



THE JOURNEY
OF THE JOURNEYMAN
ROOFER & WATERPROOFER
115 YEARS OF HISTORY



1903-2018

“The most powerful drive in the ascent of man is his pleasure in his own skill. He loves to do what he does well, and having done it well, he loves to do it better.”

— Jacob Bronowski, *The Ascent of Man*

OUR UNION'S HISTORY DATES BACK TO ITS EARLIEST ORGANIZATION IN 1903. FOR THE NEXT 115 YEARS, CULMINATING IN THIS 29TH INTERNATIONAL CONVENTION, THE PROGRESS OUR ORGANIZATION HAS MADE FOR ITS MEMBERS, RETIREES, APPRENTICES AND THE ENTIRE ROOFING INDUSTRY IS REMARKABLE. THE CURRENT LEADERSHIP OF OUR UNION AT BOTH THE INTERNATIONAL AND LOCAL LEVELS HAS CONTINUED A LONG AND STORIED COMMITMENT OF THEIR PREDECESSORS, AND TO THOSE WHO WORK OR HAVE WORKED IN OUR INDUSTRY. THAT COMMITMENT TO IMPROVING WAGES, WORKING CONDITIONS, PENSIONS, HEALTHCARE, SAFETY, TRAINING AND OVERALL BENEFITS TO OUR MEMBERS IS A SACRED ONE, AND IT CONTINUES UNDER TODAY'S LEADERSHIP.

IN THE FOLLOWING PAGES, YOU WILL READ FIRST ABOUT THE MOST RECENT INITIATIVES AND DEVELOPMENTS THAT HAVE BEEN UNDERTAKEN TO IMPROVE THE LIVES OF OUR MEMBERS AND RETIREES, AS WELL AS TO ASSIST OUR LOCAL UNIONS.

THEN IN LATER PAGES, A CHRONICLE OF THE HISTORY OF OUR UNION WILL BE PRESENTED TO GIVE A PERSPECTIVE ON JUST HOW PROGRESSIVE WE HAVE BECOME WITH THE RECOGNITION TODAY OF OUR ORGANIZATION AS THE UNITED UNION OF ROOFERS, WATERPROOFERS & ALLIED WORKERS.



RECRUIT. TRAIN. RETAIN. BUILDING BLOCKS TO OUR FUTURE.

“We have truly embarked on a new era in which rank-and-file members are more involved with organizing, training and the day-to-day business of their union. I firmly believe our union is in the midst of historic change.”

Those words were written over ten years ago by International President Kinsey M. Robinson. And judging by the direction the International Union and its local unions have taken over the past several years, his prediction has become reality.

The progressive agenda, programs and policies that have been pursued by our union’s leadership have certainly provided benefits and protections for the members of our union. What follows is a listing of those improvements that have had a direct impact on our local unions, our members, apprentices, retirees and the roofing industry itself.

NATIONAL ROOFING INDUSTRY PENSION PLAN (NRIPP)

The NRIPP, established in 1966, has been providing retirement benefits to members who contributed to the plan for decades, insuring that a decent retirement benefit is there for them when it’s time to “hang up the tools.” The NRIPP is

over 100% funded, ensuring that retirement benefits will be available to future retirees as well. In fact, over \$81 million was paid to retirees in 2017, and both the funding levels and the payment amounts are expected to grow each year.

Moreover, the International Union and the pension fund invest with entities like the Union Labor Life Insurance Company (ULLICO), the AFL-CIO Building Investment Trust (BIT) and the AFL-CIO Housing Investment Trust (HIT) that fund 100% union-built projects across the United States.

NATIONAL ROOFING INDUSTRY SUPPLEMENTAL PENSION PLAN (NRISPP)

In 2000, the trustees made an important enhancement to the National Roofing Industry Pension Fund by adding the National Roofing Industry Supplemental Pension Plan (NRISPP), a qualified “defined contribution” plan. The NRISPP was created to supplement the NRIPP benefits and provide more financial choices for retirement.

The NRISPP has the same goals and objectives as the NRIPP, helping members achieve a secure and comfortable retirement based upon years of work in our industry. Employer contributions to the NRISPP are paid into a member's individual NRISPP account and are invested during working years. The value of the account is there when a member retires or becomes disabled and also for a spouse or other beneficiary if the member dies before retirement.

The NRISPP account is a supplement to the NRIPP monthly benefit. The NRISPP account is payable in other ways besides a monthly benefit, including one lump sum payment upon retirement if a member is receiving benefits from the NRIPP.

The NRISPP is technically known as a "defined contribution" or "individual account" plan. This means the benefits payable from the plan are based on the contributions by employers, plus any eligible rollover contributions, plus investment earnings, minus any investment losses and administrative expenses.

NATIONAL LABOR-MANAGEMENT COOPERATION

The Labor-Management Committee was formed in 1996 with the assistance of a grant from the Federal Mediation and Conciliation Services (FMCS). Following its formation, the Committee's activities were fully funded by the International Union, until it came under the umbrella of the Research and Education Trust in 2008. The Committee strives to foster good labor relations, assist the Trustees with the development of new training products, and market the unionized roofing industry to the greater construction market.

The International Union has continued and improved upon the theme of labor-management cooperation. Recognizing the need to involve our industry partners in many of the programs, policies and actions that our Union under-

takes, the International Union has involved national and local union contractors on many of the committees and groups that have been established in the past decade.

NATIONAL ROOFERS UNION AND EMPLOYERS JOINT HEALTH AND WELFARE FUND

The National Roofers Union and Employers Joint Health and Welfare Fund (the Fund) was formed in 1999 subject to collective bargaining agreements by and between various local unions of the United Union of Roofers, Waterproofers and Allied Workers and employers in the roofing industry. Due to economies of scale and a mobile workforce, the collective bargaining parties designed the Fund as a "multi-employer" Fund so that workers for the unionized employers in the industry could be covered by one health benefit program.

The Fund is made up of members and their families. Benefits are provided on a self-funded basis. As with all self-funded plans, the National Roofers Union and Employers Joint Health and Welfare Fund operates like an insurance company would, but without the requirement to produce a profit. Every contribution dollar collected by the Fund and every investment dollar earned is spent to benefit members and their families. The Trustees partner with different vendors to help manage the Fund and negotiate discounted medical and prescription drug rates for our members and their families.

If an eligible employer has agreed to participate in the plan, members could be eligible for the benefits associated with the plan:

- Medical benefits
- Prescription drug benefits
- Dental benefits
- Vision benefits
- Weekly disability income benefits
- Life and accidental death and dismemberment benefits



ROOFERS STOP LOSS PROGRAM

The International Union, working in conjunction with the Union Labor Life Insurance Company (ULLICO), instituted the Roofers Stop



Loss Program to assist those union members who receive medical insurance through self-funded multi-employer plans. Union plans need this Stop Loss Program to help limit liability. ULLICO is an experienced stop loss insurance carrier that understands the unique needs of self-funded health and welfare plans. Roofers' local union funds have access to experts who are accustomed to handling large-dollar claims and cost containment initiatives. ULLICO works with cost containment partners, administrators and healthcare providers to assess the true cost of large claims, and ensure that the health plan is billed accurately for these claims. They also assist in properly negotiating charges for high dollar claims, helping local union plans to retain their financial solvency.

ROOFERS LIABILITY AND INDIVIDUAL LABOR LEADER PROGRAM

The International Union, working in conjunction with Union Insurance Group (UIG) and Union Labor Life Insurance Company (ULLICO), instituted a pooled program to provide local unions with affordable Union Liability Insurance and a customized directors and officers insurance that covers issues of the duty of fair representation, employment



practices liability, financial management of the union and personal injury liability.

LOCAL UNION LEADERSHIP TRAINING GUIDE

In 2017, the International Union developed "Leadership Training: A Guide for Business Representatives." Recognizing the need for newly elected business managers/representatives to have a source of information to guide them in their duties and responsibilities as local union leaders, International President Kinsey Robinson spearheaded the effort to develop this guide.

In fact, on the cover of the guide are these words directed at new business managers/representatives: "You are a Roofer, but you have been elected to do the business of the Local Union. You are no longer a working roofer. You are a manager now. You work for the membership. You face challenges and have many responsibilities. You have legal obligations. You

have ethical obligations. Your duties are extensive and must be fulfilled in a timely manner. Deadlines are an ongoing part of your job. It is serious business. It is union business."

Inside the guide are 26 sections dealing with topics that will have every newly elected or appointed business manager/representative do his or her job with greater efficiency, competency and within the law.

To complement this guide and to ensure that International Representatives that service local unions are working closely with the leadership of those locals in order to have both the International Representatives and the local unions comply with all provisions of the Constitution and By-laws of the International Union as well as applicable labor laws, the International Union has also developed an "International Representatives' Guide." This guide gives International Representatives a checklist that measures the operational and financial health of the local union. Completed guides are sent to the International President on a regular basis.

MARKET DEVELOPMENT

The International Union has appointed a Director of Market Development with a staff of five Union Roofers assisting him to promote our industry, increase our number of signatory contractors and to increase membership in our union.

The Department covers the entire United States and tracks the numbers of local unions that have increased their membership, records successes in marketing techniques, and promotes our industry.

APPRENTICESHIP AND TRAINING

The International Union's dedication to training our future journeymen and women began many decades ago. Working with our local unions and signatory contractors, a national effort was begun in 1979 to increase the numbers





of state and federal registered apprenticeship programs, and to develop curricula and training materials that would assist our local unions in their efforts to establish apprenticeship training programs.

Once again, President Robinson and his team recognized the value of apprenticeship training when he wrote in his “Roofer to Roofer” column:

“Our future will be determined by how well we recruit, train and deliver the next generation of skilled Roofers and Waterproofers to meet the demands of the industry. For over 60 years, our union and its business partners, the signatory contractors, have funded—without government assistance—and operated apprenticeship programs throughout the country. These programs operate with a curriculum and state-of-the-art training materials that are second to none.”

Those efforts have increased over the past years and bear some very visible fruit. The number of apprenticeship programs in our union has steadily risen. The number of hands-on facilities in local union programs has also increased, and many are state-of-the-art. Curricula for those programs that



keep pace with ever-changing products and methods of application have made instructors more efficient and training for the apprentices more interesting, thereby increasing retention rates.

Today, the International Union and its Research and Education Trust provide instructors with a large arsenal of materials to assist them in their work. Professional instructor training sessions help instructors communicate with their apprentices and improve the learning process. New and improved training manuals, electronic presentations and instructor guides have been produced, such as Single-Ply Roofing, Green Roofing and Waterproofing, Rainwater Harvesting and many more. The Trust has also released an online Training Resource Center, which allows JATC-approved instructors access 24/7 to the most current available training materials and resources, including training guides and pre-



sentations mentioned above. There are also training materials and information available on rigging, signaling, radio frequency (RF) radiation, safety and health, competent person fall protection, and financial literacy. The list of available training materials and resources will continue to grow as new programs are developed.

Planned for release in 2019 will be a similar site, which will allow instructors the capability of assigning apprentices preparatory class assignments prior to coming to the apprenticeship school and will allow instructors to spend more time conducting hands-on training. The site will allow the apprentice to log in, review the assigned curriculum, observe presentations and videos, and submit requested worksheets or tests. It will be able to be accessed from any smart device, tablet or computer with an internet connection.

