

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER ■ 2016



ROOFERS
JOINT
TRUST
INTRODUCES
NEW
SINGLE-PLY
ROOFING
CURRICULUM



ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

Our Next Steps

The long, drawn-out and sometimes overwhelming presidential election season is over, and the winner has been declared. The United Union of Roofers, Waterproofers and Allied Workers congratulates Donald Trump on his election as the next president of the United States of America. We also congratulate Hillary Clinton for

Our Union stands ready to work with President-elect Trump, as well as with the leadership and lawmakers of both political parties.

not only a hard-fought campaign, but for her many years of service to the country and to working families.

After a long and sometimes divisive campaign, the time has come for our nation to pull together as one united people and to apply our collective energies in a non-partisan fashion in order to move our great nation forward. We the citizens have a long history of being strong

and resilient when it comes to government transition. We have always been able to withstand contentious political discourse and debate.

In every election, we accept the decision of the American electorate, and then we go about working to coalesce around our new President—not as Democrats and Republicans, but as Americans—and to begin the work of building an even brighter future for all. Our Union stands ready to work with President-elect Trump, as well as with the leadership and lawmakers of both political parties, to cast away leftover animosities from this past election cycle, and to begin anew in fashioning a productive and prosperous path for our nation.

New Administrator for the National Roofers Union & Employers Health & Welfare Fund

The Trustees of the National Health Fund are proud to announce the selection of Wilson-McShane to take over as Fund Administrator, effective January 1, 2017.

Most of you are familiar with Wilson-McShane, as they currently handle all administrative functions of the National Roofing Industry Pension Plan (NRIPP) and the National Roofing Industry Supplemental Pension Plan (NRISPP).

Wilson-McShane has a long history of providing stable and high-

quality third-party administrative services to Taft-Hartley funds like ours. The National Health Fund Trustees and Wilson-McShane share the goal of providing accurate and timely benefits to the men and women in the unionized roofing industry who have worked hard to earn those benefits. Wilson-McShane's staff has proven themselves as quality professionals, committed to good customer relationships and service.

The Trustees are excited about the opportunity to work with Wilson-McShane and offer first-class service to the participants of the National Health Fund

Holiday Greeting

As 2016 draws to a close and the holiday season is upon us, I am reminded of all that has been achieved 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, local leaders and signatory contractors for your dedication to our industry and express my gratitude for your support. The officers and staff of the International Union extend to you and your families our best wishes at this special time of year. May the love of family and friends bring you warmth, peace and happiness this holiday season. ■



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

Kinsey M. Robinson
International President

Robert J. Danley
International Secretary-Treasurer

International Vice Presidents

- 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*

The Journeyman Roofer & Waterproofer is published quarterly by the United Union of Roofers, Waterproofers & Allied Workers. Subscription price \$6.00 per year. Editorial and Publishing office, 1660 L Street, N.W., Washington D. C. 20036-5646. Robert J. Danley, Editor. The Editor reserves the right to condense or delete any articles receiving acceptance for publication. Preferred Standard Mail postage paid at Washington, DC. Copyright 2010 United Union of Roofers, Waterproofers & Allied Workers.

POSTMASTERS ATTENTION:

Change of address requests should be sent to:
THE JOURNEYMAN ROOFER & WATERPROOFER,
1660 L Street N.W., Suite 800,
Washington, D.C. 20036-5646
Phone: 202-463-7663



The United Union of Roofers, Waterproofers and Allied Workers engaged a printer, MOSAIC, for the production of this magazine that is 100% wind powered, carbon neutral, and employs qualified union craftsmen and women.



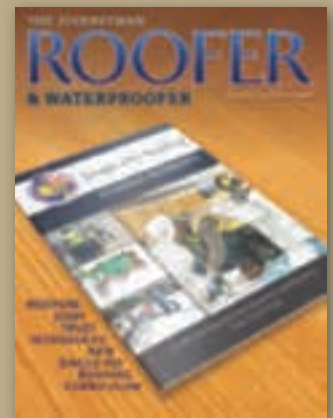
Printed in the U.S.A.
on union-made paper.

ROOFER

THE JOURNEYMAN ROOFER & WATERPROOFER MAGAZINE

www.unionroofers.com ■ Fourth Quarter 2016 ■ Volume 76 ■ Number 4

- 2** ■ Roofers in the News
- 4** ■ Cover Story
New Single-Ply Roofing Curriculum
- 6** ■ Executive Board Minutes
- 10** ■ Departmental News
 - The Washington Connection by Jim Hadel
 - Marketing Issues by Jordan Ritenour
 - The Legal Aspect by Librado Arreola
 - Research & Education by Keith J. Vitkovich
- 20** ■ National Benefit Funds
- 24** ■ Local Union News
- 28** ■ Community Outreach
- 32** ■ Outdoor Life
- 36** ■ District Council Minutes
- 40** ■ Quarterly Reports
- 43** ■ Service Awards
- 43** ■ Local Union Receipts
- 44** ■ In Memoriam
- 45** ■ Beck Notice
- 46** ■ Annual Audit
- 60** ■ Local Union Directory
- 64** ■ Roofers' Promotional Items



ON THE COVER:

The Roofers Joint Trust has rolled out a brand new Single-Ply Roofing student manual, teacher's guide and electronic presentation.



I.V.P. Mike Vasey, MRCA Exec. Dir. Bob Pope and I.V.P. Mike Stiens catch up.

Midwest Roofers Represent at MRCA Show

The Midwest Roofing Contractors Association (MRCA) 67th Annual Convention and Trade Show featured more equipment, more exhibits and more product demos than last year. Even better was the large presence of Union Roofers representing the Midwest.

Convening at the Greater Columbus Convention Center in Columbus, OH, Oct. 31 – Nov. 2, agents from Roofers Local 86, Columbus, OH; Local 42, Cincinnati, OH; Local 44, Cleveland, OH; Local 75, Dayton, OH; Local 134, Toledo, OH; Local 185, Charleston, WV; and Local 188, Wheeling, WV, represented the Mid-States District Council of Roofers & Waterproofers. Council members presided over a large booth showcasing hands-on roofing techniques for students and others interested in the roofing industry.

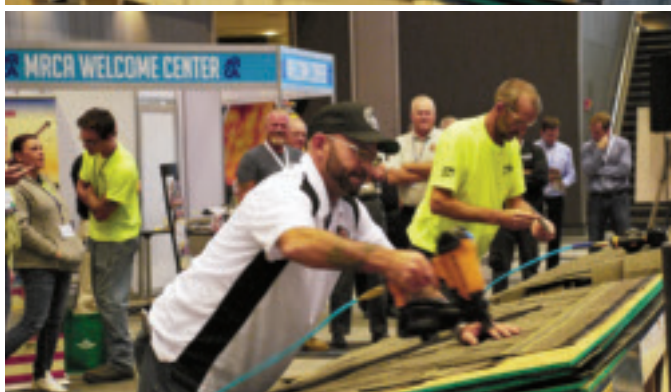
The show also featured a shingles contest that pitted attendees against each other in a race against time. Local 42 Business Manager Rodney Toole and Local 44 Instructor Trainee Dennis Karaba participated, and Brother Karaba placed third overall, winning \$100. ■



Above: Local 210, Erie, PA, B.M. Scott Johnson demonstrates heat welding for trade show attendees.

Below: Rodney Toole, right, tries his hand at the shingling competition.

Bottom: Dennis Karaba competes in the shingling contest.





Roofers attending the MRCA show include, standing from left: Heath Greismann, Local 42; Brandon Burke, Local 42; Jeffrey Mullins, Local 185; Marketing Dir. Gig Ritenour; Bill Franklin, Local 44; Dan Craig, Local 44; John Hayes, Local 75; Dennis Karaba, Local 44; and Marvin Cochran, Local 86. Sitting from left: Mike Clark, Local 42; I.V.P. Mike Stiens; I.V.P. Rich Mathis and Richard Tessier, Roofers Trust.

Int'l V.P. Honored for Serving Indiana Building Trades

International Vice President Don O'Blenis stepped down from the Indiana State Building & Construction Trades Council Executive Board in September 2014, and Roofers Local 26, Hammond, IN, Business Manager Joe Pozzi was appointed by the Indiana District Council of Roofers to fill his position. At the Indiana State Building & Construction Trades Council's 94th Convention, Brother Pozzi read this resolution honoring Brother O'Blenis for his years of service.

RESOLUTION #7

WHEREAS, Don O'Blenis became a member of United Union of Roofers, Waterproofers and Allied Workers on May 4, 1970; and

WHEREAS, Don O'Blenis was elected as business manager of United Union of Roofers, Waterproofers and Allied Workers Local Number 23 in December of 1978; and

WHEREAS, Don O'Blenis has served as Fifth Vice President of the United Union of Roofers, Waterproofers and Allied Workers International since 1998; and

WHEREAS, Don O'Blenis served on the board of the St. Joseph Valley Building and Construction Trades Council; and

WHEREAS, Don O'Blenis served as President, Secretary-Treasurer and Vice President on the Indiana State Building and Construction Trades Council Executive Board for a total of 28 years; and

WHEREAS, Don O'Blenis holds the distinction of being the longest serving member of the Indiana State Building and Construction Trades Council Executive Board, and

