

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER • 2015

ROOFERS UNION AND UNITED ASSOCIATION

— SIGN HISTORIC —

AFFILIATION AGREEMENT





ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

Roofers Union and UA Reach Historic Agreement

I am pleased to announce that the United Union of Roofers, Waterproofers and Allied Workers and the United Association of Union Plumbers, Pipefitters, Sprinklerfitters, Welders and HVAC Technicians (UA) have agreed to the terms of an Affiliation Agreement. This historic Agreement, which was approved by the International Executive Board, formally took effect on November 1, 2015, and represents an excellent first step in what promises to be a mutually beneficial relationship between our two unions.

This Agreement guarantees that the Roofers Union and the UA will retain our individual identities and autonomy in collective bargaining, financial and other matters, while allowing the two unions to work together to strengthen our respective memberships, expand job opportunities and capture market share. Under no circumstances will the Roofers Union or the UA relinquish any established areas of trade jurisdiction under the Agreement.

The autonomy provided for in the Agreement, together with the fact that both unions are financially solvent, ensures that the affiliation will come at a minimal cost and virtually no risk to the Roofers Union or the UA. In addition, as a sister craft union committed to providing quality representation, solid health care and other benefits, the UA's values are aligned with our own.

The focus of this relationship is on training, safety, organizing, marketing, and additionally, legislation. Our initial efforts will be membership training and the enhancement of our safety programs to further reduce workplace hazards and accidents.

Through this partnership we will solidify our position on the cutting edge of water conservation and have a chance to make gains in market share and jobs.

The Agreement was motivated by a shared passion for water conservation and a desire to offer client/owners environmentally responsible building solutions that will improve their bottom line. We will jointly develop state-of-the-art training vehicles so that our members, along with UA members, will be the most efficient installers of water recapture systems in America.

Many parts of the country, particularly the west and southwest, are facing serious water shortages.

These shortages present tremendous opportunities for our organizations to develop and leverage innovative techniques to capture and reuse water that is currently wasted. No two organizations are better equipped to offer the combined skill set necessary to do this than the Roofers Union and the UA.

Through this partnership we will solidify our position on the cutting edge of water conservation in the United States and have a chance to make gains in market share and jobs. The top-notch skills the men and women of the UA bring to the table are critical to the success of this initiative. Working together, we're going to create jobs and take on water scarcity by delivering the most water-efficient buildings our country has ever seen.

A full, unabridged copy of the Affiliation Agreement can be viewed on page 3 or at: <http://bit.ly/RoofersAffiliation>

As 2015 draws to a close we are reminded of all we have been able to achieve this year because of the strong and unyielding union beliefs and exceptional work ethic of each member of our union. I wish to take this opportunity to thank the membership and local leaders for their dedication to our organization and express my gratitude for your support. The officers and staff of the International Union extend to you and your families our best wishes during this Christmas holiday season. ■

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OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS®**

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International President

Robert J. Danley
International Secretary-Treasurer

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

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ON THE COVER:

The Roofers Union and the United Association have signed a historic affiliation agreement that will bring great opportunities for both organizations to gain market share and jobs.



Roofers and UA Enter



Historic Affiliation Agreement



UA General President William P. Hite and United Union of Roofers, Waterproofers and Allied Workers International President Kinsey M. Robinson are shown signing the historic Affiliation Agreement in Ann Arbor, MI.

On August 1, the United Association of Union Plumbers, Pipefitters, Sprinklerfitters, Welders, and HVAC Technicians (UA) and the United Union of Roofers, Waterproofers and Allied Workers formally approved the following agreement affiliating the two unions. It went into effect on November 1.

In recent years, the UA has cemented itself as a global leader in the construction industry through landmark affiliation agreements with the Plumbing Trades Employees Union (PTEU) of Australia and the Technical

Engineering and Electrical Union (TEEU) of Ireland.

The United Union of Roofers, Waterproofers and Allied Workers' 22,000 members now have a working relationship with more than 410,000

members affiliated with the UA throughout North America, Australia, and Ireland. We look forward to a long partnership with the UA and to creating new opportunities for our collective membership.

**AFFILIATION AGREEMENT
BETWEEN
UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS
AND
UNITED ASSOCIATION OF JOURNEYMEN AND
APPRENTICES OF THE PLUMBING AND PIPEFITTING
INDUSTRY OF THE UNITED STATES AND CANADA**

AFFILIATION AGREEMENT

This Affiliation Agreement (this “Agreement”) is entered into between the United Union of Roofers, Waterproofers and Allied Workers (“United Union”) and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada (“United Association”) to be effective November 1, 2015.

PREAMBLE

The United Union and the United Association represent members in the construction and service, maintenance and inspection industries. Recognizing that the strength of the labor movement is found in cooperation and unity, both organizations believe that it is in the best interests of their respective memberships to enter into this Affiliation Agreement. The Affiliation Agreement recognizes the organizations’ common interests and goals of both organizations and establishes the framework by which the organizations will provide information and cooperation to each other on training, safety, organizing and collective bargaining.

The main goals of the United Union and the United Association in entering into this Affiliation Agreement are to foster job security for their respective memberships and to create growth and new jobs in the industries. The organizations intend to work jointly to strengthen and preserve the unionized segments of the industries represented by the United Union and the United Association.

Accordingly, after a thorough review of this matter by their respective Executive Boards, the United Union and the United Association agree to the following:

TERMS

- I. **AFFILIATION:** The United Union shall be an affiliate of the United Association and agrees to maintain its status as an affiliate of the United Association hereafter subject to the provisions of this Affiliation Agreement.
 - A. **COLLECTIVE BARGAINING:** The United Union and the United Association shall enjoy autonomy in matters concerning the negotiation and administration of their respective collective bargaining agreements covering their respective memberships. Specifically;
 - I. This Affiliation Agreement shall not affect any collective bargaining agreement in existence between the United Union and its employer-signatories or between the United Association and its employer-signatories; and

2. This Affiliation Agreement shall not affect the collective bargaining relationships, contract administration, and/or the representation of members of the United Union or the United Association.
 - B. **FINANCES:** The United Union and the United Association shall enjoy complete financial autonomy. This autonomy includes, but is not limited to, the establishment and collection of their own dues and fees, the right to maintain their own assets and bank accounts, the right to spend or utilize their own assets and bank accounts, and complete independence in the selection and retention of employees and outside advisors, including attorneys, accountants, and other professional advisors.
 - C. **INTERNAL AFFAIRS:** The United Union and the United Association shall enjoy the complete freedom to structure and administer their own internal affairs including, but not limited to, the right to control their own Constitution and By-Laws and adopt their own internal rules and policies.
 - D. **BENEFIT PLANS:** Unless otherwise agreed by the organizations, the United Union will continue to maintain welfare benefit and pension plans providing benefits to the United Union membership and its employees in accordance with the terms of those plans. Nothing in this Agreement shall be construed to create any obligation on the part of the United Association to take any action with respect to its own welfare benefit or pension plans. Nor shall anything in this Agreement be construed to create any rights or benefits of any nature whatsoever for members and employees of the United Union in any welfare benefit or pension plans of the United Association. Nothing in this Agreement shall be construed to create any rights or benefits of any nature whatsoever for members or employees of the United Association in any welfare benefit or pension plans of the United Union.
2. **AFFILIATION COOPERATION FUND:** The United Union shall contribute \$25,000 to a Fund known as the Cooperation Fund. The United Association will contribute \$25,000 to the Cooperation Fund. The Cooperation Fund shall be controlled by the International President of the United Union and the General President of the United Association. The management and the control of the Cooperation Fund on a day-to-day basis may be delegated to the designated representatives of the United Union and the United Association in accordance with Paragraph 3 of this Agreement. The United Union and the United Association will replenish the Cooperation Fund on a monthly basis in proportionate amounts as needed to maintain a fund balance equal to the initially agreed-upon amounts.
3. **COOPERATION:** Subsequent to this Affiliation, the organizations agree to work together whenever feasible to further strengthen and preserve the unionized segments of the industries represented by the United Union and the United Association. In furtherance of this goal, the United Union and the United Association agree as follows:
 - A. **UNITED UNION AND UNITED ASSOCIATION DESIGNATED REPRESENTATIVES:** The International President of the United Union and the General President of the United Association shall each designate in writing an officer representative and provide a copy of this designation to his counterpart. The designated representatives shall jointly coordinate administration of this Affiliation Agreement on a day-to-day basis. The designated representatives shall regularly confer to see that the spirit and intent of this Agreement are fully implemented. The designated representatives shall regularly report to the United Union International President and the General President of the United Association regarding the operation of this Agreement. To promote understanding between the United Union and the United Association and to effectuate the purpose of the Affiliation Agreement, the United Union and the United Association agree to the following specific rights and responsibilities of the designated representatives. The designated representatives shall be entitled to attend the meetings of the Executive Boards of both organizations as

observers and shall be permitted to report to the respective Executive Boards. The right to attend Executive Board meetings of both organizations also extends to the United Union International President and the General President of the United Association.

1. The designated representatives shall be allowed to observe the collective bargaining agreement negotiations between each organization and its respective signatory contractors and to otherwise become familiar with the bargaining agreements entered into by the respective organizations.
 2. It is anticipated that the designated representatives shall become familiar with the financial affairs of both organizations. The United Union and the United Association each agree that they will keep financial information concerning their counterpart organization confidential and that they will not release such information to any other entity under any circumstance without the written consent of the organization to which the information pertains.
 3. The designated representatives shall be responsible for facilitating and coordinating harmonious relations between the United Union and the United Association. The designated representatives shall have no power to contract on behalf of either the United Union or the United Association. To be binding on the prospective organizations, any agreement subsequent to this Affiliation Agreement must be in writing and signed by the United Union International President and the General President of the United Association and entered into according to the governing documents of each organization.
 4. Salaries and expenses incurred by the designated representatives shall only be the responsibility of the appointing organization.
 5. If either the United Union International President or the United Association General President is not satisfied with the designated representative appointed by his counterpart, the United Union International President and the United Association General President shall confer and resolve the matter.
- B. **JOINT VENTURES:** The United Union and the United Association may decide to explore the possibility of joint ventures and other projects to increase the unionized segment in their industries. Any such agreement between the organizations must be in writing and duly executed by the President of each organization. Any such agreement shall explicitly set forth the goals of the joint venture and the roles and responsibilities of each organization.
- C. **TRAINING:** The United Union and the United Association each shall grant the other access to their respective training departments and materials in order, among other things, to develop training packages to address future challenges relating to water conservation and energy efficiency. The United Union and the United Association agree to establish a joint training committee to discuss and develop training programs for members and employees of the United Union and the United Association members and employees. The joint committee will be composed of an equal number of representatives from the United Union and the United Association. The costs of such joint committee shall be shared equally by the organizations and be paid from the assets of the Cooperation Fund. The operation of the joint committee will be coordinated by the designated representatives.
1. Such programs will include skill-based programs for the organizations' members and other programs for the organizations' officers and employees.
 2. The United Union and the United Association may negotiate in the future a supplemental agreement concerning the ability of the United Union and the United Association to use their counterpart's affiliated schools and training facilities.

- D. **SAFETY:** The United Union and the United Association will share information on safety programs including, without limitation, statistics on injuries, so that they may work towards developing initiatives that will result in a safer workplace for all of their members.
- E. **ORGANIZING AND COLLECTIVE BARGAINING:** The United Union and the United Association recognize the importance to their respective organizations of organizing and collective bargaining. While both organizations shall enjoy autonomy in matters concerning the negotiation and administration of their respective collective bargaining agreements covering their respective memberships, the United Union and the United Association shall share all information on organizing methods and the terms of their respective collective bargaining agreements. This shall include, without limitation, information on basic wage rates, benefit plans, and work rules. The designated representatives shall coordinate the exchange of this information.
- F. **OTHER FORMS OF COORDINATION:** The United Union and the United Association shall explore other means of developing a closer relationship.
- G. **RESPONSIBILITY OF ORGANIZATIONS:** The United Union shall not be responsible for any actions, inactions, activities, or admissions of the United Association or its representatives unless the same were authorized or directed by the United Union or its International Officers in writing. The United Union shall also not be liable for any debts or liabilities of the United Association. The United Association shall not be responsible for any actions, inactions, activities, or admissions of the United Union or its representatives unless the same were authorized by the United Association or its Officers in writing. The United Association shall not be liable for any debts or liabilities of the United Union.
- H. **RESOLUTION OF DISPUTES:** Any dispute concerning the application or interpretation of this Agreement involving the organizations, their local unions and/or their members shall be settled by the United Union International President and the General President of the United Association.
- I. **TERM; TERMINATION OF AGREEMENT:** This Agreement shall automatically renew on the annual anniversary of the Effective Date for an additional term of one (1) calendar year for a maximum of two one-year extensions. The Agreement shall terminate on October 31, 2018. Also, either the United Union or the United Association may terminate this Affiliation Agreement for any reason or for no reason by providing thirty (30) days' advance written notice to the other party. In this situation, the United Union affiliation with the United Association shall immediately terminate. Any indebtedness owed by either party to the other shall not be extinguished but shall become payable on the date this Agreement expires.
- J. **POST AFFILIATION:** The parties may not amalgamate without the assent of the United Union and the United Association, as provided in the Constitution and By-Laws of the United Union and the Constitution and By-Laws of the United Association.
- K. **EXPRESS PRESERVATION OF RIGHTS:** Nothing in this Agreement shall affect or impair any bargaining rights or other rights, privileges, benefits, duties or responsibilities of the United Union or the United Association under any of their collective bargaining agreements, check-off provisions and authorizations, or otherwise.

MRCA TRADE SHOW SHINES IN KANSAS CITY

The 66th Annual Conference & Expo of the Midwest Roofing Contractors Association (MRCA) celebrated the roofing industry's proud past and optimistic future in the heart of America's Heartland—Kansas City.

With a theme of “Strong Roots, Bright Future,” the conference took a fresh look at how the roofing industry can adapt to meet the changing needs of an increasingly diverse and vibrant roofing industry.

At the Roofers and Waterproofers Research and Education Joint Trust booth, representatives welcomed both union and non-union roofing professionals, and explained the many benefits of partnering with the Roofers Union. ■



Representatives from Kansas City Local 20 man the local's booth. From left: Paul Post, Joe Logsdon, Jermaine Butts and B.M. Kevin King.



Int'l V.P./Local 2 B.M. Dan O'Donnell (left) and Asst. Marketing Dir. Frank Wall (right) enjoy catching up with Douglas Zumeris of Local 32 signatory contractor Roofing Technology, Inc.



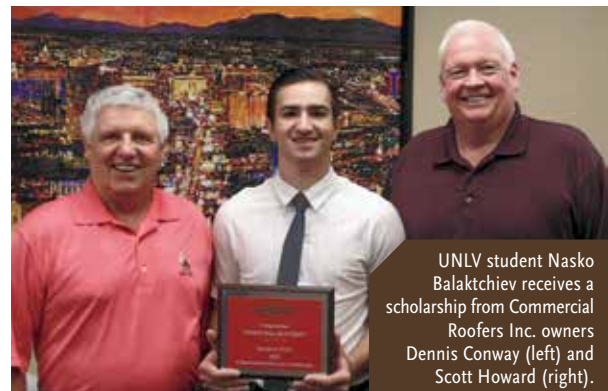
James Boland and Christopher Boland of Local 20 signatory contractor Quality Roofing Co. discuss apprenticeship with Local 20 reps. From left: Marketing Rep. James Scott, B.M. Kevin King, James Boland, Joe Logsdon and Christopher Boland.

Scholarship Raises Roofing Awareness

Local 162, Las Vegas, NV, signatory contractor Commercial Roofers, Inc., recently awarded its annual UNLV scholarship to third-year student Nasko Balaktchiev.

The scholarship has been awarded yearly since 1998 to a UNLV student in the architecture studies program. As part of the scholarship presentation, Commercial Roofers owners Scott Howard and Dennis Conway teach the importance of a proper workable roof design to students who aspire to be architects.

“The whole reason for the program is to raise awareness of how important roofing systems are in architecture, instead of glossing over it,” says Dennis Conway. ■



UNLV student Nasko Balaktchiev receives a scholarship from Commercial Roofers Inc. owners Dennis Conway (left) and Scott Howard (right).



INTERNATIONAL EXECUTIVE BOARD MEETING MINUTES HELD ON AUGUST 31, 2015 | FARMINGTON, PA

The meeting was called to order by President Robinson, followed by the Pledge of Allegiance. The following officers, representatives, staff and guest were present:

INTERNATIONAL PRESIDENT: Kinsey M. Robinson

INTERNATIONAL VICE PRESIDENTS:

Douglas H. Ziegler	Richard R. Mathis
Thomas J. Pedrick	Daniel P. O'Donnell
Paul F. Bickford	Robert L. Peterson
James A. Hadel	Michael A. Vasey
Donald A. O'Blenis	Michael J. Stiens

INTERNATIONAL SECRETARY-TREASURER: Robert J. Danley

INTERNATIONAL REPRESENTATIVES:

Eric D. Anderson
Gabriel Perea

DIRECTOR OF THE RESEARCH AND EDUCATION TRUST FUND: John A. Barnhard

TRAINING DIRECTOR FOR ROOFERS LOCAL UNION 26 APPRENTICESHIP PROGRAM: Keith J. Vitkovich

INTERNATIONAL DIRECTOR OF MARKET DEVELOPMENT: Jordan G. Ritenour

INTERNATIONAL ASSISTANT DIRECTOR OF MARKET DEVELOPMENT: Frank Wall

INTERNATIONAL MARKET DEVELOPMENT REPRESENTATIVE: James Scott

International President Kinsey Robinson began the meeting with a moment of silence for all of our members who have recently passed away.