Working in cooperation with our signatory contractors, the Trust has developed a Foreman Training Program that

assists those who work in a supervisory capacity for their contractors. Foremen are extensions of the roofing contractor's company in the field. Their ability to effectively communicate with their crews and the customers and their ability to manage crews and job sites are critical to the success and profitability of our signatory contractors.

Regional apprenticeship competitions have become annual events in many areas of the country, allowing apprentices from different local unions to have a skills competition among their brothers and sisters. Those competitions continue and have grown in numbers and quality.

Our local unions are following through on President Robinson's call to ensure that the next generation of Roofers and Waterproofers is indeed properly trained and the best available in the industry.

HEALTH AND SAFETY

The Roofers & Waterproofers Research and Education Trust Fund has allowed the International Union to make quantum leaps in protecting our workers on the job, and studying the hazards that may be encountered on the job.

Before the Trust was developed, our union worked with institutions like the Center for Construction Research and Training (CPWR), the National Institute of Occupational Safety and Health (NIOSH), the National Institutes of Health (NIH), and the National Institute of Environmental Health Sciences (NIEHS) to obtain grant funding that allowed the union to begin studying the hazards of our trade and take the necessary steps to educate our members about prevention of exposure to those hazards.

Some of the issues that the Roofers & Waterproofers Union has addressed over the years include:

- Fall protection and personal fall arrest systems and awareness

- Fall protection training and conferences
- Hazard communication training materials development
- Exposure to asphalt and coal tar pitch fumes
- Respirators
- OSHA 10 and 30 hour classes for local union members
- OSHA 500, 510 and 502 classes for instructors
- ICRA training for instructors
- CERTA training for members and instructors
- NCCCO certification training for instructors
- Creation of a foundation for safety leadership training program
- Safety and health electronic presentations and manuals
- Bilingual booklets on hazard recognition and control in roofing and waterproofing
- Partnership with the Construction Industry Suicide Prevention Alliance

ROOFERS POLITICAL EDUCATION AND LEGISLATIVE FUND (RPELF)

Established in 1986, RPELF provides local unions with the ability to financially support candidates in non-federal elections in their areas. RPELF is regulated on a state-by-state basis, and since its inception has helped to elect hundreds of candidates that are favorable to labor's positions on issues of importance to our members.

NATIONAL AGREEMENTS

For decades, the International Union has been signatory to national



agreements that allow work opportunities for Union Roofers on projects not normally attainable under local agreements.

Project Labor Agreement (PLAs), the National Maintenance Agreement (NMA), National Constructors Agreement (NCA), the General Presidents Agreement (GPA), Tennessee Valley Authority Agreement (TVA) and the Toyota Agreement have all provided many work hours for Union Roofers and Waterproofers in almost every state across America. Just as an example, under the Toyota Agreement, all six manufacturing facilities built in the U.S. (Indiana, West Virginia, Texas, Alabama, Mississippi and Kentucky) were roofed by members of our union. Another example is the NMA, which has provided over 13 million work hours for members of the United Union of Roofers, Waterproofers & Allied Workers.



HELMETS TO HARDHATS

Our unions have participated in the Helmets to Hardhats program since it was authorized by the Center for Military Recruitment, Assessment and Veterans Employment in Washington, DC.



The program connects National Guard, Reserve and transitioning active duty military members with quality career training and employment opportunities within the construction industry. Helmets to Hardhats has assisted or gained employment for over 25,000 veterans, and that number continues to grow.

Our union is proud to participate in this program through our apprenticeship and training programs, giving veterans a well-deserved opportunity to be members of our organization. Our Union stands by the words of President John F. Kennedy: "As we express our gratitude to veterans, we must never forget that the highest appreciation is not to utter words, but to live by them."

UNION VETERANS COUNCIL

The Union Veterans Council was established by the AFL-CIO in March 2008. Its purpose is to bring together union leaders and members who are veterans to speak out on veterans' issues and influence public policy to improve the quality of life for veterans. The Roofers Union was one of the first unions to support the Council, and we are proud to have International President Kinsey Robinson, a veteran of the United States Marine Corps, serve as our representative on the Council.



UNION SPORTSMEN'S ALLIANCE (USA)

Many of our union members have benefitted from membership in the Union Sportsmen's Alliance since its launch in 2007. The International Union is proud and privileged to have been a founding partner of the USA. International President Kinsey Robinson serves as the USA treasurer under Chairman Richard Trumka, president of the AFL-CIO. The USA Board of Directors is also comprised of 16 national union presidents and secretary-treasurers. Our International Union is one of 16 charter unions and seven supporting unions.



The USA enjoys a partnership with an extensive list of corporate partners that help to make the organization a success and provide discounts to USA members. Just some of those partners are:

- Cabela's
- Benelli
- Buck Knives
- Realtree
- Triton Boats
- Milwaukee Tools
- Outdoor Sportsman Group
- Carhartt
- Remington
- Mossberg
- Beretta



The USA Vision Statement demonstrates why so many Union members are attracted to the organization:

"The Union Sportsmen's Alliance will be North America's largest and most effective conservation organization. We



will engage, educate, and organize Union members, their families and like-minded individuals who share a passion for hunting, fishing, shooting and the great outdoors. Our community will volunteer time and unique trade skills to expand and improve public access to the outdoors, conserve and maintain wildlife habitats, restore our nation's parks and provide mentoring programs that introduce youth to the outdoors."



Just a few of the benefits of membership in the USA include:

- Periodic rifle and gun giveaways
- Organized sporting clay shoots
- Annual regional conservation dinners
- The opportunity to appear on Brotherhood Outdoors, a TV show that tells the stories of hard-working union sportsmen and women and takes them on the hunting or fishing trip of a lifetime
- Opportunities to participate in USA Work Boots on the Ground, a conservation program utilizing the unique skills of union volunteers for projects that educate future generations of sportsmen, conserve wildlife habitat, restore parks, and pass on our outdoor heritage to our future generations
- National promotions
- Subscription to The Union Sportsmen's Journal magazine
- Dynamic social networking
- Youth mentoring

Because the Roofers Union is a charter union of the USA, Roofers and Waterproofers are eligible for membership in the USA at no cost.

AFFILIATION AGREEMENT WITH THE UNITED ASSOCIATION

On November 1, 2015, our International Union signed an Affiliation Agreement with the United Association of Plumbers, Pipefitters, Sprinklerfitters, Welders and HVAC Technicians (UA). The agreement focuses on training, reduction of jobsite accidents, organizing, legislation and marketing ourselves as the most efficient and best-trained craftsmen and women in our respective industries. Through this partnership, our union solidifies our position on the cutting edge of water conservation and rainwater harvesting and gives our union the opportunity to make gains in market share and jobs for our members.

CONTINUING EDUCATION FOR ROOFERS AND WATERPROOFERS

The International Union, through its affiliation with North America's Building Trades Unions, offers three avenues for continuing education.



The first is a Bachelor of Arts (BA) in Construction Management offered online through Rowan University. The degree prepares individuals to supervise, manage and inspect construction sites, buildings and associated facilities.

The second is the Building Trades Academy, which is associated with Michigan State University and offers classes for full time local union officers and staff in organizational development, negotiating and labor law in the construction industry.

And the third is the National Coordinating Committee for Multiemployer Plans (NCCMP), a non-profit, non-partisan association, comprised of member organizations from the building and construction industry and other major sectors of the economy. The mission of the NCCMP is to provide valuable ongoing trustee education, and it is committed to assuring an environment in which multiemployer benefit plans can continue in their vital role of providing retirement and health and welfare benefits to working Americans and their families.

UNION USE OF INTERNET AND SOCIAL MEDIA

The International Union has improved and expanded its website and is now on social media sites like Facebook and Twitter in an effort to reach out to its current membership and to help attract new members to the roofing trade and industry. In the future, the International Union will enhance

communication methods with our members by adding email and texting capabilities.

RECRUITMENT AND RETENTION TASK FORCE

The Recruitment and Retention Task Force was established in 2018 and consists of training personnel, local union representatives, signatory roofing contractors, general contractors, educators and HR directors. The goal of the task force is to establish and develop resources that local unions, apprenticeship programs and employers can utilize to recruit and retain workers and to train mentors that can assist with the retention of a quality workforce.

The task force will work closely the Research and Education Trust Fund in a continuing effort to assist in meeting the current and future manpower needs of the unionized roofing industry.

THE FUTURE OF OUR UNION

What we have outlined here are some of the programs, policies and initiatives that the International Union has developed in recent years that directly or indirectly benefit our members, their families and our local unions.

By no means are these efforts complete. With the support of the International Executive Board, current and future convention delegates, our local unions and our entire membership, the International intends to continue to grow our membership, provide for the health and welfare of our members, assist local unions in every capacity possible and maintain the independence and integrity of the United Union of Roofers, Waterproofers & Allied Workers.



“With the support of the International Executive Board, current and future convention delegates, our local unions and our entire membership, the International intends to continue to grow our membership, provide for the health and welfare of our members, assist local unions in every capacity possible and maintain the independence and integrity of the United Union of Roofers, Waterproofers & Allied Workers.”





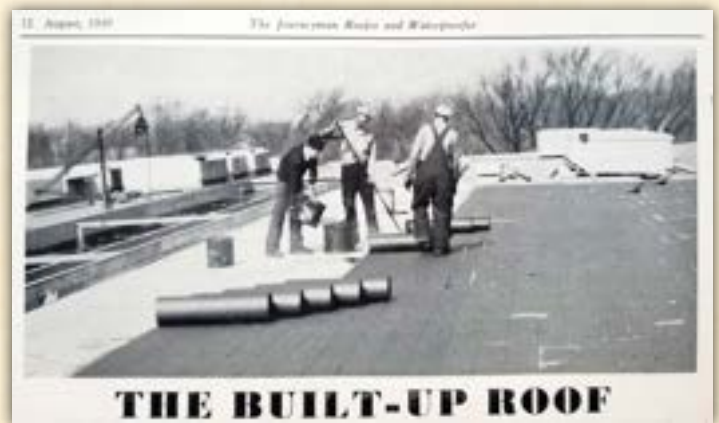
A BRIEF HISTORY OF THE ROOFING INDUSTRY AND OUR UNION

THE ROOF AND ROOFING MATERIALS

The role of the roof of a building cannot be understated. It shelters a building and its occupants from the forces of nature, protects vital utility systems and helps define the building's exterior aesthetic. The roof's necessity has fostered a strong market for a wide range of roofing products over the years for both low-sloped and steep-sloped roofs, as well as waterproofing.

Wood shingles, slate and clay tiles were the predomi-

nant roofing materials of choice on steep-sloped roofs until the mid-19th century, while coal tar pitch and asphalt built-up roofing systems were used on low-sloped roofs.



During the 20th century, several new materials were developed for both steep- and low-sloped roofs. Among them was the asphalt shingle, which arrived on the roofing scene around the turn of the 20th century. Today, asphalt shingles continue to be the top roofing material used on residential roofs.



Composites, such as asbestos and fiber-cement, rivaled asphalt shingles for a time, claiming better performance while attempting to replicate materials like slate or clay tiles.

H.M. Reynolds Company of Grand Rapids, Michigan, claimed to have invented the asphalt shingle in 1900, although this claim is difficult to prove. However, rolled asphalt roofing, coated with slate granules, was available by the late 19th century, so it is not difficult to see shingles evolving from rolled roofing. Asphalt shingles were widely available by 1910 and rapidly replaced wood shingles due to their reduced cost and fire resistance. As asphalt shingles evolved, their crushed slate coating was replaced by ceramic granules.



