping or spilling.
- Keep the kettle lid closed as much as possible. Fill the kettle to capacity when reloading; at the same time, check the temperature, stir, and skim.
- Pre-chop the asphalt into easily handled, melted pieces. Use a safety loading door instead of the lid to fill the kettle.
- The supervisor must block off the kettle area with warning tape, traffic cones, and signs.
- Consider using fume-suppressing asphalts.
- Keep a fully charged ABC-type fire extinguisher near the kettle.
- Maintain kettle temperatures at least 25 degrees below the flash point of the asphalt to prevent fires.

How can we stay safe today?

What will we do at the worksite to reduce exposures to asphalt fumes?

1. _____

2. _____

OSHA Regulation: 1910.1200 for GHS training and Section 5(a)(1) for overexposure.

Asphalt Fumes: Roofing Operations



- ❌ Place the kettle downwind, where the operator and others will be least exposed.
- ❌ Set the kettle on firm, level ground so that it won't tip over and the asphalt won't spill.
- ❌ Make sure the kettle is in good operating condition, and report any defects to your supervisor.
- ❌ Keep the kettle lid closed as much as possible and maintain proper ventilation.

CONSTRUCTION has the
highest number of **SUICIDES** and the
highest **SUICIDE RATE**

THIS MUST CHANGE

RECOGNIZE THE **WARNING SIGNS**

Appearing sad or depressed
most of the time

Increased tardiness and absenteeism

Talking about feeling trapped or
wanting to die

Decreased productivity

Increased conflict among co-workers

Extreme mood swings

Increased use of alcohol or drugs

Decreased self-confidence

Feeling hopeless and helpless

Sleeping too much or too little

Acting anxious, agitated, or reckless

Near hits, incidents, and injuries

Withdrawing from family and friends

Talking about being a burden to
others

Decreased problem-solving ability

HELP IS WITHIN REACH



Information and resources at
www.preventconstructionsuicide.com



The National Suicide Prevention Lifeline at
1-800-273-TALK (8255) or suicidepreventionlifeline.org

CRISIS TEXT LINE |

Text HELLO to 741741
Free, 24/7, Confidential
www.crisistextline.org

Your 2020 Benefit Has Increased in the NRIPP

The Trustees of the National Roofing Industry Pension Plan (NRIPP, Plan or Fund) have approved an increase in the Plan's benefit for 2020. This increased benefit applies to both active Plan participants and those who have retired after working in 2020. Read below for more details.

After December 31, 2013, if you have earned Future Credited Service in a Plan year, the percentage (called the Incremental Benefit Factor in your Summary Plan Description as revised January 1, 2021) applicable to the total benefit contributions credited on your behalf for the Plan year is 1.15%, with the exception of 2017, when it was increased to 1.65%. At their August 2021 meeting, the NRIPP Trustees voted to increase your Incremental Benefit Factor for 2020 from 1.15% to 1.70%.

Please note: This increase applies automatically to your 2020 Future Credited Service only. There is no action for you to take.

Here's an example of how this works:

Alan's monthly accrued benefit as of December 31, 2019, payable at age 65 was \$1,700.00. Alan worked 1,800 hours in 2020 at a contribution rate of \$2.50 per hour. Because Alan worked more than 450 hours during the 2020 plan year and did not engage in any Restrictive Employment

(see Part III of your Summary Plan Description), Alan is eligible for the benefit increase.

- Without the increase, Alan would have accrued a monthly benefit in 2020 of **\$51.75** ($1.15\% \times 1,800 \times \2.50)
- With the increase, Alan accrued a monthly benefit in 2020 of **\$76.50** ($1.70\% \times 1,800 \times \2.50)

The net increase in Alan's monthly benefit accrued for 2020 is \$24.75 (\$76.50 - \$51.75). That means the monthly benefit Alan accrued through 2020 would be **\$1,776.50** (instead of \$1,751.75).

The Incremental Benefit Factor remains at 1.15% for Plan years after December 31, 2020.

Watch Your Pension Grow

Use the NRIPP website to keep track of your NRIPP benefit; you'll find it at www.nrpf.com. If you've never used this website, click the "New User Registration" link to get started.

If you have any questions, the Fund Office is open from 8:00 a.m. to 5:00 p.m. (Central Standard Time), Monday through Friday (except holidays). The Administrative Manager can also be reached by telephoning (800) 595-7209.

Si usted necesita ayuda con este document en Español, por favor llame (800) 595-7209. ■

It's Another Contribution Rate "Holiday" for National Roofers Union and Employers Joint Health and Welfare Fund

In 2020, we addressed the many challenges Covid-19 presented to the National Roofers Union and Employers Joint Health and Welfare Fund. Covid-19 has had an impact on all of us. Last year we thanked you for helping to manage health care expenses by using Cigna PPO providers and generic drugs whenever possible, and the

same is true again this year. During 2021, we were able to provide a "holiday" in the scheduled hourly contribution rate increase. We will provide the same contribution rate "holiday" again in 2022. The contribution rate "holiday" has been provided in 2012, 2013, 2019, 2021 and now again in 2022. Letters have been sent to the employers

and local unions participating in our Fund.

New Health Savings Account Benefit

This year we are able to add a significant benefit for all families participating in the National Roofers Union and Employers Joint Health and Welfare Fund. For all eligible

family members as of January 1, 2022, we will provide a \$1,200 Health Reimbursement Arrangement (HRA). You can use the HRA funds to reimburse yourself for any out of pocket medical, dental, vision or prescription drug expenses for you or your eligible family members.

- **Was only a portion of your medical expense reimbursed because of the annual deductible?** No problem. Simply download and complete the claim form from the website www.nationalroofershealth.com and you will be reimbursed.
- **Your child needs braces?** Your HRA can be used to reimburse yourself for a portion of those expenses.
- **You're not able to work enough hours to continue eligibility?** Your HRA can be used to reimburse a portion of your COBRA premiums.
- **You don't have any medical expenses in 2022?** Any remaining balance in your HRA will roll over to future years.
- **Do you already have an HRA established by the collective bargaining agreement you are subject to?** You will also receive the additional \$1,200 HRA credit if you are eligible as of January 1, 2022.

We are able to add these enhancements because all of you have helped manage expenses. We need you to continue to effectively use your Health and Welfare Fund so we can continue to meet our objective of providing comprehensive benefits and competitive hourly contribution rates.

Tips for 2022

Get your Covid vaccine if you haven't. We want to increase the chance that you, your family, and your co-workers stay healthy. Studies have shown that if you have the vaccine, you could still get



Covid—but the likelihood of hospitalization decreases significantly.

Take advantage of your Employee Assistance Program (EAP) resources. This is a confidential benefit that offers short term counseling from trained clinicians, as well as information and assistance from licensed professionals on emotional, financial, legal, family, and work life issues, all at no cost to you. Participants of the National Roofers Union and Employers Joint Health and Welfare Fund and their family members can speak confidentially with an EAP counselor 24/7/365. To speak directly with a counselor over the phone, call (888) 324-6612. You and your dependents can call for help when and wherever you are, day or night, weekdays or weekends, at home, at work, or while you are traveling. You will also be eligible for an unlimited number of telephonic sessions. To chat with an EAP counselor online, visit www.mycigna.com and click on “Click to Chat for EAP members.” If you do not have a mycigna account and want to register for the EAP only, you will need to use the employer ID “nationalroofers” during the initial registration. You and your family members are also eligible for up to five (5) free face-to-face visits per type of issue per year with a counselor.

Get your preventative screenings.

Because of Covid-19, many of us have delayed preventative care. This can have long-term health consequences. Make 2022 the year you get your needed breast cancer screening, colorectal cancer screening, cervical cancer screening, or prostate cancer screening. Don't forget the kids—make sure they keep up with the necessary wellness visits, too.

We want to again thank the members and families for their support in helping to manage costs by using in-network PPO providers and generic prescription drugs whenever possible. You have made this contribution “holiday” and HRA benefit possible. We also want to thank the signatory contractors for their continued support of the National Roofers Union and Employers Joint Health and Welfare Fund. ■

Union Trustees

- Kinsey M. Robinson
- Paul Blaski
- Doug Ziegler

Management Trustees

- John Plescia, Chairman
- Dennis Conway
- Lynn Price

APPROVED NRIPP PENSION APPLICATIONS

AT THE MEETING OF AUGUST 16, 2021

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
David E. Alexander Sr.	Disability	26	Aristeo Martinez	Late	81
Hernan Arias	Early	22	Dwayne Miller	QDRO	69
Dan Ayres	Late	2	Daniel Morrison	Disability	37
Gilberto C. Barragan	Early	162	Ronald Landsaw	QDRO	150
Gary A. Bauer	Unreduced	37	Arthur Lordbock	Early	96
Thomas Belgeri	Unreduced	2	Frederick Neal	Early	44
Joseph J. Bergsrud Sr.	Early	65	Walter Neltner	Unreduced	69
David J. Buell	Normal	23	James F. Nesteby	Late	182
Joel Brooks	Late	49	Larry Nitz	Late	26
Terry L. Brownell	Late	49	Jose Ocasio	Early	22
William A. Casner	Early	69	Darrell T. Oney	Early	26
Dennis Chandler	Late	96	James A. Padgett	Unreduced	188
Ruben Chavez	Unreduced	11	Constantino Patron	Early	11
Norman C. Chew	Late	142	Kim L. Paulsrud	Late	96
Edward F. Cook	Normal	11	Maurice A. Pierce	Early	11
Wayne E. Cox	Early	2	Zdzislaw Pingot	Unreduced	96
Kenneth E. DeBoer Jr.	Disability	11	William K. Platt	Normal	119
Humberto DeLeon	Late	123	Tom E. Polnaszek	Early	11
Jeffery S. Den Adel	Normal	54	William D. Powers	Unreduced	40
James Devlin	Early	11	Donald Presson	Early	2
Kevin Emling	Early	2	Charles Quackenbush Jr.	Late	195
Steven G. Fisher	Late	54	James P. Querio	Unreduced	11
Guadalupe Fragoso	Early	11	Kenneth Raper	Normal	136
James A. Garrett	Early	81	Jose Rivera	Late	135
Clarence Gates	Early	136	Carlos Rodriguez Gallardo	Early	40
David Gee Jr.	Early	20	Kenneth Royal	Disability	195
Frank J. Gomez	Late	162	David E. Ruiz	Late	220
Carl Goodnight	Normal	143	Gilbert Ruiz	Late	81
Stanley Gorczyca	Early	188	Luis M. Ruiz	Normal	11
Aaron Hamilton	Early	142	Mark Ruscin	Unreduced	153
Kelly E. Hannigan	Unreduced	96	Jesus Salas	Early	11
Derald Hanson	Early	49	Danny J. Salazar	Early	123
Robert Harrison	Early	2	Robert J. Schoenecker	Early	96
Joel Hedrick	Early	26	John Scott Jr.	Unreduced	142
Paul Hellmann	Disability	210	Gregory Seehaver	Normal	96
Randy Herald	Unreduced	30	Carlos Silva	Normal	12
George P. Hitchcock	Unreduced	210	Vernon Simon	Late	96
Michael Holden	Late	135	Patrick Smith	Late	96
Terry A. Humble	Early	26	Randy Spears	Early	97
Robert Hutchinson	Disability	37	James Stenger	Unreduced	44
Gregory Irby	Disability	11	William St. John	Early	42
Jose Jauregui	Late	40	Philip Tevik	Early	2
Christopher Johnson	Early	96	Darrell H. Thompson	Normal	20
Joseph Jordan	Normal	96	Tommy Thompson	Normal	49
Vance L. Kelley Sr.	Early	195	Norman E. Threatt	Early	37
Lawrence Koenigseder	Early	11	Ignacio G. Toscano	Early	81

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS

AT THE MEETING OF AUGUST 16, 2021

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Scott A. Wallace	Early	69	Robert Williams	Late	20
Carl Weathers	Disability	162	Herman Yarrell	Late	119
Jesse R. Williams Sr.	Late	135			

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS

AT THE MEETING OF AUGUST 16, 2021

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Thomas Armstrong	195	Dennis Gann	20	William Ketola	96
Eugene Bauer	96	Allan Gillies	81	Robert Prado	40
Jose Becerra	81	Joel Hernandez	2	Reynaldo Renson	11
Alton Best	136	Kenneth Hewitt	45	Jerry Robertson	2
Charles Begley	37	Richard N. Hicks III	136	Martin Rodriguez	81
James Bouthillette	33	Ervin Jackson	22	Roy Smith	49
Richard Bray	119	Herbert Jackson	81	Mark Stewart	135
Charles Breeding	49	Roy Lawrence	135	James E. Tyree	185
DuWayne Buechel	96	William Maupins	20	Warren Ward	195
Arthur Conley	23	Joseph Mitchell	2	Timothy Zeek	11
Juan Contreras	135	E. T. Quarles	30		

New Opportunity for Members to Increase Their NRIPP Benefit

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

Questions about your pension?