President Robinson reported on the National Roofing Industry Pension Plan (NRIPP). He stated that work hours are up by 600,000 compared to last year at this time. Robinson also said that if work continues and the weather remains stable, the fund should go over 18 million hours for the year.

At this time, the trustees of the locals under trusteeship gave an update for the following locals:

LOCAL 30 – International Vice President Tom Pedrick reported that nominations and elections have been held. The local will remain under supervision per the International Constitution and By-Laws.

LOCAL 22 – International Vice President Pedrick stated that the local is stable financially and that nominations and elections will be the next step of the trusteeship.

LOCAL 317 – International Vice President Dan O'Donnell reported that the local still needs assistance even

though the trusteeship has been lifted because there is no full-time officer holding the position of Business Representative.

LOCAL 135 – International Vice President Doug Ziegler reported that the local continues under the supervision of the International Office. He said until the local's membership increases dramatically, that they probably would continue to be supervised.

Director of the Research and Education Trust Fund John Barnhard reported on the status of a number of training initiatives, including foreman training, fall protection competent person training, hazard communication training, signaling and rigging and instructor training that is sponsored by the Trust Fund.

John also reported on the status of the Trust's curriculum development project and the long-term plans to revise and reformat all of the apprentice training materials.

Lastly, John reported on the status of a five-year partnership with the Center to Protect Workers' Rights

(CPWR) and the National Roofing Contractors Association (NRCA) to address safety and health issues facing our industry. A survey has been developed and will be sent to contractors, business managers, training directors and the membership asking for their input on safety and health concerns.

Training Director for Roofers Local Union 26 Apprenticeship Program Keith Vitkovich discussed a number of training initiatives that may have national implications in the near future which could include Infection Control and Risk Assessment training (ICRA), Air Barrier Training certified by the Air Barrier Association of America.

International Vice President Jim Hadel reported that eighty-nine (89) Project Labor Agreements (PLA's) have been approved during the first eight months for 2015. Jim also reported that work hours associated with the National Maintenance Agreement (NMA) for all crafts has reached 11,822,871 million hours so far for 2015. Lastly, Jim noted that as work has improved across the country, jurisdictional disputes with other crafts has decreased significantly.

International Secretary-Treasurer Robert Danley reported that the Roofers' Political Education and Legislative Fund (RPELF) Committee met and reviewed the following items:

- 】 Audit for the fiscal year ended June 30, 2015;
- 】 Form 990 was made available for review; and
- 】 Contribution Win-Loss from July 1, 2014 – June 30, 2015: out of 87 total candidates that received a contribution, 52 candidates won their election.

After hearing the report, a motion was made, seconded and carried to approve RPELF's audit for the fiscal year ended June 30, 2015, as prepared by Legacy Professionals LLP.

At this time, Secretary-Treasurer Danley reviewed all of the assignments made since the previous Executive Board meeting. Following the review, a motion was made, seconded and carried to approve all of the assignments and bills associated with this meeting.

Bob then reviewed the International's audit for the fiscal year that ended June 30, 2015. After reviewing the audit, a motion was made, seconded and carried to approve the audit as prepared by Legacy Professionals LLP.

International Director of Market Development Jordan Ritenour reported that the Marketing Department continues assisting the organizing efforts of Local Union 20, Kansas City, Kansas; Local Union 185, Charleston, West Virginia; and

Local Union 189, Spokane, Washington. Jordan also informed the Executive Board that there is a combined district council meeting in October that will be held at the Local Union 11, Chicago, Illinois, training center. The meeting is going to address H2B visas, Right to Work, recruiting, organizing and marketing.

Jordan also reported on the Union Sportsmen Alliance (USA) shooting event, which will be held on Saturday, September 12, 2015, at Wild Marsh Sporting Clays in Clear Lake, Minnesota. He noted that as of this date, a total of \$74,025.00 has been raised, which will be used towards USA's programs, such as their Boots on the Ground conservation projects.

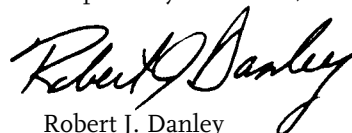
At this time, President Robinson gave his annual report as a Union Labor Life Insurance Company (ULLICO) board member. He explained how those activities relate to the International's current Conflict of Interest Policy and stated that this position does not cause any conflicts. President Robinson then asked the Vice Presidents, Representatives and staff that were present if they had any conflicts to report in response to the question relating to the organization's 990. No one had any conflicts to report.

President Robinson next discussed the International's current 401(k) plan that has been in place for many years and has always been self-funded by those individuals who have chosen to participate. He noted that most 401(k) plans have some kind of an employer contribution to encourage employees to save for their retirement years. President Robinson proposed the following change: a ½ percent match up to 6 percent. If an individual contributes at least 6 percent for each payroll, they would receive 3 percent from the International. After discussing the proposal, a motion was made, seconded and carried to approve this change beginning January 1, 2016.

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

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

Respectfully submitted,



Robert J. Danley
International Secretary-Treasurer



The Washington Connection

BY JIM HADEL, INTERNATIONAL VICE PRESIDENT AND WASHINGTON REPRESENTATIVE

Water Recapturing— Rainwater Harvesting Systems

Anyone who reads the news is aware of the long-term drought affecting the southwest and western regions of the country. California and Nevada in particular are the two states that have been hit hardest in recent years. As a result, water conservation mandates have been enacted, along with legislation in California, curbing the use of water—especially when used for irrigation, which constitutes about 44% percent of usage.

In Southern Nevada the water shortage has been an issue for years, and preservation measures have been enforced curbing the use of potable water for irrigation and other non-essential use. One of these measures is to outlaw lawns on all new developments in the front of homes, apartments and business parks, thereby reducing the need for water. Another measure provides homeowners \$1.50 per square foot of grass that is replaced with water-efficient desert landscaping.

Despite the publicity and the initiatives, the problem is still growing. Lake Mead, which provides 90% of the water to the city of Las Vegas, is at its lowest point since the construction of the Hoover Dam during the Great Depression. Even though a majority of that water is recycled and pumped back into the valley where it is reused, and even with a 23% reduction in water consumption over the past decade—in spite of a population increase of a half million people—the problem still exists.

Construction of water recycling facilities, which prevent huge amounts

of water waste, can cost hundreds of millions of dollars and still alleviate only some of the problem. The growing trend now in cities and states facing drought conditions is the adoption of codes that require any rainwater run-off (as little as it may be) on buildings and green spaces to be recaptured and recycled or reused.

The work processes and materials used in water recapture are directly tied to work jurisdiction of the Roofers and Waterproofers.

Ironically, in other parts of the country the issue is not water shortage, but how to handle too much water run-off. Cities in all regions are dealing with aging infrastructures that can no longer meet the capacity to handle rainwater run-off. State and federal legislators have failed to recognize the need to replace and expand the capacity of drainage systems, which has created significant problems, especially in areas where development of buildings, parking structures and roads are widespread.

The cost to replace and expand our water run-off infrastructure is enormous. Cities are beginning to take action by enacting legislation, codes

or building incentives that reduce the amount of rainwater run-off that can be released from building roofs. In addition, roof water run-off is becoming an environmental concern regarding certain types of roof applications. This has created an even stronger push for vegetative roof and blue roof systems.

Water recapturing systems are also being incorporated with ground-level green spaces. Many athletic fields and public green spaces are designed to incorporate an EPIC System or similar technology which captures irrigation or rainwater run-off. It then uses the captured water at a later date as necessary, thus eliminating water run-off—a system no different than a majority of the waterproofing projects performed by our members every day.

Whether an area is affected by drought or by excessive water run-off, the end result is the same: it requires preservation and control of rain (rainwater harvesting) or water recapture. It is a growing issue and concern nationwide, and more importantly it is an opportunity that our Union should not ignore. Whether it is on a roof or below grade, many of the work processes and materials used in water recapture or rainwater harvesting are directly tied to work jurisdiction of the Roofers and Waterproofers.

With that in mind, at the International Executive Board meeting held April 22, 2015, the Vice Presidents reviewed and discussed proposed language revisions to Article II Jurisdiction Section 4 Subsection 23 regarding water recapture systems. The proposed additional

work jurisdiction language strengthened and clarified existing language adopted at the 28th Convention in 2013 covering water recapturing systems.

The additional language reads as follows:

All components of roof top and sub surface water recapture or rain water harvest systems where the primary purpose is to control and manage water run-off.

This shall include but not be limited to:

Environmental Passive Integrated Chamber (EPIC) System™ or systems of a similar nature.

All components of EPIC Systems™ or systems of a similar nature, including, but not limited to, all geomembrane, geofabrics, geotextiles, geofoam boards, EPDM liners, chambers, pans, aggregates, sands, polyethylene mesh, fillers and permeable pavers to protect these water recapture systems.



Technology and environmental concerns constantly change our industry and by their very nature expand the scope of our current work jurisdiction. Rainwater harvesting and water recapture are a prime example. We need to be proactive rather than reactive when it comes to securing this work. In that endeavor, we are already putting together the appropriate training

curriculum regarding water recapturing. Most importantly, we need our locals' support: first in identifying contractors willing to bid the work; secondly in recognizing water recapture projects; and most importantly, in claiming the work. This is an opportunity to expand the historic work of our Union.

Have a merry Christmas and a safe and prosperous New Year. ■



International Office Collects Donations for Toys for Tots and Local Vet's Children

The United Union of Roofers, Waterproofers & Allied Workers is proud to continue its holiday tradition of collecting money and toys for the U.S. Marine Corps Reserve Toys for Tots Program in Washington, DC.

In lieu of Christmas cards, a donation was made by the International to the organization. Toys for Tots' mission is to collect and distribute new toys as Christmas gifts to those children less fortunate in the community. For more than six decades, the U.S. Marine Corps has distributed over 498 million toys to more than 250 million children.

Officers and employees of the International each contributed toys for distribution.

In addition, the office sponsored a local veteran's family by fulfilling a wish list for all the children in the family. Their family this year has three children aged 13, 15 and 17—a demographic often overlooked as most toys are made for younger children.

The officers and employees of the International Office would like to wish a very happy holiday season to all members and their families. ★



Marketing Issues

BY JORDAN RITÉNOUR, DIRECTOR OF MARKET DEVELOPMENT

Training: Spread the Word!

The job of the United Union of Roofers, Waterproofers & Allied Workers is to represent our members for better benefits, wages and working conditions. But we also have a responsibility to improve the entire roofing and waterproofing industry for all who work in our craft. This, after all, is what drives up the value of a union roofer or waterproofer: we are the safest, most qualified workers in the nation.

Over the last ten years we have shifted from being primarily a bottom-up organizing union to a top-down marketing-approach union. We market ourselves as the best roofers and waterproofer, who work for the most highly regarded contractors in the industry. We are making not only non-union contractors aware of our training and valuable work force, but manufacturers as well. We can only do this because of the cutting-edge apprenticeship and journeyman-upgrade programs we offer to our members.

Representation and training are the best benefits we can offer to our membership. Training opportunities abound for our membership, starting with local apprenticeship programs and continuing with journeyman upgrade training and foreman training. Additionally,

fall protection, OSHA 10, first aid and CPR are offered through the International. Several of our apprentice programs are affiliated with community colleges, providing credit for those who want to pursue a degree in construction.

Contractors know that a well-trained work force is like a well-oiled machine operating at a high level: it is very profitable. We provide that well-oiled machine with our skilled roofers and waterproofer. Our apprentice programs also provide a secondary benefit for our contractors—they can use the wage rates of apprentices on prevailing wage projects. Most non-union contractors do not have registered apprentice programs and consequently cannot use the lower apprentice wage rates on prevailing wage projects.

Representing our members and ourselves is a continuous job. As officers you represent your local union daily in public and private encounters, whether you are meeting with politicians, contractors, local building trades, prevailing wage coordinators, or fighting to get a job turned.

Don't forget that as a member or officer of the Roofers Union, you are what many community leaders base their opinion of the union on. As members of the local, you are in sight of building owners, architects, project managers, general contractors, inspectors

and manufacturers—not to mention the public—much more often than the officers of the local. Carry yourself as the well-trained, professional and respected craft person that you are. More specifically, a skilled roofer and/or waterproofer who has been trained by the best to be the best.

Contractors know that a well-trained work force is like a well-oiled machine operating at a high level: it is very profitable.

As we market ourselves to the non-union roofing contractors, the owners will often ask, what benefit is it to them to be a union contractor? In my opinion, having the best-trained and safest work-force at his or her fingertips is beyond doubt the most valuable benefit that the contractor could ever want or need. Whether you are a member or an officer of your local, be prepared to explain what we do best—TRAINING.

I would like to wish all of our members a merry Christmas and a safe and prosperous New Year. ■



The Legal Aspect

BY GENERAL COUNSEL MARVIN GITTLER, ESQUIRE
& GENERAL COUNSEL LIBRADO ARREOLA, ESQUIRE

Company Did Not Violate NLRA When Unilaterally Changing Terms of Employment

Recently, the National Labor Relations Board (“Board”) issued a decision in *MSR Industrial Services*, 363 NLRB No. 1 (August 31, 2015). Disagreeing with the decision of the Administrative Law Judge (“ALJ”), the Board found that the company did not violate Sections 8(a)(5) and (1) of the National Labor Relations Act (“Act”) when it unilaterally changed terms and conditions of employment after lawfully terminating its Agreement with the Union. The company, a construction contractor, signed a “me too” Agreement on June 11, 2011, agreeing to be bound by the terms of a collective bargaining agreement between the Union and the Great Lakes Fabricators and Erectors Association (effective from June 1, 2010 to May 31, 2013). On May 31, the company told the employees they could continue to work at the “prevailing wage” without the fringe benefits provided in the now expired Agreement. The company also sent a letter to the Federal Mediation and Conciliation Service (“FMCS”) on May 31, stating that the Union refused to negotiate with the company and was threatening to strike. The company did not notify the Michigan Employment Relations Commission of the dispute. The ALJ found that the changes to the terms of payment after the Agreement expired were unlawful as the company failed to comply with the notice requirements of Section 8(d) of the Act. Because the company did not notify FMCS of the

dispute until the day the Agreement expired (May 31), the ALJ found that the Act prohibited the company from making changes to any terms and conditions of employment until the end of the 60-day period mandated by the Act after the expiration of an Agreement (here, July 30, 2013).

**Local unions
should review
their contracts
to make sure
the majority
representative
language
is present.**

The Board found that the ALJ failed to make a finding as to whether the parties’ relationship was governed by Section 9(a) or 8(f) of the Act. Section 9(a) prohibits construction industry employers from making unilateral changes to the terms and conditions of employment upon the expiration of a contract and requires the employer to recognize and bargain with the Union after expiration. Under Section 8(f), either party may repudiate the contract and terminate the bargaining relationship upon its expiration, with no duty to bargain thereafter. The Board found that an 8(f) relationship was

implied in the complaint due to the use of standard phrases (stating that the Respondent recognizes the Union “without regard to whether... majority status had ever been established under Section 9(a),” also stating the Union is the “limited exclusive collective-bargaining representative” of the unit “based on Section 9(a)” since June 1, 2011). There is a rebuttable presumption that relationships such as the one here are governed by 8(f). Neither party argued against the existence of such a relationship or presented evidence to rebut the presumption.

Thereafter, the Board found that an employer in an 8(f) relationship may lawfully make unilateral changes after a contract expires without notifying FMCS as required by Section 8(d). Following *Deklewa*, the Board found that there is no notice requirement, as a Union in an 8(f) relationship does not gain the “full panoply of Section 9 rights and obligations,” as there is no presumption of continuing majority support after the Agreement expires. In an 8(f) relationship, there is no need to assist the parties in settling their differences, as the expiration of the contract is the effective end of the relationship. As a result of the relationship ending, the company’s obligations also ended after termination of the Agreement. The Board also rejected the General Counsel’s argument on exceptions contending that the Respondent’s unilateral changes resulted in an unlawful lockout and that the employees were constructively discharged.

As a result of this decision, Local Unions must always ensure that Section 9(a) majority representative language is present in their collective bargaining agreements. Local Unions should review their contracts to make sure that the majority representative language is present in the contract or that

they put it in the contract at their next negotiation. Also, they should make sure that they present such information to the Board when filing an unfair labor practice charge alleging that a company has refused to bargain with the union upon expiration of a collective bargaining agreement. ■

A knowledge of legal rights remains, as a matter of common sense, a first step in protecting interests of your local and your members. Always consult with Local Union counsel if and as information, guidance or other advice is needed on subjects of interest and concern.



INTERNATIONAL EXECUTIVE BOARD ENDORSES Hillary Rodham Clinton FOR PRESIDENT



Hillary Clinton is the most experienced candidate in the race for the office of President. She has proven herself as a United States Senator, a skilled diplomat with the Department of State and a person who understands the needs of roofers and waterproofers. She is committed to American jobs through rebuilding our country and she supports power generation, including nuclear and natural gas.

After weighing the options, your Executive Board believes Hillary Clinton has the most solid plan for lifting our economy and creating good jobs and policies that work for the American people. As President, Hillary Clinton will place a high value on labor, on what we bring not only to the job, but to the economy and to our communities. She is committed to resurrecting the American dream where hard work and fair play are rewarded with decent wages and a secure future for working families.