Slate has long been a regionally prominent roofing material, especially in the northeast U.S. because of the abundance of slate quarries in those areas. Many other parts of the U.S. began to use slate

in architectural styling of residential and commercial steep sloped structures. The material's extreme durability made it popular with institutional owners like those of colleges, universities, churches and government buildings.

Metal roofing panels, standing seam metal roofs and metal shingles were also part of roofing material history, their use originating in the 19th century and remaining widely used today.

The development of built-up roofing changed the shape and design of buildings in the U.S. The steep-sloped roof was no longer a necessity for



rain protection on buildings and the resulting flat or low-sloped roofs, covered by coal tar pitch or asphalt built-up membranes, would change the roofing and building industry. Below-grade waterproofing was performed mainly with coal tar pitch because of its inherent properties, but many products were available on the market for both waterproofing and dampproofing.

Beginning in the 1960s and 1970s, roofing systems for low-sloped roofs began a dramatic change in which materials were used in their application. With many of these systems having their origins in the European roofing market, they slowly migrated to the U.S. and became popular replacements for hot built-up roofing systems. Cold process systems, torch applied modified bitumen, EPDM, PVC, TPO, CPE and many others were introduced to the roofing industry to replace hot applied built-up roofing. Some of these products also found their way into the waterproofing market.

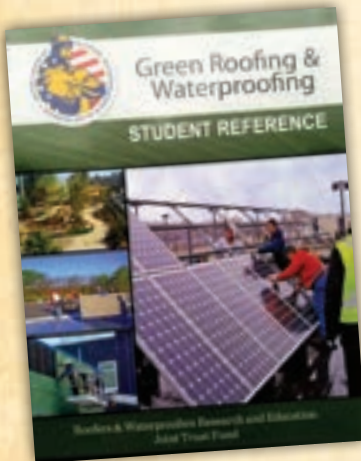
Below-grade and other waterproofing systems essentially utilized the same system configurations used in built-up roofing and single-ply systems. However, the materials used in waterproofing are generally not subjected to the same environmental exposures as roofing systems.



In recent years, one of the most innovative changes to roofing systems has been the green roof, or vegetative roof system. A green roof is a roof membrane that is partially or totally covered with vegetation and growing medium. Green roofs serve several purposes. Among them are:

- Absorbing and filtering rain water (harvesting)
- Providing insulation to the building
- Providing an aesthetically pleasing landscape
- Helping to lower urban air temperatures and mitigating the “heat island” effect

The Roofers & Waterproofers Research and Education Joint Trust Fund recently developed and produced the “Green Roofing and Waterproofing” manual that is available to local unions and their apprenticeship training programs.



Photovoltaic (PV) roofing systems for steep- and low-sloped roofs have recently entered the roofing market. These PV systems can generate and store electrical energy. PV shingles and tiles are available for steep-sloped roofs. Low-sloped roofs enlist a variety of PVs, including rack-suspended systems that are held in place on the roof with ballast or are anchored to the roof

deck and membrane, and flexible thin film solar panels that can be hot air welded to single-ply membranes.



This relatively new technology is a rapidly changing one and roofing materials manufacturers are changing with it.

A HISTORY OF OUR UNION



What follows is a relatively brief history of the United Union of Roofers, Waterproofers & Allied Workers, derived principally from records on file at the International Union, but also from other labor history periodicals and the internet.

The first union in our history to organize was the International Slate and Tile Roofers Union of America, which was chartered by the AFL in 1903. In 1906, the International Brotherhood of Composition Roofers, Damp and Waterproof Workers was chartered.



In that same year, many members of our union traveled to San Francisco after a disastrous earthquake and fire struck that city, to help it rebuild.



Those two fledgling unions merged to form the United Slate, Tile and Composition Roofers, Damp and Waterproof Workers Association and held the first joint convention in September of 1919. In December of that year, the AFL approved the merger and issued a charter to the new organization, conferring jurisdiction over all types of roofing including slate, tile, asbestos, plastic, slag, gravel, composition roofing, waterproofing and damp resisting preparations. Wood shingles and metal tiles were excluded from that work jurisdiction. At the time of this merger, the Slate and Tile Roofers had 600 members, and the Composition Roofers had 1,000 members.

The original sites of our International Union were Cleveland, Ohio, and later Chicago, Illinois, before being permanently headquartered in Washington, D.C., in 1961.

tel Sherman in Chicago. Resolutions and discussions during this convention demonstrated that even in 1921, other crafts were attempting to infringe on our trade jurisdiction.

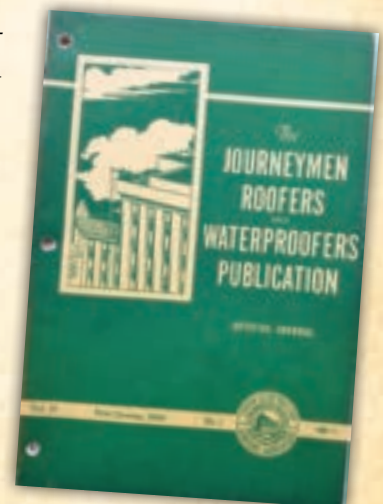
The Second Biennial Convention was called to order on September 17, 1923, in the Hotel Winton in Cleveland. Once again, jurisdictional disputes arose in discussions regarding the application of slate and the setting of cork insulation in hot asphalt.



The Third Biennial Convention was held at the Mount Royal Hotel in Montreal, Canada, in 1925. Again jurisdictional disputes were a part of the delegates' extended discussion on awards made on shingles to another craft by the Joint Jurisdiction Board. At a meeting of the International Executive Board at that convention, the following motion was adopted:

“That all our Local Unions be instructed to contend and demand the application of all insulation materials, such as Celotex, cork and their substitutes, when applied in connection with roofing; and that if said work of application be denied to them, that they refuse to permit their members to apply the roofing material over the insulation applied to roofs by other than the members of their International Union.”

Also in 1925, our union published the first issue of its then official magazine,



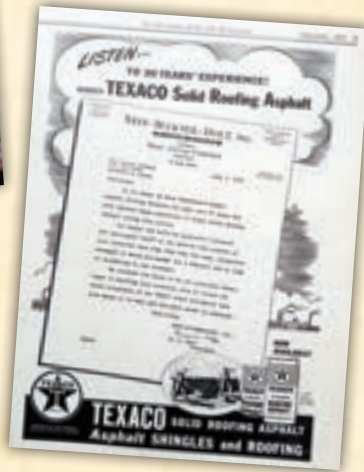
In 1921 the First Biennial Convention of the United Slate, Tile and Composition Roofers, Damp and Waterproof Workers Association was held at the Ho-



The Journeyman Roofer. The title was changed in 1978 to Roofers, Waterproofers and Allied Workers, being published only in black and white. The title was then

changed to The Journeyman Roofer and Waterproofer magazine, and today it is published in vibrant colors on a quarterly basis.

The 1926 issue of the magazine listed composition Roofers in Atlantic City, New Jersey, and West Palm Beach, Florida, being the highest paid in the nation at \$1.50 per hour, while the lowest paid was in Champaign, Illinois, at \$0.70 per hour, reflecting the power of organizing and collective bargaining at the time. Slate Roofers in Local 5, Newark, New Jersey, command \$1.75 per hour.



The Fourth Biennial Convention is held at the Albany Hotel in Denver, Colorado, in 1927. President George Jones in his address to the delegates calls for representation on the Executive Board for Roofers in San Francisco, California. Delegates also vote to increase the salary of the International Secretary-Treasurer to \$100 per week.

In April 1927, the International Union receives a letter from Matthew Woll, president of Union Labor Life Insurance Company (ULLICO), announcing that the company is now a reality and ready to serve unions and their families.

In 1928 members of Local 52, Pueblo, Colorado, apply a hot asphalt built-up roof of 225 squares to the Colorado Supply Company. The roof consists of one ply of 60 lb asbestos felt and three plies of fourteen pound felts.

In that same year, Alfred E. Smith, Democratic candidate for President of the United States, has this to say in his acceptance speech: "The American people constitute a structure of many component parts. One of its foundations is labor. The reasonable contentment of those who toil with the conditions under which they live and work is an essential basis of the nation's well-being. The welfare of our country, therefore, demands governmental concern for the legitimate interest of labor."

Due to the balance of the signatories not adhering to the decisions of the National Board for Jurisdictional Awards in the Building Industry, the Building and Construction Trades Department submits and its delegates pass a resolution to withdraw from participation in the plan.



International Organizer J.T. Hurley reports that Roofers in South Bend, Indiana, expressed a desire to organize. A charter arrives from the International Office in 1928 for the new local union. Brother Hurley served as International President of the Composition Roofers prior to the merger with the Slaters in 1919.

An article on slate in The Journeymen Roofer magazine reports that the oldest slate quarry in the United States is located in the Peach Bottom district on the Pennsylvania-Maryland line. In Virginia, the first slate quarry was opened in 1787 to provide slate for the roof of the State Capitol. Principal slate quarrying operations are currently being conducted in Maine, Vermont, New York, Pennsylvania and Virginia.



In 1929, the San Francisco Building and Construction Trades Council establishes a five-day week in the building industry.

In that same year, local unions are chartered in Indianapolis, Ft. Wayne and Anderson, Indiana.

The Fifth Biennial Convention is held at the Statler Hotel in Buffalo, New York, on August 29, 1929. Several committee reports indicate that an attempt by the Sheet Metal Workers to have the Roofers amalgamate with them was refused; that Roofers claim all asphalt shingles, asbestos shingles, or any composition materials used for roofing; that infringement by the Carpenters on asbestos shingles and roll roofing be repudiated, and all roll roofing, including roll roofing applied under slate or tile, be applied by the Roofer.

That same year Charles D. Aquadro is elected Fifth General Vice President. He would later ascend to the presidency of the International Union and serve in that capacity for 32 years.



Charles D. Aquadro

At the end of 1929, Slate and Tile Roofers in Chicago are earning \$1.75 per hour and Composition Roofers earn \$1.87½ per hour.

Philadelphia, Pennsylvania, Slate and Tile Roofers earn \$1.50 per hour while Newark, New Jersey, Composition Roofers also earn \$1.50 per hour.

A huge windstorm strikes Los Angeles on Friday, November 28, and Saturday, November 29, 1929. The damage puts every member of Local 36 to work earning overtime hours because of the Thanksgiving holiday.

In 1931, the Davis-Bacon Act, or Federal Prevailing Wage law, is passed, protecting union construction workers' wages on federally financed projects.

In 1933, Franklin D. Roosevelt becomes the 32nd President of the United States, serving until 1945.

The United Roofing Contractors of America and their president, James Boyd Griffiths of Binghamton, New York, pledge to work with the International Union in preserving the work jurisdiction regarding the application of roof insulation.

The Sixth Biennial Convention of the Roofers International is held in 1938 at the Netherland Plaza Hotel in Cincinnati, Ohio. (The Great Depression caused the nine-year lapse between conventions). Between 1929 and 1938, 146 charters are issued to local unions.

To assure checks and balances in local union bookkeeping procedures, the International Union adopts the triplicate receipt system on April 1, 1939.



The Seventh Biennial Convention is held in 1940 in Milwaukee, Wisconsin, at the Pfister Hotel. Amendments to the Constitution and By-Laws include one to continue publishing and distributing a quarterly Roofers journal; to place four organizers in the field; and the allowance that any member called to military

service shall remain in good standing for one year from the time of their entering training.