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

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



Albert Snape receives his 40-year pin and also accepts a 50-year award for his deceased father, Richard Snape.



Kenneth Zych, 20 years.



Richard Lyons, 30 years.



James Dupuis, 20 years.



Mark Kaempfer, 20 years.



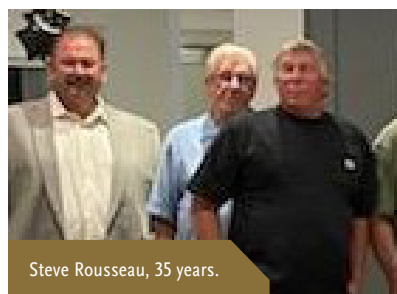
Robert Beaulieu, 35 years.



James Whalen, 35 years.



Michael Heath Jr., 20 years.



Steve Rousseau, 35 years.



John Lastowski, 20 years.



Reginald Lucia, 45 years.



Thomas Murphy, 35 years.

Awards Dinner Honoring Local 248 Members

Members of Roofers Local 248, Springfield, MA, received service pins at a recent awards dinner. Presenting the pins were Assistant to the President Mitch Terhaar, International Vice President Paul Bickford and retired Local 33 President Brian Brousseau. Congratulations to all on your years of service! ■



Wayne Delaney, 35 years.

St. Louis Service Pins

Several members of Roofers & Waterproofers Local 2, St. Louis, MO, were recently awarded pins for twenty-plus years of service. The following members celebrated their membership anniversaries in 2021:

20 Years

- Geoffrey Althoff
- Bajro Babahmetovic
- Vernon Brown Jr.
- Nathan Capriglione
- Michael Chapman
- Floyd Crabtree
- Jimmie Firestone Jr.
- Robert Frisby
- Ernest Hernandez
- Michael Hoffmann
- Kevin N. LaPlant
- Marty McDonald
- Ricky Norden
- Darrell Painter
- Christopher Pyles
- Don Santel
- Michael Sielfleisch
- Raymond Sielfleisch
- Jason Spihlmann
- Michael Troeckler
- Kevin Wilkinson
- Matthew Wittenborn

25 Years

- Stephen Blow Jr.
- James Celske
- David Fox
- Kevin Kehrer
- Jason Knollmann
- Jeff Kottman
- Kenneth Lee
- Leotis Major
- Hurlin Parks

- James Rosso
- Mark Sauchgrow

30 Years

- Glenn Allen Jr.
- David Alletag
- Leo Bauer
- George Bennett
- Randy Beshner
- Larry Boyd
- Michael Bruss
- Larry Dickens
- James Douglas
- Franklin Drew
- James Dwyer
- Michael Glaus
- Robert Gregg
- Jackie Herzog
- Larry Hoffman
- David Hoke
- Gary Janning Sr.
- Mike Lynn
- Richard Marshall
- Michael Martinez
- Steve Miner
- Gary Monshower
- Shawn Nelson
- John O'Connor
- John Pflasterer
- Terry Pollmann
- Barton Prince
- David Pritchett
- Robert Rau
- Clyde Revelle

- David Rolwes
- Lennis Shepard
- Jerry Sloss
- Mark Smith
- James Smith
- Francis Stratman
- William Thurston
- Arnold Wallis
- Calvin Walls
- Brent Wilson
- Gerald Zewiski

35 Years

- Albert Brumitt
- Gordon Lancaster
- Ricky Neeley
- Thomas Robinson
- James Spatola

40 Years

- Ronald Wright

45 Years

- Robert Banes
- Russell Prenger
- John Swalina

50 Years

- Richard Becker

55 Years

- Tilmer Pierce

60 Years

- Joe Marshall Sr.
- James Minx





Labor Day Celebration in Detroit

Roofers & Waterproofers Local 149, Detroit, MI, made up for lost time by hosting multiple Labor Day gatherings in Michigan this year. Business Manager Brian Gregg helmed the BBQ picnic at the local's union hall in Detroit, and a mid-Michigan party was also held in Clio. Local 149 would like to thank Michigan Attorney General Dana Nessel for taking the time to stop by and say Happy Labor Day to members. ■



Local 210 Presents Service Awards, Journeyman Cards

Several members of Roofers & Waterproofers Local 210, Erie, PA, were awarded service pins over the summer. The local held an annual picnic and a service awards ceremony, and Business Manager Scott Johnson visited members to hand out awards as well. In addition, the local celebrated its newest member and apprenticeship graduates. ■



Jack Lojeck receives his golden 50-year award.



Ralph Shaffer is celebrated for a remarkable 70 years of service.



40 years of service for Stan Kuhns.



Gary Welch displays his 25-year gold card.



David Roach receives his 45-year award.



25-year member Chuck Sackett.



Lou Godel is presented his 35-year award.



Robert Holder receives his 35-year award.



Frank Nowak receives his 30-year award.



30-year member Jeff Lojek.



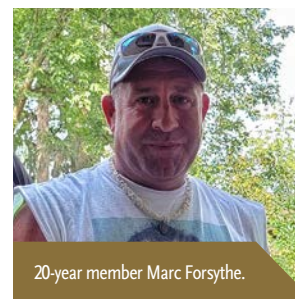
Paul Hellmann is awarded for 25 years.



25-year member Dennis Lewis.



20-year member David Ling.



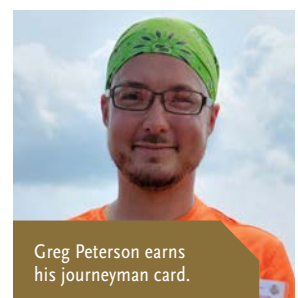
20-year member Marc Forsythe.



20-year member Rick Price.



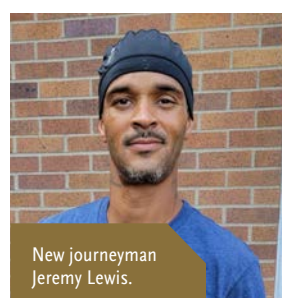
20-year member Wayne Price.



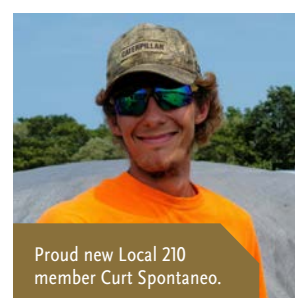
Greg Peterson earns his journeyman card.



20-year member Donald Krayeski.



New journeyman Jeremy Lewis.



Proud new Local 210 member Curt Spontaneo.



District Council Meets in Chicago

President Emeritus John Martini was special guest at a recent joint district council meeting. ■

Tacoma Members Reach Milestones

Local 153, Tacoma, WA, members received their service pins at the local union members meeting on September 9, 2021. ■



Susan Roach celebrates 20 years of service.



Rickey Griffin receives his 20-year service pin.



John Guthrie is recognized for 25 years of service.



50 Year Anniversary

Fred Gee was presented his 50-year pin by International President Kinsey Robinson at the Mid-States District Council meeting in November. Fred is assistant director of the Roofers Market Development Department. ■

San Francisco Service Pins

Roofers & Waterproofers Local 40, San Francisco, CA, handed out service pins for 20+ years of service. Congratulations to all the following members for your many years of service and dedication to Roofers Local 40. ■



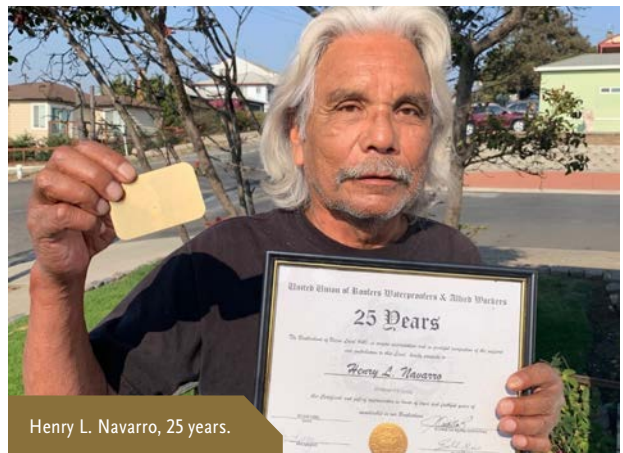
Jay Perez, 30 years.



Sergio Guerrero and Jose Guerrero receive 30-year awards from B.M. Jose Padilla.



Melvin Villanueva, 25 years.



Henry L. Navarro, 25 years.



Selvin Cabrera, 30 years.



Ruben Herrera receives his 25-year award from B.M. Jose Padilla.

OUT-DOOR LIFE

Turkey for Roofer Retiree

Brad Brenner, retired member of Roofers Local 96, Minneapolis, MN, shot his first ever turkey in Wisconsin in April. Apparently a monthly NRIPP pension check allows for a great retirement for a 40+ year member.

Brad Brenner gets his first turkey.



Musky Mania

Nickolas Brenner, business rep for Local 96, Minneapolis, MN, shares pictures of a few of the muskies he's caught recently: a 46.5" musky he caught on Lake of the Woods in Ontario in August, and another 46.5" from northern Wisconsin River.

He also went fishing with fellow Local 96 member Alex Ische, who caught 34.5" and 40" muskies in less than two hours on the Flambeau River in Wisconsin.



- 1 Alex Ische with his 40" musky.
- 2 Nick Brenner on the Wisconsin River.
- 3 Nick Brenner got a great musky on Lake of the Woods.

Charity Events Raise Funds for Injured Apprentices

Nine-year Local 96, Minneapolis-St. Paul, MN, member James Tweedy won a Remington shotgun at the 10th Annual Apprenticeship Coordinators Association of Minnesota (A.C.A.M.) charity sporting clays shoot. The A.C.A.M. holds a sporting clays shoot, golf event and dinner event each year to raise funds for injured apprentices. Local 96 President/Apprenticeship Coordinator Andrew Richmond and Dave Dressier of IBEW Local 292 are the co-organizers of the shooting event. Our hats are off to President Richmond and the participating trades in Minnesota for their dedication in supporting this important program for apprentices.

James Tweedy receives a Remington shotgun from Int'l Pres. Kinsey Robinson.



Fishing with a First Responder

Roofers Local 123, Dallas, TX, and signatory contractor Texas Union Roofing joined forces with Union Sportsmen's Alliance to introduce a new outdoor event geared towards families.

About 150 youth and their families turned up for the first Fort Worth Fish with a First Responder event on Saturday, Oct. 23. Volunteers from the Fort Worth Marshals Lake Patrol, Fort Worth Police Department, Fort Worth Fire Department and Roofers Local 123 provided hands-on assistance and encouragement. Thanks to Humana, all the kids received new rods and reels to continue to fish on their own.

Big thanks to Roofers Local 123 and Texas Union Roofing for supporting and handling all the event logistics, providing tables and chairs, and helping put smiles on the kids' faces. This will now be an annual event. This is what passing on the outdoor heritage looks like!