Secretary Clinton was honored to receive the endorsement, saying, "I have always stood with organized labor, and I will stand with the Roofers and Waterproofers Union as President. I will fight every day to protect and expand workers' rights to organize and bargain collectively, to retire with security and dignity after years of hard work, and to maintain prevailing wage and labor standards. I'm proud that the Roofers and Waterproofers Union will join me in fighting to make America work for people again."



Photo by Barbara Kinney for Hillary for America

After carefully considering candidates from both the Republican and Democratic parties, the International Executive Board voted overwhelmingly to endorse former Secretary of State, U.S. Senator and First Lady Hillary Rodham Clinton for President of the United States.



Research & Education

BY JOHN BARNHARD, DIRECTOR OF RESEARCH & EDUCATION

Legionnaires' Disease Alert For Roofers

The recent outbreak of Legionnaires' disease in New York City and the order issued on August 6 that all building owners must inspect, disinfect and register cooling towers brought the importance of addressing this potential hazard for roofers.

What is Legionnaires' disease?

Legionnaires' disease is a type of pneumonia. It is caused by bacteria (*Legionella*) that grow in warm, stagnant water and is found in nature in freshwater environments. The bacteria can be transported throughout a building when the circulated air picks up droplets of contaminated water. If the droplets are small enough, they can be inhaled, thus providing a way for the bacteria to enter the lung. Legionnaires' disease is named after an outbreak of pneumonia that caused 34 deaths at a 1976 American Legion Convention in Philadelphia. There are over 25,000 cases of Legionnaires' disease each year in the U.S., with more than 4,000 deaths.

Is the disease contagious?

No. Legionnaires' disease is not spread from person to person. People only get sick by breathing in water vapor containing high levels of the bacteria. People who are sick cannot make others sick. But roofers can be exposed to water vapor during normal work activities.

What are the symptoms of Legionnaires' disease?

Symptoms resemble other types of pneumonia and can include fever,



THIS FACT SHEET WAS PREPARED BY CPWR – THE CENTER FOR RESEARCH AND TRAINING FROM INFORMATION RELEASED BY THE NYC DEPARTMENT OF HEALTH AND MENTAL HYGIENE, THE CENTER FOR DISEASE CONTROL AND THE CANADIAN CENTRE FOR OCCUPATIONAL SAFETY AND HEALTH.

chills, muscle aches and cough. Some people may also have headaches, fatigue, loss of appetite, confusion or diarrhea. In severe cases, complete recovery can take several weeks. About 30% of known cases of Legionnaires' disease have been fatal.

Key sources of exposure to roofers are from cooling towers and evaporative condensers.

How can roofers be exposed?

The greatest risk to roofers is from cooling towers. The recent outbreak of disease in New York City originated in a cooling tower at the Opera House Hotel. Cooling towers usually cascade water to draw off heat as part of the HVAC system. This generates a mist that can expose roofers, possibly at significant distance if carried by the wind. Evaporative condensers are another possible source of exposure. These devices use a constant flow

of water over tubes to condense refrigerant gas that is used for air conditioning.

The most common sources in cooling towers and condensers include:

- ▶ Makeup water added to replace water lost because of evaporation and leaks
- ▶ The basin located under the tower for collection of cooled water
- ▶ The sump, a section of basin from which cooled water returns to heat source
- ▶ Heat sources (e.g., chillers)

Water tanks, on the other hand, are closed systems often located on taller buildings to store water used for drinking, washing dishes and/or showering. They do not pose serious risk. No water tanks were associated with the recent South Bronx outbreak. Any water system, particularly hot water, that is occasionally opened to perform tasks like adding water softener is potentially at risk. Holding tanks, cisterns, humidifiers and the inflows and outflows of water heater tanks could possibly sustain growth.

Roofers should also be concerned about standing water on the roof. NIOSH has documented 5 cases of Legionnaires' disease at one auto scrap

yard where activities were disturbing standing water. Standing water when heated by sunlight is an ideal environment for Legionella growth.

Who is at risk?

Groups at high risk include people who are middle-aged or older—especially cigarette smokers—people with chronic lung disease or weakened immune systems and people who take medicines that weaken their immune systems.

What should I do if I think I have Legionnaires' disease?

If you have symptoms of pneumonia, seek medical attention right away, especially if you have a medical condition that affects your breathing, like emphysema, or if you are a smoker.

What is the treatment for Legionnaires' disease?

The disease is treated with antibiotics. Most people get better with early treatment, although they may

need to be hospitalized. Some people may get very sick or even die from complications of the disease.

How can I protect myself on a roof?

- › Identify the possible sources of mist and water spray, particularly cooling towers and evaporative condensers.
- › Plan work to stay upwind of these sources as much as possible.
- › Avoid disturbing standing water, if possible.
- › Do not use standing water for cleaning purposes and wear at least a fitted N-95 respirator when removing standing water.

There are no OSHA permissible exposure limits (PELs) for exposure to any biological agent like the bacteria that causes Legionnaires' disease. OSHA, however, requires its own inspectors to wear at least a half-face elastomeric respirator equipped with replaceable HEPA cartridges "during

the examination of water systems if a significant potential exists for exposure to high concentrations of contaminated aerosols." NIOSH recommends at least an N-95 filtering facepiece respirator.

Where can I go for more information?

OSHA's Legionnaires' Disease E-Tool:

<https://www.osha.gov/dts/osta/otm/legionnaires>

NYCOSH fact sheets in English and Spanish:

<http://nycosh.org/2015/08/alert-and-fact-sheet-on-legionnaires-disease/>

CDC's Legionella website:

<http://www.cdc.gov/legionella/index.html>

Canadian Centre for Occupational Health and Safety:

<http://www.ccohs.ca/oshanswers/diseases/legion.html>



Spotlight on Training

ROOFERS LOCAL 70 APPRENTICESHIP AND TRAINING PROGRAM

The Spotlight on Training shines this quarter on Roofers Local 70 Apprenticeship and Training Program located in Howell, MI.

Under the guidance of Business Manager John Tackett, Apprentice Coordinator Mark Woodward and the JATC Trustees, Local 70's Apprenticeship and Training Program has traveled lightyears from where it used to be. With a new facility, more equipment and more space, Local 70 now has the capability to comfortably provide hands-on training on all systems and materials for all apprentices under one roof.



Class is split into two crews with each having to work together to complete the project. Each is timed and inspected when complete.

The transition began in 2010 with the move to block training and the hiring of Mark Woodward as apprentice coordinator. Instead of evening classes one night per week, training is now conducted over a period of nearly four weeks (144 hours) in January and February. Where out-of-area apprentices had been trained separately using mobile mock-ups, all apprentices now receive training together at the new facility. And all now receive the same level of training. With more instructors on hand, and with the assistance of the more advanced students, apprentices get the attention they need to learn tasks quickly and effectively.



Roofers Local 70 Training Center

Block training has had other unforeseen benefits. Apprentices from all areas get to meet one another, sharing work procedures and safety practices, as well as the realization they are all part of a team—members of Roofers Local 70—that makes it possible to receive good wages and benefits.

The new training facility, which opened for classes in 2013, is a 2,048 sq. ft. indoor space for hands-on training activities with a unique set of mock-ups that can be arranged in different configurations depending on the activity or scenario. For example, first-year apprentices use them individually for staggering joints on insulation (hard board cut down to 1' x 2' pieces to make it seem like 4' x 8' pieces of ISO), putting seams together, installing T-patches and wrapping curbs. Second- and third-year apprentices can put two or three sections together for a slightly larger roof-like setting. More sections can be put together to make an even larger roof so the whole class can work as a team. The possibilities are endless.

“Since the block training started and improvements to the program were implemented, we have seen a marked increase in the level of training our apprentices are receiving. The emphasis on safety is a real plus to our company.”

NORM BURMEISTER, DUKE ROOFING

The training facility also includes a 512 sq. ft. covered outdoor area for installing built-up roofing and torched-on modified bitumen membranes.

With the infrastructure in place and the switch to block training, the program has reached new heights. Retention is up. Graduation rates have improved. And recruitment is at unprecedented levels. In 2011, four graduated from the apprentice program. In 2014 the number of graduates increased to 16, which is a 400% improvement.

Manufacturers and suppliers, including Firestone, Carlisle, Johns Manville, Sarnafil, DuroLast and Live

Roof, have become fully engaged in the program. They provide training on specific systems and details, tools and equipment and have helpfully supplied materials for hands-on training.

Contractors are now more supportive and involved as well. Impressed with the level of safety and skills-related training, contractors have been generously donating materials and equipment to the program. Contractors are also offered the opportunity to provide input on the training for apprentices and continuing education programs for journeymen. And they've taught classes, addressing topics such as costs of bidding a job and the importance of safety.

Local 70's apprentice curriculum is three years in length, totaling 432 hours of classroom and related

instruction. First-year classes consist of at least two full weeks of safety training followed by introductory classroom and hands-on training related to EPDM systems. Apprentices come out of the first year with the following safety training and credentials: OSHA 30-hour cards; completion of the M.U.S.T. program (an 18-module safety awareness program developed by the Michigan Building Trades and contractor associations); 12 hours of competent person/fall protection training; CPR/first aid; and additional training on signaling/rigging, hazard communication and certified training for torch applicators (CERTA). Because of the addition of competent person/fall protection along with the above-mentioned training, Local 70 apprentices have taken on leading roles in contractors' safety programs.



Apprentices Brian Bullinger and Nathan Brandt install wall flashings, while Nick Fader in the background wraps a curb.



Apprentice Alejandro Castillo-Sanchez (left) prepares to wrap a pipe with Sarnafil PVC while Apprentice Francisco Vargas works on inside/outside corners.



Second- and third-year apprentices work with EPDM.

“Due to block training, apprentices are retaining what they are taught dramatically better than in the past. With the facilities Local 70 now has, they are better able to add advanced training and refresher courses for journeymen as well. Today when a Local 70 contractor brings in an apprentice, they have more confidence he or she will bring their company real and continuing value.”

KEN KREICHEL, MCDONALD ROOFING

Second-year classes—including both classroom and hands-on—focus entirely on single-ply systems, primarily EPDM, PVC and TPO. Built-up roofing dominates the training for third-year apprentices. At all levels, 50% of the training delivered consists of hands-on activities. Hands-on tasks are timed and inspected. Feedback is immediate so that corrections are made and learning can move forward.

And though first-year apprentices receive intensive safety training, safety is stressed at all levels of apprenticeship training. After 432 hours of classroom and related instruction and 5,540 hours of work experience, Local 70 graduates are prepared to handle any task, safely and efficiently.

It's not just apprentices who receive training. Roofers Local 70 Apprentice and Training Program offers 30-hour OSHA training to all journeymen and provides continuing education classes on fall protection, CERTA, signaling/rigging, and heat welding. The program also offers journeymen the opportunity to schedule a time to practice and refresh their skills on any activity they choose.

The evolution of Roofers Local 70's Apprenticeship and Training Program into a top-notch training program has been a joint labor-management success



Instructor Rick Young gets the mock-up ready to be roofed.

story. It represents a commitment to the highest standards, to provide the best-trained, most productive and safest roofers in the industry.

As Ken Kreichelt, owner of Local 70 signatory contractor McDonald Roofing Company Inc., can attest, "Local 70 has a right to boast about the program and the progress they are bringing to their membership. The membership is proud of the trade they are learning and taught, and the contractors are excited about the competitive advantage being brought to them. Everyone is a winner."



NEW RECRUITMENT BROCHURE IS AVAILABLE

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

The brochure will be produced on demand and personalized with a local union's contact information.

To learn more, contact Director of Research and Education John Barnhard at 202-463-7663 or johnb@unionroofers.com.

Valuable Tips for 2016

2015 was a very good year for you *and* the National Roofers Union and Employers Joint Health and Welfare Fund.

A majority of our participants used in-network providers and services, at considerable savings to themselves and the Fund. Plus our usage of generic medications is also on the rise—more savings! We're optimistic about our health and our fitness in 2016 and hope you are too.

LET'S WORK FOR MORE NEXT YEAR. THESE VALUABLE TIPS WILL HELP YOU MAXIMIZE YOUR HEALTH CARE BENEFITS IN 2016:

› Always carry your medical/prescription drug ID card—

Be prepared to show your medical/prescription drug ID card to any provider you use.

› Avoid paying extra costs for a surgery—

Your primary care physician (PCP) may participate in the Cigna PPO network, but that doesn't mean every provider he/she refers you to also participates in our PPO network. Before you undergo surgery, make sure that the hospital, the surgeon, the surgical assistant, the anesthesiologist, and any other health care professional or facility involved all participate in the Cigna PPO network. Remind your doctor that you want to be referred only to Cigna PPO network providers.

› Take advantage of your preventive benefits—

The Plan covers 100% of the costs of covered preventive/wellness care like physical exams, immunizations and cancer screenings when a PPO network provider performs the service. No co-pay or deductible applies. Don't let this valuable benefit go to waste.

› Go in-network and save—

The Plan covers more of your eligible medical expenses when you use Cigna PPO network providers. If you receive medically necessary services or supplies from a Cigna PPO provider, you will pay lower coinsurance than if you received those medically necessary services or supplies from a provider who is not in our network. Cigna's PPO providers have agreed to accept the Plan's payment plus any applicable copayment or coinsurance that you are responsible for paying as payment in full. So, go in-network!

To find a Cigna PPO network doctor, hospital or facility, visit www.cignasharedadministration.com or call Cigna at 800-768-4695. You can also call the Administrative Office at 303-426-5161 or 800-622-8780.

› Take generic medications instead of brand name medications whenever possible—

Your co-pay/co-insurance is lower for generic medications, and generics can cost up to 80% less than brand name medications.

Please take these tips to heart. While we search for ways to continue to provide you and your eligible dependents with comprehensive, cost-effective health care coverage, we need your help to ensure we have the funds needed to provide such coverage this year, next year, and the year after that. Therefore, we ask that you use your health care benefits in a manner that will guarantee the Fund does not have to cover the costs of non-discounted or overly priced procedures, medications, and treatments.

Have questions or need help finding a doctor?

To find a Cigna PPO network doctor, hospital or facility, visit www.cignasharedadministration.com or call Cigna at 800-768-4695.

For more information on your Plan benefits, contact the Administrative Office at 303-426-5161 or 800-622-8780.

APPROVED NRIPP PENSION APPLICATIONS

AT THE MEETING OF AUGUST 17-18, 2015

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Richard W. Adams	Early	2	Kenneth E. Ludwick	Early	32
Mark A. Anderson	Early	11	Jeffrey S. Lussow	Early	26
Thomas E. Armstrong	Normal	195	Mike Malone	Late	210
Steven E. Arterburn	Disability	54	Salvador L. Marin	Late	45
David F. Backstrom	Normal	135	Alfredo Marquez	Early	40
Cleburn R. Baugh	Late	2	Roy M. Mask	Early	147
Richard C. Bolter	Early	81	Jack Masuhara Jr.	Early	189
Harold M. Bonnette	Early	44	Gary W. McCubbin	Early	20
John D. Bruyer	Late	135	David E. McBride	Late	2
Robert Carrier	Normal	149	Armando Medina-Cervantes	Late	45
Robert A. Celske	Early	182	Karl Miesen	Late	96
Robert C. Cerminar	Early	11	Randen Miller	Normal	119
Freddie L. Clark	Late	81	John R. Mundy	Early	20
George A. Cohoes	Early	96	Rick Nixon	Early	153
James D. Collins	Normal	2	Victor Nolasco-Ayon	Early	162
Shawn Considine	Early	20	Jim Nunez Buruato	Early	135
Raul Coria	Early	11	William Palmersheim	Early	65
Michael S. Cunningham	Unreduced Early	195	David A. Peltier	Early	220
Andrew R. Currie	Normal	136	Anton Peguero	Early	36
Norman E. Dalman	Late	23	Tommy Plank	Early	182
Larry D. Daniels	Unreduced Early	185	Dale N. Plantz	Early	119
Carl L. Davis	Late	143	Dale T. Pream	Normal	96
Floyd S. Davis	Late	2	Victor R. Rabara	Early	27
Lloyd D. De Los Santos	Unreduced Early	95	Ricardo R. Rangel	Early	36
Garth G. Dixon	Unreduced Early	11	Mark L. Raske	Early	96
Mikeal F. Dollman	QDRO	11	Dennis F. Reitlinger	Unreduced Early	37
Raymond Dunn	Unreduced Early	71	David W. Rippberger	Late	96
Robert R. Eagle	Normal	149	Francisco Romano	Disability	11
Leroy Favroth Sr.	Early	317	Donald Rosengreen Jr.	Unreduced Early	49
Dennis J. Fleming	Early	153	Jorge Ruiz	Early	11
Thad W. Fleming	Disability	44	Dennis Ruprecht	Early	69
John E. Gargon Jr.	Disability	37	Jack A. Russum	Early	153
Steven T. Gereau	Early	2	Jose Sandoval	Early	36
Donald J. Gibeau	Early	54	Victor M. Santos	Early	162
William L. Good Jr.	Normal	92	Evaristo Sesmas	Late	135
Thomas A. Gordon	Early	188	Donald L. Shackelford	Early	123
Randy N. Gulin	Early	2	Lester Shorter	Unreduced Early	11
Richard A. Habig	Early	188	Charles E. Smith	Normal	20
Dana H. Halfhill Sr.	Early	185	Wayne L. Snyder	Early	242
Joseph E. Hansen	Early	69	Ronald L. Staats	Late	96
Rodney C. Hanson	Normal	149	Robert D. Stauffer	Early	97
James Lee Hartman	Early	2	Thomas J. Stevenson	Unreduced Early	37
Carlos Frank Hernandez	Early	189	David G. St John	Late	30
Vinnus J. Hilderbrand	Normal	143	Houston Story	Normal	143
William M. Hill	Early	106	Willie R. Strother	Late	30
Donald E. House	Early	96	Richard A. Stusynski	Early	96
Donald E. Hovis	Early	26	Alan L. Taylor	Normal	23
James Kaucich	Early	11	William P. Taylor	Early	49
Gary E. Kohler	Normal	30	Gilbert Thomson	Normal	195
Stephen M. Kulseth	Early	54	Jerry K. Thompson	Normal	2
William T. Lahey	Unreduced Early	11	Robert W. Tintinger Sr.	Normal	11
Gregory Larson	Early	65	Edward J. Valdez Jr.	Early	135
Stephen Lee	Unreduced Early	195	Robert E. Wagner	Normal	30
William R. Lingafelt	Late	37	James D. Waldron	QDRO	2
John E. Locher	Normal	185	Edward Watson	Normal	123