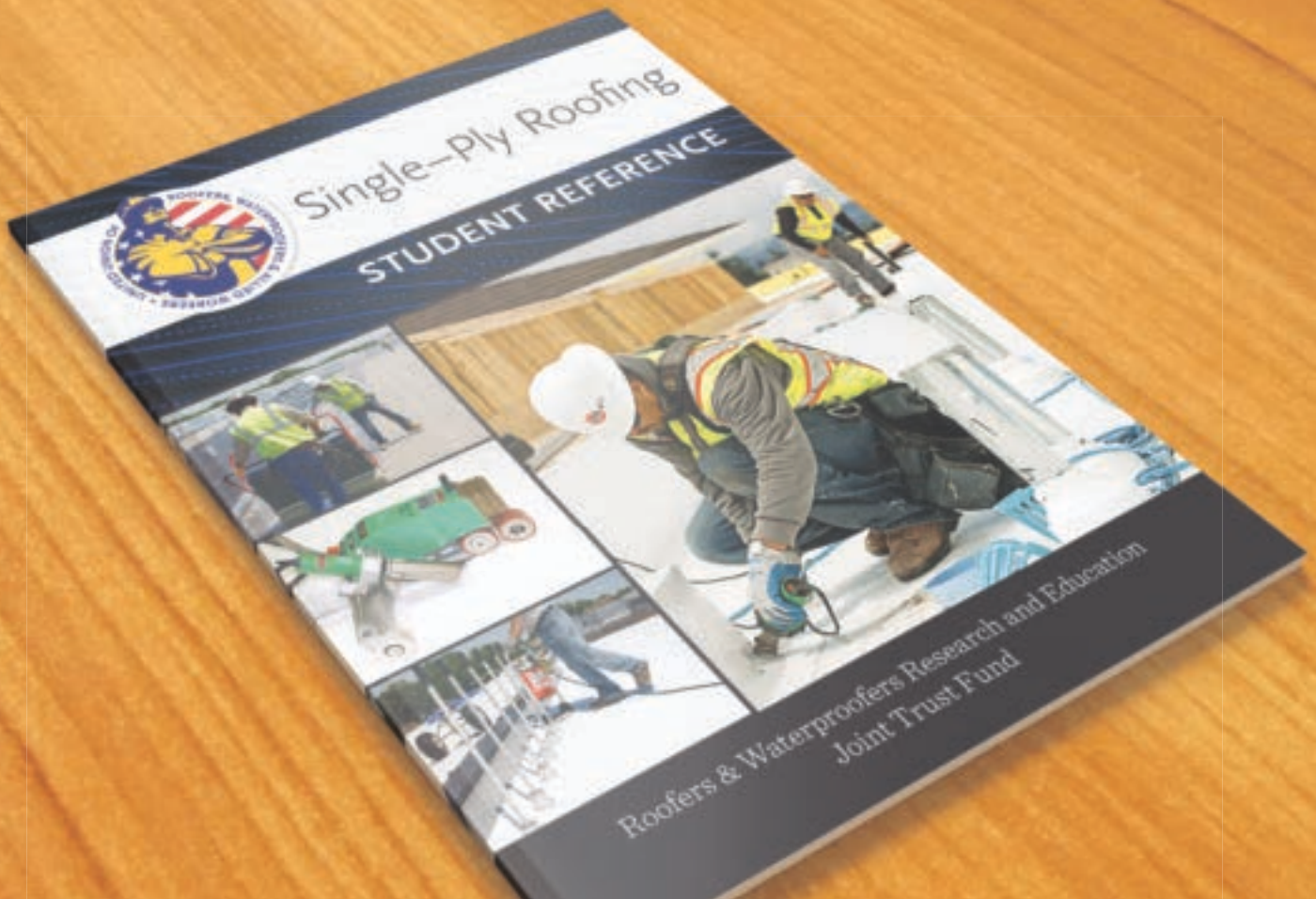
WHEREAS, Don O'Blenis has worked tirelessly to make life better for all Indiana workers and their families:

THEREFORE BE IT RESOLVED, that the Executive Board, Staff and Delegates to the 94th Convention of the Indiana State Building and Construction Trades Council do hereby honor Don O'Blenis for his service, dedication and commitment to the union

labor movement, the members of the United Union of Roofers, Waterproofers and Allied Workers, his family, his community and especially the Indiana State Building and Construction Trades Council Executive Board. ■



Local 26 B.M. Joe Pozzi, left, and I.V.P. Don O'Blenis



NEW SINGLE-PLY CURRICULUM KICKS OFF OVERHAUL OF TRAINING MATERIALS

The United Union of Roofers, Waterproofers & Allied Workers strives to provide the safest and best-trained roofers in the industry for our signatory contractors. In order to stay current with the latest roofing technology and deliver the most advanced training possible, the Roofers and Waterproofers Research and Education Joint Trust Fund (Roofers Joint Trust) is overhauling the Roofers and Waterproofers National Apprenticeship Training Materials.

Single-Ply Materials Available

New training materials on single-ply roofing are now available for Local Union Apprentice and Train-

ing Programs from the Roofers Joint Trust. The set of materials includes the following:

- Student Reference Manual
- Electronic Presentation
- Instructor's Guide

These new materials represent more than a simple revision of the current set of materials. They have a new full-color look, are better organized and are produced in a format that will allow the Roofers Joint Trust to make timely revisions and updates—an important feature that will allow us to stay up-to-date with a single-ply roofing industry that is constantly changing.

The new single-ply curriculum concentrates on installing and detailing EPDM, TPO and PVC systems because these systems are currently the most often used in single-ply roofing, though other types of single-ply membranes are briefly addressed. The materials do not cover modified bitumen and cold process systems, which are sometimes treated under the heading of single-ply materials. These systems will be covered as topics in their own right in separate modules.

The 10-unit, 190-page Student Reference Manual includes new photos, fresh illustrations and integrated manufacturer details. The instructor-led electronic presenta-

tion augments the Student reference material and includes videos, animation and other interactive features that support the learning objectives and enhance the learning process. The Instructor's Guide was reproduced in a new format which includes the student text and slides from the presentation. Each slide is connected to the material it covers in the student text, and talking points are suggested for each slide to help the instructor conduct the class.

These materials will be produced in digital format and offered primarily from the web. This will allow us to make more timely revisions and updates and will give local union instructors across the country instant access to the latest revisions.

Print versions of these materials will also be available and will be produced on demand. This approach again allows us to print the latest versions of the materials and avoids having a large inventory of older versions to deal with.

Local Union Business Managers and Training Directors can contact Keith Vitkovich, Executive Director of the Roofers Joint Trust, at (202) 463-7663 for ordering and further information.

More to Come

The development of the single-course materials represents the first phase of a long-term project to overhaul the Roofers and Waterproofers National Apprenticeship Training Materials.

A more modular approach is being taken to better focus and organize these instructional materials. This will mean the production of more materials and the creation of a streamlined approach in addressing specific topics.

Now that the Single-Ply curriculum has been completed, the focus

These new materials represent more than a simple revision of the current set of materials.

They have a new full-color look, are better organized and are produced in a format that will allow the Roofers Joint Trust to make timely revisions and updates—an important feature.

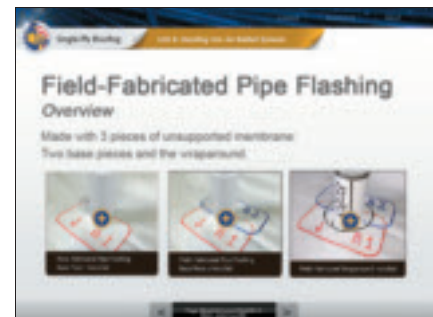
will move to the revision and development of other instructional materials, beginning with Safety and Health Programs and followed by other subject areas including:

- Principles of Roofing and Waterproofing
- Rainwater Harvesting
- Built-Up Roofing
- Steep Slope Roofing
- Modified Bitumens
- Coatings
- Roofers Math
- Blueprints, Plans and Specifications
- Waterproofing

We will keep you posted on our progress and when these materials will be available.

Electronic Presentation Enhances Learning

To the right is a series of screens on field fabricated pipe flashing from the electronic presentation of the new Single-Ply Manual. The instructor-led electronic presentation comprises condensed text and images presented alongside it. It augments the student reference material and includes videos, animation and other interactive features that support the learning objectives and enhance the learning process. The Instructor's Guide contains notes for each slide in the electronic presentation.





MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON AUGUST 29, 2016 | PORTLAND, ME PORTLAND REGENCY HOTEL

The meeting was called to order at 8:00 a.m. by President Robinson, followed by the Pledge of Allegiance. A moment of silence was held for deceased members.

The following officers, representatives and staff 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:

Gabriel Perea
Mitchell L. Terhaar

MARKET DEVELOPMENT DEPARTMENT:

Jordan G. Ritenour, Director
Frank Wall, Assistant Director
James Scott, Southern Representative

RESEARCH AND EDUCATION JOINT TRUST FUND:

Keith J. Vitkovich, Executive Director

MEDIA DIRECTOR: Erin McDermott

President Kinsey Robinson began the meeting by reporting that work hours are up for this year compared to last year at this time, and that the membership has also increased. He noted that at the end of the calendar year for 2014 we had 19,620 members, and at the end of the calendar year for 2015 we were at 19,930 members. Kinsey stated that work continues to be very good across the country, and he hopes that the economy continues growing in a positive direction.

At this time Secretary-Treasurer Bob Danley reviewed

the assignments since the last meeting. After the review, a motion was made, seconded and carried to approve all of the assignments.

Bob also informed the Executive Board that the International's new membership application, along with a letter detailing the revisions, has been sent to all of the local unions. Bob then presented a draft of the International's Form 990 for the Executive Board's review. After hearing no objections to the draft, Danley reported that the 990 would be filed as presented.

Executive Director for the Research and Education Joint Trust Fund Keith Vitkovich reported that the new single-ply manual is finished and is at the printer. He stated that the Training Committee is finalizing the presentations and the instructor's guide. As soon as everything is completely finalized, all locals and JATCs will be notified.

Keith also reported on the RF Radiation Awareness Program. This program is a joint venture between the Research and Education Trust Fund, the National Roofing Contractors Association (NRCA) and the Center to Protect Workers' Rights (CPWR). The information is available on the CPWR's website by searching the web at cpwr.com and typing in RF radiation in the website's search box.

Lastly, Keith noted that the training trust fund is also working with CPWR to get four individuals trained and approved to conduct OSHA 500, 502 and 510 courses. Two of these individuals will undergo training to be approved as "Master Trainers." The other two individuals will be approved as secondary support instructors, and eventually they also will become "Master Trainers." Once these individuals are approved, they will be able to instruct the local union coordinators and instructors, which will allow the coordinators and instructors to deliver and instruct OSHA 10 and 30 classes at the local union level.

Vice President Mike Vasey reported that a new training manual is being developed for local union officers who have been elected as the principal officer of their local union. Mike noted that the committee working on this manual is hopeful that it will be finalized by the end of this year and mailed to all local unions when it has been completed.