- 1** Texas Union Roofing Owner Allan Rodger, along with Admin. Asst. Maria Alfaro and her daughter Melony, Marketing Dir. Gig Ritenour and Lake Worth Marshal James Wade.
- 2** Marketing Rep. Bill Alexander brings the family to the event. He and his kids—Louis, Stella and Amelia—also celebrated Louis's birthday that day!
- 3** Marketing Dir. Gig Ritenour helps TaKahya Richardson with casting. TaKahya is the daughter of Marketing Rep. Andrae Richardson.
- 4** Marketing Rep. Steven Crim and his son Anthony spend a day fishing together.



Maine Black Bear

Local 33, Boston, MA, member Matt Dunne who works for Commonwealth Building Systems is shown with his very impressive 315 lb. 2021 Maine black bear. Matt harvested the beautiful bear during rifle season in Oquossoc, ME, using his .450 Ruger Bushmaster. Congratulations on a successful hunt.

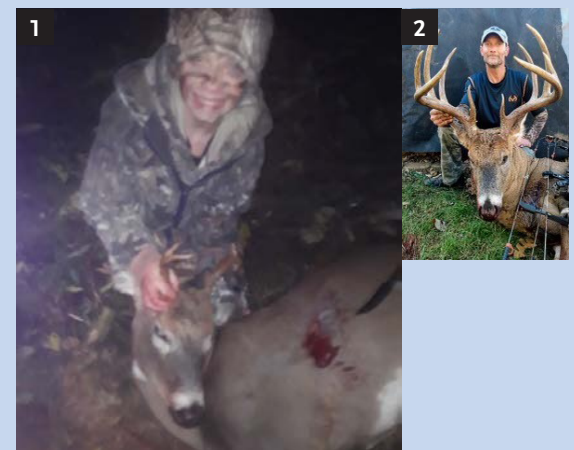
Matt Dunne with his black bear.



Father and Son Bucks

Local 96 Wisconsin-area member Josh Good harvested this 10-point whitetail buck in Rusk County, WI, during Wisconsin's archery season in October. It green scored at 167.75". His son, Wesley Good, also shot a 6-point buck during archery season.

- 1** Wesley Good got a nice 6-point buck.
- 2** Josh Good and his 10-point beauty.





USA Continues Its 2021 Shooting Tour

The Union Sportsmen's Alliance's (USA) 11th Annual Roofers Twin Cities Sporting Clays Shoot held on September 11 at Wild Marsh Sporting Clays in Clear Lake, MN, smashed its previous fundraising and participation records while uniting 12 union trades and dozens of partners for conservation.

The Roofers Twin Cities Sporting Clays Shoot is continually one of the USA's largest shooting events, but this year's event raised the bar further by establishing a new all-time attendance record of 248 for all USA shoots to date.

"It takes a village to run an event like this," said Roofers Local 96 Business Manager Mark Conroy, who helps organize the shoot, "and seeing all the building trades and partners there to have fun and raise money for conservation gave me a real sense of solidarity."

The event also set an all-time USA record of \$20,130 for day-of fundraising and raised a total of \$179,420—more than \$17,000 higher than the event's previous record set in 2019. Launched in 2009, USA shoots help unite the union community through friendly competition and fellowship while raising funds to support USA conservation infrastructure projects and outreach events. ■

BROTHERHOOD OUTDOORS OPEN SEASON IN 2022



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/UNIONSPORTSMEN



USA Hosts 9th Annual Get Youth Outdoors Day

Nearly 30 youths learned about firearms safety, conservation, and the union trades while experiencing the thrill of the shooting sports firsthand on September 12 during the Union Sportsmen's Alliance (USA) 9th Annual Get Youth Outdoors Day at Wild Marsh Sporting Clays in Clear Lake, MN.

Volunteers representing the United Union of Roofers, Waterproofers and Allied Trades, Roofers Local 96, Brick-

layers Local 1, Iron Workers Local 512, and Central Minnesota Building and Construction Trades Council provided safety instruction, educational demonstrations, and hands-on introductions to sporting clays, rimfire rifles, archery, and casting.

"The Roofers are enormously proud to be part of the Twin Cities Get Youth Outdoors Day that began in 2012 and paved the way for similar USA outreach

events across the U.S.," said Roofers International President Kinsey Robinson. "The kids are instructed on the importance of conservation and the crucial role unions play in restoring habitat. The smile on the kids' faces when they break clays or watch their arrows hit their targets leaves no doubt that we are igniting their interest in the outdoors to help preserve America's outdoor heritage." ■



Honoring Those Who Made Our Union Great

With a sense of gratitude, *The Journeyman Roofer & Waterproofer* magazine publishes the names of members who have received service pins from their Local Unions since the previous

magazine for 50 or more years of continuous membership.

Our long-term members fought for and struggled for the benefits that made our union great and we now enjoy. We appreciate all that

these members have done and still do to further the goals of working people and their families. Next time you see a member listed below, take the time to thank him or her for their service and dedication to our Union.

50 Years

Local 2	Richard H. Becker
Local 12	David G. Tucker
Local 20	Blas Ledezma
Local 20	Don D. Newberry
Local 42	Fred Gee
Local 54	Robert E. Rhodes
Local 54	Neal Swetnam
Local 65	Michael A. Martincic
Local 65	Allen Ripple
Local 65	David P. Smulski
Local 74	Daniel P. Niemet
Local 106	Robert E. Durham
Local 106	Norbert E. Krohn
Local 106	Owen E. Meredith
Local 123	Richard Shelton
Local 123	Charles Taylor
Local 149	Anthony A. Allam
Local 149	Loren E. Cote
Local 149	Dan Kempa
Local 149	Ronald Laduke
Local 149	Douglas J. Miller

Local 149	Peter Sucura
Local 149	Richard T. Trim
Local 149	Raymond Wargo
Local 242	Michael E. Kesterson
Local 242	William M. Welch
Local 317	Andrew Patin

55 Years

Local 2	Tilmer Pierce
Local 49	Larry D. Manley
Local 65	Charles Bohman
Local 65	Harvey E. Gehrke
Local 149	Richard J. Adams
Local 149	Francis R. Casper
Local 149	Lawrence A. Dellow
Local 149	John D. Doyle
Local 149	Walter Fras
Local 149	Douglas W. Frizzell
Local 149	Robert F. Sutinen
Local 149	William D. Vollmer
Local 149	Gary Winisky
Local 317	Earl Johnese

60 Years

Local 2	Joe B. Marshall
Local 2	James E. Minx
Local 149	Frank R. Moskal
Local 317	Jesse L. Sykes

65 Years

Local 12	Fernand Vadnais
Local 20	John J. Jones
Local 49	Wayne R. Gadbaugh
Local 119	Marvin Burdine
Local 123	Rawlond Dupre
Local 149	Clyde G. Atkins
Local 149	Edward J. Drouse
Local 149	William Pomaville



LOCAL UNION RECEIPTS

JULY, AUGUST, SEPTEMBER 2021

LOCAL	AMOUNT
2 Saint Louis, MO	\$75,660.58
4 Newark, NJ	\$20,037.93
8 New York, NY	\$207,202.17
9 Hartford, CT	\$16,744.53
10 Paterson, NJ	\$15,225.79
11 Chicago, IL	\$270,469.09
12 Bridgeport, CT	\$22,853.21
20 Kansas City, KS	\$80,321.47
22 Rochester, NY	\$21,337.48
23 South Bend, IN	\$16,027.44
26 Hammond, IN	\$24,110.10
27 Fresno, CA	\$18,522.98
30 Philadelphia, PA	\$114,053.60
32 Rock Island, IL	\$10,717.28
33 Boston, MA	\$71,924.60
36 Los Angeles, CA	\$126,547.90
37 Pittsburgh, PA	\$25,707.14
40 San Francisco, CA	\$36,772.66
42 Cincinnati, OH	\$18,923.99
44 Cleveland, OH	\$36,771.78
45 San Diego, CA	\$17,472.87
49 Portland, OR	\$64,534.26

LOCAL	AMOUNT
54 Seattle, WA	\$29,138.62
58 Colorado Springs, CO	\$4,693.80
65 Milwaukee, WI	\$34,184.44
69 Peoria, IL	\$18,152.23
70 Ann Arbor, MI	\$32,009.37
71 Youngstown, OH	\$12,948.68
74 Buffalo, NY	\$30,396.06
75 Dayton, OH	\$8,544.28
81 Oakland, CA	\$73,721.12
86 Columbus, OH	\$10,199.13
88 Akron, OH	\$11,676.19
91 Salt Lake City, UT	\$24,227.53
95 San Jose, CA	\$34,761.26
96 Minneapolis, MN	\$132,081.91
97 Champaign, IL	\$14,468.54
106 Evansville, IN	\$20,522.16
112 Springfield, IL	\$9,365.54
119 Indianapolis, IN	\$24,233.11
123 Fort Worth, TX	\$5,585.68
134 Toledo, OH	\$13,850.84
135 Phoenix, AZ	\$11,046.81
136 Atlanta, GA	\$13,477.22

LOCAL	AMOUNT
142 Des Moines, IA	\$6,451.26
143 Oklahoma City, OK	\$9,632.82
149 Detroit, MI	\$69,665.37
150 Terre Haute, IN	\$4,922.41
153 Tacoma, WA	\$29,682.33
154 Nassau-Suffolk, NY	\$8,221.60
162 Las Vegas, NV	\$36,705.08
182 Cedar Rapids, IA	\$17,404.44
185 Charleston, WV	\$13,373.59
188 Wheeling, WV	\$16,082.35
189 Spokane, WA	\$16,291.14
195 Syracuse, NY	\$21,187.46
200 Pocatello, ID	\$1,820.77
203 Binghamton, NY	\$7,054.31
210 Erie, PA	\$22,771.88
220 Orange County, CA	\$39,499.82
221 Honolulu, HI	\$25,405.79
241 Albany, NY	\$21,996.94
242 Parkersburg, WV	\$10,772.88
248 Springfield, MA	\$4,357.61
317 Baton Rouge, LA	\$4,188.67

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
82626	Harvey D. Kinsel	97	86
93100	Robert Sanchez	36	90
94698	Robert Lenart	4	88
95478	Walter Mathieu	96	90
104285	Wayne C. Taube	32	84
109437	Edward Truth	26	89
126565	Phelt Chatman	123	89
128064	Patrick A. Kane	30	77
131270	John R. Curran	195	79
131857	Newton P. Turner	30	85
133859	Gerald L. Shuttz	26	82
134558	James M. Gallagher	33	86
138065	George A. House	2	79
141017	Thomas E. Korb	134	78
142334	Dan Kempa	149	71
161408	Walter A. Hocking	8	83
163528	Kevin Milligan	195	66
164877	Jeffrey S. King	49	65
169688	Michael C. Allen	11	69
175588	Roy B. Durham	106	63
177762	Roger M. Lee	149	64
177874	Patrick J. Dowd	4	65
179231	James M. Barklow	81	76
181333	Kenney Teegarden	42	71
185674	Duane R. Hawn	189	60
188213	David L. Harper	23	62

MEMBER NO.	NAME	LOCAL NO.	AGE
205553	Jeffrey A. Marshall	134	60
209873	Thomas V. Clarkson	44	71
216339	Johnny Johnson	195	78
216460	Steven M. Shelinsky	30	60
218590	Glen D. Stanley	185	67
222985	Stephen V. Cox	142	53
226272	Phyllis Freeman	10	73
237077	Michael J. Chapin	54	60
237632	John Kielczewski	33	77
238663	Randall R. Irwin	134	72
241013	Thomas R. Thurston	195	78
242862	Joseph H. Williams	149	56
246162	Louis P. Baez	143	83
246321	Timothy A. Zeek	11	57
248225	Lonnie C. Williams	70	77
254439	John Gerard	30	81
256484	Ambrosio Lopez	11	66
256825	Robert Harwood	241	58
261795	John Passero	30	69
276056	Paul E. Sanner	210	42
306228	Felix Chicas	154	56
314324	Michael G. Wilson	185	41
317372	Jesse G. Kalhoun	71	45
321748	Bartolo Bedolla	81	55
321954	Randy L. Wood Jr.	20	40



Directory of District Councils

WESTERN REGIONAL

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

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

ILLINOIS

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

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

INDIANA

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

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

MICHIGAN

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

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

MID-STATES

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

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

NORTH CENTRAL STATES

Ben Anderson, President
Local Union #96
17226 Lincoln St. NE
Ham Lake, MN 55304
(763) 230-7663

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

NORTHEAST

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

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

NORTHWEST

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

Richard Geyer, Secretary
Local Union #54
5900 4th Ave. S. Ste. 204
Seattle, WA 98108
(206) 728-7654

Minutes of the Northwest District Council

The meeting of the Northwest District Council of Roofers was called to order on October 2, 2021, at 8:00 a.m. in Las Vegas, NV. The meeting was held jointly with the Western Regional District Council of Roofers.