Kenneth F. Weist	Unreduced Early	189	George W. Wood Jr.	Late	153
Christian F. Wenzel	Unreduced Early	11	Burl Woodhouse	Normal	2
Herman K. Widemann	Early	153	John H. Woodland	Late	2
Robert A. Wieferrich	Normal	30	Douglas H. Ziegler	Late	81

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS

AT THE MEETING OF AUGUST 17-18, 2015

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Howard Abanatha	147	Marvin Hamm	65	Daniel Slagle	26
Paul Arnett	185	Edward Hoffman	11	Gerald G. Taylor	119
Dwight Beck	10	James Moore	147	Dan Thomas	54
Truman K. Braswell	2	David Ochap	37	Edward Valletta	33
James T. Brown	81	Gerald J. Rabak	81	Thomas Vratney	2
Steven D. Clemmons	20	Taylor Sallee	23	Robert L. Westley	189
Jackie Combs	2	Cameron Sauter	189	Donald White	11
Arturo Guzman	11	Roger Seering	2	Robert V. Zastudil	188

VitaMin



Vital health information in a minute

WHITE CHOCOLATE-CHERRY BARK

Yield: Serves 16

Ingredients

- 2 tablespoons sliced almonds
- 1/3 cup dried cherries, chopped
- 1 ounce small salted pretzel sticks, broken into 1/4-inch pieces (about 2/3 cup)
- 1 (12-ounce) package premium white chocolate chips

Preparation

1. Place almonds in a skillet over high heat. Cook 2 minutes or until lightly browned, stirring frequently. Remove from heat. Combine almonds, cherries, and pretzels in a bowl. Set aside half of mixture.
2. Place chocolate in a 1-quart glass measure. Microwave at HIGH 1-1/2 minutes or until chocolate melts, stirring every 30 seconds. Add chocolate to bowl with pretzel mixture; stir well. Spread chocolate mixture evenly into a 12 x 7-inch rectangle on a jelly-roll pan lined with parchment paper. Sprinkle remaining pretzel mixture evenly over chocolate, pressing lightly to adhere. Freeze 10 minutes. Break into 16 pieces.

Nutritional Information

Amount per serving

- Calories: 137
- Fat: 7.2 g
- Saturated fat: 4.2 g
- Monounsaturated fat: 2.2 g
- Polyunsaturated fat: 0.3 g
- Protein: 1.6 g
- Carbohydrate: 16.8 g
- Fiber: 0.5 g
- Cholesterol: 4 mg
- Iron: 0.2 mg
- Sodium: 49 mg
- Calcium: 48 mg

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



Local 2 Labor Day Pride!

Members of Roofers Local 2, St. Louis, MO, along with their families, participated in multiple Labor Day events. Many members marched in the area's annual Labor Day parade, which filled the streets of downtown St. Louis and featured nearly 30 local labor unions and thousands of unionized workers in the procession.

Local 2 members in the Southern Illinois area partook in the annual Belleville Labor Day parade in Belleville, IL. The parade attracts about 5,000 workers and has been growing each year.

In addition, the 9th annual SEMO (Southeast Missouri) Labor Picnic, held Aug. 30 in Cape Girardeau, MO, drew many union members. The family-fun-filled day featured games and food, as well as a washers tournament and the famous Union vs. Union Tug-of-War contest.



Members of Local 2 proudly represent Union Roofers in the St. Louis parade.



The Belleville, MO, Labor Day parade has a huge turnout of Local 2 Roofers and families.



Roofers Local 2 members Jeffrey Dillingham and Jared Bomar take first place in the washers tournament at the Southeast Missouri Labor Picnic.

NJ State Building Trades Convention

New Jersey's Local 4 Roofers were in Atlantic City, NJ, for the annual NJ State Building and Construction Trades Convention in July. Local 4 Business Manager/NJ State Building Trades Secretary-Treasurer David Critchley opened the convention and Local 4 members served as sergeant-at-arms.

The local also invited Atlantic City VFW and Helmets to Hardhats to participate in the convention, which they did by opening with the Pledge of Allegiance and a Color Guard ceremony all were proud of.



Local 4 officers from left: Appr. Inst. Sal Ippolito, Pres. Rob Critchley, Sgt-at-Arms Mike Labella, Appr. Coor. Bill Millea, B.M. Dave Critchley, Rec. Sec'y Ken Post, V.P. Tom Hall and Sgt-at-Arms Ed Critchley.

Local 162 Roofs Las Vegas Arena

Randy Koivu, member of Roofers & Waterproofers Local 162 in Las Vegas, NV, submitted this photo of his crew roofing The Arena, a new multi-purpose event center on the Las Vegas Strip that links New York-New York and Monte Carlo hotels.



Local 162 members roof The Arena in the Las Vegas sun.

Congratulations, Local 20 Graduates

Local 20, Kansas City, MO, graduated its latest class of journeylevel roofers on August 21. Apprenticeship Coordinator Matt Lloyd presented gifts and certificates to each graduate during the ceremony. The following apprentices completed the five-year program: Nathan Campbell, Robert Robinson, Johnnie Williams, Jacob Thompson, Christopher Ward, Richard Sanders, Shane Muhl, Heliot Garcia, Jason Dilbeck, Denver Robb, Jesse McCracken, Willie Williams, Kevin Bradshaw, Travis Garber, Kenny Hurley, Ron Hall, Jerry Caldwell and Robert Holmes.



Jesse McCracken, left, receives his journeyman certificate from Appr. Coor. Matt Lloyd.



Kevin Bradshaw, left, is thrilled to graduate from Local 20's apprenticeship program.



Matt Lloyd congratulates Richard Sanders, left, on his graduation.

Local 91 Roofs Provo Temple

The skills of Local 91, Salt Lake City, UT, members were needed for the rebuilding of the Provo City Center Temple. In 2010 the former Provo Tabernacle burned down, leaving only a charred shell. A new temple is now being built in its place. Local 91 signatory contractor Utah Tile Roofing was chosen to roof the structure, which is scheduled to re-open in March 2016.



Local 91 members working for Utah Tile Roofing roof the Provo City Center Temple.



Local 30 Graduating Class of 2015

Congratulations to this fine-looking class of graduates from Roofers Local 30, Philadelphia, PA.

FRONT ROW FROM LEFT:

Rich Beall, Mark Curran, Kevin McDermott, David Lynch, Andre Hall Sr., Anthony Romeo Jr., Mike Freitas and Joe McConnell.

BACK ROW FROM LEFT:

Marc Boettcher, Matt Wagman, Mike Miley, Chris Hansen, Paul Venderzee, Dave Trautz, Stephen Faroni, Scott Owens Jr., Pat Urso, Kevin Farley and Robert Reed.

Local 11 Rockford Parade

Dozens of Roofers Local 11, Chicago, IL, members and their families marched in the Labor Day parade in downtown Rockford, IL. The parade theme was “We Are Unions Marching Strong,” celebrating one of the true meanings behind Labor Day.

The Local 11 community comes together to celebrate Labor Day in Rockford, IL.





Carl Rodgers, Jim Hadel and Carl Rodgers II enjoy the Local 20 picnic.

Two Generations of Local 20 Roofers

Carl Rodgers and Carl Rodgers II attended Kansas City Local 20's annual union picnic at Longview Lake, where they spent time catching up with International Vice President Jim Hadel. Brother Hadel is the former business manager of Local 20.

50-Year Member of Local 96

Congratulations to Jack Anderson, who celebrated 50 years of service with Roofers Local 96, Minneapolis, MN. He received his commemorative clock from Business Manager Pete Jaworski.



Jack Anderson, left, receives his 50-year clock from B.M. Pete Jaworski.

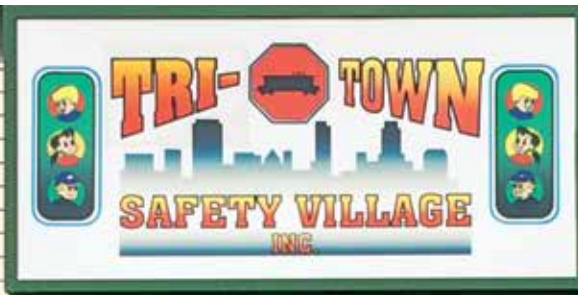
Five-Acre Warehouse Roofed by Local 189

Members of Local 189, Spokane, WA, employed by Krueger Sheet Metal and Roofing take a break from working on the Keystone Automotive Operations warehouse in Spokane. The skilled roofers are applying an OMG RinoBond system on over five acres of roof.

LOCAL 189 ROOFERS FROM LEFT:

Kendra Nikolas, Larry Doering Jr., Al Marsura, Dustin Chambers, Curtis Rathbone, Ron Ray, Zack Scaggs, Orin Gumm, Michael Baker, Travis Telecky, Gary Doering, Elden Belden, Eric Roberts and Edward Roberts.





LOCAL 26 APPRENTICES ROOF SAFETY VILLAGE

Schererville, IN, is home to a very special educational facility that teaches elementary-school children about safety in a way they can understand. At Tri-Town Safety Village, students get hands-on education about common dangers in the community, such as fires, street and railroad crossings, drugs, and other potential hazards.

The Safety Village is a non-profit organization and houses many classrooms and buildings on its campus, including the newest building sponsored by NIPSCO power and gas company. NIPSCO paid for the materials to build the structure, while area building trades unions provided the labor.

Roofers Local 26 JATC in Merrillville, IN, has volunteered for various projects within the Village, with the NIPSCO building being the most recent. Apprentices installed a system including 4" ISO mechanically attached; fully adhered EPDM 60 mil; all metal along edges and eaves; and flashing of all penetrations to Firestone specs.

The NIPSCO building now serves as the classroom for gas and electrical safety, teaching children how to detect gas leaks and avoid electrical

hazards. Thanks to the contributions from Roofers Local 26 and other trades, local school children have free access to a wide range of potentially life-saving information. ■



Local 26 apprentices Mike Myers, James Mauck and Jacob Runyan helped roof Tri-Town Safety Village. Not pictured are Kurt Gruszka and Russ Stalbaum Jr.

CORRECTION

An article in last quarter's journal erroneously implied that Local 96 Business Agent Gene Harris had his roof replaced as a volunteer project. His roof was reshingled by members working for Lake Area Roofing, but it was not a charity job.



COMMUNITY OUTREACH

Local 49 volunteers tear off Bonnie Tofflemire's roof...



...and replace it with this top-notch shingle job.



Helping a Member's Widow in Portland

These are pictures of a volunteer job some members of Roofers & Waterproofers Local 49, Portland, OR, did for a deceased retiree's widow in September. Volunteers including Business Manager Russ Garnett, James Hale, James Breneman, Ryan Hoover and Doug Aldrich replaced the roof on the home of Bonnie Tofflemire, who is the widow of James Tofflemire. Snyder Roofing and Malarkey Roofing donated the materials. ■

JOIN THE FIGHT!

VISIT UNIONVETERANS.ORG TO BECOME A MEMBER AND MAKE YOUR VOICE HEARD. THERE IS NO COST TO JOIN, AND YOU DO NOT NEED TO BE A VETERAN, SO VISIT THE SITE TODAY TO HELP ALL VETERANS RECEIVE THE JOBS, TRAINING AND CARE THEY HAVE EARNED.

**INTEGRITY.
COMMITMENT.
PROFESSIONALISM.**

UNIONVETERANS.ORG **VETERANS = WORK. =** UNION ***** VETERANS COUNCIL AN-00

Carhartt and the USA Present **THE ULTIMATE BASS SWEEPSTAKES**

Enter to Win an All-Expense Paid Trip to the GEICO Bassmaster Classic!

THE GRAND PRIZE PACKAGE INCLUDES:

- Airfare for two guests
- Lodging - double occupancy
- VIP Passes to event activities
- \$1,000 spending money
- Ground transportation
- Carhartt merchandise package

**25 SECOND PLACE
WINNERS WILL
RECEIVE A
CARHARTT CAMO
ACTIVE JAC!**



carhartt



GO HERE TO ENTER:

UnionSportsmen.org/CarharttClassic

Promotion available to active USA members. Deadline to enter: Feb. 15, 2016

OUT-DOOR LIFE



First Catch for Washington Youth

Wyatt Derryberry shows off a dandy two lb. rainbow trout caught in Western Washington. The fish was hooked on Wyatt's first cast using PowerBait. Wyatt is the grandson of Bill Kemble, retired business manager of Local 54, Seattle, WA.

This fish fell for Wyatt Derryberry's excellent fishing technique.



Kinsey Robinson, Roger Giberson and Richard Trumka support diabetes research by taking part in Labor of Love.

Labor of Love Shoot Funds Diabetes Research

On June 28, International President Kinsey Robinson joined Red Wing Sporting Clays owner Roger Giberson, AFL-CIO President Richard Trumka and dedicated building trades men and women from every craft for a good cause and a day of fun. Roger hosted the 2015 "Labor of Love" shooting tournament to raise funds for diabetes research. The Building and Construction Trades Department's Labor of Love and D.A.D.'s Day charity events have, to date, raised \$50 million for the Diabetes Research Institute.

Building Trades President Sean McGarvey stated that "our 2015 Labor of Love event was another huge success. Without sponsors, our theme—A Cure Within Reach—and the funds raised through this event would not have been possible. Your continued support of our Labor of Love endeavors over the years has brought us ever so closer to putting an end to diabetes." Roger is a member of Sheet Metal Workers Local 27 in South Jersey and works for Thomas Roofing & Sheet Metal, a Roofers and Waterproofers Local 30 contractor.



Local 11 retiree Bob Detterline shows off his 40 lb. muskie.

Local 11 Retirees' Canadian Fishing Excursion

Local 11, Chicago, IL, retirees Bob Detterline and Mike Murray recently returned from a most enjoyable trip to Canada, where the duo landed some impressive muskies. Brother Detterline reeled in a 40 lb. muskie while Brother Murray caught a 35-pounder.



Mike Murray gets a very nice 35 lb. muskie.



Host Julie McQueen

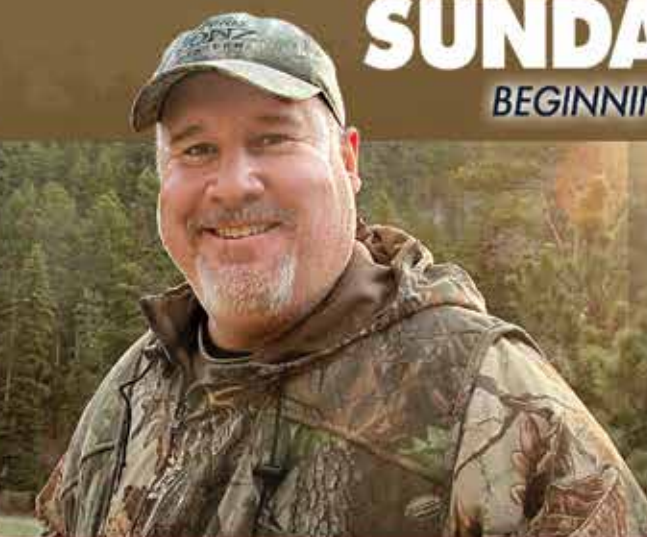
CATCH AN ALL-NEW SEASON

AS **EVERYDAY** UNION SPORTSMEN EXPERIENCE **EXTRAORDINARY** ADVENTURES
WITH CO-HOSTS DANIEL LEE MARTIN AND JULIE MCQUEEN

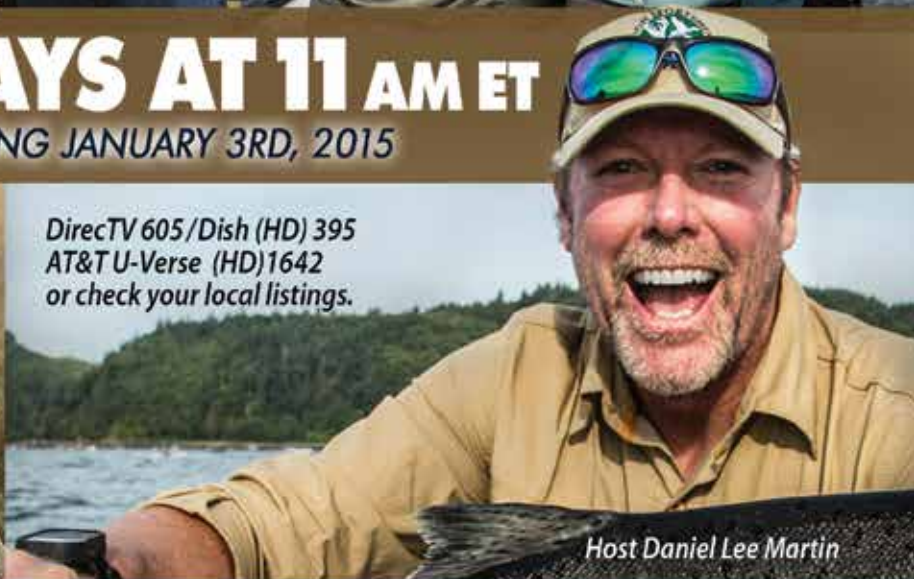


SUNDAYS AT 11 AM ET

BEGINNING JANUARY 3RD, 2015



DirecTV 605/Dish (HD) 395
AT&T U-Verse (HD) 1642
or check your local listings.