The December 7, 1941, Japanese attack on Pearl Harbor draws our country into war.

In 1941, the War Department's Office of the Quartermaster General in Washington, D.C., notifies the International Union that it is their opinion that all roof coverings on military installation buildings should be performed by members of our Union.

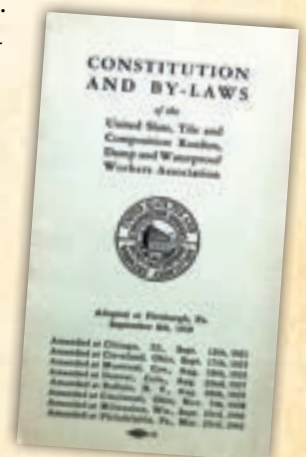
Our membership climbs to 4,000, but the Great Depression stymies efforts to organize and increase membership.

However, by the late 1930s and early 1940s, our Union's efforts to organize—along with the passage of the National Labor Relations Act (NLRA)—begin to pay off. By 1944, our Union has over 7,000 members.

In January 1942 our Constitution and By-Laws are revised and updated and accepted by the delegates to the Eighth Biennial Convention held March 23, 1942, in Philadelphia, Pennsylvania. General President Charles D. Aquadro assumes the office of President of the International Union.

In the second quarter of 1942, we have 299 of our members enlisted in the service of our country. That number increases dramatically to 1,694 members as the war against the Axis powers continues.

Article 1 Section 9 of our By-laws is amended to read: "That any members of our Union who enlist or are inducted to serve in



the armed forces of these United States shall be maintained in good standing for the duration of the present emergency, and remain on the rolls of our International Union upon furnishing bona fide proof to the Secretary of our International Union”.

An executive order regulating overtime wage compensation is signed by President Roosevelt.

Prevailing wages for Roofers in Rochester, New York, are \$1.35 per hour in 1943, while those in Buffalo, New York, are \$1.60 per hour.



Roofers Local 41, Denver, Colorado, registers its apprenticeship program with the U.S. Department of Labor, Apprentice Services. Local 41 members serving on the Joint Apprentice Committee are Glen A. Messerli, M.E. Wille, Fay King and Frank Waggoner. Contractor members are George Webb, E. Kugler, B.D. Schramm and Chairman H.C. Brown.

In 1944, the members and leadership of Local 80 in Baltimore, Maryland, celebrate the burning of the mortgage on their union hall.



Every member of Local 33, Boston, Massachusetts, donates blood to the Red Cross, and over half of those members donate three times.

Members of Roofers Local 8 install 2,600,000 square feet of cork in hot asphalt on the Bronx Terminal Market in New York City.

The onset of World War II sends many of our members into dedicated service in the armed forces of our country where they serve with distinction in the Army, Navy, Marine Corps, Air Corps, Merchant Marines, Corps of Engineers and the Seabees.

The G.I. Bill, signed into law by President Roosevelt in 1944, provides our returning veterans from WWII funds for college education, unemployment insurance and housing.



The war thankfully comes to an end on VE Day, May 8, 1945, when the Germans unconditionally surrender. After atomic bombs are dropped on Hiroshima and Nagasaki, the

Japanese follow suit and unconditionally surrender on August 14, 1945.

During the war, almost 2,000 members of our Union are enlisted or inducted into military service. Our 1944 – 1946 Journeyman Roofers and Waterproofers Journal includes a Service Honor Roll dedicated to those who had given their lives in the global World War to save our democracy. Before they are forever forgotten, we list them here from the earliest records that were reported to the International Union from 1944 – 1946:

James E. Earheart, Jr.,
USMC, Local 42,
Cincinnati, OH



Keith F. Cormany, USA,
Local 88, Akron, OH
Peter Murray, USA,
Local 33, Boston, MA
Wallace Reid, USA,
Local 20, Kansas City, KS
H. Kirshaws, USMC,
Local 40, San Francisco, CA
Fred Dunn Jr., Local 40,
San Francisco, CA



Photo shows chaplain McCandless presenting flag to General Secretary-Treasurer Meyers.

"This flag with its alternating stripes of red and white. This flag with its stars on the field of blue is your flag, our flag. May brave hearts ever defend it. May it continue to fly in the free air of heaven, the emblem of liberty and the flag of all loyal Americans.

Brother Homer J. Meyers in behalf of Roofers Local No. 85 and the El. Local Black Post of the Veterans of Foreign Wars I present you with this regulation Battle Flag, which has wrapped within its folds the memory of those Brothers of our United Association, who have answered their final call in the service of our American government in the cause of Love, Truth and Justice. Who now lie at rest under the soil of Foreign Countries.

HARRY G. McCANDLESS
Department Chaplain,
Department of Nebraska

Otis K. Fryer Jr., USA, Local
183, Canton, OH
Albert S. DeSimone, USA,
Local 33, Boston, MA
Ernest Lewis, USA, Local
193, El Dorado, AR
Robert H. Burns, USA,
Local 70, Fort Worth, TX
Lawrence W. Kolitas, USA,
Local 80, Baltimore, MD



PRIVATE FIRST CLASS JAMES EDWARD BAUGHMAN, Jr., was born in Charleston, Ohio, on April 25th, 1913. He was killed in action at Irapuato, Mexico, on November 8th, 1942.

Albert French,
Local 40, San Francisco, CA
Thomas Kennedy,
Local 40, San Francisco, CA
Herman Schottler,
Local 40, San Francisco, CA
James D. Neff, USA,
Local 47, Sacramento, CA
J. E. Teachout, USA,
Local 113, Philadelphia, PA
Daniel Binegar, USA,
Local 60, Peoria, IL



Emil Gauthier, USA, Local 57, Miami, FL
Otto Williams, USA, Local 30, Philadelphia, PA
Ordway K. Rich, USA, Local 89, St. Joseph, MO
George J. Mislinski, U.S. Army Air Corps, Local 195,
Syracuse, NY
John A. Nanasko, USA, Local 172, Reading, PA
Henry H. Corley, USA, Local 136, Atlanta, GA
George A. Cain, USA, Local 48, Montgomery, AL
Richard Debeny, USA, Local 11, Chicago, IL



Quin T. Godwin, USA,
Local 39, Brocton, MA
Robert W. North, USA,
Local 41, Denver, CO
John Hayes, Paratrooper,
Local 137, Santa Barbara, CA
Ira Sims, USA, Local 150,
Terre Haute, IN
Robert Brown, USA,
Local 60, Aurora, IL
Leonce Young, USA,
Local 141, New Orleans, LA

Paul Cooper, USA, Local 88, Akron, OH
C.C. Fahnert, Air Corps, Local 94, San Antonio, TX
Owen Bacon, USA, Local 30, Bloomington, IL
George Keating, USA,
Local 44, Cleveland, OH
Jack Sharp, Local 5,
Newark, NJ
Louis Thomas, Local 20,
Kansas City, KS
Phillip L. West, Local 36,
Los Angeles, CA
Afred Bottero, Local 56,
Stockton, CA
Arthur Hodde, Local 116,
Houston, TX



John Jeffery, Local 117,
 East Liverpool, OH
 Ernest Lewis, Local 193,
 Mt. Morris, MI
 Robert Shoemaker, USA,
 (local unknown)

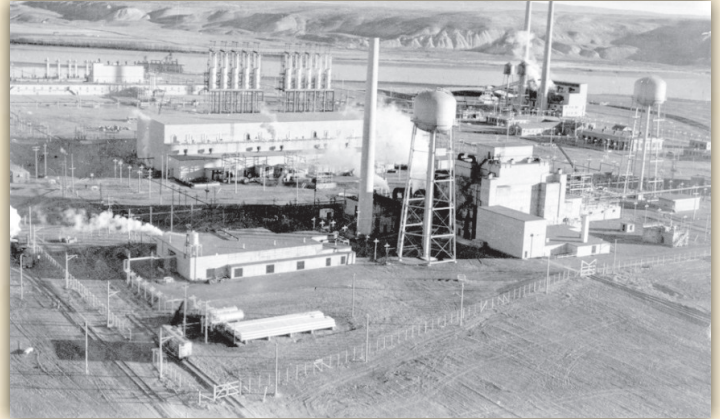


In 1945 Roofers Local 11 in Chicago, Illinois, registers its apprenticeship program with the U.S. Department of Labor's Apprentice Training Services. The Joint Apprenticeship Committee is comprised of Chairman Wilson Pennock, Clyde Scott, George Hewitt, Ben Esko and R.E. Mansfield from the contractors. From Local 11 are James Lenzer, Dean Moore, Harry Jester, Charles Cook and Harold Wolnick.

The USS Earheart, a high-speed Navy attack transport, is named after PFC James Edward Earheart, USMC, a member of Roofers Local 42, Cincinnati, Ohio, who was killed in action in Oran, Algeria, during World War II. Private Earheart was awarded the European-African-Middle East Campaign Medal, the Purple Heart and the Silver Star. He received the following citation: "For conspicuous gallantry and intrepidity as a member of a U.S. Navy anti-sabotage unit aboard a British warship during entry into the port of Oran, Algeria, on November 8, 1942. After crashing boom defenses and facing heavy gunfire from hostile shore emplacements and anchored enemy warships, Private Earheart's ship secured a throw line to a harbor tug to provide an escape for wounded personnel and non-swimmers during abandonment of his damaged vessel. When the tug began to move and the lives of the men on the line were jeopardized by an imminent break, Private Earheart, with utter disregard for his own safety,

volunteered to swim out and halt the tug. Unhesitatingly leaving the ship while it was still under vigorous fire and shelling, he exposed himself to a riddling blast of machine gun fire. His heroic conduct was in keeping with the highest traditions of the United States Naval Service and the United States Marine Corps."

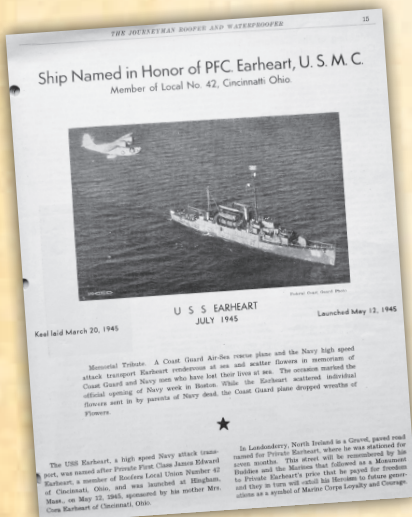
The Undersecretary of War sends a telegram to the Building and Construction Trades Department in Washington, D.C., thanking the skilled mechanics who came from all over the country to build the Clinton and Hanford projects in Washington State. These union members were of inestimable value in speeding the day when we could drop the first atomic bomb on Japan. The War Department also places the 18 AFL organizations (including the Roofers) on the nation's honor roll for the successful development of the atomic bomb.



With the final victory over the Axis powers in 1945, our country's economy begins to blossom and our membership follows suit. In 1946, our union membership stands at 11,940, and by 1950 it climbs to 13,666. Prevailing wages in California average \$2.50 per hour, Missouri \$2.00 per hour, New Jersey \$3.00 per hour and Maine \$1.85 per hour.

The most prevalent jurisdictional dispute for the Roofers Union was with other crafts over the application of asphalt shingles. District Councils report that the weight of four square rolls and certain bundles of shingles are causing injuries to our members. The International Union approaches the National Bureau of Standards to attempt to limit felt roll roofing to three squares with 32" length, arguing that the lighter rolls would reduce back and body strain on our members and eliminate blisters in the roof membrane.