Officers and Delegates in Attendance:

President Russ Garnett, Trustee Travis Hopkins and David Benson, Local 49, Portland, OR; Secretary-Treasurer Gregg Gibeau, Local 54, Seattle, WA; Trustee Leo Marsura, Local 189, Spokane, WA; Robert Smith, Local 91, Salt Lake City, UT; and Richard Geyer, Local 153, Tacoma, WA.

Guests in Attendance:

International President Kinsey Robinson, Assistant to the President

Mitch Terhaar, Local 54 Training Director Anthony Bergeson, and Local 153 Executive Board Officer Jeremy Gwinner.

The delegates suspended the spring 2021 meeting but submitted local reports as minutes. Motion was made, seconded and carried to accept minutes as submitted.

Reports of Delegates and Guests

David Benson, Local 54, said hours for 2020 were down from 2019 but 2021 is looking better. They've recruited more people to fill contractors' needs. Work looks good for 2022. Supply issues and the Carpenters negotiations have slowed work at the moment. The Community Workforce Agreement for the city of Seattle is in the final stage. Vaccine

mandates will start affecting public work in October. The local has hired a part-time organizer and is searching for property to buy that will serve as a union hall and apprenticeship training facility.

Russ Garnett, Local 49, said the local lost four members to Covid in 2020. There was also a reduction of hours in that time, and they now have supply chain problems delaying projects. For the good news, Local 49 signed a three-year agreement with raises mostly in wages and pension. The NRIPP has been well funded and now the West Coast Plan is out of critical status and into green zone.

Richard Geyer, Local 153, discussed the three-year contract that was ratified in May. The local signed two new contractors. The

local's new website is up and running and they've developed a QR code that goes on hiring handouts. The JATC has received grant money to have a virtual tour of the training facility and they've hired a full-time instructor. Union meetings are combination of in-person and virtual. Officer nominations are in November and elections in December.

Leo Marsura, Local 189, said hours and membership are down for two years in a row but it could be a lot worse due to Covid. Hours are partially due to material shortages and shipping issues. Contracts being pushed out to 2022 so next year should be better than average. Local 189 contracts expire July 2022. This will also be election year for the local. In Washington State if you are not fully vaccinated by October 18 you will not be allowed to work on prevailing wage projects or be registered as an apprentice. Spokane's vaccination rate is low right now.

Robert Smith, Local 91, introduced himself as the new business manager for Local 91 in Utah. The local is doing well. They still have two signatory contractors, which right now are having problems getting material. They are working on getting the apprenticeship program up and running.

International President Kinsey Robinson presented a 35-year pin to International Representative Gabriel Perea. He said after years of hard work the Emergency Response Team is up and running. It will help our members and families that have suffered disabling injuries and fatalities from catastrophic accidents. Thanks to Robert Smith for volunteering to be an ERT responder.

Membership in 2019 was up at some of the highest rates ever. We

were down a little in 2020. The International Office continues to cut spending and reduce costs where possible. The burial benefit and convention funds are in good shape.

NRIPP hours are down a bit but doing fine. It is the only major building trades pension plan that is fully funded. The supplemental pension plan has good benefits and costs next to nothing to operate. The national health and welfare plan has a 47-month reserve and has waived contribution increases for 2021.

New business managers are required to take the Leadership Training Program. It will be offered at Washtenaw next year along with our Instructor Training Program. Opioid abuse and suicide are huge problems for us. We need to find a way to help our members.

Finally, the carpenters are blatantly stealing our and other crafts' work. Their leadership has gone rogue. We need to meet them head on and use information about our pensions, health and welfare, and training to leaflet union carpenter jobs. All roofers need to protect our work jurisdiction every day.

International Vice President Doug Ziegler discussed work on prisons, which in California is not typically done under collective bargaining agreements. It can be very hard to get our contract rates and get our members to work on those jobs. He discussed a letter of agreement with another craft regarding tear-off—if it is being done for the purpose of re-roofing, it's our work. If it's for demolition of the building, it's theirs.

When investigating non-union jobs, always make sure they're paying the proper workers' comp rate. We have some of the highest comp

rates in construction. Companies get roofing work under general licenses and pay a low comp rate. It's an unfair advantage over our signatories.

Finally, we always go to prevailing wage jobs and try to recruit the non-union workers into our union. They act like they don't need us but eventually they come to the unions to get into our medical and retirement plans.

Assistant to the International President Mitch Terhaar said the Local 96 USA Shoot helps fund all kind of conservation projects. This year \$185,000 was raised for conservation projects. Volunteers used some of that money to build an accessible fishing dock at a lake in Oklahoma so handicapped kids could go fishing. The mayor of the town declared the day as official "Union Day."

Make sure your members know about the ERT program. Publicize the 800 emergency number on your websites, mailers and meetings. We still need more responders for the west, as well as Spanish-speaking responders.

National Maintenance Agreements are a great source of work for our members. We negotiate long-term maintenance agreements with companies like GM, Toyota and the US Postal Service. Some can last for five or six years of work.

We have successfully settled four out of five jurisdictional disputes at the International. Please get us pictures of our members doing our work. These help build a better case for us when other crafts try to claim our work.

Financial Statement

The financial statement was read and discussed. A discrepancy was noted under expenses. Motion was

made, seconded and carried to accept an amended financial report.

Nominations and Elections

Nominations and elections were held. Russ Garnett, Local 49, was nominated for president. David Benson, Local 54, was nominated for vice president. Richard Geyer,

Local 153, was nominated for secretary-treasurer. Travis Hopkins, Local 49, and Leo Marsura, Local 189, were nominated for executive board.

There being no further nominations, nominations were closed. Motion was made, seconded and carried for a white ticket ballot.

International President Kinsey Robinson swore in the officers.

There being no further business, the meeting was adjourned at 4:30 p.m.

Respectfully submitted,
Gregg Gibeau
Secretary to the Council

Minutes of the Indiana District Council

The meeting of the Indiana Roofers District Council was held September 9, 2021.

Reports of Delegates

International Vice President Joe Pozzi discussed problems with carpenters stopping at our jobsites. Make sure your contractors understand the issues we are having with the carpenters. Don't hesitate to reach out to your sister locals for help with training if they offer different types of training or your local can't afford to do it—training is what we are selling.

International Representative Jeff Eppenstein said the International has hired some new people to help with marketing and may be looking for a couple more. The mobile training truck and trailer are available if you request them for your local. He reminded delegates that 9a means the contractor has to negotiate in good faith; if you have an 8f agreement it gives the carpenters an opportunity to convince your members to join them and they can use that tool to turn your own contractors against your local.

Marketing Rep. Bill Alexander said to call Gig Ritenour for manpower needs. Don't be pleasant to the carpenters—they are not your friends. Let your contractors

and the non-union roofing shops know what the carpenters are doing, and always keep your members informed of these types of matters.

Secretary Marcus Bass reported on the council's funds. He made a motion to sponsor a booth at the 2022 International Roofing Expo. The motion was seconded and passed all in favor. Motions to also include a banner for the booth and to send a delegate were tabled until the next meeting.

A motion was made, seconded and passed to suspend Local 150's per capita and organizing fund to the district council until further notice.

Brian Smith, Local 119, had an issue with two contractors signing from an 8f agreement to a 9a agreement. Contractors are staying busy. He has been working on a new chart so the membership can understand the breakdown of how Local 119 uses its money for the better good of its membership.

Scott Cooper, Local 26, said carpenters are stopping by jobsites saying they are roofing organizers. He had some questions about block training and contractors needing apprentices for work while they were in training. Material shortages are becoming an issue they just have to deal with for the time.

Marcus Bass, Local 26, said carpenters have stopped by Local 26 jobsites and are told to get off by the members. He put a post on Facebook offering new hires a signing bonus and 14 people applied. The local lost an apprentice to a car wreck. Marcus called the new Roofers E.R.T. (Emergency Response Team) to find out how the program may be able to help this member's family.

Rodney Toole, Local 42, said there is plenty of work. The contractors seem to be happy. Looking forward to apprenticeship class this year. They had two instructors go to instructor training. The local donated some time to help out a local garden in the community.

Josh Land, Local 119, said it's been hard getting material for jobsites, just as everyone else. We must recruit and sell our trade to the non-union so they will come work for us and not someone else. He's talking to contractors about retaining members, looking for more ideas on how to keep them. Officer nominations are in November.

Ron Stiles, Local 75, said the Butch Lewis Act is going to help their local pension and they have joined in on the International supplemental pension plan (NRISPP). Apprenticeship class needs an

instructor but a few members have stepped up to help. A carpenter contacted one of their contractors and they told the carpenter to get down the road.

Mike Durham, Local 106, is trying to get the training program going in Lexington, KY, with Kalkreuth. Also working with an advertising company to boost advertising. The carpenters have been visiting job-sites of their biggest contractor. Their labor attorney recommended that their contractors send the carpenters a letter informing them to stay off their jobsites, and that the local could take legal action against the UBC for their actions. Brother Durham sent

a letter to members and contractors explaining the situation and stressing that they are not working with the carpenters in any way.

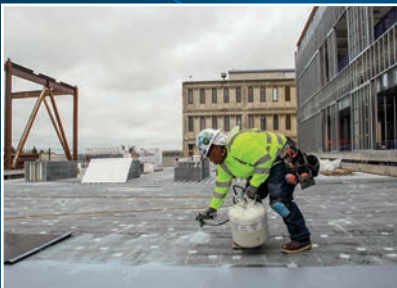
Reached a two-year agreement with Kalkreuth. Didn't get the 9a recognition but made a verbal agreement to not pursue 9a unless they felt threatened. Thanks to Jeff Eppenstein for helping with negotiations. There was a special meeting to vote on the contract in Lexington, but not one member showed up to vote. The executive board ended up voting on it.

Charlie Waddell, Local 23, said they were having issues with getting material for jobs, then it all started

to come in at once so now they're a little short on manpower. Officer elections are this year.

Clinton Grayless, Local 150, said this summer has been the worst in years and hours are down significantly. There have been issues with management at one of their contractors and it is in the process of being improved, but it's going to take some time to recover. He attended the instructor training program at Washtenaw as Local 150's apprenticeship coordinator.

Sincerely,
Clinton Grayless
Recording Secretary



Jurisdictional Photos

THE JURISDICTIONAL DEPARTMENT NEEDS YOUR PHOTOS

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

Please email to mittcht@unionroofers.com



Report of International Representative **Gabriel Perea**

I will start my report by saying this has been one hell of a year. Our members have had to endure massive changes in the way we live and work. At the start of Covid we were considered essential workers by the nation's governors and benefited from being able to continue to work. The subsidies provided by the Covid relief acts also allowed employers to keep our membership working. However, things have caught up with us in the construction industry. Even though we were considered essential, most material manufacturer employees were not, so as a result the roofing and waterproofing supplies that manufacturers had on hand are now in short supply. Our contractors are faced with supply-chain issues and price increases on what materials they can obtain.