Host Daniel Lee Martin

SPORTSMAN CHANNEL

RED WILD + BLUE

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TheSportsmanChannel.com

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5TH ANNUAL

Twin Cities Sporting Clays Shoot



5th Annual Twin Cities USA Shoot Breaks Record—Again

In what has become the trademark sporting event sponsored by the United Union of Roofers, Waterproofers & Allied Workers, the 5th Annual Union Sportsmen's Alliance Twin Cities Sporting Clays Shoot broke participation and fundraising records for the fifth year in a row. The shoot, which raises funds for the Union Sportsmen's Alliance (USA), took place in Clear Lake, MN, on Sept. 12, 2015. In addition to ten teams of members from Roofers Local 96, Minneapolis, MN, and their guests, Roofers from areas far and wide made the journey to attend the event. Some of the locals represented include Local 2, St. Louis,

MO; Local 11, Chicago, IL; Local 20, Kansas City, KS; Local 44, Cleveland, OH; Local 150, Terre Haute, IN; and Local 220, Orange, CA. This year's shoot broke last year's record by raising \$104,000 for USA. These funds will help USA continue its mission of preserving North America's outdoor heritage by engaging, educating and organizing union members. It is because of events such as this that USA can expand and improve public access to the outdoors, conserve and maintain critical wildlife habitats, restore our nation's parks, and provide mentoring programs that introduce youth to the outdoors.



1 Local 2, St. Louis, MO, Exec. Board member Bill Thurston, Int'l Pres. Kinsey Robinson and Local 2 member Larry Tate

2 Minn. Attorney General Lori Swanson shows her supports for USA.

3 Local 96 B.R. Gene Harris and B.M. Pete Jaworski pose with the Local 96 team.

Large Turnout for Get Youth Outdoors Day

Held in conjunction with the Twin Cities Sporting Clays Shoot was the 4th Annual Get Youth Outdoors Day. Each year this fun-filled day introduces area youth to the joys of outdoor sports, providing instruction in safety and handling from union volunteers.

Volunteers from the Roofers Union, including President Kinsey Robinson and his wife, Mona; Marketing Director Gig Ritenour; and Asst. Marketing Director Frank Wall, provided hands-on, individual instruction to youth attendees in clay target shooting, rifle shooting and archery target shooting.

The kids also learned about hunter safety; participated in a goose blind set-up; and were treated to a demonstration by Mark Meyocks of WellDyne and his dog, Cruiser, on downed bird retrieving.



7th Annual Kansas City Shoot

It was the Roofers to watch out for once again in USA's Kansas City-area sporting clays shoot. This year marked the 7th Annual Boilermakers Kansas City Sporting Clays Shoot held in Lenexa, KS, on Sept. 26. Roofers teams, which were represented by members of Local 20, Kansas City, KS, and the International Office, took 3rd place in A Class and 2nd place in B Class.



1 Roofers Team II takes 2nd place B Class: Claos Ramey, Walter Smith, Trisha Havens and Tom Cash. Not pictured is Paul Post.

2 Walter Smith, retired Local 20 apprentice instructor, has been honing his shooting skills during retirement.

3 Local 20 member Steve Gercone concentrates on his next shot.

4 Int'l Pres. Kinsey Robinson and USA Exec. Dir. Fred Myers hang out with the talented group of Wounded Warriors competing in the Kansas City shoot.

5 Roofers Team I takes 3rd place A Class: Joe Logsdon, Mona Robinson, Don Adams, Kinsey Robinson and Steve Gercone.



INTERNATIONAL REPRESENTATIVE

Eric Anderson

RETIREES



Eric Anderson and his wife, Mary.

position of business manager. He later served as business agent for Local 96, Minneapolis, MN, before accepting the appointment to International Representative.

“On behalf of the entire International Union, I thank Eric for his many years of dedicated service to our organization and wish him and his wife Mary a long and happy retirement,” said International President Kinsey Robinson.

We are pleased to announce that effective Nov. 28, 2015, Mitch Terhaar from Local 11, Chicago, IL, has been hired by the International to assume the duties held by Eric. Mitch brings more than 20 years of experience as business agent to his position, and we look forward to working with him for many years in the future.



Mitch Terhaar

Eric Anderson, who has served in the position of International Representative since 2004, has announced his retirement effective Dec. 31, 2015.

Brother Anderson began his roofing career in 1986 with Local 202, Eau Claire, WI, where he rose to the

– ROOFERS –

PHOTO CONTEST



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

All photos must be submitted online. Please review the rules carefully and enter at www.unionroofers.com/photos. Entries will be accepted until July 31, 2016, and will be featured in the 3rd Quarter 2016 issue of *The Journeyman Roofer & Waterproofer*.

Prizes will be awarded as follows:

Cover photo
\$150

First prize
\$75

Second prize
\$50

Third prize
**Roofers
sweatshirt**
Honorable
mentions
Roofers hat



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

BANK OF LABOR MEETS AFL-CIO'S "RAISING WAGES" CHALLENGE

UNION EMPLOYEES SEE HOURLY MINIMUM HIKE TO \$15



Bank of Labor recently announced that it is fully supporting the AFL-CIO's "Raising Wages" campaign by setting the minimum wage for hourly employees at \$15. Headquartered in Kansas City, KS, with a newly opened office in Washington, DC, Bank of Labor employs workers represented by the United Mine Workers of America.

"The current federal minimum wage of \$7.25 hasn't been increased since 2009," said Bank of Labor Chairman and CEO Newton B. Jones. "That's not something people can live on; it's a poverty wage. Unions and groups that support the

Labor Movement have always been at the forefront of advancing economic opportunity and fairness for working families. The AFL-CIO's 'Raising Wages' campaign benefits

all workers, union and non-union alike, by setting a standard to which all employers should aspire. Through such initiatives, we can help restore the middle class." ■



AFL-CIO President Richard Trumka cuts the ribbon for the opening of Bank of Labor's new DC branch.

Local 11 Roofers Won't Quit Fight

Illinois Governor Rauner attended a meeting with the village of Oak Lawn at Gaelic Park. Local 11, Chicago, IL, representatives and various other unions showed up, braving the rain, and protested against his right-to-work for less agenda. ■



Roofers Local 11 members show up in all kinds of weather to voice their displeasure with the current governor and his anti-worker legislation.

AFL-CIO's Road Map for Raising Wages

Restore and Strengthen Labor Standards

- Increase and index the minimum wage
- Enact comprehensive immigration reform with a road map to citizenship
- Stop misclassification of employees as independent contractors
- Restore overtime protections
- Stop wage theft
- Strengthen prevailing wage standards
- Protect Project Labor Agreements (PLAs) and Community Benefit Agreements (CBAs)
- Ensure equal pay for equal work
- Adopt scheduling protections
- Provide for paid sick days and expanded access to family medical leave
- Strengthen private and public pensions

Reform the Global Economy

- Oppose trade agreements that promote corporate rights over good jobs
- Protect workers' rights globally and raise labor standards in the global supply chain
- End lower tax rates for companies that ship jobs overseas

Increase Productivity Growth to Allow for Higher Wage Growth

- Invest in infrastructure
- Invest in public education
- Invest in workforce development
- Rebuild domestic manufacturing

Restore Freedom of Association

- Restore workers' freedom to form and join unions
- Restore and protect workers' freedom to bargain collectively
- Support union organizing campaigns

Ensure Full Employment

- Adopt monetary policy that promotes full employment
- Adopt fiscal policy that promotes full employment (e.g., infrastructure investment)
- Strengthen Buy America and local procurement standards

Reform Wall Street

- Re-regulate the financial sector
- Enact the Wall Street speculation tax
- End tax breaks for stock-based executive pay

Text **WORK** to **235246 (AFL-CIO)**

for periodic standard rate mobile updates.

Spokane Roofers Support City Council President

Ben Stuckart received a check for \$800 from the Roofers Political Education and Legislative Fund (RPELF) for his campaign for re-election to city council president. Stuckart was instrumental in passing the new city ordinance for apprenticeship utilization in Spokane, WA, and has sided with labor on several issues. ■

Ben Stuckart receives an RPELF check from Local 189, Spokane, WA, Business Manager Leo Marsura (not pictured).



NOTICE TO EMPLOYEES COVERED BY UNION SECURITY CLAUSES:

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

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

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

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

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

Some examples of expenditures germane to the collective bargaining process for which objectors may be charged are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employers and union representatives; meetings with employees on employment-related matters; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration and management; and other relevant activities, including litigation, that affect the terms and conditions of your employment. Other chargeable expenditures include the operating and administrative expenses of the Union, membership meetings and conventions, and social activities open to all represented employees. The fair share fee does not include any expenditures for lobbying or litigation on matters not related to bargaining unit matters, collective bargaining, and representation, or contributions to political campaigns. The Union has determined the fair share fee to be 95.85% of the regular dues for members. Again, please note that dues and fees can be raised only by members. If you choose not to join the Union, you will have no say in setting the amount of dues and fees.

If you are not a member of this Union and you object to paying dues and fees equal to the amount customarily paid by Union members, you must notify the Union by sending a letter of objection to the Union's office, as specified in the Local Union Roster found in this magazine beginning on page 60, within 30 days of the mailing or posting date of this notice. The letter of objection must also include your full name, mailing address, and social security number, and your Company name and location. Upon receipt of your letter of objection only, the Union will request that the Company deduct a fair share fee from your paycheck. If the Union does not receive a letter of objection, we will presume that you have no objection to being charged the full membership dues and fees.

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

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

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

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

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

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

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



Directory of District Councils

WESTERN REGIONAL

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

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

ILLINOIS

Larry Gnat, President
Local Union #11
9838 W. Roosevelt Rd.
Westchester, IL 60154
(708) 345-0970

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

INDIANA

Oather Duncan, President
Local Union #119
2702 S. Foltz St.
Indianapolis, IN 46241
(317) 484-8990

Bill Alexander, Secretary
Local Union #106
1201 Baker Ave.
Evansville, IN 47710
(812) 424-8641

MICHIGAN

John Burman, President
Local Union #149
P.O. Box 32800
Detroit, MI 48232
(313) 961-6093

John Tackett, Secretary
Local Union #70
P.O. Box 116
Howell, MI 48844
(517) 548-6554

MID-STATES

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

NORTH CENTRAL STATES

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

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

NORTHEAST

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

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

NEW JERSEY

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

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

NORTHWEST

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

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

Minutes of the Western Regional District Council

The meeting of the Western Regional District Council of Roofers & Waterproofers was a joint meeting with the Northwest District Council held at Bally's in Las Vegas, NV, on September 18-19, 2015. President Brent Beasley called the meeting to order at 8:00 a.m.

Delegates in Attendance:

President Brent Beasley and John Gauthier, Local 220, Orange County, CA; Secretary-Treasurer Bruce Lau, Local 40, San Francisco, CA; Vice President Carlos Opfermann, Morgan Nolde and Alvaro Garcia, Local 81, Oakland, CA; Dario Sifuentes, Local 27, Fresno, CA; Cliff Smith, Hector Drouaillet and Frank Mora, Local 36, Los Angeles, CA; and Tom Nielsen, Local 162, Las Vegas, NV.

International Guests in Attendance:

International President Kinsey Robinson, International Representative Gabriel Perea and Market Development Representative Raul Galaz.

Minutes from the previous meeting were reviewed and a small correction was made on Local 45's report.

Financial Report

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

Reports of Delegates

Brent Beasley, Local 220, said work in Southern California is picking up. Most contractors are busy. They are

continuing efforts to secure union-only work in the private sector and are increasing compliance efforts on public jobs.

Dario Sifuentes, Local 27, said work is good in Fresno/Bakersfield. They lost one contractor but signed a new one. Officer elections are at the end of 2015. Their contract ends next August.

Cliff Smith, Local 36, reported that work hours continue to stabilize. July reported the most hours in six years. Members ratified a five-year agreement with more than half the increase for 2015 going on the check and a significant improvement to the pension plan. Business agents are increasingly productive in compliance, creating over \$150,000 in fines and penalties for non-union contractors over the last year.

Hector Drouaillet, Local 36, said signatory contractors are extremely busy. They have run out of journeymen and apprentices to send out, and public-sector contractors are very busy. He has filed several complaints against contractors for apprentice violations. The local received a settlement for PLA violations at the Santa Monica Expo Rail Project. They have an arbitration case for PLA violations at the Sierra Madre School project in Pasadena. He is still policing the area and filing complaints on public works.

Frank Mora, Local 36, said work has picked up recently. They have 100 new apprentices and have been recruiting roofers from non-union shops, including foremen and journeymen. Most of the public work has gone to signatory contractors due to their strong compliance and presence on job walks.

Market Development Rep. Raul Galaz is doing compliance in the Local 45 San Diego area. The local is doing ok and there is a lot of work in the area. There is another craft going after waterproofing. He is also helping Gabriel Perea with work in the Las Vegas Local 162 area. He is going to Local 91 in Utah to help organize.

Bruce Lau, Local 40, discussed Local 40's new three-year agreement. Most of this year's raise went to benefits. The pension plan will increase, along

with health and welfare. All apprentice brackets were raised.

Morgan Nolde, Local 81, said they were able to change the wages for the Sacramento Valley area by working with the Department of Industrial Relations to adopt Davis Bacon wages for these counties. They were also able to win "area practice survey" wages for Mendocino County.

Tom Nielsen, Local 162, is teaching apprentice classes three days a week in the Las Vegas area and the program is doing well.

John Gauthier, Local 220, said work remains steady. He still attends job walks even though summer work is done. A lot of the job walks are due to the threat of El Nino predicted for the coming winter. He is still doing compliance and filing complaints on contractors. One complaint came back with a \$40,000 fine for wages and penalties. They are trying to strip journeymen from non-union companies.

Robert Rios, Local 95, said work is very good. They just negotiated a good three-year agreement. They established a new apprentice bracket starting at 46%.

International Representative Gabriel Perea said he is assisting Las Vegas Local 162 with their trusteeship and contract negotiations.

Alvaro Garcia, Local 81, said work has been great since May. They dispatched 100 new workers in June alone. They are still looking for

a new building for the local. They just signed a five-year agreement with the contractors association. It increases the starting apprentice wage and gives dental insurance to apprentices. It also revised the Saturday make-up language and incorporated tar products and water recapturing systems into their scope of work.

International President Kinsey Robinson said construction activity has revived, especially in the southern United States. Two nuclear power plants are being built in Georgia. There is more work being done in Houston than Chicago. In Texas you don't need a contractor's license or workers comp insurance.

Applications for membership are up from 2014. Hours are up 600,000 over last year. The national pension plan is doing well.

The International is going forward with an affiliation with United Association and their 330,000 members. This is not a merger—that can only be done at a convention by a vote of delegates. We need to be involved in the new water recapture movement created by drought and pollution problems.

The meeting was adjourned at 4:15 p.m. The next meeting will be in San Diego in January.

Respectfully submitted,
Bruce Lau
Secretary-Treasurer

Minutes of the Northwest District Council

The meeting of the Northwest District Council of Roofers was called to order at 8:00 a.m. on September 19, 2015. The meeting was held jointly with the Western Regional District Council.

Delegates in Attendance:

President Matthew Thompson, Local 153, Tacoma, WA; Vice President Steve Hurley and Secretary-Treasurer Gregg Gibeau, Local 54, Seattle, WA; Trustee Moises Ruiz, Local 91, Salt Lake City, UT; Trustee Russ Garnett,

Local 49, Portland, OR; and Leo Marsura, Local 189, Spokane, WA.

Guests in Attendance:

International President Kinsey M. Robinson, International Representative Gabriel Perea, Marketing Development

Representative Raul Galaz and Local 49 President Travis Hopkins.

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

Reports of Delegates and Guests

Russ Garnett, Local 49, said work started slow this year but has been picking up and should remain good. They have 12 PLAs on 25 of the big downtown highrises and Local 49 members working on the other 13. In January 2016 three union projects break ground: the Knight Cancer Center, Hyatt Convention Center and Multnomah County Courthouse.

Local 49 held elections this summer. All officers were unopposed. They signed a two-year contract. In March 2016 he begins negotiations on a new contract for southern jurisdiction contractors. They are graduating 15 apprentices, including two women. New Apprenticeship Director Joel Gonzales was instrumental in developing the current curriculum.

Steve Hurley, Local 54, said there was a large amount of work early in the season due to a very dry year. Their signatories have a lot of new work due to a boom in the Lake Union area in north Seattle and Bellevue to the east. There is a large amount of prevailing wage and PLA work, and work should be good through next year.