The end of the war brings manpower shortages and roofing felt shortages, and our Union and the United Roofing





Contractors Association work cooperatively to address these problems.

The International Union also approaches the Koppers Company to inquire about the burns and irritation that Roofers are experiencing when removing or applying pitch roofs. The company recommends that coal tar pitch not be heated above 400 degrees F as overheating causes the most irritating of the fumes, and also causes carbonization on the heating tubes and walls of the kettle. Older Roofers can attest to the unpleasantness of the experience in cleaning a pitch kettle. Koppers Company also suggests that Roofers who tear off pitch roofs wear gloves, eye protection, and long sleeved shirts to protect against irritation.

In 1946 members of Local 17, Chicago, Illinois, are installing precast concrete roof slabs made by Federal Cement tile, while working on the Chevrolet Motor Company building. Members of Local 96, Minneapolis-St. Paul, install roof slabs on the Friedman Theater. These local unions relied on a decision rendered on December 11, 1924, regarding concrete roof tiling and slabs and which stated:

“Jurisdiction is awarded to Slate, Tile and Composition Roofers over precast reinforced concrete slabs for roof tiling when pointed up with or laid upon any preparation of asphalt, roofing cements, or other mastics, on roofs, flat or otherwise.”



Foamglas insulation, manufactured by Pittsburgh Corning Company, is introduced to the roofing market. Cotton mops begin to be replaced by fiberglass mops, which last longer, do not burn as fast as cotton mops, and make the spreading of asphalt and pitch more even and smoother.

Fiberglass felts appear on the roofing market, replacing rag felts for some applications.

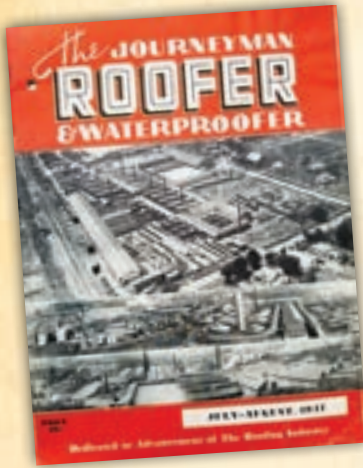
Members of Roofers Local 199 Corpus Christi, Texas, join with other crafts to build an entire house for PFC T.M. Jarvis, who lost both his legs during WW II.



The Tenth Biennial Convention is held in 1946 in Denver, Colorado, at the Albany Hotel. Our membership stands at 11,940 dues paying members (including members who were still in service to our country).

Prevailing wages in Local 26 Hammond, Indiana, are \$1.90 per hour, while those in Local 153, Tacoma, Washington, are \$1.72 ½ per hour.





In 1947, the Journeyman Roofer and Waterproofer Magazine begins publishing six issues per year instead of quarterly.

Roofers in Local 11, Chicago, Illinois, working for Empire Roofing Company employ the use of a pump to get hot pitch from the kettle on the ground to the 1,100 square roof of the General Motors parts

warehouse at Cicero Avenue and Roosevelt Road. The pumping system eliminates the hoisting of individual tar buckets.



Motorized Smith Hoists and LAD-A-VATORS replace hand hoists in getting materials to the roof top, and felt layers and roof scrapers are introduced to the industry, beginning a mechanization of the roofing trade.



June 23, 1947, sees the enactment of the Taft-Hartley Act over the veto of President Truman. This anti-labor legislation affects labor-management relations and a union's organizing efforts and still does so to this day. The law also gives birth to the "right-to-work" anti-union movement.



GLASFAB is introduced in the industry as another fiber-glass membrane that was used on some corrugated metal roofs with a coating of a product called CARBOLASTIC, as well as in other roofing applications.

The Journeyman Roofer and Waterproofer magazine begins publishing monthly issues in 1948.

The Michigan State Roofers Council holds its first meeting at the Labor Temple in Lansing, Michigan.



Michigan Roofers first District Council meeting. Picture shows seated left to right, Chester L. Sweet, Local 196; R. G. Ogde, Local 79; Peter Van den Bos, Local 225; Ben D. Vetter, International Vice President; John Specht, Local 149 and Joe Papayinski, Local 78.
Center row left to right, Chas. Canfield, Local 166; Matthew Morse, Local 166; Ralph Gleason, Local 180; Richard Barber, Local 211; Edward De Young, Local 211; John Prosek, Local 188; Cecil Chaffin, Local 191.
Back row left to right, Zellmer Goodman, Local 180; Henry Crites, Local 182 and H. J. Bos, Local 196.

Clarence J. Esbenshade is appointed to the National Joint Jurisdictional Board. He was experienced in labor relations as the vice president and general manager of the Warren Ehret Roofing Company of Philadelphia and Maryland.

Prevailing wages in seven New Jersey Local Unions top the \$2.00 per hour mark, with Newark and Paterson wages at \$2.75 per hour.

As a forerunner to vegetative and green roofs, the Rubberoid Company announces specifications for apartment garden roofs, and promenades for schools, hospitals and office buildings.

The Eleventh Biennial Convention is held in Minneapolis, Minnesota, in November 1948 at the Hotel Nicollett.

Mayor Hubert Humphrey addresses the delegates. Mayor



Humphrey would later become the 38th Vice President of the United States and a stalwart supporter of organized labor.

The Building and Construction Trades Department publishes the "Green Book" which contained the jurisdictional disputes process, the agreements between and among the Building Trades Unions, and the Decisions of Record made by the Department in previous years.



One of the largest and most difficult (at the time) waterproofing jobs in the United States is performed by members of Roofers Local 116, Houston, Texas on the vehicular tunnel under the Houston Ship Channel Project. Tubes that are 28 feet in diameter are waterproofed with hot pitch and tar saturated fabric, with each phase of the waterproofing being covered with Celotex protection board and backfilled, allowing the Local 116 members to proceed to the next level of waterproofing the tubes.



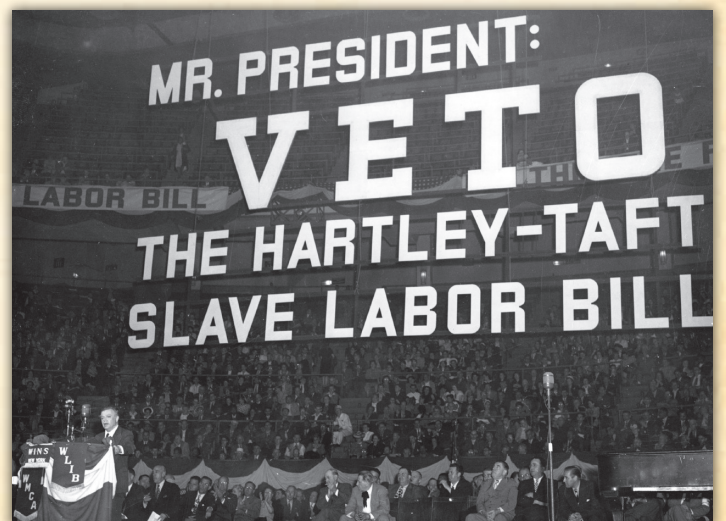
Left to right: Mr. Robert Lindber, G. H. of California and Vice-President, John A. Treasurer Company, Senator Hubert H. McConaty, Congressmen George Miller

Prevailing wages in Bridgeport and Hartford, Connecticut, are at \$2.50 while local unions in California are in the \$2.00 to \$2.50 per hour range.

The year 1950 sees the first decision handed down by a Hearings Panel of the revised National Joint Plan for the Settlement of Jurisdictional Disputes.

Our Union, as well as all of organized labor, continues contending with the Labor Relations Act of 1947, better known as the above mentioned Taft-Hartley Act, a federal law that restricted the activities and power of labor unions.

In 1949 members of Local 57, Miami, Florida, install the roof on the 1½ acre hangar of Eastern Airlines at Miami International Airport. It takes 15 men about eight weeks to apply a vapor seal to the deck, two layers of Celotex insulation mopped on the deck, and a four-ply pitch and gravel roof.





In June of 1950, North Korea invades South Korea and the United States leads a United Nations force against the communist aggressors. Once again, members of our Union answer their nation's call to arms.

In 1952, our Union takes a giant step in the promotion of apprenticeship training with the formation of the first National Apprenticeship Committee. It is composed of three roofing contractors and three International Vice Presidents.

Dwight D. Eisenhower is elected the 34th President of the United States, serving from 1953-1961.

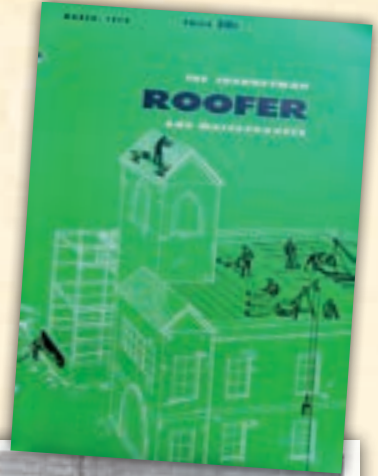
1955 is the year the Roofers Tri-County Joint Apprenticeship Program is established. It covers Los Angeles, Ventura and Orange Counties in California.



In March of 1956 the Journeyman Roofer and Waterproofer magazine gives its cover a facelift.

Local 221, Honolulu, Hawaii, is chartered on March 27, 1958.

In November of 1959, retirees in Local 8, New York City, New York, receive their first pension checks.



In December of 1959, the New York State Roofers Council is chartered.

The Landrum-Griffin Act, passed in 1959, affects unions by requiring them to open their elections, financial and administrative procedures to federal scrutiny.

The decade of the 1960s proves to be one of the most turbulent and progressive in the nation's history. In ten short years, unparalleled changes in technology of roofing systems and their application affect our industry and our members. Civil rights and social customs alter the way Americans lived. Men go to the moon,



Johnson Signs Civil Rights Bill Into Law in Ceremony at White House
JOHN H. ANVERLL
Los Angeles Times (1963-Current File); Jul. 3, 1964;
ProQuest Historical Newspapers Los Angeles Times (1881 - 1987)
pg. 1



landmark civil rights legislation is enacted, and our nation once again finds itself sending its servicemen overseas to a place called Vietnam. This is also a period of great economic growth, with the construction industry leading the way. Our Union's membership stands at over 20,000.



In 1960 John Fitzgerald Kennedy is elected 35th President of the United States at age 43, the youngest man ever to do so.

At the end of 1960, Composition Roofers in Philadelphia are making \$3.95 per hour, while Slaters are earning \$4.33½ per hour. Journeymen in Minneapolis-St. Paul, Minnesota, are earning \$3.45 per hour, while those in Little Rock, Arkansas, are earning \$2.55 per hour.



At an International Executive Board meeting in October 1961, International President Aquadro presents the Board with pictures and literature regarding new materials for roofing, waterproofing and damp-proofing. These new materials were destined to cause jurisdictional problems with other crafts and were the beginning



of a revolutionary change in the roofing industry. The issue is again addressed at the 16th Triennial Convention in New York City in 1963.



The International Union headquarters relocates from Chicago, Illinois, to Washington, D.C.

At the 16th Triennial Convention held in New York City in 1963, a spirited discussion on national and project labor agreements is held among delegates, resulting in a resolution being passed giving the International Union the authority to sign these agreements on behalf of the local union(s) having territorial jurisdiction.