At this time, President Robinson introduced Mike Pistner from Ullico, and Chris Lissner and Debra Moran from Ullico Retirement Solutions. President Robinson stated that he invited these individuals from Ullico to make a presentation on administering the International's current 401(k) Plan. After listening to the presentation, a motion was made, seconded and carried to hire Ullico for the administration of the International's 401(k) Plan effective January of 2017.

At this time, Secretary-Treasurer Bob Danley handed out and reviewed the audit for the International for the

fiscal year ended June 30, 2016. After the review, a motion was made, seconded and carried to approve the audit.

Bob stated that the Roofers' Political Education and Legislative Fund (RPELF) Committee met and has only one recommendation, which is to approve the fiscal audit as prepared by Legacy Professionals LLP for the year ended June 30, 2016. After hearing the recommendation from the committee, a motion was made, seconded and carried to approve the recommendation.

Media Director Erin McDermott informed the Executive Board that she was appointed by President Robinson as the point of contact for this year's elections. Erin noted that the race for president is extremely close and most likely will come down to six battleground states, which will determine who will be the next president. She said that she is hopeful that every member makes sure they are registered to vote, and most importantly, that they vote.

Vice President Rich Mathis, chairman for the Union Sportsmen Alliance or USA committee, stated that the committee met and wanted to remind everyone that the roofers' trap shooting event will be held on Sept. 17, 2016, at the Wild Marsh Sporting Clays facility in Clear Lake, Minnesota.

Next President Robinson reported on his activities 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 that this does not cause any conflicts.

Vice President Jim Hadel informed the Executive Board that as of August 15, 2016, ninety-eight (98) Project Labor Agreements (PLAs) have been approved for the 2016 calendar year. Jim also noted that there has only been one jurisdictional dispute filed so far this year.

Next Jim discussed the status of the national agreement with Roth Brothers. He stated that for the first six months of 2016 the employees had worked 63,992 hours. He also noted that the Roth Company is still looking for technicians in certain parts of the country.

Jim also reported that under the National Maintenance Agreement (NMA), there have been 149,000 hours reported so far this year under the agreement.

Jim discussed the status of Rainwater Harvesting and potential projects at Temple University, Ford

Motor Company and an apartment complex being planned in Minneapolis, MN, noting that all three of these projects will have very detailed water harvesting incorporated into them.

Lastly, Jim reminded the Executive Board how important it is for all of the local unions and the JATC programs to register with the Helmets to Hardhats program.

International Director of Market Development Jordan (Gig) Ritenour began his report noting that so far this year, the International's website has had 423 requests from individuals wanting to become a member, with the majority of the requests coming during the month of February.

Gig also informed the Executive Board that the current marketing folder is being updated, and that photos are needed, especially green roof pictures.

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

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

Respectfully submitted,



Robert J. Danley
International Secretary-Treasurer

International Officers and Staff Receive Service Awards

International President Kinsey Robinson and International Secretary-Treasurer Robert Danley awarded service pins to International officers and staff at the Executive Board meeting in Portland. Pictured from left are President Robinson, Director of Marketing Jordan Ritenour (20 years), Vice President Mike Stiens (40 years), Vice President Tom Pedrick (30 years), Assistant Director of Marketing Frank Wall (30 years) and Secretary-Treasurer Danley. ■



Bachelor of Arts in Construction Management Online

Build a Successful Career in Construction Management

Rowan University's B.A. in Construction Management Online is designed as a degree completion program for individuals who already have an Associate's degree or equivalent number of credits, and prefer to continue working while earning their degree. Applicants with less than 60 credits may work with an enrollment counselor to explore available options. This program is ideal for journeypersons and seasoned professionals in the construction industry, as well as apprentices who are looking to develop leadership skills and advance their careers. The B.A. in Construction Management degree prepares individuals to supervise, manage, and inspect construction sites, buildings, and associated facilities. Rowan's program has received the endorsement of the *North America's Building Trades Unions (NABTU)*, a powerful voice in the educational advancement of trade professionals through world-renowned apprenticeship training and educational programs and through collaborative partnerships with industry, community organizations, and institutions of higher learning.



Governing Board of Presidents (GBOP) Scholarship Program

North America's Building Trades Unions have joined with Rowan University to launch a Bachelor of Arts degree program in Construction Management. The program is specifically designed for Building Trades members, is accessible nationwide and is fully online.

Beginning in 2017, Rowan will offer fourteen GBOP Scholarships per year for the next three years to Building Trades members who have applied and been admitted to the Rowan University Bachelor's Degree Program in Construction Management. **One scholarship will be available to a member from each trade.**

GBOP Scholarships will pay for half of the first year tuition for full-time students who are Building Trades members. Full-time enrollment is defined as two classes per semester. The value of these scholarships will be up to \$3,600 per student and will only be available to first-year students.

The scholarship criteria for a member of the United Union of Roofers and Waterproofers is as follows:

- Must be a member in good standing
- Must have applied to the Rowan University Construction Management Program
- Must provide a letter of reference from their Local Union or the International Union
- Must maintain a 3.0 GPA to maintain the GBOP Scholarship

Visit www.RowanU.com/Construction to apply for the program, and www.rowanu.com/undergraduate/aid#scholarships to apply for the scholarship.

For more information please contact Stephen Krone at krone@rowan.edu or (856) 341-5924.



GLOBAL LEARNING
& PARTNERSHIPS



The Washington Connection

BY JIM HADEL, INTERNATIONAL VICE PRESIDENT AND WASHINGTON REPRESENTATIVE

Project Labor Agreements and Community Workforce Agreements

Project Labor Agreements (PLAs) have been discussed in past articles, but I like to revisit the subject from time to time for the benefit of new members and local union officers. After all, PLAs—on both private and public projects—are being implemented with greater frequency and are an important resource for securing work for our members. Also of note are Community Workforce Agreements (CWAs), which have become prevalent in some areas of the country. Combined, nearly one thousand PLAs and CWAs have been approved over the past five years, providing millions of work hours for the members of our union. Therefore, it's important to be educated about PLAs and CWAs and understand their differences and ultimate objectives.

PLAs

A PLA is a pre-hire collective bargaining agreement between the local building trades council and contractors or owners. It sets out basic terms and working conditions of all tradesmen employed on a particular project. It is limited by the scope of work defined in the agreement, and it normally expires when the project is completed.

A PLA dictates the same basic terms and working conditions as a local collective bargaining agreement: scope of work, union recognition, work stoppages and lockouts, working hours and overtime, shift pay, jurisdictional disputes, griev-

ances and subcontracting, for example. A PLA may vary slightly or significantly from your local collective bargaining agreement in terms of working conditions and other language; however, employees' wages and benefits are typically the same under a PLA as in their local agreement.

The contractor gets the project completed in an efficient, cost-effective and timely manner, and workers get union wages, benefits and working conditions.

The main benefit of a PLA is that it ensures the project will be completed in an efficient, cost-effective and timely manner, which is the key selling point to contractors and owners. Furthermore, it guarantees completion of a project without work stoppages. Many contractors view it as a "risk management tool" that gives them protection against work stoppages and strikes. Con-

tractors might also benefit from the more-flexible assignments and scheduling than would exist under a local agreement, as well as the readily available skilled employees routed through the referral systems stipulated in an agreement.

In turn, PLAs benefit workers by assuring that the project will be all-union (private-project PLA), or that the area local union wages, benefits and working conditions will be implemented on the project (public-project PLA). Owners also gain an advantage, as their projects are completed with skilled and qualified craftsmen on-time and on-budget.

Since they're negotiated locally, the terms and conditions of PLAs vary across the country, with market conditions, union density, skilled-worker availability and legislative capability all factors in determining a building trades council's ability to negotiate an equitable PLA. A common misconception is that PLAs are negotiated on a national level. North America's Building Trades Unions (NABTU) has a mandatory approval process that requires certain criteria to be met; however, all other terms and conditions are determined by the local council and the project's general contractor and/or owner.

CWAs

Over the past decade Community Workforce Agreements (CWAs) have emerged as another effective tool for building trades unions to

secure a larger market share while providing a mechanism for local unions to meet their recruitment requirements. A CWA is basically a PLA between public or private construction end-users, the local building trades council and contractors covering a specific project in a defined jurisdiction.

Attacks on PLAs

Since their inception, PLAs—particularly on publicly funded projects—have come under attack from various organizations such as the Associated Builders and Contractors (ABC), who represent merit shop construction firms. They are constantly challenging

time, on budget and with the public's best interest in mind. In addition, PLAs support and encourage minority job and apprenticeship training opportunities, which are sorely needed.

Our union along with NABTU are constantly defending and promoting the use of PLAs on both publicly and privately funded projects. We are not alone in our support; countless end-users endorse or support PLAs on their projects because it is cost-effective and productive. It is important that our local unions continue their support for PLAs and CWAs on a local level by educating end-users, such as public officials, about the positive effects these agreements have on communities. I have extensive information available upon request regarding the background of CWAs and PLAs, legislative and talking points, and supporting materials that would be useful for local representatives or membership education.

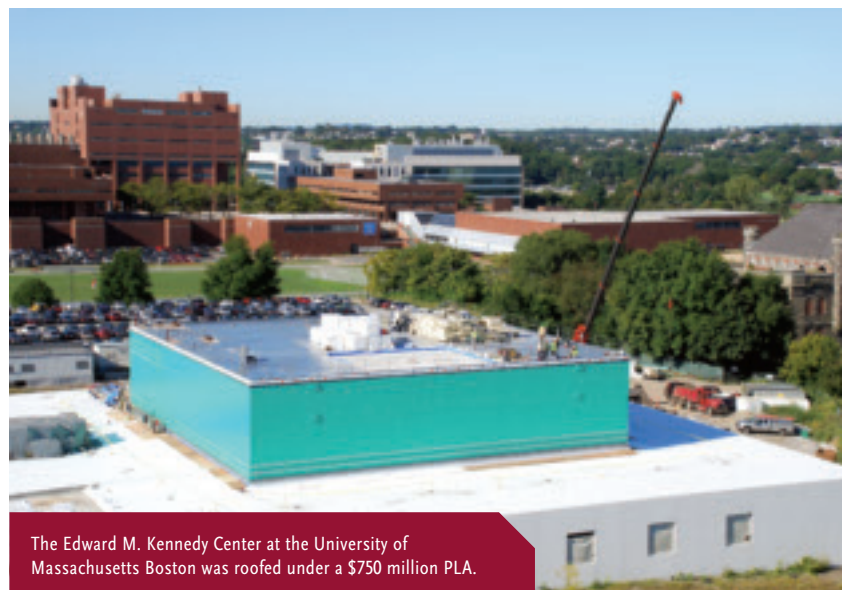
I hope everyone has a merry Christmas and a prosperous New Year. ■

CWAs include targeted hiring provisions designed to get local low-income residents into construction careers.