Because of the material shortages, work is slowing in some areas of the country, not only for roofers but for other crafts too.

If other craft workers get laid off, their union may attempt to claim roofing and waterproofing work to fill the void. We need to stay vigilant when it comes to protecting our work. As union members we need to focus on protecting our livelihoods. The system works and it works well if we all do our part in protecting our work. Our destiny in the roofing and waterproofing trade is not by chance. It's created by all of us working together to provide the maximum amount of work hours by making certain that our members are performing all roofing and waterproofing work.

As the appointed deputy trustee, I continue to assist at Local 162, Las Vegas, working closely with the office staff and overseeing some of the administrative duties. I have also been working with Apprenticeship Coordinator Danny Jimenez on JATC issues. I have been in contact with Local 27, Fresno, CA; Local 91, Salt Lake City, UT; and Local 45, San Diego, CA. Most of the locals I cover report that their contractors

have some backlog of projects that will be done as soon as the supply-chain issues are resolved.

As the new year is nearly upon us, I would like to recognize President Kinsey M. Robinson for all that he has done for us as union members. It's not by chance our union is one of the best in the construction industry. We have a pension that is second to none! It takes leadership, oversight and hard work to successfully achieve a great union like ours. We all know no one person builds a union by themselves; however, you would be hard-pressed finding someone who has worked harder, with more dedication and commitment than President Robinson. Thank you, Kinsey. May you and Mona enjoy your retirement.

As we head into the end of the year, be thankful we have turned the corner on the pandemic and things are looking like we will get back to a normal soon. In closing, I would like to wish every union member and their family a safe and happy holiday season. ■



Report of International Representative **Jeff Eppenstein**

My report begins in Kankakee, IL, where I attended the buildings trades meeting with officers from Local 11 and other affiliated trades unions to discuss ongoing shameful attacks from the Carpenters Union (UBC) on our organizations. That week I also met with signatory contractor Kalkreuth Roofing and Local 11 Business Manager Gary Menzel to discuss recruiting and retaining membership. We

also visited the Chicagoland Roofers and Waterproofers training center and toured the facility with Director Marty Headtke, highlighting the extensive hands-on training. Completing that week, I attended the Local 11 Executive Board meeting.

Onto Lake County, IL, where I attended the building trades meeting and reinforced our concerns with the attacks from the UBC and urged affiliated crafts to remove them from the council. We will continue our efforts until the

carpenters are removed from all building trades councils for their RAIDING tactics.

Next, I attended a charity event sponsored by Bare Necessities Pediatric Cancer Foundation where we helped raise funds to continue efforts to find a cure this horrible disease, which affects so many our members and their families. Traveling next to the Hoosier State Apprenticeship Conference held in Clarksville, IN I met with officers and JATC trainers from Iowa,

Missouri, Illinois and Indiana. This was a very well attended conference by all crafts and with the helpful guidance from the Department of Labor we all gained valuable resources. The Roofers and Waterproofers break out session that Research and Education Trust Director Keith Vitkovich set up was packed with information from the first National Instructors Training Program held at Washtenaw Community College in Ann Arbor, MI.

Traveling to Spokane, WA, I attended the International Executive Board meeting, the first in-person meeting by the board since the pandemic. With two very full days of meetings, many topics were discussed. The ongoing UBC attacks were at the front of the discussion, and more direction was given to all moving forward. We discussed the industry-leading performance of the NRIPP and NRISPP pensions and the National Health Plan's low cost and great coverage provided to our members.

Also very notable was International President Kinsey Robinson's announcement that he is retiring in January 2022. So much can be said for Kinsey and his life's dedication to improving the lives of our members and families; I personally thank him for the dedication, integrity, inspiration and leadership that I will always value. He deserves all the very best that retirement brings to him and wife Mona.

Attending next the Indiana District Council in Indianapolis, IN, we discussed organizing, training and continuing plans to fight back the raiding of the UBC. This council has done a great job communicating with members, contractors and other trades how harmful the UBC is and can be if they are successful with their plan to destroy our organization.

My report continues with Vice President Dan O'Donnell conducting a review at Local 182 in Cedar Rapids, IA. There we reviewed financial records along with policies

and procedures the local needs to follow; we will set up a future date with the Local 182 Executive Board to address any concerns.

In closing, my report ends at the Oklahoma Building Trades Annual Conference where Local 143 Business Manager Ron Martin and I talked with other crafts about the UBC and were pleased that they have been removed from the council for some time and they will never be welcomed back. They understand that an attack to ONE of our unions is an attack against ALL of our unions; I hope more and more local and state councils respond the same. Remember, we are the very best at what we do and anyone who tries to destroy that is an enemy. Stand up for your work and tell any UBC that comes on your job to get the hell off our roof!

With the holidays upon us, I would like to wish all our Union brothers and sisters a merry Christmas and a happy New Year! God bless you and your families. ■



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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 INDEPENDENT AUDITORS

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

Report on the Financial Statements

We have audited the accompanying financial statements of United Union of Roofers, Waterproofers and Allied Workers (the International Union), which comprise the statements of assets, liabilities and net assets - modified cash basis as of June 30, 2021 and 2020, and the related statements of revenue, expenses and changes in net assets - modified cash basis for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

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

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

Basis for Qualified Opinion

The International Union has elected not to consolidate in its financial statements the accounts of its affiliate, Roofers' Political Education and Legislative Fund (RPELF) . If the financial activity of its affiliate had been consolidated in the financial statements, total assets and net assets would have increased by \$796,665 and \$840,828 as of June 30, 2021 and 2020, respectively, and the change in net assets would have increased (decreased) by (\$44,163) and \$40,002 respectively, for the years then ended.

Qualified Opinion

In our opinion, except for the effects of not consolidating RPELF as discussed in the *Basis for Qualified Opinion* paragraph, the financial statements referred to in the first paragraph present fairly, in all material respects, the assets, liabilities and net assets of United Union of Roofers, Waterproofers and Allied Workers as of June 30, 2021 and 2020, and its revenue, expenses and changes in net assets for the years then ended, in accordance with the modified cash basis of accounting as described in Note 2.

Basis of Accounting

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

Legacy Professionals LLP

Westchester, Illinois

August 19, 2021

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

JUNE 30, 2021 AND 2020

	2021					2020	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofers and Waterproofers Fund	Convention Fund	Total	Total
ASSETS							
CASH ON HAND AND IN BANKS	\$ 1,444,366	\$ -	\$ 8,747	\$ -	\$ 309,156	\$ 1,762,269	\$ 782,236
INTERFUND RECEIVABLE (PAYABLE)	(70,800)	-	16,939	9,540	44,321	-	-
INVESTMENTS							
Money market funds	1,113,667	348,089	175,960	243,508	17,068	1,898,292	3,045,759
Certificates of deposit	650,000	100,000	-	-	1,240,369	1,990,369	1,680,000
U.S. Treasury, Government Agency and municipal obligations	13,307,153	857,395	9,057,120	-	-	23,221,668	19,709,631
Corporate obligations	948,776	-	156,231	-	-	1,105,007	887,685
Corporate stocks	3,410,125	-	9,905,725	-	-	13,315,850	8,377,270
Mutual funds	-	265,281	-	-	-	265,281	479,870
Group annuity contract separate account	-	351,713	351,938	-	-	703,651	686,913
Mortgage investment trust	2,642,633	-	-	-	-	2,642,633	2,567,985
Real estate investment trust	-	-	-	-	-	-	1,104,758
Total investments	22,072,354	1,922,478	19,646,974	243,508	1,257,437	45,142,751	38,539,871
PROPERTY AND EQUIPMENT							
Furniture and equipment	513,099	-	-	4,156	6,928	524,183	485,404
Leasehold improvements	685,119	-	-	-	-	685,119	685,119
Automobiles	118,609	-	-	-	-	118,609	89,904
	1,316,827	-	-	4,156	6,928	1,327,911	1,260,427
Less accumulated depreciation and amortization	(588,590)	-	-	(4,156)	(6,928)	(599,674)	(488,372)
Net property and equipment	728,237	-	-	-	-	728,237	772,055
OTHER ASSETS							
Group annuity contract - deferred compensation plan	-	2,517,396	-	-	-	2,517,396	2,169,717
Prepaid insurance	49,809	-	-	-	-	49,809	83,013
Deposits	14,685	-	-	-	5,000	19,685	14,685
Total other assets	64,494	2,517,396	-	-	5,000	2,586,890	2,267,415
Total assets	\$ 24,238,651	\$ 4,439,874	\$ 19,672,660	\$ 253,048	\$ 1,615,914	\$ 50,220,147	\$ 42,361,577
LIABILITIES AND NET ASSETS							
LIABILITIES							
Deferred compensation plan	\$ -	\$ 2,517,396	\$ -	\$ -	\$ -	\$ 2,517,396	\$ 2,169,717
Deferred leasehold allowance	246,952	-	-	-	-	246,952	281,404
Loan payable	647,425	-	-	-	-	647,425	-
Total liabilities	894,377	2,517,396	-	-	-	3,411,773	2,451,121
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Undesignated	23,344,274	-	-	-	-	23,344,274	21,449,415
Designated	-	1,922,478	19,672,660	253,048	1,615,914	23,464,100	18,461,041
Total net assets without member restrictions	23,344,274	1,922,478	19,672,660	253,048	1,615,914	46,808,374	39,910,456
Total liabilities and net assets	\$ 24,238,651	\$ 4,439,874	\$ 19,672,660	\$ 253,048	\$ 1,615,914	\$ 50,220,147	\$ 42,361,577

See accompanying notes to financial statements.

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS
MODIFIED CASH BASIS

YEARS ENDED JUNE 30, 2021 AND 2020

	2021					2020	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
MEMBERSHIP ACTIVITIES							
Revenue							
From affiliates							
Per capita taxes	\$ 3,861,007	\$ -	\$ 708,115	\$ 249,429	\$ 564,498	\$ 5,383,049	\$ 5,236,738
International work dues	3,583,826	-	-	-	-	3,583,826	3,877,646
Initiation and reinstatement fees	365,005	-	-	-	-	365,005	418,429
Supplies	4,467	-	-	-	-	4,467	3,842
Other	530	-	-	-	-	530	695
Total revenue from affiliates	7,814,835	-	708,115	249,429	564,498	9,336,877	9,537,350
Other membership related revenue	202,472	-	-	-	-	202,472	177,943
Total revenue	8,017,307	-	708,115	249,429	564,498	9,539,349	9,715,293
Expenses							
Salaries, per diem and travel expenses	3,539,122	-	16,000	15,000	-	3,570,122	4,084,562
Affiliation fees	291,699	-	-	-	-	291,699	309,053
Administrative expenses	2,396,447	-	49,838	-	72	2,446,357	2,454,767
Contributions to Roofers' Political Education and Legislative Fund	104,985	-	-	-	-	104,985	102,784
Educational expenses	17,688	-	-	-	-	17,688	7,073
Meetings and conferences	8,945	-	-	-	-	8,945	97,863
Organizing assistance and expenses	95,788	-	-	-	-	95,788	121,190
Burial benefits	-	-	1,155,425	-	-	1,155,425	911,540
Roofer magazine expenses	-	-	-	203,819	-	203,819	199,105
International convention	-	-	-	-	1,321	1,321	-
Total expenses	6,454,674	-	1,221,263	218,819	1,393	7,896,149	8,287,937
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	1,562,633	-	(513,148)	30,610	563,105	1,643,200	1,427,356
INVESTMENT EARNINGS - net of related expenses	332,226	4,796	4,896,500	446	20,750	5,254,718	1,289,445
CHANGE IN NET ASSETS	1,894,859	4,796	4,383,352	31,056	583,855	6,897,918	2,716,801
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Beginning of year	21,449,415	1,917,682	15,289,308	221,992	1,032,059	39,910,456	37,193,655
End of year	\$ 23,344,274	\$ 1,922,478	\$ 19,672,660	\$ 253,048	\$ 1,615,914	\$ 46,808,374	\$ 39,910,456

See accompanying notes to financial statements.