On November 22, 1963, the world is stunned when President John Fitzgerald Kennedy is assassinated in a motorcade in Dallas, Texas.

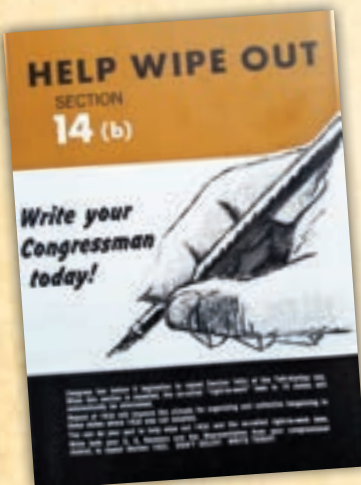


Detroit Apprentices Listen to Speaker at Recent Graduation Ceremony

The year 1965 shows apprentices in the Detroit program earning \$3.12 to \$3.93 per hour, with the full journeyman scale at \$4.37 per hour. In that same year, the first pension checks are issued to retirees of Local 149 under a retirement plan negotiated with the signatory contractors. Local 74, Buffalo, New York, follows suit and issues their first pension checks to retirees from a local union plan.



After 20 years as law of the land, unions attempt to get both Houses of Congress to join their fight to repeal Section 14 (b) of the Taft-Hartley Bill. Then President Lyndon Johnson backs organized labor's attempt at repeal, but the U.S. senate kills the repeal efforts with a filibuster. Construction unions seek legislation supporting situs picketing.



Barrett Manufacturers introduces a two-square, 86 lb. roll roofing prod-

uct that produces complaints from Union Roofers over the weight of the rolls.

On June 7, 1966, an agreement and declaration of trust is executed by the International Union and the Warren-Ehret Company, creating the National Roofing Industry Pension Plan (NRIPP).

International President Aquadro and the National Roofing Contractors Association (NRCA) endorse a program to encourage local unions to adopt apprenticeship training programs. While several local unions in the nation have functioning apprenticeship training programs at this point in our history, the International Union leadership is encouraging all local unions to help promote workmanship in our trade and protect our work jurisdiction through training.

The International Union begins a study to research health hazards in the roofing industry. Dr. Irving Selikoff of Mt. Sinai Hospital in New York City begins a long-term relationship with the Roofers Union to improve the safety and health of Union Roofers.



Local 22, Rochester, New York, issues its first local union pension check to a 27-year member of the local union.

At the end of 1966, Local 11 Composition Roofers are earning \$5.32 per hour while Slate and Tile Roofers earn \$5.47 per hour.

U.S. troop levels in Vietnam are 385,300, reflecting our nation's increased involvement in the Southeast Asian conflict.

In 1967, Local 28, Perth Amboy, New Jersey, celebrates its 45th anniversary.

In 1968 a retiree from Local 2 in St. Louis and one from Local 90, Washington, D.C., are the first to receive pension checks from the NRIPP.

This same year our International magazine starts publishing articles to bring awareness to safety issues in our trade.

Millions of people around the world in 1969 watch Neil Armstrong and Buzz Aldrin become the first human beings to walk on the moon as astronaut Mike Collins circles above in the command module.



Also in 1969 at the 18th Triennial Convention our International Unions hit their 50th year since amalgamating in 1919.



As the 1960s come to a close, our Union membership climbs to 24,227. Roofers in St. Louis, Missouri, are earning \$6.45 per hour.

The decade of the 1970s brings many changes to organized labor and the roofing industry. President Richard Nixon institutes wage and price controls imposing a freeze on wages and prices, the first time the U.S. government had enacted such controls since World War II. This action comes on the heels of President Nixon suspending the provisions of the Davis-Bacon Act.

In 1971, Local 30 in Philadelphia, Pennsylvania, opens a new office building and hiring hall named after John McCullough, the business manager who was credited with tripling the local's membership since 1960.

Single-ply roofing and other roofing systems begin to drastically change the roofing industry. The 1970s witness a shift from traditional built-up roofing systems to these new roofing technologies, introduced in Europe in the 1960s, and our Union takes action to protect our work jurisdiction from raiding by other crafts.



Another change in the 1970s is the entrance of women into the roofing industry. Although male-dominated for much of its existence,

the industry gradually begins to have women seek work and career opportunities in our trade.

In 1972, Philadelphia building and construction trades unions fight an epic battle against Altemose Construction Company, a non-union general contractor. Altemose is joined by the Chamber of Commerce, Associate General Contractors (AGC) and Associated Builders and Contractors (ABC) to fight the unions. Twenty-three building tradesmen, including Roofers and Waterproofers, are arrested for exercising their rights to protest the non-union destruction of area wage standards.

In 1973, Saigon falls and the U.S. eventual withdrawal from the Vietnam War will leave a legacy of 58,318 military personnel lost in the war and eventually memorialized on the Vietnam Memorial Wall.

Our Union membership stands at 26,587 dues-paying members. Roofers wages in Cleveland, Ohio, are \$9.93 per hour.

1974 witnesses the resignation of President Richard M. Nixon due to the Watergate scandal and the election of Gerald R. Ford.

Roy E. Johnson succeeds retiring International President Charles D. Aquadro.



The year 1976 sees the introduction of one of the many innovative changes to roofing when Inverted Roof Membrane Assemblies (IRMA) begin to be installed. Soon receiving the nickname of “upside down roofs,” the IRMA system was essentially a built-up roof membrane mopped directly to a substrate and covered by Styrofoam or other insulation that withstood environmental elements, and crushed rock or pavers to ballast the insulation.



James (Jimmy) Earl Carter is elected the 39th President of the United States.



Three members that participated are, from left to right, Marcello D. Ramon, Local 121 San Rafael, California, Max Robinson, Local 189, Spokane, Washington and Joseph M. Lagosh, Local 81, Oakland, California.

In that same year, a young Roofer named Kinsey M. Robinson is elected to the position of business manager/secretary-treasurer of Roofers Local 189, Spokane, Washington.

In 1975 shortages of crude oil send roofing asphalt prices skyrocketing. From a low of \$40 per ton in 1973 to \$100-\$150 per ton, roofing contractors worry about the loss of jobs and revenue in the industry. Our International Union enlists the aid of members of Congress and the Building and Construction Trades Department to address the issue.

Union Roofers in South Bend, Indiana, are earning \$8.50 per hour in wages; those in Kansas City, Kansas, are earning \$9.80 per hour.

In 1976, President Gerald R. Ford reneges on a promise to construction labor unions and vetoes the Common Situs Picketing Bill. The veto effectively creates a two gate system on union construction sites that limits picketing by a labor union to one gate, and allowing workers to cross at a second gate. Union leaders respond loudly, citing that they are not “...picketing a gate; they are picketing a job site.”



Our Union membership stands at 27,084 members. Local 33, Boston, Massachusetts, Roofers are earning an hourly wage of \$9.75 while Roofers in Nashville, Tennessee, have a \$7.15 hourly wage.

Our International Union partners with the Human Resources Development Institute (HRDI) of the AFL-CIO in 1977 to participate in



International President Roy Johnson, International Representative Gabe Johnson, Business Representative Grant M. Yoss and Instructor Kenneth Clark with students.

Navajo business receiving instructions on the correct application for a project on the reservation.

the Navajo Construction Industry Manpower Program that established training programs for Navajo Native Americans on the reservation in the Four Corners area of our country.

The downturn in our nation's economy, unemployment in the construction industry and the ever increasing competition from non-union contractors and their groups like the Associated Builders and Contractors (ABC) begin to take their toll on our membership. The number of dues-paying members in our Union declines to 26,491 in 1977.

The year 1978 finds the International Union partnering with the National Roofing Contractors Association (NRCA) to develop a safety standard to protect Roofers from falls from elevations and through roofs. The Warning Line System is proposed as a means to protect Roofers.

Building trades unions initiate another attempt at labor law reform, only to be refuted by enemies of labor who filibuster the bill, ensuring its defeat.

male delegate, Shirley Smith from Local 146, Riverside, California, is credentialed and seated.

Single-ply roofing comprises approximately 10 percent of the \$20 billion roofing industry, but that percentage is expected to increase over the coming years.

On January 10, 1979, George Meany dies. He had led the AFL-CIO since 1955. His body rests in state in the lobby of the AFL-CIO as thousands of mourners come to pay their respects.



Also in 1979, the National Apprenticeship Program gets underway with Department of Labor funding. National Coordinator Robert Krul and two field representatives are appointed to undertake the task of promoting apprenticeship training programs in local unions and to develop a training curriculum.

Three vice presidents and three signatory contractors are appointed to a National Apprenticeship and Safety and Health Committee.

The International Union, under a federal grant, hires an industrial hygienist and a safety representative to begin researching safety and health haz-



At the 21st Triennial Convention in 1978, the International Union announces its application for two federal grants: one to establish a National Apprenticeship Program to encourage local unions without apprenticeship programs to work with state and/or federal agencies to register training programs, and another grant to establish a national safety and health program. Both of those grants would eventually be approved.

Also approved at the convention is a resolution to change the name of our organization to its present title of The United Union of Roofers, Waterproofers and Allied Workers.

History is also made at this convention when the first fe-



ards in our industry. Air monitoring of roofing sites is discussed, as well as working with OSHA and our contractors on a perimeter fall protection standard.



The first female apprentice in Local 42, Cincinnati, Ohio, is employed by the Zero Breeze Roofing Company.

The International Executive Board appoints John McCullough as the Tenth Vice President when vacancy on the board is created through the retirement of International Vice President H.W. Lambert in January of 1979.



Mary Sue Hyrd, 39, is the first woman Apprentice Roofer in Local Union No. 42, Cincinnati, OH. She is employed by the Zero Breeze Roofing Company of Cincinnati. Mary Sue has been a member of the International Union and Local Union No. 42 since December 1978.



The Roofers International and six other International Unions win their battle to become part of the Governing Board of Presidents of the Building and Construction Trades Department.

The Journeyman Roofer & Waterproofing magazine returns to a quarterly printing schedule.

Local 11, Chicago, Illinois, celebrates its 60th anniversary, having been chartered on November 24, 1919.

In 1980, our Union membership bounces back from hard times and reaches 31,341 dues-paying members. Roofers in Local 81, Oakland, California, are earning \$13.82 per hour. All local unions are increasing their fringe benefit contributions, with health and welfare, pension, vacation, apprenticeship and other funds rounding out lucrative packages.

Non-union roofing and construction companies begin to proliferate.

The International Union's first 50-year service award is made to Brother Charles Dorsey, Sr. of Local 75, Dayton, Ohio.

Robert Banks is the first African American elected to the International Executive Board, representing Local 116, Houston, Texas.

The first apprenticeship manuals developed by the International Union are made available to local union apprenticeship programs,



In an effort to further promote the National Roofing Industry Pension Plan so all members can benefit, the International Union adopts a Standard Pension Article to be made part of local collective bargaining agreements or attached as an addendum.



along with audio-visual programs. The Roofers Union begins to participate in regional apprenticeship conferences held across the country.

The International Union signs the reg-

ulation known as "Guarding of Low-Pitched Roof Perimeters during the Performance of Built-up Roofing Work."

In 1980, Local 65, Milwaukee, Wisconsin, and Local 71, Youngstown, Ohio, celebrate their 50th anniversary.



Ronald Reagan, former actor and governor of California, defeats Jimmy Carter to become 40th President of the United States.