Organizer Tony Kimbrough has been getting training on organizing. Former International Vice President Paul Blaski has been helping a lot, especially with his knowledge of Seattle. Local 54 has started a new web page and electronic newsletter.

Leo Marsura, Local 189, said work is a bit slow. They hope Spokane's new apprenticeship utilization ordinance will lead to more work in the city. He and Marketing Director Gig Ritenour have made several

trips to Billings, MT, to visit non-union jobsites and contractors in an effort to organize. They are currently negotiating the contract for Billings. The Butte contract expires in April 2016. The Spokane, Missoula and Central Washington contracts all expire July 2016.

Moises Ruiz, Local 91, said it's been a good year so far and everyone is working. They signed a new company, Element Construction, and are helping them expand their workforce. They are bidding on three new LDS churches and the new airport project. Local 91 members are working on two of the largest hospitals in Utah right now. They continue to organize and talk to non-union contractors. Apprenticeship classes begin in October.

Matthew Thompson, Local 153, discussed the apprenticeship program, which has 81 apprentices with six women. The Constitution & Bylaws Committee has met and reviewed the necessary changes to bring the Constitution & Bylaws up to date. The Executive Board is working to enhance ways they conduct business and create more member involvement.

International President Kinsey M. Robinson said International financials are doing well and slowly moving upwards. The burial benefit change is helping that fund. They are working on convention fund financing.

Pension hours are up over last year. Federal spending on construction is down, while private spending in the commercial/industrial sector has greatly increased. There is a huge construction boom in the southern states, but we don't have a strong market share there. We are working with the Tennessee Valley Authority and Toyota on work in the south.

The International has re-joined the Union Veterans Council. Locals should contact this organization for their veteran members. Ullico's stop-loss insurance works very well for plans that need it. The International is affiliating with the United Association and will initially be working to secure the work on water recapture systems. This will become very important in the future. We want to do all the work, from the roofing diverters and drains to the waterproofing on tanks and cisterns.

International Representative Gabriel Perea said Las Vegas Local 162 has been placed into trusteeship. He is the deputy trustee and Vice President Ziegler is the trustee. They will continue to work with the contractors in the area to try and bring back work for members.

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

Nominations and Elections

Nominations were held and all candidates nominated ran unopposed. Motion was made, seconded and carried for a white ticket ballot. The Northwest District Council officers are as follows: President Matthew Thompson, Vice President Steven Hurley, Secretary-Treasurer Gregg Gibeau, Trustee Moises Ruiz and Trustee Leo Marsura. The officers were sworn in by International President Robinson.

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

Respectfully submitted,
Gregg Gibeau
Secretary to the Council



REPORT OF INDEPENDENT AUDITORS

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

Report on the Financial Statements

We have audited the accompanying financial statements of United Union of Roofers, Waterproofers and Allied Workers (International Union), which comprise the statements of assets, liabilities and net assets – modified cash basis as of June 30, 2015 and 2014, and the related statements of revenue, expenses and changes in net assets - modified cash basis for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

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

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

Basis for Qualified Opinion

The International Union has elected not to consolidate in its financial statements the accounts of its affiliate, Roofers' Political Education and Legislative Fund (RPELF). If the financial activity of its affiliate had been consolidated in the financial statements, total assets and unrestricted net assets would have increased by \$1,011,383 and \$1,033,673 as of June 30, 2015 and 2014, respectively, and the change in net assets would have increased (decreased) by (\$22,290) and \$21,078 respectively, for the years then ended.

Qualified Opinion

In our opinion, except for the effects of not consolidating RPELF as discussed in the *Basis for Qualified Opinion* paragraph, the financial statements referred to in the first paragraph present fairly, in all material respects, the assets, liabilities and net assets of United Union of Roofers, Waterproofers and Allied Workers as of June 30, 2015 and 2014, and its revenue, expenses and changes in net assets for the years then ended, in accordance with the modified cash basis of accounting as described in Note 2.

Basis of Accounting

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

Legacy Professionals LLP

Chicago, Illinois

August 24, 2015

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

JUNE 30, 2015 AND 2014

	2015					2014	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
ASSETS							
CASH ON HAND AND IN BANKS	\$ 1,030,074	\$ -	\$ 38,083	\$ 108,910	\$ 252,423	\$ 1,429,490	\$ 825,815
LOANS RECEIVABLE FROM LOCAL UNIONS - net of allowance for doubtful accounts of \$32,500	8,550	-	-	-	-	8,550	17,550
INTERFUND RECEIVABLE (PAYABLE)	(91,575)	-	47,375	12,673	31,527	-	-
INVESTMENTS - at cost							
Money market funds	453,072	284,474	1,403,905	180,190	251,385	2,573,026	2,463,886
Certificates of deposit	400,000	100,000	250,000	-	-	750,000	500,000
U.S. Government, Government Agency and municipal obligations	8,677,482	934,759	5,651,575	-	-	15,263,816	16,476,482
Corporate obligations	1,963,749	109,608	-	-	-	2,073,357	1,517,655
Corporate stocks	353,303	-	5,554,061	-	-	5,907,364	5,255,992
Mutual funds	-	-	523,469	-	-	523,469	523,469
Group annuity contract separate account	-	292,503	292,677	-	-	585,180	566,841
Real estate investment trust	2,232,844	-	-	-	-	2,232,844	2,166,299
Total investments	14,080,450	1,721,344	13,675,687	180,190	251,385	29,909,056	29,470,624
PROPERTY AND EQUIPMENT							
Furniture and equipment	413,864	-	-	4,156	6,928	424,948	414,443
Leasehold improvements	273,597	-	-	-	-	273,597	273,597
Automobiles	58,420	-	-	-	-	58,420	58,420
	745,881	-	-	4,156	6,928	756,965	746,460
Less accumulated depreciation and amortization	(660,382)	-	-	(4,156)	(4,525)	(669,063)	(638,376)
Net property and equipment	85,499	-	-	-	2,403	87,902	108,084
OTHER ASSETS							
Deferred compensation annuity contract	-	1,742,797	-	-	-	1,742,797	1,661,552
Prepaid insurance	53,194	-	-	-	-	53,194	88,654
Deposits	14,685	-	-	-	-	14,685	14,685
Total other assets	67,879	1,742,797	-	-	-	1,810,676	1,764,891
Total assets	\$ 15,180,877	\$ 3,464,141	\$ 13,761,145	\$ 301,773	\$ 537,738	\$ 33,245,674	\$ 32,186,964
LIABILITIES AND NET ASSETS							
LIABILITIES							
Deferred compensation	\$ -	\$ 1,742,797	\$ -	\$ -	\$ -	\$ 1,742,797	\$ 1,661,552
Other	-	-	-	-	-	-	1,000
Total liabilities	-	1,742,797	-	-	-	1,742,797	1,662,552
UNRESTRICTED NET ASSETS							
Undesignated	15,172,221	-	-	-	-	15,172,221	14,539,597
Designated	8,656	1,721,344	13,761,145	301,773	537,738	16,330,656	15,984,815
Total unrestricted net assets	15,180,877	1,721,344	13,761,145	301,773	537,738	31,502,877	30,524,412
Total liabilities and net assets	\$ 15,180,877	\$ 3,464,141	\$ 13,761,145	\$ 301,773	\$ 537,738	\$ 33,245,674	\$ 32,186,964

See accompanying notes to financial statements.

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

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

YEARS ENDED JUNE 30, 2015 AND 2014

	2015					2014	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
MEMBERSHIP ACTIVITIES							
Revenue							
From affiliates							
Per capita taxes	\$ 3,417,533	\$ -	\$ 613,761	\$ 164,072	\$ 378,760	\$ 4,574,126	\$ 4,332,250
International work dues	2,910,447	-	-	-	-	2,910,447	2,329,305
Initiation and reinstatement fees	334,789	-	-	-	-	334,789	301,313
Supplies	4,362	-	-	-	-	4,362	5,421
Other	1,300	-	-	-	-	1,300	1,070
Total revenue from affiliates	6,668,431	-	613,761	164,072	378,760	7,825,024	6,969,359
Other membership related revenue	304,511	-	-	548	450	305,509	332,982
Total revenue	6,972,942	-	613,761	164,620	379,210	8,130,533	7,302,341
Expenses							
Salaries, per diem and travel expenses	3,824,856	-	16,000	15,000	-	3,855,856	3,803,892
Affiliation fees	258,954	-	-	-	-	258,954	261,592
Administrative expenses	2,032,009	-	45,827	5,866	696	2,084,398	2,131,097
Contributions to Roofers' Political Education and Legislative Fund							
Education and Legislative Fund	58,508	-	-	-	-	58,508	79,397
Educational expenses	4,705	-	-	-	-	4,705	575
Meetings and conferences	195,081	-	-	-	-	195,081	176,197
Organizing assistance and expenses	45,534	-	-	-	-	45,534	131,116
Burial benefits	-	-	1,020,457	-	-	1,020,457	959,813
Roofer magazine expenses	-	-	-	169,479	-	169,479	194,111
International convention	-	-	-	-	-	-	1,524,769
Total expenses	6,419,647	-	1,082,284	190,345	696	7,692,972	9,262,559
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	553,295	-	(468,523)	(25,725)	378,514	437,561	(1,960,218)
NET INVESTMENT EARNINGS	77,604	(300)	462,558	385	657	540,904	1,139,247
CHANGE IN NET ASSETS	630,899	(300)	(5,965)	(25,340)	379,171	978,465	(820,971)
UNRESTRICTED NET ASSETS							
Beginning of year	14,549,978	1,721,644	13,767,110	327,113	158,567	30,524,412	31,345,383
End of year	\$ 15,180,877	\$ 1,721,344	\$ 13,761,145	\$ 301,773	\$ 537,738	\$ 31,502,877	\$ 30,524,412

See accompanying notes to financial statements.

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

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2015 AND 2014

NOTE 1. ORGANIZATION

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

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting and Financial Presentation - The International Union prepares its financial statements using the modified cash basis of accounting. Except for depreciation expense, multiple year insurance premiums, recording the deferred compensation annuity contract and corresponding liability at fair value, and assets and liabilities which arise from cash transactions, revenue is recognized when received rather than when earned and expenses when paid rather than when incurred. Net assets are classified as unrestricted, temporarily restricted or permanently restricted. Net assets are reported as unrestricted unless assets are received from donors with explicit stipulations that limit the use of the asset. The International Union does not have any temporarily or permanently restricted net assets.

Voluntary designations of unrestricted net assets for specified purposes do not result in restricted funds since designations are voluntary and may be reversed at any time.

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

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently. Depreciation of property and equipment is computed using the straight-line method based on estimated useful lives of the related assets, which are 3 - 10 years. Amortization of leasehold improvements is computed based on the life of the lease using the straight-line method. Depreciation expense was \$30,686 and \$38,624 for the years ended June 30, 2015 and 2014, respectively. All leasehold improvements were fully amortized as of June 30, 2015 and 2014.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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

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

Subsequent Events - Subsequent events have been evaluated through August 24, 2015, which is the date the financial statements were available to be issued.

NOTE 3. INVESTMENTS

The following presents the cost and fair values of investments held as of June 30, 2015 and 2014:

	2015		2014	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 2,573,026	\$ 2,573,026	\$ 2,463,886	\$ 2,463,886
Certificates of deposit	750,000	752,418	500,000	500,000
U.S. Government, Government Agency and municipal obligations	15,263,816	14,987,210	16,476,482	16,136,813
Corporate obligations	2,073,357	2,016,975	1,517,655	1,546,653
Corporate stocks	5,907,364	9,556,065	5,255,992	8,713,907
Mutual funds	523,469	778,017	523,469	823,973
Group annuity contract separate account	585,180	587,857	566,841	572,120
Real estate investment trust	2,232,844	2,296,829	2,166,299	2,246,448
Total	<u>\$ 29,909,056</u>	<u>\$ 33,548,397</u>	<u>\$ 29,470,624</u>	<u>\$ 33,003,800</u>

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

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

Most corporate stocks and U.S. Treasury obligations are traded in active markets on national and international securities exchanges and are valued at closing prices on the last business day of each period presented.

NOTE 3. INVESTMENTS (CONTINUED)

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

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

U.S. Government Agency, municipal and corporate obligations are generally valued by benchmarking model-derived prices to quoted market prices and trade data for identical or comparable securities. To the extent that quoted prices are not available, fair value is determined based on a valuation model that include inputs such as interest rate yield curves and credit spreads. Securities traded in markets that are not considered active are valued based on quoted market prices, broker or dealer quotations, or alternative pricing sources with reasonable levels of price transparency. Securities that trade infrequently and therefore have little or no price transparency are valued using the investment custodian's best estimates. At June 30, 2015 and 2014, these securities had an average length to maturity of 2.8 and 1.7 years, respectively, and a weighted-average coupon rate of 4.03% and 3.89%, respectively.

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

Included in corporate stocks are shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 and \$4,000 at June 30, 2015 and 2014, respectively. This investment is generally considered to be illiquid due to the lack of available trading markets. It is not practical for the International Union to determine the fair value of these shares. The book value of these shares, as estimated by Ullico Inc. at the time of its independent audit, was \$12.73 and \$10.75 at December 31, 2014 and 2013, respectively. The total book value for the International Union's shares is estimated to be \$433,838 and \$18,995 at June 30, 2015 and 2014, respectively. There is a high degree of subjectivity in estimating book value. During the year ended June 30, 2015, the International Union purchased 32,313 shares of Ullico Inc. stock at a cost of \$349,303. The International President serves on the 22 member board of directors of Ullico Inc.

NOTE 3. INVESTMENTS (CONTINUED)

The fair value of the real estate investment trust is based on the net asset value per share by reference to the trust's underlying assets, which consist primarily of residential mortgage-backed obligations. Redemptions are available on a monthly basis without notice.

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

The following table summarizes the fair values, by market sectors, of certain investment categories as of June 30, 2015 and 2014:

	<u>2015</u>	<u>2014</u>
U.S. Government, Government		
Agency and municipal obligations:		
U.S. Treasury	\$ 3,199,466	\$ 3,966,852
U.S. Government Agencies	2,455,941	1,596,909
Municipal and state	<u>9,331,803</u>	<u>10,573,052</u>
Total	<u>\$ 14,987,210</u>	<u>\$ 16,136,813</u>
Corporate stocks:		
Consumer discretionary	\$ 431,085	\$ 359,670
Consumer staples	960,224	957,417
Energy	834,140	894,665
Financials	1,535,570	1,604,450
Health care	1,428,550	1,264,630
Industrials	1,617,835	1,716,765
Information technology	791,013	822,685
Insurance	433,838	18,995
Materials	213,180	249,480
Telecommunication services	139,830	108,600
Other	<u>1,170,800</u>	<u>716,550</u>
Total	<u>\$ 9,556,065</u>	<u>\$ 8,713,907</u>
Mutual funds - equities:		
International	\$ 228,404	\$ 252,021
Technology	408,213	377,832
Petroleum	<u>141,400</u>	<u>194,120</u>
Total	<u>\$ 778,017</u>	<u>\$ 823,973</u>

NOTE 4. DESCRIPTION OF FUNDS AND PER CAPITA TAXES

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

The Burial Benefit Fund provides funding of burial benefits for members in good standing. The Burial Benefit Fund also reimburses the General Fund for an allocation of salaries and related expenses, rent, legal and accounting fees. All active members pay a burial benefit tax of \$2.90 (\$2.25 prior to July 1, 2014) per month in addition to per capita taxes. Each member of superannuated status pays one-half of the usual burial benefit and per capita tax.

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

The Convention Fund provides for funding of the International Convention held every five years. The most recent International Convention was held in October 2013.

The International Union's per capita tax rate is currently \$18.10 (\$17.75 prior to July 1, 2014) per month plus work dues of \$0.13 (\$0.11 prior to July 1, 2014) per hour worked. The work dues are allocated entirely to the General Fund. For 2015 and 2014, the monthly per capita tax was allocated, as determined by the International President, in the following amounts:

	<u>Through January 31, 2014</u>	<u>Effective February 1, 2014</u>	<u>Effective July 1, 2014</u>
General Fund	\$ 16.15	\$ 15.75	\$ 15.75
Journeyman Fund	0.70	0.70	0.70
Convention Fund	<u>0.90</u>	<u>1.30</u>	<u>1.65</u>
Total	<u>\$ 17.75</u>	<u>\$ 17.75</u>	<u>\$ 18.10</u>

NOTE 5. PARTICIPATION IN MULTIEMPLOYER PLANS

Defined Benefit Pension Plan

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

The International Union’s participation in a multiemployer defined benefit pension plan for the years ended June 30, 2015 and 2014 is outlined in the table below. The “EIN/PN” column provides the employer identification number (EIN) and the three-digit plan number (PN). The most recent Pension Protection Act (PPA) zone status provides an indication of the financial health of the plan. Among other factors, plans in the red zone are below 65 percent funded, plans in the yellow zone are between 65 percent and 80 percent funded, and plans in the green zone are at least 80 percent funded. The last column specifies the year end date of the plan to which the annual report (Form 5500) relates.

Pension Plan	EIN/PN	Pension Protection Act		Contributions		Most Recently Available Annual Report (Form 5500)
		Zone Status		2015	2014	
		2015	2014	2015	2014	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2015	Green as of 1/1/2014	\$ 267,949	\$ 268,720	12/31/2014

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

Welfare Plans that Provide Postretirement Benefits

Substantially all of the International Union’s full-time employees are covered by several multiemployer health and welfare plans that provide medical benefits to active and retired eligible employees. Contributions to these plans for the years ended June 30, 2015 and 2014 were \$631,890 and \$611,848 respectively, including \$174,778 and \$164,750 respectively, in contributions on behalf of retirees.