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

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2021 AND 2020

NOTE 1. ORGANIZATION

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

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

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

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation of property and equipment is computed using the straight-line method based on estimated useful lives of the related assets, which range from three to ten years. Amortization of leasehold improvements is computed based on the life of the lease, using the straight-line method. Depreciation expense was \$50,473 and \$37,160 for the years ended June 30, 2021 and 2020, respectively. Amortization expense was \$66,216 for each of the years ended June 30, 2021 and 2020.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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

Revenue and Revenue Recognition - Revenue is primarily derived from per capita taxes, work dues and initiation fees. Under GAAP, revenue derived from per capita taxes, work dues and initiation fees should be recognized over the period to which the per capita taxes, work dues and initiation fees relate. As previously described, the International Union recognizes revenue using the modified cash method of accounting, and therefore, revenue is generally recognized when received.

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

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

Investments - Investments are recorded at cost. Gains and losses are recognized only when securities are sold or upon maturity.

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

Subsequent Events - Subsequent events have been evaluated through August 19, 2021, which is the date the financial statements were available to be issued.

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS

The following presents the cost and fair values of investments held as of June 30, 2021 and 2020:

	<u>2021</u>		<u>2020</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 1,898,292	\$ 1,898,292	\$ 3,045,759	\$ 3,045,759
Certificates of deposit	1,990,369	2,002,007	1,680,000	1,698,938
U.S. Treasury, Government Agency and municipal obligations	23,221,668	23,098,284	19,709,631	19,510,557
Corporate obligations	1,105,007	1,087,667	887,685	877,939
Corporate stocks	13,315,850	17,635,301	8,377,270	11,966,760
Mutual funds	265,281	334,362	479,870	1,150,251
Group annuity contract separate account	703,651	702,040	686,913	686,856
Mortgage investment trust	2,642,633	2,768,803	2,567,985	2,765,443
Real estate investment trust	-	-	1,104,758	1,110,661
Total	<u>\$ 45,142,751</u>	<u>\$ 49,526,756</u>	<u>\$ 38,539,871</u>	<u>\$ 42,813,164</u>

Corporate stocks include shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 at both June 30, 2021 and 2020. For nonmarketable securities, no readily available market exists. Due to the lack of an available trading market, as characterized by a willing buyer and seller engaging in an exchange transaction, the nonmarketable securities are considered to be illiquid investments. The book value per share of stock as of December 31, 2020 and 2019, was \$29.10 and \$24.52 respectively, as determined by taking the total capital accounts and dividing by the total shares issued and outstanding on those dates. Total book value for the International Union's shares was \$991,728 and \$840,072 at June 30, 2021 and 2020, respectively. There is a high degree of subjectivity in estimating book value and such values do not purport to represent the fair value of these investments. The International President serves on the 22 member board of directors of Ullico Inc.

Investment securities are exposed to various risks such as interest rate, market and credit risks. In addition, for the investment in the mortgage investment trust, the investment manager is required to value the underlying investments at estimated fair values using various subjective techniques. Due to the level of risk associated with these investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of assets, liabilities and net assets.

NOTE 4. DESCRIPTION OF FUNDS AND PER CAPITA TAXES

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

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

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

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

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

The International Union's per capita tax rate is \$19.10 per month plus work dues of \$0.14 per hour worked. The work dues are allocated entirely to the General Fund. For 2021 and 2020, the monthly per capita tax was allocated, as determined by the International President, as follows:

General Fund	\$ 16.00
Journeyman Roofer and Waterproofing Fund	0.95
Convention Fund	<u>2.15</u>
Total	<u>\$ 19.10</u>

NOTE 5. PARTICIPATION IN MULTIEMPLOYER PLANS

Defined Benefit Pension Plan

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

NOTE 5. PARTICIPATION IN MULTIEMPLOYER PLANS (CONTINUED)**Defined Benefit Pension Plan** (continued)

The International Union's participation in a multiemployer defined benefit pension plan for the years ended June 30, 2021 and 2020 is outlined in the following table. Plans that are considered to be significant are required to be identified. The "EIN/PN" column provides the employer identification number (EIN) and the three-digit plan number (PN). The most recent Pension Protection Act (PPA) zone status provides an indication of the financial health of the plan. Among other factors, plans in the red zone are below 65 percent funded, plans in the yellow zone are between 65 percent and 80 percent funded, and plans in the green zone are at least 80 percent funded. The last column specifies the year end date of the plan to which the annual report (Form 5500) relates.

Pension Plan	EIN/PN	Pension Protection Act Zone Status		Contributions		Most Recently Available Annual Report (Form 5500)
		2021	2020	2021	2020	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2021	Green as of 1/1/2020	\$ 320,495	\$ 363,020	12/31/2020

Contributions to the plan are made monthly under the terms of a participation agreement, which does not have an expiration date. The International Union's contributions do not represent more than 5% of total contributions to this plan as indicated in the plan's most recently available annual report.

Welfare Plans that Provide Postretirement Benefits

Substantially all of the International Union's full-time employees are covered by multiemployer health and welfare plans that provide medical benefits to active and retired eligible employees. Contributions to these plans for the years ended June 30, 2021 and 2020 totaled \$751,911 and \$746,697 respectively, including \$298,162 and \$287,491 respectively, in contributions on behalf of retirees.

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

NOTE 6. OTHER PENSION PLAN

The International Union has established a voluntary defined contribution retirement plan (401(k) plan). Under this plan, all officers, representatives and employees are eligible to participate. The International Union matches a portion of the participant's contribution. Matching contributions for the years ended June 30, 2021 and 2020 totaled \$70,199 and \$69,360 respectively.

NOTE 7. DEFERRED COMPENSATION PLAN

The International Union has established a voluntary deferred compensation (salary reduction) plan. Under the plan, which is fully funded by participant contributions, all officers and certain classes of other employees are eligible to participate in a group annuity contract with VOYA. The participants will be entitled to receive benefits within the terms of the contract upon retirement. The group annuity contract on behalf of the participants is held in trust at Amalgamated Bank of New York. As of June 30, 2021 and 2020, the amount of participant contributions plus investment earnings (including the fair value adjustment) of the deferred compensation plan was \$2,517,396 and \$2,169,717 respectively. The annuity contract is considered an asset of the International Union subject to the claims of creditors. A corresponding liability is also reported for the obligations to the participants.

NOTE 8. BURIAL BENEFITS

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

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

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

Interest to be earned by fund:
5.50% per annum, compounded annually

Administrative expenses:
6.00% of the expected benefits

Mortality rate (in-service and post-retirement):
RP-2000 Mortality Tables with Blue Collar Adjustment with scale projected to 2019, with a 40% margin for contingencies

NOTE 9. AFFILIATED ORGANIZATIONS

Certain officers of the International Union serve as trustees of affiliated employee benefit trust funds, including the National Roofing Industry Pension Plan (NRIPP), the National Roofers Union and Employers Joint Health and Welfare Fund, and the Roofers and Waterproofers Research and Education Joint Trust Fund (the Trust Fund). The International Union provides certain administrative services to NRIPP for which the International Union receives monthly fees. Total fees received during the years ended June 30, 2021 and 2020 were \$37,296 and \$36,564 respectively. The International Union also provides nominal administrative services to the Trust Fund at no charge.

The International Union established and sponsors Roofers' Political Education and Legislative Fund (RPELF) to receive contributions, provide financial assistance for legislative and education action programs, and to assist candidates for non-federal public office who are in agreement with the objectives of the International Union. The governing board of RPELF is appointed by the International Union, and RPELF is funded by an allocation of the International Union per capita tax. The amount of funding for the years ended June 30, 2021 and 2020 was \$104,985 and \$102,784 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2021 and 2020.

NOTE 10. TAX STATUS

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

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

NOTE 11. CASH BALANCES

The International Union maintains its cash in deposit accounts with various financial institutions. The total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per financial institution. The International Union has cash balances on deposit with financial institutions at June 30, 2021 that exceeded the balance insured by the FDIC by approximately \$1,828,000. The International Union has not experienced any losses in uninsured balances and believes it is not exposed to significant credit risk concerning cash.

NOTE 12. LIQUIDITY AND AVAILABILITY OF RESOURCES

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

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

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

NOTE 13. OPERATING LEASE

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

Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$290,975 and \$294,922 as of June 30, 2021 and 2020, respectively, has not been recorded in these modified cash basis financial statements.

NOTE 13. OPERATING LEASE (CONTINUED)

As of June 30, 2021, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2022	\$ 349,712
2023	358,469
2024	367,442
2025	376,630
2026	386,033
Thereafter	<u>869,459</u>
Total	<u>\$ 2,707,745</u>

Total rental expense for the years ended June 30, 2021 and 2020 was \$322,846 and \$302,062 respectively, which is net of an amortization of a leasehold allowance of \$34,452 for each year. The monthly rent payment at July 1, 2021 was approximately \$28,700.

NOTE 14. NET INVESTMENT EARNINGS

Net investment earnings for the years ended June 30, 2021 and 2020 were as follows:

	2021			
	Interest/ Dividend <u>Income</u>	Realized <u>Gains (Losses)</u>	<u>Expenses</u>	Net Investment <u>Earnings</u>
General Fund	\$ 569,109	\$ (192,571)	\$ (44,312)	\$ 332,226
Retiree Fund	43,327	(32,256)	(6,275)	4,796
Burial Benefit Fund	447,733	4,518,572	(69,805)	4,896,500
Journeyman Roofer and Waterproofer Fund	446	-	-	446
Convention Fund	<u>23,306</u>	<u>-</u>	<u>(2,556)</u>	<u>20,750</u>
Total	<u>\$ 1,083,921</u>	<u>\$ 4,293,745</u>	<u>\$ (122,948)</u>	<u>\$ 5,254,718</u>

	2020			
	Interest/ Dividend <u>Income</u>	Realized <u>Gains (Losses)</u>	<u>Expenses</u>	Net Investment <u>Earnings</u>
General Fund	\$ 645,912	\$ (140,175)	\$ (50,559)	\$ 455,178
Retiree Fund	60,575	(25,970)	(7,114)	27,491
Burial Benefit Fund	500,445	370,674	(80,890)	790,229
Journeyman Roofer and Waterproofer Fund	904	-	-	904
Convention Fund	<u>17,317</u>	<u>-</u>	<u>(1,674)</u>	<u>15,643</u>
Total	<u>\$ 1,225,153</u>	<u>\$ 204,529</u>	<u>\$ (140,237)</u>	<u>\$ 1,289,445</u>

NOTE 15. LOAN PAYABLE

The International Union received a \$647,425 unsecured loan through the Paycheck Protection Program, a program implemented by the U.S. Small Business Administration (SBA) under the Coronavirus Aid, Relief, and Economic Security Act (CARES Act). The loan bears interest at 1% per annum, with the first six months of interest deferred, has a term of five years, and is guaranteed by the SBA. The International Union may request forgiveness of the principal amount of the loan to the extent that the loan proceeds are used to pay expenses permitted by the CARES Act.

The International Union believes that its use of the loan will meet the conditions for forgiveness but cannot guarantee that the loan will be forgiven, in whole or in part.

NOTE 16. COMMITMENT

The International Union has an agreement with a hotel to host its convention in October 2023. Either party may cancel the agreement based on written notice to the other party and payment of a cancellation fee. The fee ranges from \$177,662 up to \$444,155 depending on the date of cancellation.