Solidarity Day in 1981 brings over 400,000 of our union brothers and sisters to march in the streets of our nation's capital in Washington, D.C., to protest some of President Reagan's policies and statements towards labor.

On March 30, 1981, after speaking to the delegates and guests of the annual Building and Construction Trades Legislative Conference, President Ronald Reagan is gunned down by an assassin outside the Washington Hilton Hotel. The president survives his wounds.



Gunman wounds Reagan in assassination attempt



Press aide Brady, 2 lawmen also shot
 WASHINGTON (AP) — President Reagan was wounded in the chest Monday by a gunman who tried to assassinate him with a burst of 20-caliber bullets from a "Saturday night special." White House press secretary James B. Brady was critically injured in the blast of gunfire. Reagan "walked through surgery," according to doctors who said he'd be ready to make presidential decisions by today. But Brady was said to be fighting for his life, a bullet through his chest.
 Dr. Dennis O'Leary said "a ready-made bullet" was removed from Reagan's left lung. He said the president's condition was stable, the prognosis excellent, and that the president would probably be hospitalized for about two weeks.
 "I hope I target to duck," Reagan said he felt in his chest after surgery. Then he told the doctors he hoped they would be successful.
 A Secret Service agent and a police man also were wounded in the mid-afternoon incident outside a Washington hotel where Reagan had just finished a speech. The FBI said he was carrying a .38 Smith & Wesson revolver.

The New Jersey District Council of Roofers convenes a seminar on new roofing and waterproofing systems as these systems continue to gain market share in the United States.

Local 10, Paterson, New Jersey, celebrates its 75th anniversary.

In 1982, Kinsey M. Robinson is appointed International Representative, initially servicing the Northwest and Southwest areas as well as Alaska and Hawaii.

On September 23, 1982, the International Union becomes the thirteenth union to become signatory to the National Maintenance Agreement, which provides work for union members in industrial facilities.



A second single-ply seminar is held in St. Louis, hosted by Local 2, again demonstrating the International Union's interest in these new roofing and waterproofing systems.

The International and all Building and Construction Trades Unions take action to propose an exposure limit on asbestos that protects workers against asbestosis and mesothelioma.

After delegates to the 1978 Convention take action to change the time between International Conventions from three years to five, delegates at the 1983 convention vote to sequentially number conventions, thereby making the 1983

meeting the Twenty-Second Convention of the United Union of Roofers, Waterproofers and Allied Workers with all future conventions to follow in numbered sequence.



In 1984 our 4th quarter issue of the The Journeyman Roofer & Waterproofing magazine brings us the first addition of Sports & Outdoor Unlimited. It is a section where the members can share their hunting, fishing and other recreational stories.



Our Union's membership falls to 27,696 reflecting the downturn in the economy, unemployment, the proliferation of non-union roofing contractors and the impact of single-ply roofing systems on the market.

The year 1985 sees changes at the leadership position when President Roy E. Johnson retires. International Vice President

Joseph Wiederkehr is elected International President and serves for a transitional period, after which International Vice President Earl J. Kruse is elected to the top post.

The National Apprenticeship Program and the Safety and Health Department become permanent departments of the International Union.



In 1985 Kinsey M. Robinson is appointed to the position of Washington, D.C., International Representative and later elected International Secretary-Treasurer when Dale Zusman announces his retirement. John C. Martini of Local 11, Chicago, Illinois, is appointed as an International Representative.

The Roofers Political Education and Legislative Fund (RPELF) is initiated to assist local unions in electing non-federal candidates to office that embrace labor's ideals and principles.

After two years on workers' compensation after hurting his back on a roofing job, Brother Harry Boyden of Local 11, Rockford, Illinois, wins \$6 million in the Illinois Lotto.

In 1986, the Roofers Union joins with the Building and Construction Trades Department in pressuring Toyota to

not build its manufacturing plant in Georgetown, Kentucky, non-union. After months of demonstrations and negotiations, a "Toyota Project Agreement" is signed, which becomes the precursor for all of Toyota's manufacturing facilities in the United States to be built 100% union.

H.R. 281 and S. 492 are two bills introduced in Congress to end the unscrupulous practice of double-breasting by contractors. To organized labor's dismay, both bills are defeated.

In 1987 the Roofers Union joins its brothers and sisters in the building trades to support the "Dollars Against Diabetes" program that becomes DAD's Day. The collection of donations from various sources leads to a Diabetes Research Center being built 100% union at the University of Miami. The DAD's Day tradition continues to this day and has raised over \$52 million.



The Journeyman Roofer & Waterproofing magazine honors Brother George Thornton of Local 69, Peoria, Illinois. The Thornton family is responsible for virtually every slate and tile roof in Peoria.

The Roofers International publishes a "Roofers Safety and Health Manual" and makes an audiovisual library loan avail-

able to apprenticeship programs on topics that deal with safety and application procedures of roofing systems.

Organized labor scores another victory when Coors Brewing Company agrees to do all its future construction with 100% Union labor.



The International Union develops computer software for use by local unions with their Cash Receipt System (CRR).

At this period in our Union's existence, there are twelve District Councils that are active and functioning.

Local 149, Detroit, Michigan, and Local 134, Toledo, Ohio, celebrate their 50th anniversary.

Local 8 members from New York City apply Hydrotech's Liquid Membrane 6125 to a two-million square-foot project, while Local 190, Anchorage, Alaska, Roofers apply a totally adhered Hydrotech EPDM roof to the Performing Arts Center.

well as the intrusion of single-ply roofing into the market and the downturn of our economy.

In 1988, workers from Local 176, Nashville, Tennessee, install the roof on the Saturn Project in Springville, Tennessee. The Tennessee Valley Authority (TVA) negotiates a new project agreement with the Building and Construction Trades Unions for work in their entire system.

Labor's enemies continue to attempt to repeal state and federal prevailing wage laws and push for right-to-work laws.

Local 11, Chicago, Illinois, Roofers apply Hydrotech totally adhered EPDM, Liquid Membrane 6125 and Liquid Membrane 6090 to the vast surfaces of McCormick Place.

Esko and Young, Inc. and Union Roofers From Local 11 Team Up For Waterproofing Job on McCormick Place in Chicago

An America's heartland city, Chicago has become the convention and trade show center of the world. Every year 2.5 million people come to such events, spending \$50 million in the process. Municipal pride has financed a formidable collection of galleries and museums from science to contemporary art. An explosion of new construction is changing the very face and function of the city's dynamic downtown. The jewel in the crown of convention centers though, is Chicago's extraordinary McCormick Place Center.

five offices and miscellaneous building support areas including mechanical equipment rooms.

Extreme construction encompasses 526,000 square feet. It's easy to see why finding the right waterproofing assembly must have been a major dilemma for the McCormick Place North management team. Lester B. Knight and Associates, Inc. and the architectural and engineering firm, Stidmery, Owings & Merrill. The new addition required more than 330,000 square feet of waterproofing that was

to-dish areas. Water simply cannot get through it or under it--not even in the Windy City.

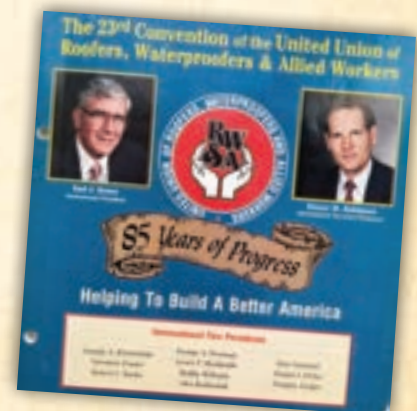
At McCormick Place North, 310,000 square feet of exterior surface was covered with Liquid Membrane 6125. Included was the street level, landscaped plaza deck at the south end of McCormick Place North to serve as principal access from Third Street; a roadway surrounding the perimeter of the enclosed area (at the lower levels) to allow additional bus, taxi and truck access; truck apron and docks, basement

Chicago's McCormick Place has opened its number one ball through its recently completed renovation. With the addition of McCormick Place North, the complex now offers more than 1,000,000 square feet of exhibition and meeting space. Surrounding the area surrounding the new structure have been equipped with Liquid Membrane 6125, FPM (Protected Roof Membrane) and Latex Membrane 6090 from American Hydrotech, Inc.

At the 23rd International Convention held in October 1988 in Las Vegas, Nevada, President Earl Kruse issues the following statement regarding other crafts trying to claim roof tear-offs of asbestos-containing material. He stated very simply: "All tear-off work is the work of the Roofer. Period."

Our Safety and Health Department is charged with establishing a licensing and certification program for Roofers to handle asbestos-containing roofing products.

Solidarnosc (Solidarity) leader Lech Walesa of Poland addresses the AFL-CIO



At year's end of 1987, our membership stands at 25,357 reflecting further damage done by the Carter and Reagan administrations, as

Convention. After 10 years of struggling against oppressive communist forces, including imprisonment, for his belief in free trade unionism, Brother Walesa is given a long standing ovation by convention attendees.



The Roofers International Union gains a seat on the Federal Committee on Apprenticeship, an advisory group to the U.S. Secretary of Labor.

Roofers Local 30 members apply over 5,000 squares of Goodyear Versigard EPDM Roof on Trump's Taj Mahal hotel and casino in Atlantic City, New Jersey.

Local 195, Syracuse, New York, celebrates its 50th anniversary.

Local 23, South Bend, Indiana, and its signatory contractor Midland Engineering enter the second year of their Christmas in April program by re-roofing three homes in the South Bend area.

The International Union begins a proactive organizing effort with the assistance and cooperation of our local unions. To lead the efforts to increase membership, John Martini is appointed Director of Organizing. At the end of 1990, our membership stands at 22,871. Construction Organizing and Membership Education and Training (COMET) classes are conducted across the country.



The 1990s reflect the International Union's commitment to its local unions to protect our work jurisdiction by continuing to train and license our members in the removal of asbestos-containing materials.

The Safety and Health Department steps up its efforts on preventing worker deaths from falls from roofs and through roof openings and skylights.

Local 210, Erie, Pennsylvania, celebrates its 50th anniversary while Local 74, Buffalo, New York, celebrates its 75th anniversary.

In 1991, Local 2, St. Louis, Missouri, ends a three-year strike and agrees to a new contract with its signatory contractors.

Members of Local 162, Las Vegas, Nevada, install Carlisle EPDM on the Excalibur Hotel and Casino, then the world's largest hotel.



In 1992, William Jefferson Clinton is elected 42nd President of the United States. He immediately revokes two of his predecessor's anti-union executive orders.



Members of Local 96, Minneapolis, Minnesota, working for the John A. Dalsin Company install 6,656 squares of EPDM to the roof of the Mall of America.

The International Union develops its first Single-Ply Manual and begins revisions on the Built-up Roofing Manual.



John A. Dalsin Company and Local No. 96 Members Tackle Mall of America's Roof

Local No. 96 members employed by the John A. Dalsin Company installed the roof on the massive Mall of America project in Minneapolis, Minnesota. Tom Howard, general manager for Dalsin, designed the Membrane system that was used.

The project consisted of 6,656 squares of built-up roofing and 7,440 squares of adhered EPDM. The built-up system consisted of 1/2" sheetrock 2" of inorganic insulation mechanically fastened. A 1/2" acoustical board was solid mopped and 3 plies of glass felt applied. The last step was a white Dynasik mopped onto the 3-ply.

The skylight area was layered up with 1/2" sheetrock with 612 Polyskyn, a 2" inorganic base with tapered insulation and 1" sound fiber, all mechanically fastened. There were 77 skylights in the area that measure 33' x 11' which were also installed.