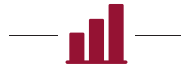
The CWA incorporates a targeted hiring provision designed to get low-income or economically disadvantaged residents of that jurisdiction into construction careers. The interests of a particular community are incorporated into the terms of the CWA, therefore making it beneficial to all parties involved. There has always been strong evidence that PLAs serve the overall best interest of the public. CWAs go beyond that by addressing the needs and concerns of communities that have been excluded from economic development and job opportunities in the union construction trades.

One big difference between PLAs and CWAs is that with a CWA, the community becomes a direct participant in the development of the agreement and also shares in the benefits (jobs, training, good pay and benefits) generated by its implementation. CWAs are a valuable tool in creating new career opportunities into the trades, expanding the union market and most importantly, building a strong labor-community partnership that will further both parties' initiatives.

the legality of PLAs on publicly funded projects, claiming they create cost overruns and discriminate against non-union contractors. However, their claims have never been substantiated with strong evidence or factual studies. On the contrary, numerous unbiased studies undertaken on federal and state levels consistently confirm that PLAs are an effective means of completing a project safely, on



The Edward M. Kennedy Center at the University of Massachusetts Boston was roofed under a \$750 million PLA.



Marketing Issues

BY JORDAN RITENOUR, DIRECTOR OF MARKET DEVELOPMENT

Recruiting, Retention, Retirement

A union roofer's workload is never light. Whether work is slow, as it was during the recession, or busy, as we are now, we have the same responsibilities as members to each of our local unions: recruit, retain and retire.

RECRUITING new roofers is not as easy as we would like to think it is. In fact, it's pretty difficult. Being a roofer is not an easy job. It is physically demanding, for one thing. For another, we deal with the weather constantly. It is always too hot, too cold, too windy, too snowy, or the biggest threat of all—raining. On the other hand, bad weather can work in our favor, such as when a nice wind storm blows off a few roofs and we gain some work, or when it rains and our contractors

get leak calls and our maintenance personnel are out in force. The up and down climate of roofing is an issue that will never go away.

If the economy is strong, we are working tons of hours. If it's not so strong, re-roof and especially new work slows dramatically. Of course we are busy when schools shut down for the summer, and then we

Their first look at an extension ladder may be a little more than they signed up for.

can slow almost to a halt in the winter. These are issues we deal with, and we need to inform new roofers of these challenges.

So recruiting is not easy. We are a specialty trade, and it requires a special person to be a roofer. We compete with the military and colleges in pursuit of the brightest high school graduates. We all want the best person we can get for the job.

RETENTION is also a problem for us. Workers come and go into our industry for a variety of reasons. More often than not, new roofers don't realize what they are getting into. Their first look at an extension ladder or climbing a ladder on the side of a building to the roof for their first job may be a little more than they signed up for. If they make it up to the roof, they may be in for a surprise. They have no idea that coal tar pitch is as bad as we said it was, nor did they really think they may be working at a trash shoot for most of the day. They will need to attend many hours of apprentice class, but many of them came to the roofing industry because they wanted to work, not to be back in school. Apprenticeship is necessary to becoming a skilled roofer, but suddenly maybe roofing does not look as attractive as these recruits once thought.

Then there is "us." We make it difficult for new folks, both those new to the industry and new to our union. As a union roofer, you have found a way to embrace these challenges



and have made this trade a good career. Don't ruin it for your potential union brothers and sisters. We need recruits of all ages and all skill levels right now. Increasing membership is how we are able to command the best pay, benefits, safety and training in the industry.

Retention is not easy. That's why colleges require freshmen to live on campus, the military has 2-, 3- and 4-year commitments, and if you know the Bible, even Jesus struggled with retention.

RETIREMENT is what we all live for. The reward of a strong pension that brings financial security when you reach the end of your career is worth the journey to get there. If we are able to recruit a new member and that new member comes to

work every day, attends apprentice class and gets the hours required each year to become vested in our pension, they will achieve their lifelong goal and be able to retire. In fact, the hours they work make the entire union stronger as they make contributions to the pension fund, the Research & Education Trust, the burial benefit fund, and much more.

Thankfully our pension trustees have kept our pension in great shape so that it will be there for all of us when we reach retirement age. Getting to this point is not easy, but the reward is beyond gratifying.

Recruiting is hard work. Competition with other industries is high, and more and more high school graduates are heading to college. We must recruit new

roofers and members every day and every way possible to maintain and grow our union.

Retention may be even more difficult than recruiting. We bring in large groups of new apprentices into our programs each year and it's a struggle to retain them.

Retirement, though, is the ultimate reward. Nothing more needs to be said!

Santa Claus recruited Rudolph, was able to retain him, and Rudolph retired. Now Santa had a whale of a time finding a spot for him, but Rudolph was able to retire more famous than any of the other reindeer.

The entire staff of the Marketing Department would like to wish everyone a merry Christmas and a prosperous New Year. ■



Organizing Victory in Indiana

After a two-year organizing campaign by the locals, STA Roof Techs signed a contract with Roofers Local 26, Hammond-Gary, IN, and Roofers Local 23, South Bend, IN. Local 26 Business Manager Joe Pozzi and Local 23 Business Manager Charles Waddell look forward to a lasting partnership in the roofing industry with STA Roof Techs. ■

LU 26 B.M. Joe Pozzi, Phil Yankauskas from STA Roof Techs and LU 23 B.M. Charles Waddell sign a contract to employ union roofers.



The Legal Aspect

BY GENERAL COUNSEL LIBRADO ARREOLA, ESQUIRE

The Pitfalls of Electronic Communication

In these times, when everyone is communicating by text, message apps, blogs, Facebook, etc., some people ignore their common sense and will communicate almost anything electronically. Although the National Labor Relations Act (“NLRA”) protects speech, in any form, such speech/conduct must be for the mutual aid and protection of employees who are advocating in order to improve their wages, hours of work and working conditions. However, the NLRA does not protect all speech.

Employees who disparage their employers, disparage their coworkers, disparage clients of the employer, threaten co-workers, express vulgar, sexist or racist remarks, or hurtful speech that is destructive to working relationships with others at work, can lead to a worker’s discharge by their employer. Even in situations where posts or messages were sent with the expectation that they would be private or shared only within a select group of individuals, once the employer is aware of such speech, the discharge of the employee who generated the speech has been upheld by arbitrators.

It makes no difference that the speech was generated off duty on an individual’s personal computer or at their home. If the speech constitutes harassment and was intended to demean and degrade the employer or a supervisor, arbitrators have found

The daughter’s innocent post was a breach of the confidentiality provisions contained in the settlement agreement.

that such speech repudiates the supervisor’s authority and they have upheld an employee’s discharge.

It also does not matter that the person who was discharged did not initiate the offensive speech. It is enough for that person to “like” or comment further about that offensive speech that is also offensive,

which makes that speech unprotected and could lead to the employee’s discharge. This brings to mind an old adage, “If you don’t have something nice to say, don’t say anything.” Especially on social media.

Speech on social media may not only have an impact upon your work, it may also impact your personal life. There have also been instances where an innocent post on social media has cost families dearly. A young woman posted a comment on social media that the exotic vacation that her family took was thanks to her father’s generous settlement of a lawsuit between her father and his employer. Once the employer found out about this comment, it sued the father and claimed that the daughter’s innocent post on social media was a breach of the confidentiality provisions contained in the agreement. The court agreed that there had been a breach of the confidentiality clause and ordered the father to return all the settlement money.

Be careful the next time you log onto any social media sight. Before you post something or send a message, ask yourself if your job is worth it. ■

Offensive messages—even those sent with the expectation of privacy—can result in an employee’s discharge.



Research & Education

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

Foreman Training Part I Delivered at Local 221, Honolulu, HI

The Roofers Foreman Training Program was so successful when presented at Local 221 in May 2011 that a repeat performance was requested. Local 221, Honolulu, HI, is among a number of locals that have requested the program to be delivered more than once, which is a testament to the quality of the program and the skill of the instructors who deliver it.

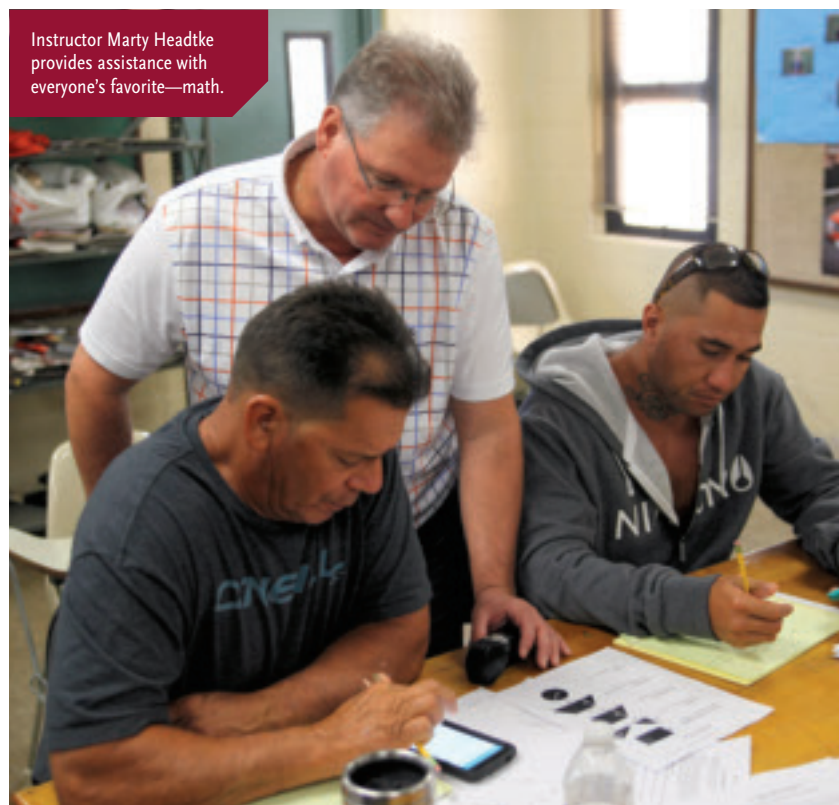
The two-day program, delivered September 24–25, 2016, was organized by Apprenticeship Coordinator Rick Subiono and consisted of 22 participants. This was the second Foreman Training Program delivered at Local 221.