NOTE 17. IMPACT OF COVID-19 AND NEWLY ENACTED LEGISLATION

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

Several major legislative relief packages were enacted in response to the coronavirus outbreak, which among other things contain numerous emergency funding, tax and regulatory provisions. The International Union continues to evaluate the impact of newly enacted legislation on its operations and cash flows. As described in Note 15, the International Union received loan proceeds under provisions of the CARES Act.

NOTE 18. FUNCTIONAL EXPENSES

The financial statements report expenses that may be attributed to more than one program or supporting function. Expenses are allocated based on direct identification as well as estimates of time and effort. The International Union has estimated that on a functional classification its expenses would be allocated as follows for the years ended June 30, 2021 and 2020:

	2021										
	Program Services						Supporting Services				
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Governance	Total Supporting Services	Total Expenses
Salaries, per diem and travel	\$ 1,172,768	\$ 1,127,138	\$ 16,000	\$ 18,289	\$ 132,325	\$ 13,879	\$ 2,480,399	\$ 935,845	\$ 153,878	\$ 1,089,723	\$ 3,570,122
Employee benefits	389,776	312,332	-	7,581	49,423	4,065	763,177	356,837	43,256	400,093	1,163,270
Affiliation fees	94,562	68,966	-	12,260	13,357	922	190,067	92,075	9,557	101,632	291,699
Office and other expenses	110,091	115,846	1,037	2,777	61,091	1,021	291,863	110,575	12,445	123,020	414,883
Professional fees	22,736	-	13,074	288	-	641	36,739	73,299	14,601	87,900	124,639
Donations and contributions	-	-	-	-	-	100,952	100,952	-	-	-	100,952
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	104,985	-	-	104,985	-	-	-	104,985
Depreciation and amortization	39,115	28,534	-	1,118	5,519	387	74,673	38,060	3,956	42,016	116,689
Meetings and conferences	7,752	-	-	-	-	306	8,058	-	887	887	8,945
Payroll and other taxes	73,315	68,776	-	150	7,301	840	150,382	55,833	9,512	65,345	215,727
Organizing expenses and assistance	90,779	5,009	-	-	-	-	95,788	-	-	-	95,788
Rent	98,376	71,766	35,727	2,813	13,879	972	223,533	95,724	9,949	105,673	329,206
Roofers magazine expenses	-	-	-	-	203,819	-	203,819	-	-	-	203,819
Burial benefits	-	-	1,155,425	-	-	-	1,155,425	-	-	-	1,155,425
Total	\$ 2,099,270	\$ 1,798,367	\$ 1,221,263	\$ 150,261	\$ 486,714	\$ 123,985	\$ 5,879,860	\$ 1,758,248	\$ 258,041	\$ 2,016,289	\$ 7,896,149

NOTE 18. FUNCTIONAL EXPENSES (CONTINUED)

	2020									
	Program Services						Supporting Services			
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Total Expenses	
Salaries, per diem and travel	\$ 1,484,674	\$ 1,240,206	\$ 16,000	\$ 16,196	\$ 114,734	\$ 37,853	\$ 2,909,663	\$ 1,174,899	\$ 4,084,562	
Employee benefits	413,860	320,532	-	6,332	41,035	7,042	788,801	409,723	1,198,524	
Affiliation fees	101,493	90,250	-	24,870	10,142	1,440	228,195	80,858	309,053	
Office and other expenses	118,430	106,001	691	2,617	39,092	1,798	268,629	159,285	427,914	
Professional fees	19,029	-	13,611	773	-	-	33,413	93,056	126,469	
Donations and contributions	-	-	-	-	-	57,117	57,117	-	57,117	
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	102,784	-	-	102,784	-	102,784	
Depreciation and amortization	36,053	24,977	-	854	3,753	536	66,173	37,203	103,376	
Meetings and conferences	39,413	-	-	2,500	-	767	42,680	55,183	97,863	
Payroll and other taxes	81,264	74,907	-	13	7,281	1,698	165,163	74,370	239,533	
Organizing expenses and assistance	121,190	-	-	-	-	-	121,190	-	121,190	
Rent	95,997	66,506	33,650	2,275	9,990	1,427	209,845	99,062	308,907	
Roofers magazine expenses	-	-	-	-	199,105	-	199,105	-	199,105	
Burial benefits	-	-	911,540	-	-	-	911,540	-	911,540	
Total	\$ 2,511,403	\$ 1,923,379	\$ 975,492	\$ 159,214	\$ 425,132	\$ 109,678	\$ 6,104,298	\$ 2,183,639	\$ 8,287,937	



Roofers & Waterproofers Research and Education Joint Trust Fund

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Washington D.C. 20036-5646
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October 20, 2021

Statement on the COVID-19 Vaccine

Union Trustees

James Hadel
International
Secretary-Treasurer

Daniel O'Donnell
International
Vice President

Management Trustees

Chris Cronin
Knickerbocker Roofing

John Embow
Grove Roofing

Executive Director

Keith J. Vitkovich

During the unprecedented COVID-19 pandemic, the employers and employees of the unionized roofing and waterproofing industry have been able to continue their essential work by cooperating to stop the spread of COVID-19. During the past 18 months, Labor and Management have continually demonstrated that a safe and healthy skilled workforce is vital to keeping the economy going.

By adopting safe workplace practices, including masking, cleaning, sanitizing, testing, and social distancing, we have been able to provide essential services in the fight against the COVID-19 virus. Our employers and union members have been able to provide services to hospitals, pop-up health care facilities, airports, factories and other critical infrastructure making the nation safer and more productive as workplaces continue to reopen.

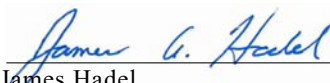
Based upon Centers for Disease Control (CDC) guidance intended to minimize COVID-19 transmission, COVID-19 vaccines are an important tool to help end the pandemic. According to clinical trials reported by the CDC, the Moderna and Pfizer vaccines have more than a 94 percent efficacy rate. Although the efficacy rate for the Johnson & Johnson vaccine is not as high as the other two vaccines, clinical studies have shown that all three vaccines are on the same level for preventing serious illness, hospitalizations, and deaths.


As President Biden outlined in his National Strategy for the Response to COVID-19, mounting a "safe, effective, and comprehensive vaccination campaign" is a critical step in addressing the pandemic.

We stand ready to do our part. As such, the Research and Education Joint Trust Fund strongly encourages everyone who can be vaccinated against COVID-19 to do so as soon as possible.

If the Research & Education Joint Trust Fund can be of any assistance to you during this continued time of crisis, please do not hesitate to reach out to us.

We hope that you and your families stay safe and healthy.


James Hadel
Chairman


Christopher Cronin
Secretary

JOINT ROOFING INDUSTRY LABOR AND MANAGEMENT COMMITTEE

-- Labor and Management Working Together --

1660 L Street, N.W., Suite 800 Washington D.C. 20036-5646
(202) 463-7663 FAX: (202) 463-6906

October 21, 2021

JOINT ROOFING INDUSTRY LABOR/MANAGEMENT COMMITTEE STATEMENT: VACCINE MANDATED PROJECTS

As concerned partners in the unionized commercial and industrial roofing industry, the Joint Roofing Industry Labor/Management Committee is keenly aware of reports of new COVID-19 infections and hospitalizations throughout the United States. We are also aware of the growing number of Owners, Developers and General Contractors requiring that a roofing contractor's workforce be fully vaccinated in order to work on their jobsites, and the fact that this trend will continue to grow going forward.

As an employee of a roofing contractor signatory to a Collective Bargaining Agreement these developments could have meaningful consequences for you if you are among the minority of union members choosing not to be vaccinated. To be clear;

1. All Unionized Roofing Industry employers, as well as the leadership of your Union, understand and respect that whether or not an individual decides to get vaccinated is that individual's personal choice.
2. No signatory employer nor your Union currently has any plans to mandate vaccinations for any employees.

It is, however, the considered recommendation of both contractors and your Union that all unvaccinated persons should seek a direct opinion regarding whether or not to get the vaccine by consulting with their personal family physician.

Persons deciding whether or not to get protection from the COVID-19 virus and its variants by receiving one of the three vaccines available might also want to consider the following:

- Over 176 million Americans have been fully vaccinated against COVID-19. The overwhelming majority have reported only mild post injection issues, if any.
- According to a survey conducted by the American Medical Association (the largest professional organization of physicians and medical students in the U.S.) over 96% of doctors are fully vaccinated against COVID-19.

(continued)

Vaccine Mandated Projects

October 21, 2022

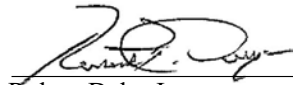
Page 2

- Vaccines have been used in the U.S. for decades to nearly eliminate the following formerly common but potentially deadly diseases: Polio; Smallpox; Tetanus; Hepatitis B; Hepatitis A; German Measles; Measles; Whooping Cough; Pneumococcal Disease; Rotavirus; Chicken Pox; Diphtheria; Mumps
- While COVID is the first time mRNA vaccines have been approved for human use, clinical research involving the beneficial use of mRNA vaccines (ie. Moderna and Pfizer) has been underway for over two decades.
- Should your doctor recommend (and you choose) to get the vaccine, not only will you be acting to protect yourself, your family and your friends but you will also be acting to help protect your union brothers/sisters and their extended families as well.
- Neither your employer nor your Union may be in a position to flatly refuse workforce vaccination mandates imposed by entities that have contracted for the performance of roofing work.
- Electing not to be vaccinated without being able to provide proof of a medical or religious exemption may result in limiting the jobs on which your employer is able to place you.

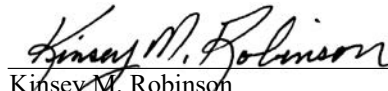
In closing, while the Joint Roofing Industry Labor/Management Committee respects each individual's right to make his or her own personal decision with regard to vaccination, such decisions may also come with employment consequences that may be beyond our ability to control. Again, all unvaccinated Forepersons, Journeypersons and Apprentices are urged to seek and follow the medical advice provided by their family physician with regard to the benefit and/or possible complications of receiving a COVID-19 vaccination.

Attached with this Joint Statement is information published by the Centers for Disease Control and Prevention (CDC) titled "Understanding How COVID-19 Vaccines Work". Please review this document with your doctor. Also, as published in the International Union's Roofer & Waterproofer second quarter 2021 magazine (page 23), if you text your zip code to 438829 (English) or 822862 (Spanish) you will get a message back that provides three possible vaccination sites near you along with phone numbers so you can make an appointment. The vaccine is 100% free to you.

Be Healthy and Be Safe!