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

NOTE 6. OTHER PENSION PLAN

The International Union has established a voluntary defined contribution retirement plan (401(k) plan). Under this plan, which is fully funded by participant contributions, all officers, representatives and employees are eligible to participate.

NOTE 7. DEFERRED COMPENSATION PLAN

The International Union has established a voluntary deferred compensation (salary reduction) plan. Under the plan, which is fully funded by participant contributions, all officers and certain classes of other employees are eligible to participate in a group annuity contract with ING. The participants will be entitled to receive benefits within the terms of the contract upon retirement. The group annuity contract on behalf of the participants is held in trust at Amalgamated Bank of New York. As of June 30, 2015 and 2014, the amount of participant contributions plus investment earnings (including fair value adjustment) of the deferred compensation plan was \$1,742,797 and \$1,661,552 respectively. During the years ended June 30, 2015 and 2014, no distributions were made from the trust. The annuity contract is considered an asset of the International Union subject to the claims of creditors. A corresponding liability is also reported for the obligations to the participants.

NOTE 8. BURIAL BENEFITS

Burial benefits for members are provided for by the Bylaws of the International Union. The Burial Benefit Fund is self-insured for this benefit. The most recent actuarial valuation of net future benefits owed from the Burial Benefit Fund was made as of June 30, 2013 by Horizon Actuarial Services, LLC (Horizon). In its report dated August 2, 2013, Horizon reported that at June 30, 2013, the fund deficiency was \$2,408,303 determined as follows:

Present value of future burial benefits	\$ 21,179,618
Present value of future plan expenses	<u>953,083</u>
Subtotal	22,132,701
Less:	
Estimate of fair value of fund	(15,776,455)
Present value of future member contributions	<u>(3,947,943)</u>
Fund (deficiency)	<u>\$ (2,408,303)</u>

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

Interest to be earned by fund: 5.50% per annum, compounded annually
Administrative expenses: 4.50% of the expected benefits

NOTE 9. AFFILIATED ORGANIZATIONS

Certain officers of the International Union serve as trustees of affiliated employee benefit trust funds, including the National Roofing Industry Pension Fund (NRIPP), the National Roofers Union and Employers Joint Health and Welfare Fund, and the Roofers and Waterproofers Research and Education Joint Trust Fund (the Trust Fund). The International Union provides certain administrative services to NRIPP for which the International Union receives monthly fees. Total fees received during the years ended June 30, 2015 and 2014 were \$53,496 and \$51,936 respectively. The International Union also provides nominal administrative services to the Trust Fund at no charge.

The International Union established and sponsors Roofers' Political Education and Legislative Fund (RPELF) to receive contributions, provide financial assistance for legislative and education action programs, and to assist candidates for non-federal public office who are in agreement with the objectives of the International Union. The governing board of RPELF is appointed by the International Union, and RPELF is funded by an allocation of the International Union per capita tax. The amount of funding for the years ended June 30, 2015 and 2014 was \$58,508 and \$79,397 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2015 and 2014.

NOTE 10. TAX STATUS

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

The International Union files Form 990, *Return of Organization Exempt from Income Tax*. The International Union's returns are subject to examination by the Internal Revenue Service until the applicable statute of limitations expires.

NOTE 11. DESIGNATED NET ASSETS - GENERAL FUND

The International President has approved \$.25 per member per month to be used for educational expenses of the International Union. Amounts set aside for educational purposes in excess of amounts expended at June 30, 2015 and 2014 represent a surplus of \$8,656 and \$10,381 respectively, in designated net assets at year end.

NOTE 12. CASH BALANCES

The International Union maintains its cash in deposit accounts with various financial institutions. The total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per financial institution. The International Union has cash balances on deposit with financial institutions at June 30, 2015 that exceeded the balance insured by the FDIC by approximately \$1,168,000. The International Union has not experienced any losses in uninsured accounts and believes it is not exposed to any significant credit risk concerning cash.

NOTE 13. OPERATING LEASES

The International Union has entered into an eleven year, non-cancelable lease for office space with an expiration date of November 30, 2017. The base rent is increased annually by 2.5%, except in the sixth year of the lease, when the base rent will increase \$2 per square foot.

As of June 30, 2015, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2016	\$ 335,988
2017	344,388
2018	<u>144,968</u>
Total	<u>\$ 825,344</u>

Total rental payments for the years ended June 30, 2015 and 2014 were \$324,957 and \$318,520 respectively.

NOTE 14. NET INVESTMENT EARNINGS

Net investment earnings for the years ended June 30, 2015 and 2014 were as follows:

	2015			
	Interest/ Dividend <u>Income</u>	Realized <u>Gains (Losses)</u>	<u>Expenses</u>	Net Investment <u>Earnings</u>
General Fund	\$ 391,427	\$ (283,489)	\$ (30,334)	\$ 77,604
Retiree Fund	51,935	(46,317)	(5,918)	(300)
Burial Benefit Fund	465,514	51,636	(54,592)	462,558
Journeyman Roofer and Waterproofer Fund	385	-	-	385
Convention Fund	657	-	-	657
	<u>\$ 909,918</u>	<u>\$ (278,170)</u>	<u>\$ (90,844)</u>	<u>\$ 540,904</u>

	2014			
	Interest/ Dividend <u>Income</u>	Realized <u>Gains (Losses)</u>	<u>Expenses</u>	Net Investment <u>Earnings</u>
General Fund	\$ 415,619	\$ (112,974)	\$ (35,773)	\$ 266,872
Retiree Fund	57,660	(28,943)	(6,091)	22,626
Burial Benefit Fund	474,555	455,036	(84,204)	845,387
Journeyman Roofer and Waterproofer Fund	314	-	-	314
Convention Fund	4,048	-	-	4,048
	<u>\$ 952,196</u>	<u>\$ 313,119</u>	<u>\$ (126,068)</u>	<u>\$ 1,139,247</u>

NOTE 15. FUNCTIONAL EXPENSES

The International Union has estimated its expenses by function for the years ended June 30, 2015 and 2014 as follows, in approximate amounts:

	2015	2014
Contract negotiation and administration	\$ 737,000	\$ 797,000
Union administration	3,156,000	3,132,000
Legislative and political activities	188,000	209,000
Organizing	1,536,000	1,440,000
Community or charitable activities	189,000	98,000
International convention	-	1,722,000
Meetings and conferences	805,000	837,750
Burial benefits program	1,082,000	1,026,800
Total	<u>\$ 7,693,000</u>	<u>\$ 9,262,550</u>



Report of International Vice President **Tom Pedrick**

This report begins in Atlantic City, NJ, where I attended the North America's Building Trades Unions Convention. While in Atlantic City I met with New Jersey Building Trades Secretary-Treasurer/Local 4, Parsippany, NJ, Business Manager Dave Critchley to discuss the convention agenda.

On to Nemaocolin, PA, I attended the International Executive Board meeting. While in Pennsylvania I discussed with Local 37, Pittsburgh, PA, Business Manager Fred Pollazon various welfare plan options available for the local. I also spoke to Local 210, Erie, PA, Business Manager Dale Bokshan about the local's dues structure.

In Philadelphia, PA, I attended the Local 30 benefit funds trustee meeting. In New York, NY, I attended the Roofers Local 8 benefit funds

trustee meeting and met with Local 8 Business Manager Nick Siciliano to discuss waterproofing projects in New York City.

Next in Long Island, NY, I attended the Local 154 benefit funds trustee meeting. I also met with Local 154 Business Manager Sal Giovannello to discuss the ongoing problems with UPS using non-signatory contractors to do all their roofing projects and the need to boycott them nationally.

In San Jose, CA, I attended the Roofers and Waterproofers National Labor-Management meeting. In Atlantic City, NJ, I attended the Northeast District Council meeting hosted by Local 30 and Business Manager Shawn McCullough. In New Jersey I met with Local 248, Springfield, MA, Business Manager Eric Elliott to review and discuss the local's pension

plan. I also met with Local 241, Albany, NY, Business Manager Mike Rossi to review labor board charges against a double-breasted contractor in the area. Local 12, Bridgeport, CT, Business Manager Butch Davidson and I reviewed the approach he is taking to claim our waterproofing work that is being removed from roofing bid packages.

In Rochester, NY, Local 22, I met with International Vice President Don O'Blenis to review local conditions. I also contacted Local 74, Buffalo, NY, Business Manager John Bernas; Local 195, Syracuse, NY, Business Manager Ron Haney; and Local 203, Binghamton, NY, Business Manager Dan Richardson to discuss filling the New York areas' workforce needs for the remainder of the year.

In closing, I would like to wish you and your families a happy holiday season and a happy, safe and prosperous New Year. ■



Report of International Vice President **Michael Stiens**

I begin this report in Atlanta, GA, where I continue the supervision of Local 136. I met with International Marketing Representative James Scott to go over the business of Local 136. We also attended meetings at the Vogtle Plant and Atlanta Building Trades.

My next stop was in Nashville, TN, where I met with International Vice President Dan O'Donnell concerning the merger of Local 176 into Local 2, St. Louis, MO.

Next, as assigned by President Robinson, I traveled to Nemaocolin, PA, to attend the International Executive Board meeting. I then met with Local 86 Business Manager Marvin Cochran Jr. in Columbus, OH. We discussed the contract and other local business.

From there I traveled to Morristown, TN, to negotiate a contract with ABS Construction. I met with the workers and had discussions with them concerning the contract. We also discussed the role of the union and how it can help them.

Staying in Tennessee I attended the Knoxville Building Trades meeting and visited the Oak Ridge Department of Energy site to check on Wolverine Roofing. I then traveled back to Local 136 in Atlanta, GA, to help with office work.

Next I traveled to Paducah, KY, to check on the TVA-Paradise site, and to check on contractors in the area that Local 106 Business Manager Bill Alexander and organizer Mike Burham have been trying to sign. I then attended the TVA meeting in

Nashville, TN. While in the area I met with Business Manager Don Cardwell to close out the office of Local 176.

Next, as assigned by President Robinson, I traveled to Honolulu, HI, to meet with International Vice President Douglas Zeigler to attend a hearing for a member of Local 221. My next stop was in Terre Haute, IN, where I met with Local 150 Business Manager Jeff Hayes to discuss work in the area and other local business.

Then, as assigned by President Robinson, I traveled to Chicago, IL, to attend the organizing seminar put on by Director of Marketing Gig Ritenour. While there I attended a joint District Council meeting.

I end this report by wishing everyone a very merry Christmas and a prosperous New Year. I also would like to remind everyone to be safe out there. ■



Report of International Representative Eric Anderson

I begin this article at Local 97, Champaign, IL, where I met with Business Manager Jim Hardig. We discussed having the International Marketing team help with finding roofers for local contractors. We also discussed upgrading the computer. I then drove over to Local 92, Decatur, IL, and assisted Business Manager Ted Clark with the accounting software.

I next traveled to Butte, MT, where I met with Business Manager Leo Marsura of Local 189 concerning the merger of Local 250, Butte, MT, into Local 189, Spokane, WA. The next week I went to Local 182, Cedar Rapids, IA, and met with President Bill Barnes and Business Manager Bob Rowe. The local, as most locals in the Midwest, is looking for roofers and waterproofers. We need every member to help recruit people for your local. Talk to friends, other roofers, anyone who would be a good fit for your local.

As I was in Iowa I drove over to Local 142, Des Moines, where Business Manager Bob Pearson and I discussed manpower problems, as well as the need to update the office computer.

My next stop was at my home Local 96 in Minneapolis, MN. I met with Business Manager Pete Jaworski and discussed the large number of new people joining the local to keep up with manpower needs. The following week I went to Springfield, IL, to meet with Local 112 Business Manager Ray Wake. He has been busy making sure the contractors have workers. Ray also had to stop a contractor from importing H-2B workers to do our work. There are plenty of people in the area to handle our workload, we just need to keep vigilant to protect our jobs.

As assigned, I attended the International Executive Board meeting. I made a presentation to the Board on the progress of the Business Manager/Agent training program.

The committee has been working on it and we are making headway.

I next traveled to Oklahoma City where Local 143 Business Manager Wes Whitaker and Office Manager Pat Patterson informed me they will be retiring at the end of the year. I want to personally thank them for their years of service to the membership of Local 143. Pat has seen several business managers come and go, and we will be losing a great deal of experience at the local. Wes has worked hard and has accomplished many things for the local. We will miss you both.

I headed back to Decatur, IL, where I met with Local 92 Business Manager Ted Clark and attended their membership meeting. It is always informative to speak with members at a meeting. I spent the next week working on the Business Manager/Agent training manual. I then traveled to Rock Island, IL, where Local 32 Business Manager Mike Miller and I talked about the problems he is also having with securing men for the local's signatory contractors.

As always, work safe, and take time to enjoy your life. ■



Report of International Representative Gabriel Perea

I begin my report in San Diego, CA, working with Local 45 Representative Paul Colmenero and Marketing Representative Raul Galaz. As trustee of the local I have been overseeing the rebuilding efforts in the area. Local 45 has made many improvements over the past few years and with work picking up, things look better for the new year. On this trip I assisted with administrative duties as well as compliance issues for the San Diego area. Paul Colmenero is doing a good job with his many tasks. Raul Galaz has also done

a great job enforcing compliance laws as they pertain to prevailing wage projects. We all continue to organize workers and promote the benefits of becoming union.

My next stop was Las Vegas where I assisted Vice President Doug Ziegler with Local 162's trusteeship. I helped the secretary with financial records and bills. I met with members who had questions regarding the trusteeship and contract negotiations. Vice President Ziegler and I met with the local roofing contractors about negotiating a successor agreement. We also had meetings with non-union

companies in the area, where we promoted the union and did industry networking.

I then headed to Pomona, CA, where I attended contract negotiations for Los Angeles Local 36 and Orange County Local 220. After a lot of back-and-forth negotiations everybody agreed on the terms and conditions, subject to the membership ratification. The joint negotiating committee did a good job and everybody participated.

I was then off to Las Vegas to assume my duties as deputy trustee of Local 162. Over the next two weeks I had many meetings with union contractors and worked on contract proposals. Raul Galaz and

I worked on organizing more members. I also oversaw office procedures when Vice President Ziegler was on other work assignments.

My next trip was to Farmington, PA, where I attended the International Executive Board meeting as assigned by President Kinsey M. Robinson. I then flew back to Las Vegas where Vice President Ziegler and I attended a negotiation meeting with the union contractors. We were unable to agree on the terms of the agreement at this meeting.

I continued my duties as deputy trustee and took care of the day-to-day operations.

I was then off to Honolulu, HI, to present charges against a union member from Local 221. I met with local contractors and others to collect information regarding the pending charges. I presented the charges to the investigative panel appointed by the International President before flying back to the mainland.

I again headed to Las Vegas. Doug Ziegler and I met with the

contractors and successfully negotiated a successor agreement for the membership of Roofers Local 162. We ended up with a five-year agreement. We will continue to network with good contractors in effort to increase work opportunities for roofers.

I would like to close my report by wishing all union members and their families a safe and happy holiday season and hope that your New Year brings you success and happiness. ■



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5 Reasons to "Like" Union Roofers on Facebook

1. Interact:
Join a thriving community of over 2,000 users consisting of Union Roofers and their friends, family and supporters.

2. Share:
Post photos of the projects you're on and the good things going on in your community.

3. Find Work:
Help Wanted ads on the Roofers website are posted immediately on Facebook.

4. Learn:
Read articles about the roofing community, economy, labor issues and more—things that are important to YOU.

5. Spread the Word:
Tell your co-workers and friends to like our page. The more followers we have, the more informed you will be.