The following training modules were delivered by instructors Marty Headtke, Richard Tessier and Keith J. Vitkovich on behalf of the Roofers & Waterproofer's Research and Education Trust Fund:

- Communications
- Problem Solving
- Roofers Math Skills
- Safety Skills
- Teaching Skills
- Diversity
- Sexual Harrassment

This was the 36th foreman program that has been delivered since its inception. If any local union is interested in scheduling either portion of the foreman program, please contact Executive Director Keith J. Vitkovich at (202) 463-7663. ■

“The instructors had a unique way of capturing students’ attention, which made it easier for everyone to open up, and they gave a lot of insight into the trade.”



“I think all foremen should take this class because it teaches them to treat all workers fairly.”



Instructors Marty Headtke and Richard Tessier with Apprenticeship Coordinator Rick Subiono and Local 221 member participants.

Local 221 members who participated in the foreman training included:

- | | |
|------------------|----------------------|
| Bobby Anderson | Gary Hermoshura |
| Rod Bautista | Laakea Holomalia |
| Keola Bradley | Brian Hoopai |
| Edwin Butay | David Kahele |
| David Domingo | Kerry Mederios |
| Jan Flores | Ikaika Naehu-Freitas |
| Christopher Fuga | Joshua Palimo |
| Milton Gainey | Lucas Rosa |
| Shannon Gibbons | Kawika Teixeira |
| Clyde Gomes | Seth Wallen |
| William Hall | Dillon Wallen |

First Building Trades Apprenticeship Conference Held in Ann Arbor

The level of interest was high and nearly every seat was filled for the first-ever Building and Construction Trades Apprenticeship Training Conference. The two-day conference, sponsored by North America's Building Trades Unions (NABTU), took place at Washtenaw Community College in Ann Arbor, MI, on Oct. 12 – 13.

Throughout the conference, speakers and participants discussed many of the strategies and systems each of the trades has used, ulti-



Roofers Joint Trust Exec. Dir. Keith J. Vitkovich delivers opening comments and panel introductions for the second day of the conference.

mately creating the most comprehensive and successful training system in the country. NABTU affiliates' apprenticeship infrastructure encompasses over 1,900 training centers across the U.S. and Canada.

Industry leaders moderated and spoke on ten panel discussions that focused on a variety of issues relevant to apprenticeship training. Some of the most popular panels included:

- Department of Labor Office of Apprenticeship Updates
- Teaching Soft Skills for Apprentices
- Changes and Challenges in Apprenticeship Recruitment
- Engaging Apprentices Through Technology and Online Learning

Discussion is underway regarding next year's meeting, but attendees agreed that it was a useful and informative conference that will hopefully continue to grow and reach an even larger audience of individuals involved in union building trades apprenticeship. ■



Instructors Nicholas Gechell (Local 74), Marty Headtke (Local 11), Roofers Trust Exec. Dir. Keith Vitkovich, Dan Knight (Local 2), Kevin Coleman (Local 11), Derek Carrington (Local 23) and Brian Gregg (Local 149) attended the conference.

Infection Control Risk Assessment Training (ICRA)

Roofing and waterproofing contractors and workers who perform healthcare or other occupied facility roofing work and renovation construction need to understand the Infection Control Risk Assessment (ICRA) procedures to properly perform this work.

CPWR – The Center for Construction Research and Training’s 8-hour ICRA Awareness training program provides the necessary information to understand and apply the ICRA procedures and examines the practical use of ICRA tools including containment, negative air, HEPA filtration and work practice techniques. The training program uses a variety of adult education classroom activities to build upon participants’ experiences working in construction, maintenance, renovation, demolition or healthcare facility environments.

The training program consists of the following 10 sections:

1. Introduction
2. What is ICRA?
3. Differences between hospital construction and regular construction
4. Hazards unique to healthcare construction
5. Hospital acquired infections
6. Developing the ICRA plan
7. ICRA construction practices
 - Barriers
 - Negative air pressure
 - Housekeeping
8. Potential hazards to workers
9. Interim Life Safety Measures
10. Posting Signs

By the end of the training program, participants will be able to:

- Define ICRA and explain why it is used
- Describe how healthcare construction worksites differ from regular construction worksites
- Explain the importance of following workplace rules and using designated areas for breaks, as defined by ICRA
- Define hospital acquired infections (HAI) and describe the chain of infection
- Identify common pathogens found in a healthcare setting and describe how they are transmitted
- Identify unique hazards specific to healthcare construction, including hospital utility systems and medical gas lines, and methods to avoid them
- Describe the steps used in the creation of an Infection Control Risk Assessment Plan
- Specify the specific infection control precautions used for the four classes of ICRA construction
- Identify different types of barriers used and guidelines for choosing them
- Describe the procedure for entering/exiting through an anteroom
- List the two main functions of a negative air machine in an ICRA work environment
- Describe appropriate methods for transporting trash, tools and materials from the workspace.
- Identify potential hazards to workers in a healthcare setting
- Define life safety system and explain the use of Interim Life Safety Measures in a healthcare worksite



The Roofers & Waterproofers Research and Education Trust Fund can arrange regional Train the Trainers courses. This course consists of a two-day class, and all participants will walk away with all of the curriculum and knowledge needed to perform this training at their home locals. For more information, please contact Executive Director Keith J. Vitkovich at (202) 463-7663. ■

Spotlight on Training



Instructor-in-training Dennis Karaba (standing) oversees third-year students as they measure material.

ROOFERS & WATERPROOFERS LOCAL 44 JATC

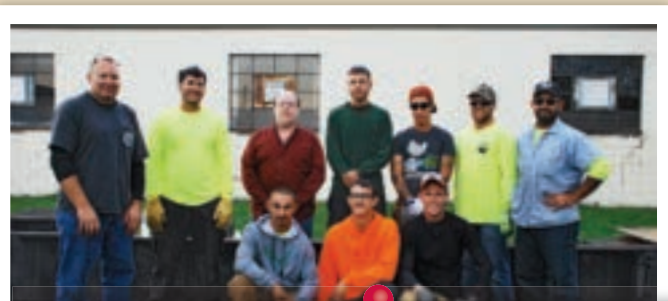
This quarter's Spotlight on Training visits Roofers & Waterproofers Local 44 JATC in Cleveland, OH, where a former office building has been transformed into a thriving apprenticeship training facility. The clean, wide-open space has been home to Cleveland's roofing apprentices and instructors for five years now, and it just keeps getting better.

Training Director Dan Craig describes the unusual journey and challenges the program has had to overcome to get to this point. In fact, it was only 20 years ago that training was done out of the local union hall. There was very limited hands-on training, because there was no space for it, and there was one book that the instructors taught out of.

Then came a series of moves, including a stint at an old brewery owned by Habitat for Humanity that the JATC was able to occupy in exchange for repair work and a small rent payment. However, when Habitat

moved across town, the rent skyrocketed, and Brother Craig asked the board to buy a building. Which is how they ended up here.

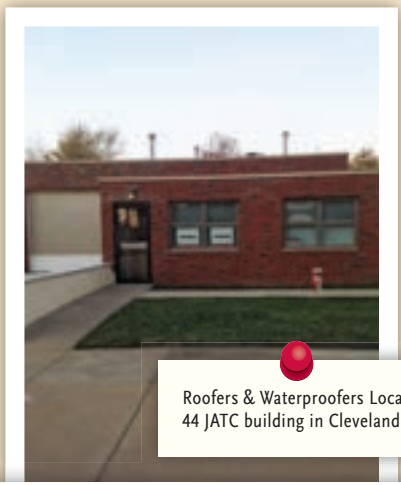
The new building needed a little work, so they tore out the cubicles and conference space and made one big, open space. Additions are minimal; there's one fixed mock-up for single-ply, as well as one fixed mock-up for shingles and slate. There are several smaller movable mock-ups available. The mock-ups are set up to utilize any type of protection, including guard rails, warning lines, PFAs, etc. The space feels clean



Third-year students break for a photo. Standing from left: Inst. Chris Milliron, Jacob Meyer, Director Dan Craig, Josh Peyton, Frankie Losiewicz, Alex Bugara and Inst. Trainee Dennis Karaba. Kneeling are Daniel Schaar, Jonathan Buchanan and Jeffrey Victor.



A student practices cutting material.



Roofers & Waterproofer Local 44 JATC building in Cleveland

and inviting. A multi-vent exhaust system helps keep both TPO and EPDM fumes to a minimum. Outdoors is a mock-up for practicing 3- and 4-ply built-up, along with torched modified. They bring in manufacturers to assist with the training of all roofing systems.

Local 44's four-year apprenticeship program consists of four hours of night training once a week from September through May (144 hours). Asbestos training, OSHA 10, CERTA and CPR are given to first-year apprentices, and then on an as-needed basis. Infection control risk assessment (ICRA) is provided, as all trades in the area must have ICRA training in order to work at a hospital. The program also offers rigging and signaling, hazard communication and fall protection. Graduation requires 4,800 hours in the field and 576 hours in the classroom.

A new class of ten started in September. They join a second-year class of six, and third- and fourth-year classes of nine each. The number of students is small but consistent, and retention thankfully isn't much of a problem. They are "intent to hire"—they already work for a union contractor, and once new hires reach 300 hours



Instructor Chris Milliron teaches built-up roofing to third-year apprentices.

they can start classes. "This works a lot better since the people you're getting already have experience," says Brother Craig.