The 30 mil EPDM was manufactured to correct size and adhered.

Job superintendent Doug Spoden coordinated as many as 55 journeymen and apprentices from Local No. 96 on the project, with five different unions being needed at one time.

Some staggering statistics for the project: 190 tons of bar or dead-level asphalt; 85,000 feet of flashing; 3000 rolls of modified; and 82,000 pounds of granules.

All safety factors were taken into account, with personal protection and fall protection equipment used. Weekly safety meetings were held resulting in a "no personal injury" record on the job. The workmanship and professionalism of the Local No. 96 members resulted in this project being completed on schedule.



The huge Mall of America project in Minneapolis, MN was total 70 members of Local No. 96 working for the John A. Dalsin Co.

Roofers from Local 81, Oakland, California, and Local 95, San Jose, California, tear off and re-roof over 15,540 squares on the Great Mall of the Bay Area. It is believed to be the biggest single building re-roofing project in Northern California.



In 1993 Local 189, Spokane, Washington, celebrates its 50th anniversary.

John Martini is elected International Vice President in 1994.



John C. Martini

In 1995, Local 54, Seattle, Washington, and Local 33, Boston, Massachusetts, celebrate their 75th anniversary.

In an effort to standardize training and improve the caliber of those teaching in our apprenticeship programs, the International Union endorses and initiates "Train the Trainer" seminars for our local unions and district councils. This program is closely followed by journeyman upgrading programs to acquaint members who formerly applied only built-up roofing with the newer roofing systems coming into the roofing market.

The International Union begins participating in national and regional contractor association conventions and meetings.

In 1995 the International Union moves to its current address of 1660 L Street NW, Washington, D.C.

Roofers from Local 54, Seattle, Washington, perform the waterproofing and roofing on SAFECO field, home to the Seattle Mariners.

In April 1995, America experiences its worst domestic terrorist attack in history when a truck bomb explodes at the Alfred Murrah P. Federal Building in Oklahoma City, Oklahoma. At least 180 are killed in the blast. Building tradesmen assist first responders in looking for survivors.

In 1998 John Martini is elected Executive Vice President.





As the 1990s come to a close, our Union's efforts in organizing and labor-management cooperation have reversed a decline in membership over the last decade and mem-

bership grows to 23,279 dues-paying members in an industry that is worth over \$20 billion.

With the election of George W. Bush as our 43rd president in 2000, our Union begins another eight-year battle with a Republican president and Congress that fight organized labor at every turn with executive orders and legislation designed to suppress unions. Our membership struggles during this period and we lose ground gained during our organizing campaigns.

Straight Talk for Roofer Members

Al Gore vs. George Bush

Which candidate is really going to help you and your family?

Over the next few weeks, Americans are going to be bewildered with political promises of all kinds, tough talking television ads, and a host of anti-rating techniques to get your votes on Tuesday, November 7, 2000.

The candidates are Democrat Al Gore/Joe Lieberman vs. Republican George Bush/Dick Cheney.

Roofer members and their families deserve to know just where these two men stand on the important issues that will directly affect the lives of working people. Therefore, this issue of *The Journeerman Roofer* takes an objective examination of not just the promises, but of the records, of both candidates.

Carefully follow these issues in the coming weeks, listen to what the candidates are saying on the key issues directly affecting your family, your union, and your ability to earn a fair day's pay for a fair day's work. Then, give the best candidate your support. Do the same for other candidates running for other union and local offices.

In 2001 members of Local 36, Los Angeles, California, install 2,000 squares of red-dyed Sarnafil to the roof of Staples Center, home for the Lakers and Clippers of the NBA and the Kings of the NHL.

Roofers from Local 8, New York City, and Local 10, Paterson, New Jersey, make repairs to the American Express Building and other buildings' roofs that were damaged after the terrorist attacks of 9/11.

Roofers from Local 149, Detroit, Michigan, replace the 116-year-old slate roof on St. Anne's church with a new slate roof.

99th COVER STORY

Local 36 Members Install Roof On Staples Center

Local 36 members of the International Union of Roofers, Waterproofers and Allied Workers (IURAW) have successfully completed the installation of 2,000 squares of red-dyed Sarnafil roofing on the roof of Staples Center in Los Angeles, California. The project was completed in just 10 weeks and was a major achievement for the union members involved.

FROM HELMETS TO HARDHATS

SPECIAL NOTICE

HELMETS TO HARDHATS PROGRAM READY TO ROLL

The Building and Construction Trades Department (BCTD) has received a federal grant to develop a transitional program for military veterans to transition after their service and return to civilian life. The program is called "Helmets to Hardhats" and is designed to provide the building and construction training personnel as an option to them when they leave military service.

In 2003 John Martini is elected to the leadership of the International Union. Organizing and member benefits are the focus of his administration.

The year 2005 shows that Roofers in Local 36,

Roofers Local 30 member Calvin Meyers is congratulated as a 45-year member in 2001. He received the Silver Star for gallantry during World War II. At age 20 while walking in front of a line of tanks near Genoa, Italy, Brother Meyers drew enemy fire so tanks could pinpoint enemy positions. He was wounded in the left arm by machine gun fire but refused to be evacuated until other members of his unit were secured after the attack.

International President Earl J. Kruse receives his 50-year pin and a gold watch from Local 11, Chicago, Illinois.

Roofers in the News

President Kruse Reaches Fifty Year Milestone

It was a proud moment when Local 11 President Joe Sullivan presented International President Earl Kruse with a gold watch commemorating his fifty years of service to the United Union of Roofers, Waterproofers and Allied Workers.

Following in his father's (Earl John Kruse) footsteps, President Kruse joined Roofers Local 11 Chicago, IL, in 1950 making him a third generation roofer and eleven years later became a Trustee of the Local. During the course of the years President Kruse worked his way up the ranks. In 1972 he was elected an International Vice President of the Roofers International Union, and was elected to the position of International President in 1983.

As International President, Kruse has placed a strong emphasis on developing Apprenticeship and Safety and Health Programs for the membership. During his administration, the International has developed a strong relationship with many contractor groups throughout the United States and he has made labor-management a focal point of his administration.

We are sure that all of you would like to join the members of Local 11 in wishing him congratulations.

Left to right: International President Kruse is congratulated by Local 11 President Joe Sullivan.

Members of Local 33, Boston, Massachusetts, install the roofing and waterproofing on the New England Patriots stadium.

The Helmets to Hardhats program for transitioning veterans is launched by the Building and Construction Trades Department in Washington, D.C.

Members of our Union once again answer their country's call to arms by serving in Iraq and Afghanistan in the fight against terrorism.

The Journeerman Roofer & Waterproofer

THE PASSING OF THE TORCH

Los Angeles, California, are earning \$27.75 per hour, with health and welfare benefits at \$3.50, Pacific Coast Pension at \$2.60, NRIPP at \$0.50, apprenticeship at \$0.20, annuity at \$0.37, administration at \$0.05, industrial fund at \$0.20 and compliance fund at \$0.10, for a total package of \$35.27 per hour.

Green roofs begin to be installed around the country as this sea change in roofing technology becomes more commonplace. The Roofers International Union and its local unions protect this work jurisdiction as other unions attempt to intrude on part or all of this work jurisdiction.



In 2006, Local 11, Chicago, Illinois, reports hourly wages at \$32.80, health and welfare at \$5.93, local pension at \$2.20, NRIPP at \$0.94, apprenticeship at \$0.33, advancement and research at \$0.11, and promotional and organizational at \$0.11, for a total package of \$42.42 per hour.



Kinsey M. Robinson

Our organization elects Kinsey M. Robinson as International President and Robert J. Danley as Secretary-Treasurer, beginning an era of progressiveness with market recovery and craft training at the top of their agenda.

Their achievements are noted in the beginning of this document.

Women Build Nations, a conference that started as a local outreach event for union tradeswomen, convenes in Chicago—the first time being held outside California—in 2016. Roofers and Waterproofers send three women to attend the conference in Los Angeles in 2015. In 2017 this number increases to twenty-six women from eight local unions and the International.

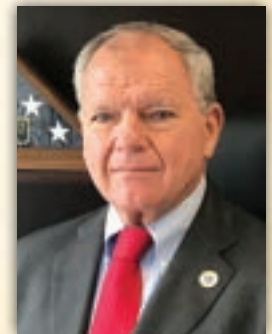


The changing roofing market shows a decline in hot built-up roofing, and an increase in market share for single-ply types of roofing systems. TPO systems have the largest share of the market, followed by modified bitumens, EPDM and PVC systems.

By 2016, four roofing manufacturers account for one-third of the low-sloped roofing market: Firestone Building Products, Carlisle Construction Materials, Johns Manville and GAF Materials

After serving the International Union for twelve years, Brother Danley announces his retirement effective March 1, 2018. He is succeeded by International Vice President James A. Hadel.

As a fitting end to this historical narrative and in tribute to those who served, both past and present, as our International Union Officers, we list them here.



James A. Hadel

International Presidents

- James Cullen
- C.M. Huddleston
- J.T. Hurley
- George A. Jones
- Charles D. Aquadro
- Roy E. Johnson
- Joseph A. Wiederkehr
- Earl J. Kruse
- John C. Martini
- Kinsey M. Robinson

International Secretary-Treasurers

- J.M. Gavlak
- Willaim Haggerty
- Homer Meyers

Dean Moore
Melvin Fink
John McConaty
Dale Zusman
Kinsey M. Robinson
Robert J. Danley
James A. Hadel

International Vice Presidents

E.M. Weber
Peter J. O'Brien
George M. Lauerman
I.H. Parsons
Ben Russell
Henry Sands
Adolph Weidner
W.W. Clark
George Jones
John E. Bell
Ben D. Vetter
Michael J. Concannon
Edward J. McDonald
Thomas J. Cowan
George T. Harvey
Homer J. Meyers
Samuel Specht
Charles D. Aquadro
Irving A. Keyes
George Wyland
D.W. Barry
John F. Malburg
Frank R. Lauer
G.W. Hawkins
T.J. Valentine
Barney Mitchell
R.C. Arlington
J.M. Gavlak
Jules Zuberbier
Frank Wodylak
Frank Kelly
Thomas Tarpey
John A. McConaty
Joseph Allen
Homer Meyers
Edward Hurley
William A. Callahan
Louis Spinelli
James T. Reilly

Harold Lambert
Frank Darby
Melvin Fink
David Fitzgerald
Mervin E. Smith
Homer N. Raymond
Harry Green
Richard F. Varney
James A. Price
George G. Evans
Mike Liskany
Joseph A. Wiederkehr
Dale Zusman
Joseph A. Bissell
Earl J. Kruse
M.L. Van Dyke
John S. Scarborough
Carlton Penick
Michael Crimi
Earnest Drake
Salvatore Ponzio
John J. McCullough
Robert C. Banks
John J. Critchley
George A. Newman
John Amie
Lewis P. Hackbarth
William R. Mahler
Bobby Williams
Alex Bodnariuk
Don Cardwell
Daniel J. D'Elia
Douglas Ziegler
Tom Pedrick
John C. Martini
Paul F. Bickford
James A. Hadel
Robert Danley
Donald A. O'Brien
Paul F. Blaski
Robert J. Lloyd
Richard R. Mathis
Daniel P. O'Donnell
Robert Peterson
Michael A. Vasey
Michael Stiens
Brent Beasley
Joseph Pozzi



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