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

LOCAL UNION RECEIPTS

JULY, AUGUST, SEPTEMBER 2015

LOCAL	AMOUNT	LOCAL	AMOUNT
2 Saint Louis, MO	\$61,281.90	92 Decatur, IL	\$6,582.49
4 Newark, NJ	\$22,690.29	95 San Jose, CA	\$28,044.42
8 New York, NY	\$145,118.49	96 Minneapolis, MN	\$124,039.12
9 Hartford, CT	\$28,485.63	97 Champaign, IL	\$18,690.29
10 Paterson, NJ	\$9,020.71	106 Evansville, IN	\$8,654.29
11 Chicago, IL	\$241,095.44	112 Springfield, IL	\$9,206.95
12 Bridgeport, CT	\$17,840.65	119 Indianapolis, IN	\$22,596.35
20 Kansas City, KS	\$66,776.13	123 Fort Worth, TX	\$5,630.49
22 Rochester, NY	\$25,331.76	134 Toledo, OH	\$16,241.47
23 South Bend, IN	\$19,327.56	135 Phoenix, AZ	\$2,429.08
26 Hammond, IN	\$24,162.10	136 Atlanta, GA	\$3,995.45
27 Fresno, CA	\$17,129.76	142 Des Moines, IA	\$2,770.68
30 Philadelphia, PA	\$155,003.62	143 Oklahoma City, OK	\$12,802.59
32 Rock Island, IL	\$7,850.03	147 Louisville, KY	\$6,846.52
33 Boston, MA	\$59,893.80	149 Detroit, MI	\$94,132.31
34 Cumberland, MD	\$2,296.47	150 Terre Haute, IN	\$4,693.24
36 Los Angeles, CA	\$42,366.00	153 Tacoma, WA	\$21,228.89
37 Pittsburgh, PA	\$26,625.81	154 Nassau-Suffolk, NY	\$12,781.79
40 San Francisco, CA	\$33,534.67	162 Las Vegas, NV	\$35,479.97
42 Cincinnati, OH	\$18,847.57	182 Cedar Rapids, IA	\$7,826.65
44 Cleveland, OH	\$41,893.09	185 Charleston, WV	\$16,225.51
45 San Diego, CA	\$7,164.11	188 Wheeling, WV	\$19,099.77
49 Portland, OR	\$53,841.15	189 Spokane, WA	\$16,117.68
54 Seattle, WA	\$26,635.84	195 Syracuse, NY	\$23,182.95
58 Colorado Springs, CO	\$16,745.25	200 Pocatello, ID	\$1,741.63
65 Milwaukee, WI	\$36,922.99	203 Binghamton, NY	\$11,282.00
69 Peoria, IL	\$18,778.62	210 Erie, PA	\$15,689.68
70 Ann Arbor, MI	\$36,297.61	220 Orange County, CA	\$59,419.65
71 Youngstown, OH	\$11,243.86	221 Honolulu, HI	\$27,395.92
74 Buffalo, NY	\$31,594.57	241 Albany, NY	\$14,998.55
75 Dayton, OH	\$10,681.91	242 Parkersburg, WV	\$6,402.95
81 Oakland, CA	\$57,727.57	248 Springfield, MA	\$8,069.37
86 Columbus, OH	\$8,653.70	250 Butte, MT	\$241.48
88 Akron, OH	\$14,751.56	317 Baton Rouge, LA	\$4,746.45
91 Salt Lake City, UT	\$10,939.41		

IN MEMORIAM

MEMBER #	NAME	LOCAL NO.	AGE
42078	Peter J. Scavo	8	89
56032	Thomas R. Swetnam	11	87
56822	Robert C. Faust	30	100
75515	Henry Kasulka	154	87
76636	Lloyd H. Jerde	96	91
87159	Dennis L. Goodenough	8	88
90860	Percy Robert Handy	123	91
94034	Richard O. VonderHaar	2	86
97232	Daniel J. Delia	12	84
115960	Edward L. Moody	143	90
116003	Andrew Kruc	30	74
117068	Lawrence J. Woyjeck	36	74
119409	George Neumann	149	85
120012	Stanley J. Dabrowski	149	83
120155	James F. Webb	242	76
125094	Ernest P. Williams	30	76
128604	Roy S. McKee	75	93
129462	Jessie Pruitt	119	70
136737	Charles G. Jones	119	78
136803	Joseph L. Chilutti	30	86
142199	Robert Nally	30	69
145106	Robert E. Dacenzo	30	76
149498	Norval D. Lafferty	142	86
151696	Henry Kruszewski	30	98
152872	Robert T. Crosley	30	78
158633	Earl L. Faulk	30	76
168563	Jerry F. Neely	176	71
169561	Glen H. Rasmusson	96	62
170714	Ronnie D. Smith	119	65
175392	Leonard Ferriss	149	60
178760	John Wagner	30	84
181682	Gary Henn	11	58
184210	Richard G. Ward	22	75
210114	Dennis Stevens	65	60
211194	Art Schoenberger	32	73
220117	Laurence J. Mirabella	11	47
220684	Edward W. Robinson	22	55
223190	Michael Davis	30	60
231521	Steven P. Scott	185	64
234295	Truman K. Braswell	2	69
251147	Alan W. Critchett	49	45
277924	Robert Gabree	33	56
281602	Mark Weaver	242	48
284047	Gregory A. Shay	37	49
286564	David O. Bussie	30	46
292982	Jeramie M. Gruber	96	35
297479	Robert S. Dessent	11	61
308937	Jacek Debowski	4	58
312031	Bryant Michael Lee	119	52

ALABAMA

2 | BIRMINGHAM - MOBILE 🏠🔗

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

ALASKA

189 | ANCHORAGE 🏠

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

ARIZONA

135 | PHOENIX 🏠🔗

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

135 | TUCSON 🏠🔗

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

ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area) 🏠

Meets - IBEW Local #700, 2914 Midland Blvd., Ft. Smith, 1st Wed. each month. B.M. Kevin King, Fin. Sec. & Tr. Charles T. Cash Jr., 6321 Blue Ridge Blvd., Ste. 202, Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com

CALIFORNIA

27 | FRESNO 🏠

Meets - 5537 E. Lamona Ave., Ste. 1, Fresno, 2nd Wed. each month at 7:00 p.m. B.R., Fin. Sec. & Tr. Dario Sifuentes, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: rooferslocal27@yahoo.com

27 | BAKERSFIELD 🏠

Meets - 5537 E. Lamona Ave., Ste. 1, Fresno, 2nd Wed. each month at 7:00 p.m. B.R., Fin. Sec. & Tr. Dario Sifuentes, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: rooferslocal27@yahoo.com

36 | LOS ANGELES 🏠

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

81 | OAKLAND 🏠

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

220 | ORANGE COUNTY 🏠

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

220 | RIVERSIDE 🏠

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

81 | SACRAMENTO 🏠

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

45 | SAN DIEGO 🏠

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

40 | SAN FRANCISCO 🏠

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

95 | SAN JOSE 🏠

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

81 | STOCKTON 🏠

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

COLORADO

58 | COLORADO SPRINGS 🏠🔗

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

58 | DENVER 🏠🔗

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

CONNECTICUT

12 | BRIDGEPORT 🏠🔗

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

9 | HARTFORD

Meets - Knights of Columbus, 1831 Main St., East Hartford, 2nd Wed. each month at 8:00 p.m. B.M., Fin. Sec. & Tr. Michael Hassett, 114 Old Forge Rd., Rocky Hill, CT 06067. Phone (860) 721-1174. Fax (860) 721-6182. E-mail: RoofersLocal9@aol.com

DELAWARE

30 | NEW CASTLE

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

DISTRICT OF COLUMBIA

30 | WASHINGTON 🏠

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

FLORIDA

136 | FORT LAUDERDALE 🏠🔗

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

136 | MIAMI 🏠🔗

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

136 | ORLANDO 🏠🔗

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

136 | TAMPA 🏠🔗

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

136 | W. PALM BEACH 🏠🔗

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

136 | JACKSONVILLE 🏠🔗

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

GEORGIA

136 | ATLANTA 🏠

Meets - 252 Main St., 3rd Wed. each month. B.M., Fin. Sec. & Tr. Gwen Marshall, 252 Main St., Forest Park, GA 30207. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: rooferslocal136atl@gmail.com Website: www.roofersandwaterprooferslocal136.com

HAWAII

221 | HONOLULU

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

IDAHO

189 | BOISE 🏠

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

189 | LEWISTON 🏠

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

200 | POCATELLO 🏠🔗

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

ILLINOIS

97 | CHAMPAIGN 🏠🔗

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

11 | CHICAGO 🏠🔗

Meets - 7045 Joliet Rd., Indian Head Park, IL, 2nd Wed. each month at 7:00 p.m. Pres. Gary Menzel, Fin. Sec. Jim Querio, Bus. Reps: Larry Gnat, Jeff Eppenstein, Mitch Terhaar, John Barron and Bob Burch, Organizer Ruben Barbosa, 9838 W. Roosevelt Rd., Westchester, IL 60154. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: roofersunion@sbcglobal.net Website: www.roofers-local11.org

92 | DECATUR 🏠

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

11 | LASALLE 🏠

Pres. Gary Menzel, Fin. Sec. Jim Querio, B.R. Larry Gnat, 9838 W. Roosevelt Rd., Westchester, IL 60154. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: roofersunion@sbcglobal.net

69 | PEORIA 🏠

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

32 | ROCK ISLAND 🏠🔗

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

32 | GALESBURG AREA 🏠

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

112 | SPRINGFIELD

Meets – 3100 S. 11th St., 2nd Thurs. each month. **B.M., Fin. Sec. & Tr. Walter "Ray" Wake**, 301 E. Spruce St., Springfield, IL 62703. Phone (217) 210-2044. Cell phone (217) 529-2229. Fax (217) 210-2041. E-mail: office@rooferslocal112.com or ray@rooferslocal112.com

INDIANA**119 | ANDERSON**

B.M., Fin. Sec. & Tr. Oather Duncan, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: oduncan@indyroofers.com Website: www.indyroofers.com

106 | EVANSVILLE

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

26 | HAMMOND-GARY

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

119 | INDIANAPOLIS

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M., Fin. Sec. & Tr. Oather Duncan**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: oduncan@indyroofers.com Website: www.indyroofers.com

119 | LAFAYETTE

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M., Fin. Sec. & Tr. Oather Duncan**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: oduncan@indyroofers.com Website: www.indyroofers.com

23 | SOUTH BEND

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

150 | TERRE HAUTE

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

IOWA**32 | BURLINGTON**

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

142 | SIOUX CITY

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

182 | CEDAR RAPIDS

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

182 | WATERLOO AREA

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

182 | DUBUQUE AREA

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

142 | DES MOINES

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

142 | MASON CITY

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

KANSAS**20 | KANSAS CITY**

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

20 | WICHITA AREA

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

20 | TOPEKA

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

KENTUCKY**147 | LOUISVILLE**

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

106 | PADUCAH

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

LOUISIANA**317 | BATON ROUGE**

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

317 | LAKE CHARLES

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

317 | NEW ORLEANS

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

317 | SHREVEPORT

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

MAINE**33 | BANGOR**

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

MARYLAND**30 | BALTIMORE**

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

34 | CUMBERLAND

Meets – Ridgeley V.F.W. upstairs, last Fri. each even month. **B.A. Roger Ryan**, P.O. Box 500, Ridgeley, WV. 26753. Phone (301) 697-9219. Fax (301) 729-1697. E-mail: roofersl.u.34@hotmail.com

MASSACHUSETTS**33 | BOSTON**

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

33 | NEW BEDFORD AREA

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

248 | SPRINGFIELD

Meets – 63 1/2 Main St., last Tues. each month. **B.A., Fin. Sec. & Tr. Eric Elliott**, 63 1/2 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: ericelliott86@gmail.com

MICHIGAN**70 | ANN ARBOR**

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

70 | BATTLECREEK-KALAMAZOO AREA

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

70 | GRAND RAPIDS AREA

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

70 | LANSING AREA

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

70 | JACKSON AREA

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

70 | MUSKEGON AREA

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

149 | DETROIT

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

149 | PORT HURON AREA

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

149 | FLINT

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

LOCAL UNION DIRECTORY

149 | SAGINAW-BAY CITY AREA

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

149 | TRAVERSE CITY AREA

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

149 | MARQUETTE

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

MINNESOTA

96 | MINNEAPOLIS-ST. PAUL

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

96 | ST. CLOUD AREA

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

96 | BRAINERD AREA

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

96 | DULUTH-IRON RANGE AREA

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

96 | SOUTHEASTERN MINN. AREA

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

MISSISSIPPI

2 | JACKSON AREA

Pres. & B.M. Dan O'Donnell, 2920 Locust St., St. Louis, MO 63103. Phone (314) 535-9683. Fax (314) 535-6404. E-mail: odonnelloocal2@sbcglobal.net

MISSOURI

2 | ST. LOUIS

Meets - 2920 Locust St., 1st Wed. each month. Pres. & B.M. Dan O'Donnell, 2920 Locust St., St. Louis, MO 63103. Phone (314) 535-9683. Fax (314) 535-6404. E-mail: odonnelloocal2@sbcglobal.net Website: www.stlouisunionroofing.com

20 | JEFFERSON CITY

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

20 | SPRINGFIELD AREA

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

20 | ST. JOSEPH AREA

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

MONTANA

189 | BILLINGS

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

189 | BUTTE

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

189 | MISSOULA

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

NEBRASKA

142 | OMAHA

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

NEVADA

162 | LAS VEGAS

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

81 | RENO

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

NEW JERSEY

30 | ATLANTIC CITY

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

4 | NEWARK

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

10 | PATERSON

Meets - Grundler Hall, 321 Mason Ave., 4th Mon. each month. B.M., Fin. Sec. & Tr. Nick Strauss, 321 Mason Ave., Haledon, NJ 07508. Phone (973) 595-5562. Fax (973) 595-5266. E-mail: roof10@optonline.net

30 | TRENTON

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

NEW MEXICO

135 | ALBUQUERQUE

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

123 | LOS ALAMOS

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

NEW YORK

241 | ALBANY

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

203 | BINGHAMTON

Meets - American Legion Post 401, 263 Front St., Owego, 1st Wed. each month. B.R., Fin. Sec. & Tr. Daniel J. Richardson III, 32 W. State St., 2nd Fl., Binghamton, NY 13901. Phone (607) 722-4073. Fax (607) 722-4073. E-mail: roofers203@hotmail.com

74 | BUFFALO

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

154 | NASSAU-SUFFOLK

Meets - 370 Vanderbilt Motor Pkwy., 4th Wed. each month at 7:00 p.m. except July, Aug. and Dec. B.M. Sal Giovanniello, 370 Vanderbilt Motor Pkwy., Ste. 1, Hauppauge, NY 11788-5133. Phone (631) 435-0655. Fax (631) 435-0662. E-mail: union@rooferslocal154.com

8 | NEW YORK CITY

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

22 | ROCHESTER

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

195 | SYRACUSE

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

NORTH CAROLINA

136 | CHARLOTTE

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

NORTH DAKOTA

96 | FARGO, N. DAK.-MOORHEAD, MINN

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

OHIO

88 | AKRON & CANTON

Meets - 618 High Ave. NW, Rm. 4, 4th Tues. each month. B.M. & Fin. Sec. Timothy Mazziotta, 618 High Ave. NW, Rm. 4, Canton, OH 44703. Phone (330) 453-4900. Fax (330) 453-4903. E-mail: roofers88@sbcglobal.net

42 | CINCINNATI

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

44 | CLEVELAND

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

86 | COLUMBUS

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

75 | DAYTON

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

134 | TOLEDO

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

71 | YOUNGSTOWN

Meets - 2714 Martin L. King, 2nd Tues. each month.
Fin. Sec. & B.R. Carlo Ponzio, 2714 Martin L. King,
 Youngstown, OH 44510. Phone (330) 746-3020. FAX
 No. (330) 746-6020. E-mail: njwo71@aol.com

OKLAHOMA**143 | OKLAHOMA CITY**

Meets - 111 NE 26th St., 2nd Mon. each month and
 4428 E. Admiral Place, Tulsa, 2nd Tues. each
 month. **B.R., Fin. Sec. & Tr. Robert Whitaker**, 111
 NE 26th St., Oklahoma City, OK 73105. Phone
 (405) 524-4243. Fax (405) 524-5859.

OREGON**49 | EUGENE**

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

49 | PORTLAND

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

PENNSYLVANIA**210 | ERIE**

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

30 | HARRISBURG

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

30 | PHILADELPHIA

Meets - 6309 Torresdale Ave., 4th Tues. each month
 except June, July, Aug. & Dec. at 8:00 p.m. **B.M. Shawn
 McCullough**, 6447 Torresdale Ave., Philadelphia, PA
 19135. Phone (215) 331-8770. Fax (215) 331-8325.

30 | READING & ALLENTOWN

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

37 | PITTSBURGH

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

30 | SCRANTON

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

RHODE ISLAND**33 | PROVIDENCE**

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

TENNESSEE**2 | NASHVILLE**

Pres. & B.M. Dan O'Donnell, 2920 Locust St., St.
 Louis, MO 63103. Phone (314) 535-9683. Fax (314)
 535-6404. E-mail: odonnelloocal2@sbcglobal.net

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

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

123 | HOUSTON

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

123 | SAN ANTONIO

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

UTAH**91 | SALT LAKE CITY**

Meets - 2261 South Redwood Rd., 2nd Tues.
 each month. **B.M. Moises Ruiz**, 2261 S. Redwood
 Rd., Ste. N., Salt Lake City, UT 84119. Phone
 (801) 972-6830. Fax (801) 975-9003. E-mail:
mruiz52@yahoo.com

VERMONT**248 | VERMONT**

B.A., Fin. Sec. & Tr. Eric Elliott, 63 1/2 Main St.,
 Chicopee, MA 01020. Phone (413) 594-5291. Fax
 (413) 594-5391. E-mail: ericelliott86@gmail.com

VIRGINIA**30 | NORTHERN VIRGINIA**

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

WASHINGTON**54 | BELLINGHAM**

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

54 | SEATTLE

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

189 | SPOKANE

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

189 | YAKIMA

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

153 | TACOMA

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

WEST VIRGINIA**185 | CHARLESTON**

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

242 | PARKERSBURG

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

188 | WHEELING

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

WISCONSIN**96 | EAU CLAIRE**

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

96 | FONDULAC AREA

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

65 | MILWAUKEE

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

65 | RACINE-KENOSHA AREA

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

65 | MADISON AREA

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

96 | WAUSAU

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

WYOMING**58 | CHEYENNE-CASPER**

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

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

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Now Just \$25!



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

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



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

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

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\$25 FOR A LIMITED TIME ONLY

6. "BLAZING" ROOFERS SWEATSHIRT

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

Sizes: XL, 2X



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All cotton, gray w/Union logo on left pocket. Short sleeve and long sleeve available. **Sizes:** M, L, XL, 2X, 3X



3. MEN'S AMERICAN TIME QUARTZ WATCH

w/Union logo medallion face.

8. "UNION ROOFER" HAT

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



A.



5. PEEL AND STICK ROOFERS' UNION LOGOS

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B.



2. ROOFERS' UNION RINGS

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