Like many apprentice directors, Brother Craig utilizes the property to its fullest extent, but he always sees room for improvements. Short-term plans include new signage, a fence surrounding the property so they can store more materials, and an outdoor shed that would allow them to acquire more materials in one place instead of all over. He would also like to incentivize journeyman training, since it's not required by the bargaining agreement. "It's good for them because things constantly change, especially

in single-ply," he says. "It makes them better roofers."

In the end, it's strong teamwork that has gotten the program to this point—in their own building with a clear vision for the future. Brother Craig says he couldn't have done any of it without the support he gets from the JATC Board of Trustees and Apprentice Coordinator Terry Otto, as well as Local 44 Business Manager/Instructor Chuck Lavelle, Instructors Chris Milliron and Jose Rodriguez and Instructor-in-training Dennis Karaba. This team is dedicated to the future of training Local 44 Roofers and Waterproofer, and it's clear it will only keep getting better. ■



WILSON McSHANE CORPORATION NAMED HEALTH & WELFARE FUND ADMINISTRATOR

The Trustees are pleased to announce that starting January 1, 2017, Wilson-McShane Corporation will become the new Administrator for the National Roofers Union and Employers Joint Health & Welfare Fund.

Wilson-McShane Corporation (WMC) will provide our participants and their families with stable, high-quality and responsible administrative services. They provide a level of premium service that is unmatched in this industry—to this day they continue to serve their very first client for more than 45 years.



National Roofers Union & Employers Joint Health & Welfare Fund

WMC has been most successful at creating solid, long-lasting relationships. As a WMC client, we expect to work with their professional staff members for years to come.

Many of you have already had the opportunity to work with WMC through the National Roofing Industry Pension Fund. WMC has been providing administrative services on your pension plans since September 1, 2013. Servicing both your health and welfare fund and pension plans allows WMC to

improve the customer service experience for you and our signatory employers.

The National Roofers Union and Employers Joint Health & Welfare Fund Funds will be serviced from:

3001 Metro Drive, Suite 500
Bloomington, MN 55425
Toll Free: 1-800-622-8780
Phone: 952-854-0795
Fax: 952-854-1632

Service, respect and integrity are the values and philosophy which are embedded within WMC and are keys to the success of WMC's retention record. They will take the time to listen, understand and respond to the Fund's needs, and ensure they are administering the intricate details of our Fund's negotiated contracts. Each participant is given the same level of personalized service and respect. Their staff takes pride in their work and it shows.

WMC will answer all calls live and attempt to provide services immediately. There is not a call center, and customer service is provided by the same individuals who process the work. Relationships are built by having the participant talk to the representative who is handling their business directly.

Providing accurate and timely benefits to the hard-working men and women in the labor movement is their mission. We are excited to have the opportunity to work with WMC. We know our participants and their family members will benefit from this decision in the years ahead. ■

VitaMin



Vital health information in a minute

Photo: Johnny Autry

SUNFLOWER GRANOLA BREAKFAST PARFAITS

Yield: 8 servings

Ingredients

- › 1 cup old-fashioned rolled oats
- › 1/4 cup raw sunflower seed kernels
- › 1/4 cup shredded sweetened coconut
- › 1/4 cup chopped walnuts
- › 1/4 cup flaxseed meal
- › 1/2 teaspoon ground cinnamon
- › 1/4 teaspoon salt
- › 2 tablespoons butter, melted
- › 2 tablespoons honey
- › 1/2 teaspoon vanilla extract
- › 4 cups plain fat-free Greek yogurt
- › 2 cups raspberries

Preparation

1. Place oven rack on middle shelf, about 10 inches below broiler. Preheat broiler to high.
2. Combine first 7 ingredients on a baking sheet; toss well. Broil 3 minutes or until lightly toasted, stirring every 1 minute. Combine butter, honey and vanilla in a small bowl. Drizzle butter mixture over oat mixture; toss to coat. Broil granola an additional 2 minutes or until well toasted, stirring after 1 minute. Remove granola from oven; cool on pan 8 minutes, stirring occasionally.
3. Spoon 1/2 cup yogurt into each of 8 bowls. Top with about 1/3 cup granola and about 1/4 cup berries.

Nutritional information

Amount per serving

- › Calories: 235
- › Fat: 10.6 g
- › Saturated fat: 3.3 g
- › Monounsaturated fat: 2.5 g
- › Polyunsaturated fat: 4.1 g
- › Protein: 14 g
- › Carbohydrate: 23.2 g
- › Fiber: 4.9 g
- › Cholesterol: 8 mg
- › Iron: 1.3 mg
- › Sodium: 150 mg
- › Calcium: 98 mg

Source: Printed with permission of *Cooking Light*, June 2013



Together, all the way.®

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation, including Cigna Health and Life Insurance Company, Connecticut General Life Insurance Company, Cigna Health Management, Inc., Cigna Behavioral Health, Inc., vielife Limited, and HMO or service company subsidiaries of Cigna Health Corporation and Cigna Dental Health, Inc. The Cigna name, logo, and other Cigna marks are owned by Cigna Intellectual Property, Inc. All models are used for illustrative purposes only.

885750 03/16 © 2016 Cigna. Some content provided under license

APPROVED NRIPP PENSION APPLICATIONS
 AT THE MEETING OF AUGUST 22 – 23, 2016

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
David J. Ales	Early	11	David L. Fuehrer	Early	182
Todd J. Allen	Early	65	Ted Gale	Normal	136
Charles P. Axt	Early	96	Lawrence C. Goodman	Early	37
Richard S. Ayala	Late	142	Leonnice Gordon	Late	136
Thomas J. Baginski	Late	37	Russell Green	Normal	91
Lawrence N. Bagnoli	Late	135	Scott A. Grope	Early	71
John A. Barnhard	Late	I.O.	Fermin Gutierrez	Early	11
Kenneth M. Baruch	Unreduced Early	11	Rick A. Harper	Normal	23
James P. Bray	Disability	96	Joseph W. Hartley	Early	2
Allen S. Brook	Normal	65	David C. Hawkins	Late	49
Henry L. Brooks Jr.	Early	317	Terry V. Hayes	Early	26
Richard D. Bruckner	QDRO	11	Hubert Heck Jr.	Early	11
John D. Buydos	Early	2	Kevin P. Heil	Unreduced Early	96
Jorge Campa	Early	27	Lawrence Heinemeyer	Early	65
Antonio Campos	Late	49	Richard C. Highland	Normal	23
Cloyd G. Casner	Disability	44	Lawrence Hogsett	Unreduced Early	189
Camiel L. Claeys Jr.	Early	32	Maice Hymes	Normal	317
Michael S. Clark	Normal	96	Mark A. Inger	Early	182
Richard A. Conklin	Early	147	Robert A. Jackson	Normal	44
Michael T. Connolly	Early	95	James A. Jaworski	Early	23
Ernesto Contreras	Late	27	Dewayne Jones	Early	242
John E. Corbin	Early	2	Michael Kelly	Late	58
Johnny D. Crenshaw	Late	106	Ronald A. Kempker	Early	20
Robert G. Cronister	Late	54	Alfonso Lopez	Early	36
George V. Daniels	Late	149	Scott A. Lowe	Early	2
Lawrence N. Davidson	Normal	142	Humphrey Martin	Normal	30
Bruce E. Davis	Late	195	Ernie Martinez	Late	58
Paul W. Degele	Unreduced Early	65	Melvin Mason	Late	2
Michael R. DePaul	Early	49	Gary D. McClellan	Early	220
William A. DePuglia	Normal	49	Dennis J. McDonough	Normal	96
Joseph W. Dorio	Late	30	Brian R. McNamee	Early	189
James M. Driscoll	Early	11	Charles E. Miller	Normal	136
Larry A. Dykes	Unreduced Early	136	Charlie W. Miller Jr.	Unreduced Early	106
Robert D. Eckstein	Disability	96	Mark Mills	Early	20
Ezekiel Edmonds Jr.	Late	136	David L. Mittendorf	Late	135
David J. Erbstoesser	Early	96	Ronald P. Moore	Early	20
Cynthia R. Finney	Early	23	Peter F. Morales	Early	135
Michael J. Fisher	Early	34	Frederick R. Murphy	Early	20
Raymond F. Flanagan	Early	185	James L. Myer	Normal	123
Jose L. Flores	Early	11	Robert I. Nash	Early	49
Martin C. Flynn	Early	135	Willard D. Nelson	Early	96

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS
 AT THE MEETING OF AUGUST 22 – 23, 2016

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Edward Nichol	Late	49	Douglas Swanson	Late	58
Lorenzo Nohpal	Normal	135	Robert Tague	Normal	65
James L. Oliver	Late	136	Duane Thode	Early	23
Don Olson	Normal	54	Marlin Thompson	Early	40
Stanley Pacheco	Early	20	Stephen J. Thompson	Early	188
Keith Peterson	Early	96	Roger Tschampl-Diesing	Late	142
Ted A. Petrowsky	Unreduced Early	11	William Upfold	Early	195
Hector Portillo	Early	11	Jeff Van Mieghen	Disability	11
Dave E. Prudhomme	Early	11	Mark Wangler	Late	142
Leslie R. Reeves	Unreduced Early	153	Cleve Wiggins	Normal	2
James M. Sapp	Early	97	Gary Wilkerson	Unreduced Early	2
Myron Schaffer	Late	23	Charles Williams	Late	2
Raymond Schmoll	Late	58	Kim Wilson	Early	96
James Seeley Jr.	Unreduced Early	11	Davie Wise	Disability	20
Thomas Shuh	Disability	2	Thomas Wolverton	Late	54
Arthur Slate Jr.	Early	49	Charles Woodcock	QDRO	147
Steve Spanjers	Normal	96	Larence Wright Sr.	Early	20
Steven Staup	Early	106	Terry Yarbrough Sr.	Late	136
Mark Stewart	Early	135	David Zelisko	Early	11
Ray Svoboda	Normal	96			

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS
 AT THE MEETING OF AUGUST 22 – 23, 2016

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Lenos H. Bates Jr.	136	Belmer Hitchcock	210	John Ries	11
Felipe R. Bernal	36	Stuart Johnson	96	Patrick Rosen	96
Vernon Buck	2	Frank J. Maes	2	Clarence Texada	123
MC Carraway	123	Bogdan Malecki	10	Alfredo Trevino	123
Frank M. Claeys	69	James C. McDonald	26	Marshall Turek	11
Carl Conner	136	Grady McMillian	10	Orlando Weaver	317
Otto Embry	106	Jack Muelhans	153	Wesley Weir	153
Virgil P. Gage	20	Dennis Myrick	119		
John J. Genthon	2	Richard O'Dell	135		



Colorado Springs Graduates

Roofers Local 58 JATC in Colorado Springs, CO, had two apprentices complete their three-year apprenticeship this year. Congratulations to Brigham Scott and Karl Williams, who received their journeyman card and completion certificate, as well as a toolbox loaded with all the tools of the trade. ■



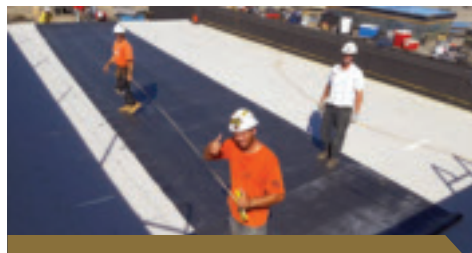
Central States Rfg owner Bill Hauschildt, left, and Local 58 Appr. Inst. Steve Brunette, right, congratulate Brigham Scott on his graduation.