Robert Daly, Jr.
Co-Chair
Joint Labor/Management Committee



Kinsey M. Robinson
Co-Chair
Joint Labor/Management Committee

ALABAMA

123 | BIRMINGHAM-MOBILE

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

ALASKA

189 | ANCHORAGE

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

ARIZONA

135 | PHOENIX

Meets – 1917 E. Washington St., 4th Thurs. each month. Pres. Juan Escalana-Barranco, 1917 E. Washington St., Phoenix, AZ 85034. Phone (505) 203-5595. E-mail: stevenc@unionroofers.com

135 | TUCSON

Pres. Juan Escalana-Barranco. Phone (505) 203-5595. E-mail: stevenc@unionroofers.com

ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area)

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

CALIFORNIA

27 | FRESNO

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

27 | BAKERSFIELD

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36 | LOS ANGELES

Meets – 5380 Poplar Blvd., 1st Tues. each month. B.M. Cliff Smith, 5380 Poplar Blvd., Los Angeles, CA 90032. Phone (323) 222-0251. Fax (323) 222-3585. E-mail: rooferslocal36@att.net

81 | OAKLAND

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

220 | ORANGE COUNTY

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

220 | RIVERSIDE

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

81 | SACRAMENTO

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

45 | SAN DIEGO

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

40 | SAN FRANCISCO

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

95 | SAN JOSE

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

81 | STOCKTON

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

COLORADO

58 | COLORADO SPRINGS

Meets – 404 N. Spruce St., 2nd Mon. each month. Pres. Richard Oswalt, 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: rick@rooferslocal58.com

81 | DENVER

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

CONNECTICUT

12 | BRIDGEPORT

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

9 | HARTFORD

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

DELAWARE

30 | NEW CASTLE

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

DISTRICT OF COLUMBIA

30 | WASHINGTON

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

FLORIDA

136 | ATLANTIC COAST

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

123 | GULF COAST

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

GEORGIA

136 | ATLANTA

Meets – 374 Maynard Ter. SE, 3rd Wed. each month. Trustee Michael Stiens, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.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. Phone (808) 847-5757. Fax (808) 848-8707. E-mail: rooferslocal221@gmail.com

IDAHO

189 | BOISE

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

189 | LEWISTON

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

200 | POCATELLO

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

ILLINOIS

97 | CHAMPAIGN

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

11 | CHICAGO

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

97 | DECATUR

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

11 | LASALLE

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

69 | PEORIA

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

32 | ROCK ISLAND

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

32 | GALESBURG AREA

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

112 | SPRINGFIELD

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

INDIANA

119 | ANDERSON

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

106 | EVANSVILLE

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

26 | HAMMOND-GARY

Meets – 25 W. 84th Ave., Merrillville, IN, 1st Mon. each month. **B.M. Marcus Bass, B.R. Scott Cooper**, 25 W. 84th Ave., Merrillville, IN 46410. Phone (219) 756-3713. Fax (219) 756-3715. E-mail: roofers26@sbcglobal.net

119 | INDIANAPOLIS

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

119 | LAFAYETTE

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

23 | SOUTH BEND

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

150 | TERRE HAUTE

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

IOWA

32 | BURLINGTON

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

142 | SIOUX CITY

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

182 | CEDAR RAPIDS

Meets – 701 Oakland Rd. NE, 2nd Wed. each month at 7:00 p.m. **B.M. Brian Cosgrove**, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com Website: www.roofers-local182.com

182 | WATERLOO AREA

B.M. Brian Cosgrove, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com Website: www.roofers-local182.com

182 | DUBUQUE AREA

B.M. Brian Cosgrove, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com Website: www.roofers-local182.com

142 | DES MOINES

Meets – 3802 6th Ave., 4th Tues. each month 5:30 p.m. **B.M., Fin. Sec. & Tr. Mike Soroka**, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404. E-mail: mike@rooferslocal142.com

142 | MASON CITY

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

KANSAS

20 | KANSAS CITY

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

20 | WICHITA AREA

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

20 | TOPEKA

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

KENTUCKY

106 | LOUISVILLE

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

106 | PADUCAH

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

LOUISIANA

317 | BATON ROUGE

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

MAINE

33 | BANGOR

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

MARYLAND

30 | BALTIMORE

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

34 | CUMBERLAND

Meets – 11521 Milnor Ave., Cumberland, last Fri. every even month. **B.A. Ray Baer**, 3793 Hill Rd., Warfordsburg, PA 17267. Phone (304) 433-5998. E-mail: raybaer67@gmail.com

MASSACHUSETTS

33 | BOSTON

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

33 | NEW BEDFORD AREA

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

248 | SPRINGFIELD

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

MICHIGAN

70 | ANN ARBOR

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

70 | BATTLECREEK-KALAMAZOO AREA

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

70 | GRAND RAPIDS AREA

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

70 | LANSING AREA

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

70 | JACKSON AREA

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

70 | MUSKEGON AREA

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

149 | DETROIT

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

149 | PORT HURON AREA

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

149 | FLINT

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

149 | SAGINAW-BAY CITY AREA

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

149 | TRAVERSE CITY AREA

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

149 | MARQUETTE

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

MINNESOTA

96 | MINNEAPOLIS-ST. PAUL

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

96 | ST. CLOUD AREA

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

96 | BRAINERD AREA

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

96 | DULUTH-IRON RANGE AREA

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

96 | SOUTHEASTERN MINN. AREA

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

MISSISSIPPI

123 | JACKSON AREA

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

MISSOURI

2 | ST. LOUIS

Meets – 2920 Locust St., 1st Wed. each month. Pres. & B.M. Denny Marshall Jr., 2920 Locust St., St. Louis, MO 63103. Phone (314) 535-9683. Fax (314) 535-6404. E-mail: dcorvettekid@gmail.com Website: www.stlouisunionroofing.com

20 | JEFFERSON CITY

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

20 | SPRINGFIELD AREA

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

20 | ST. JOSEPH AREA

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

MONTANA

189 | BILLINGS

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

189 | BUTTE

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

189 | MISSOULA

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

NEBRASKA

20 | OMAHA

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

NEVADA

162 | LAS VEGAS

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

81 | RENO

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

NEW JERSEY

30 | ATLANTIC CITY

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. B.M. Shawn McCullough, 409 Crown Point Rd., Westville, NJ 08093. Phone (856) 349-7548. Fax (215) 331-8325.

4 | NEWARK

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

10 | PATERSON

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

30 | TRENTON

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

NEW MEXICO

123 | ALBUQUERQUE

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

123 | LOS ALAMOS

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

NEW YORK

241 | ALBANY

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

203 | BINGHAMTON

Meets – American Legion Post 401, 263 Front St., Owego, 2nd Wed. each month. B.A., Fin. Sec. & Tr. Philip Lester, 32 W. State St., Ste. 206, Binghamton, NY 13901. Phone (607) 722-4073. Fax (607) 237-0143. E-mail: bingrlu203plbm@gmail.com

74 | BUFFALO

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

154 | NASSAU-SUFFOLK

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

8 | NEW YORK CITY

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

22 | ROCHESTER

Meets – 280 Metro Park, 3rd Wed. each month. B.M. Marty Jerome, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. E-mail: mjermelocal22@gmail.com Website: www.rooferslocal22.com

195 | SYRACUSE

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

NORTH CAROLINA

136 | CHARLOTTE

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

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

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

OHIO

88 | AKRON & CANTON

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

42 | CINCINNATI

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

44 | CLEVELAND

Meets – 1651 E 24th St., 2nd Mon. each month. B.M. Chuck Lavelle, 1651 E. 24th St., Cleveland, OH 44114. Phone (216) 781-4844. Fax (216) 781-7663. E-mail: 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. James R. Stiles, 6550 Poe Ave., Dayton, OH 45414-2527. Phone (937) 415-3869. Fax (937) 415-5674. E-mail: rooferslocal75@sbcglobal.net

134 | TOLEDO

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

71 | YOUNGSTOWN 🏠

Meets – 2714 Martin L. King, 2nd Tues. each month.
Fin. Sec. & B.M. Nancy Weibel, 2714 Martin L. King, Youngstown, OH 44510. Phone (330) 746-3020. Fax (330) 746-6020. E-mail: Rooferslocal71@gmail.com

OKLAHOMA

143 | OKLAHOMA CITY 🏠🔗

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

OREGON

49 | EUGENE 🏠

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

49 | PORTLAND 🏠

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

PENNSYLVANIA

210 | ERIE 🏠

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

30 | HARRISBURG 🏠

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

30 | PHILADELPHIA

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

30 | READING & ALLENTOWN

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

37 | PITTSBURGH 🏠

Meets – 230 Lincoln Ave., Bellevue, 4th Mon. each month except June, July, Aug. & Dec., **B.M., Fin. Sec. & Tr. John D. Flatt**, 230 Lincoln Ave., Bellevue, PA 15202. Phone (412) 766-5360. Fax (412) 766-5363. E-mail: rep@rooferslocal37.com

30 | SCRANTON 🏠🔗

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

RHODE ISLAND

33 | PROVIDENCE 🏠

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

TENNESSEE

136 | NASHVILLE 🏠🔗

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

TEXAS

123 | DALLAS-FT. WORTH 🏠🔗

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

123 | HOUSTON 🏠🔗

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

123 | SAN ANTONIO 🏠🔗

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

UTAH

91 | SALT LAKE CITY 🏠🔗

Meets – 2261 South Redwood Rd., 2nd Tues. each month. **B.M. Robert Smith**, 2261 S. Redwood Rd., Ste. N., Salt Lake City, UT 84119. Phone (801) 972-6830. Fax (801) 975-9003. E-mail: robb69694_local91@yahoo.com

VERMONT

241 | VERMONT

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

VIRGINIA

30 | NORTHERN VIRGINIA 🏠

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

WASHINGTON

54 | BELLINGHAM 🏠

B.M. Dave Benson, 5900 4th Ave. S. Ste. 202, Seattle, WA 98108. Phone (206) 728-7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail: dave@rooferslocal54.com

54 | SEATTLE 🏠

Meets – 5900 4th Ave. S., 1st Wed. each month. **B.M. Dave Benson**, 5900 4th Ave. S. Ste. 202, Seattle, WA 98108. Phone (206) 728-7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail: dave@rooferslocal54.com

189 | SPOKANE 🏠

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

189 | YAKIMA 🏠

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

153 | TACOMA 🏠

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

WEST VIRGINIA

185 | CHARLESTON 🏠

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

242 | PARKERSBURG 🏠

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

188 | WHEELING 🏠

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

WISCONSIN

96 | EAU CLAIRE 🏠

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

96 | FONDULAC AREA 🏠

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

65 | MILWAUKEE 🏠

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

65 | RACINE-KENOSHA AREA 🏠

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

11 | MADISON AREA 🏠

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

96 | WAUSAU 🏠

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

WYOMING

81 | CHEYENNE-CASPER 🏠

B.M. Douglas H. Ziegler, Fin. Sec. Dean Wolf, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: roofersunion81@gmail.com

NOTICE TO EMPLOYEES COVERED BY UNION SECURITY CLAUSES:

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

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

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

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

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

Some examples of expenditures germane to the collective bargaining process for which objectors may be charged are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employers and union representatives; meetings with employees on employment-related matters; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration and management; and other relevant activities, including litigation, that affect the terms and conditions of your employment. Other chargeable expenditures include the operating and administrative expenses of the Union, membership meetings and conventions, and social activities open to all represented employees. The fair share fee does not include any contributions to political campaigns or expenditures for lobbying or litigation on matters not related to bargaining unit matters, collective bargaining and representation. The Union has determined the fair share fee to be 95.81% of the regular dues for members. Again, please note that dues and fees can be changed only by members. If you choose not to join the Union or choose to resign your current Union membership, you will have no say in setting the amount of dues and fees.

If you are not a member of this Union and you object to paying dues and fees equal to the amount customarily paid by Union members, you must notify the Union by sending a letter of objection to the Union's office, as specified in the Local Union Roster found in this magazine beginning on page 64, within 30 days of the mailing or posting date of this notice. The letter of objection must also include your full name, mailing address, and social security number, and your Company name and location. Upon receipt of your letter of objection only, the Union will request that the Company deduct a fair share fee from your paycheck. If the Union does not receive a letter of objection, we will presume that you have no objection to being charged the full membership dues and fees.

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

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

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

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

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

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

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

ROOFERS & WATERPROOFERS ERT

Emergency Response Team



**Emergency
Assistance
833-499-0153**

OUR MISSION

The mission of the United union of Roofers and Waterproofers and Allied Workers' Emergency Response Team is to provide assistance to union members, their families, and their co-workers in the event of catastrophic accidents, disabling injuries, and fatalities, as well as to provide direction for legal counsel.

OUR PURPOSE

- Represent members during emergencies
- Assist families and co-workers of members
- Provide follow-up support for both the families and members
- Act as liaison between families, employers and local unions
- Help victims and families secure legal representation if necessary
- Serve as victim advocates
- Coordinate support for victims and families



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Washington, D.C. 20036-5646

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Season's Greetings

FROM

United Union of Roofers, Waterproofers and Allied Workers

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Executive Admin. Asst.
Jamie Zimolong

INTERNATIONAL SECRETARY-TREASURER

James A. Hadel

Executive Admin. Asst.
Shanda Van Allen

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Michael J. Stiens

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