Karl Williams, left, is pleased to receive his journeyman card and tools of the trade from Local 58 B.M. Dale Solano.

Roofing in Erie, PA

Local 210, Erie, PA, Business Manager Scott Johnson got some shots of union brothers working for A.W. Farrell over the summer. ■



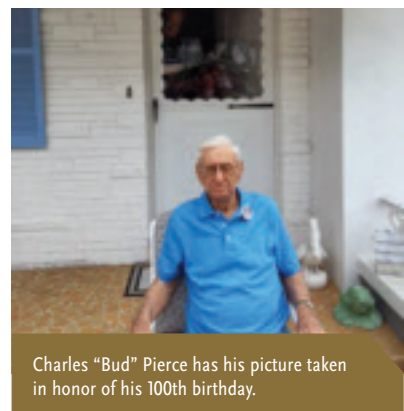
Thumbs up for Gary Fish, Shawn Irwin and Paul Gibbs with AW Farrell Erie on a roofing project on Gen. McLane High School in Edinboro, PA.



Roofers Local 210 members employed by AW Farrell Dunkirk work on a roof in Mayville, NY.

Happy 100th Birthday!

Charles Pierce turned 100 on August 30, 2016. He started roofing in 1936 for RE Forshee and became a member of Local 42, Cincinnati, OH, on August 25, 1941. He is a member in good standing for 75 years. Brother Pierce resides in Seminole, FL, and is currently the oldest member of the Roofers Union. We wish him the happiest of birthdays, and many more to come. ■



Charles "Bud" Pierce has his picture taken in honor of his 100th birthday.



Local 75 Service Awards and Picnic

Roofers Local 75, Dayton, OH, held its annual family picnic and service award ceremony. Roofers and their families enjoyed a day of games, food and fun while also paying tribute to members with 40+ years of service. ■



Local 75 Exec. Board from left: I.V.P. Mike Stiens, Charles Lunsford, David Eubank, Charles Allen, B.M. John Hayes, Paul May, James Stiles, Scott Waite and Jonathon Eubank.



Leonard Hoke receives his 60-year pin from I.V.P. Mike Stiens (left) and Local 75 B.M. John Hayes (right).



Eugene Wherling receives his 50-year pin.



Raymond Jones celebrates 50 years of service.



Thomas Estes has reached 45 years of service.



Local 75 Pres. Charles Allen is honored with his 40-year pin.



40 years and counting for Edward Buck.



Marvin Gittler represented unions for half a century.

Longtime General Counsel Marvin Gittler Passes

The International Union is saddened to announce the passing of longtime General Counsel Marvin Gittler. Marvin was born and grew up in the Bronx, NY, and met his wife of 56 years, Carol, while attending Syracuse University. They moved to the Midwest to get his law degree from the University of Chicago and raised five children in the Windy City. Marvin worked for the National Labor Relations Board and the Illinois AFL-CIO before going into private practice where he represented unions for half a century.

He became General Counsel for the International Union in 1985 and was an honorary 30-year member of the Roofers Union. Marvin was a great friend who believed everybody deserved the chance to make a good living. One of many great compliments came from his law partner Joel D'Alba who said, "Marvin understood what people had to pay for a gallon of milk." Marvin will be sorely missed by all who had the opportunity to know him. The International Officers and staff extend our sincerest condolences to his family. ■

Kansas City Members Celebrate

Roofers Local 20, Kansas City, KS, members had reasons to celebrate over the summer. Springfield-area families took part in the annual Labor Day parade, and the local had a great turnout for its Kansas City picnic in late September. ■



Local 20 members in the Springfield area participate in the Labor Day parade.



Local 20 hosts a great picnic for members and their families.

Roofers at Washington State Building Trades Convention

Several representatives from the United Union of Roofers, Waterproofers & Allied Workers attended the 60th Annual Convention of the Washington State Building & Construction Trades Council on July 12. ■



I.V.P. Jim Hadel, Local 153 B.M. Matt Thompson, Local 54 B.M. Steve Hurley, retired Int'l Rep. Paul Blaski, Pierce Co. Bldg. Trades Exec. Sec'y Mark Martinez and Local 54 B.A. Tony Kimbrough

Local 2 St. Louis Pin Party

Roofers Local 2, St. Louis, MO, held a luncheon Saturday, October 15, at Maggie O'Brien's for members receiving commemorative pins for continuous years of service to the Union and all retired members.



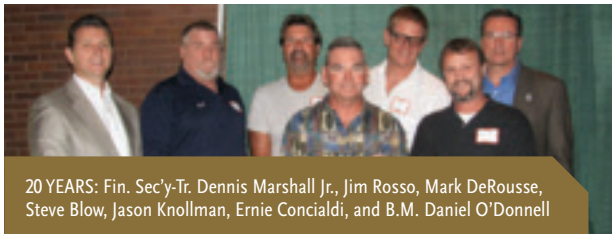
35 YEARS: B.M. Daniel O'Donnell; Ronald Wright and Fin. Sec'y-Tr. Dennis Marshall Jr.



25 YEARS: Fin. Sec'y-Tr. Dennis Marshall Jr., Francis Stratman, Shawn Nelson, Frank Drew, Bob Rau, Mike Martinez, John Pflasterer, Larry Boyd, Dave Alletag, Ken Ashner, Randy Beshler, Leo Bauer, Gerald Zawiski, Lennis Shepard, Robert Gregg, Jack Herzog, Bill Thurston, Jerry Sloss, Mike Glaus and B.M. Daniel O'Donnell



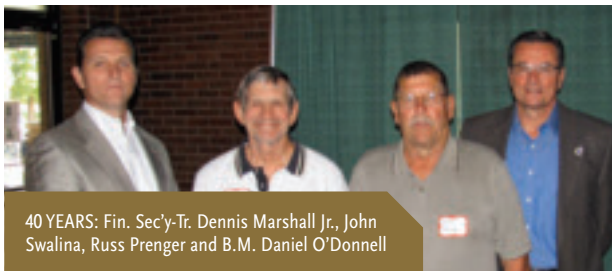
55 YEARS: Fin. Sec'y-Tr. Dennis Marshall Jr., Jim Minx and B.M. Daniel O'Donnell



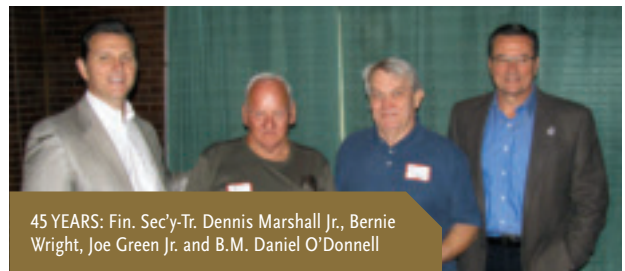
20 YEARS: Fin. Sec'y-Tr. Dennis Marshall Jr., Jim Rosso, Mark DeRousse, Steve Blow, Jason Knollman, Ernie Concialdi, and B.M. Daniel O'Donnell



30 YEARS: Fin. Sec'y-Tr. Dennis Marshall Jr., Al Brumitt, Ricky Neeley, Jim Spatola, Tom Robinson and B.M. Daniel O'Donnell



40 YEARS: Fin. Sec'y-Tr. Dennis Marshall Jr., John Swalina, Russ Prenger and B.M. Daniel O'Donnell



45 YEARS: Fin. Sec'y-Tr. Dennis Marshall Jr., Bernie Wright, Joe Green Jr. and B.M. Daniel O'Donnell

Not pictured but also receiving pins were:

20 YEARS: Paul Babb, James Celske, David Fox, Clinton Hulsey, Kevin Kehrer, Jeff Kottman, James Law, Kenneth Lee, Leotis Major, Hurlin Parks, Edward Rutherford and Mark Saunchgrow

25 YEARS: Glenn Allen Jr., George Bennett, Michael Bruss, Larry Dickens, James Douglas, James Dwyer, Willie Grace, William Gregg, Thomas Hackett, Larry Hoffman, David Hoke, Leroy Holman, Gary Janning Sr., Mike Lynn, Richard Marshall, Steve Miner, Gary

Monshower, John O'Connor, Terry Pollmann, Barton Prince, David Pritchett, Clyde Revelle, David Rolwes, James Smith, Mark Smith, Eugene Swaringin, Arnold Wallis, Calvin Walls and Brent Wilson

30 YEARS: Gordon Lancaster

40 YEARS: Robert Banes

45 YEARS: Richard Becker and Don Cardwell

50 YEARS: Tilmer Pierce

55 YEARS: Glenn Allen Sr. and Joe Marshall Sr. ■



TWO HABITAT HOMES ROOFED BY LOCAL 26 APPRENTICES

In a thank you letter to Northwest Indiana Roofers Local 26 J.A.T.C. Training Director Brian Bass, Dawn Michaels with Habitat for Humanity of Northwest Indiana wrote, “We are so grateful for your wonderful program and all of the apprentices’ hard work to roof both of our homes! You all did an AMAZING job!” She was referring to the Local 26 apprentices who spent a whole weekend roofing two homes as a donation project for Habitat for Humanity.

The fourth-year class completed two new construction shingle roofs. The volunteers stocked each 1,800 sq. ft. roof with shingles, installed drip edge material, shingled them and installed vent-a-ridge over the course of two days in late October. Everyone gave 100% and went home safe and with full stomachs, as Habitat provided breakfast and lunch each day.

The homes are located on Adams Street in Gary, IN. The street is known as Habitat’s “Field of Dreams,” as all homes on the block are built by Habitat for Humanity, which then sells the homes to working families through

a 0%, 25-year mortgage. The families then have more disposable income which is reinvested back into the community for things like groceries, child care, auto maintenance and medicine.

Thanks to Brian Bass and Local 26 apprentices Nick Zwart, Joseph Peach, Eliseo Gonzalez, Arliss Burress, Dave Chiattello, Juan Villalpando, Jose Jimenez and Paul Dihenes for their contributions. “These guys did a great job,” said Brother Bass, who joked, “I might even let them shingle my house one day.” ■



Helping KC Pedal into a Brighter Future



Local 20 apprentices working for Quality Roofing install a new roof for 816 Bicycle Collective.

Roofers Local 20, Kansas City, KS, apprentices and Quality Roofing joined forces in June to aid 816 Bicycle Collective in installing a new single-ply membrane roof. Local 20 provided the men and labor while Quality Roofing donated material to the new facility. The 816 Bicycle Collective is a volunteer-run organization working to rescue and repair bicycles. The collective and its partners strive to increase Kansas City's bike community in an effort to promote alternative transportation that is healthy, cheap, zero emission, and above all fun. ■



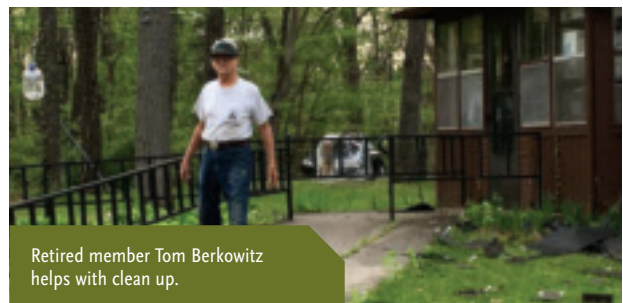
Local 23 volunteers re-roof the main lodge at Camp Millhouse.

Local 23 Roofers Volunteer at Camp for Disabled

On May 9, Roofers Local 23, South Bend, IN, provided labor and their signatory contractors and ABC Supply Co. supplied all of the materials needed to re-roof the main lodge at Camp Millhouse. Training Coordinator Derek Carrington and a crew of 30 volunteers did a tear-off of 55 squares of shingles. Every summer since 1937 Camp Millhouse has served as a retreat for children and adults with developmental and physical disabilities. The camp offers recreation, arts and crafts, music therapy, swimming, low ropes challenge course activities, camp fires and evening programs in efforts to build self-esteem, independence, and enrich the lives of persons with special needs. ■



Retired Local 23 B.A. Layne Marshall carries shingles to the dumpster.



Retired member Tom Berkowitz helps with clean up.



Local 162 volunteers replace the roof on the Nevada Partnership for Homeless Youth.

Las Vegas Contractor Re-Roofs Youth Non-Profit

Local 162, Las Vegas, NV, signatory contractor Commercial Roofers Inc. donated labor and materials to a local non-profit. A crew of four employees replaced a roof for the Nevada Partnership for Homeless Youth (NPHY). The project consisted of 1,700 sq. ft. of shingles and 2,000 sq. ft. of TPO and took two 8-hour work days to complete. NPHY serves thousands of homeless youth in Southern Nevada, providing a safe, supportive environment and a path to self-sufficiency. ■



Local 49 B.M. Russ Garnett and members roof the home of a local Portland family.

Portland Roofers Team Up to Help Local Family

Roofers Local 49, Portland, OR, roofers generously volunteered to re-roof the home of a local family on Sept. 17. The job was a partnership between Local 49 and Labor's Community Service Agency (LCSA). LCSA helps provide services for all members of the community, especially the most vulnerable and dependent. Part of its mission is arranging rehabilitation for home owners in need. Local 49 provided labor, Malarkey provided shingles and LCSA contributed cold drinks and additional financial support for the family. Together they help spread the word about the charitable side of Labor. ■



Thanks to Malarkey for providing shingles for the project.

2017 SHOOTING SCHEDULE

Jan. 21	6th Annual Central Florida Sporting Clays Shoot	Lithia, FL
Feb. 25	Louisiana Sporting Clays Shoot	Natchitoches, LA
March 4	7th Annual Southern Illinois Sporting Clays Shoot	Whittington, IL
March 18	8th Annual Houston Area Sporting Clays Shoot	Houston, TX
April 8	6th Annual DFW Metroplex Sporting Clays Shoot	Dallas, TX
April 29	7th Annual Nashville Area Sporting Clays Shoot	Nashville, TN
May 6	5th Annual SMART New Jersey Sporting Clays Shoot	Port Republic, NJ
June 2	9th Annual AFL-CIO Capital Area Sporting Clays Shoot	Queenstown, MD
June 10	8th Annual Western Pennsylvania Sporting Clays Shoot	Ellwood City, PA
June 17	6th Annual IUPAT No. Ohio Sporting Clays Shoot	Bucyrus, OH
June 24	5th Annual Bricklayers So. OH / No. KY Sporting Clays Shoot	Owentown, KY
July or Aug.	7th Annual IUEC Baltimore Area Trap Shoot	Carney, MD
July or Aug.	3rd Annual Richard L. Trumka Sporting Clays Shoot	Coplay, PA
Aug. 12	5th Annual Michigan State BCTC/Heat & Frost Insulators & Allied Trades of Michigan Sporting Clays Shoot	Grand Blanc, MI
Sept. 16	7th Annual Roofers Twin Cities Sporting Clays Shoot	Clear Lake, MN
Sept. 23	9th Annual Boilermakers Kansas City Sporting Clays Shoot	Lenexa, KS
Sept. 30	4th Annual SMART & Cigna Colorado State Sporting Clays Shoot	Brighton, CO
Nov.	8th Annual IBEW So. California Sporting Clays Shoot	Corona, CA
Date TBD	6th Annual Illinois State Sporting Clays Shoot	Hainesville, IL

**Dates subject to change*

   /UNIONSPORTSMEN
WWW.UNIONSPORTSMEN.ORG



OF UNION SKILLS,
OUTDOOR PASSION &
**COMMON
PURPOSE**

OUT-DOOR LIFE



Black Bear Down

Paul Schue, retired member with Local 11, Chicago, IL, got this 180 lb. black bear in central Wisconsin during archery season. Nice shot, Paul!

Paul Schue's archery skills landed him this 180 lb. black bear.



Jesse War Jr. races his way across the country on his super modified dirt bike.

Union-Proud Runners

Local 26, Hammond-Gary, IN, sponsored Training Director Brian Bass's daughter, Alyssa, and her mother, Dannette, in a 5K race for Festival of the Lakes on July 23. They wore Roofers Local 26 T-shirts on race day, and both took 1st place in their age group.

Alyssa Bass and Dannette Whiting show off their 5K gold medals.



Little Racer

Jesse War, member of Local 123, Dallas, TX, (Los Alamos, NM, area) is extremely proud of his son, Jesse Jr., who at age 7 is working hard to qualify for the 2017 Supercross finals in Las Vegas. Jesse Jr. has been racing since he was 5 and recently placed second-fastest in New Mexico. His racing skills have taken him to competitions around the country, where he's competed in five states and has plans for more.



Local 49 shooters Travis Hopkins, James Hale, Rosa Rivera, Doug Aldrich and Noble Hodgkin defend their team title in the Hot August Clay Shoot.

Hot August Clay Shoot

Roofers Local 49, Portland, OR, roofers participated in—and won—the 3rd Annual Hot August Clay Shoot on August 26. The event is held in Gervais, OR, and shooters help raise money for local charities. This year unions and sponsors donated \$15,956 for two charities, Sunrise for Children and Labor's Community Services. Roofers Local 49 defended their team title, so they've now won two out of three shoots.

5TH ANNUAL

Twin Cities Sporting Clays Shoot



2

6th Annual Twin Cities USA Shoot Breaks Last Year's Attendance Record

A record 228 shooters attended the 6th Annual Roofers International Twin Cities Sporting Clays Shoot, once again breaking the previous year's attendance record. The event raised \$112,000 for the Union Sportsmen's Alliance (USA) and its efforts to enhance public access to the outdoors and conserve wildlife habitat.

The shoot was held September 17 at Wild Marsh Sporting Clays in Clear Lake, MN. Roofers Local 96, Minneapolis, MN, Business Manager Peter Jaworski and the members, officers and staff of Local 96 were pivotal in making the event a success and setting the bar high for all future USA events.

The day after the shoot, more union volunteers got together to lead Get Youth Outdoors Day, another annual tradition hosted by USA (see next page). Thirty local youths received hands-on instruction in shooting sports and learned about hunter and firearm safety.

The Twin Cities Sporting Clays Shoot builds upon each year's success and continues to grow. The funds raised through this event will expand and improve public access to the outdoors and help pass on our outdoor heritage to the next generation through USA's dedicated Boots on the Ground conservation program. We can't wait to see you next year!



1



1 Int'l Pres. Kinsey Robinson congratulates Jason Schladweiler, member of Plasterers and Cement Masons Local 633, on his winning score of 94 at the shoot.

2 Roofers from across the country attended the Twin Cities shoot.



Annual “Get Youth Outdoors” Day Provides a Look into Shooting Sports

On September 18—the day after the USA Twin Cities Shoot—30 Minnesota youths received a hands-on introduction to the shooting sports from union volunteers. The kids learned about hunter and firearm safety, shot 28 and 20 gauge shotguns and .22 rifles, and learned how to shoot a compound bow.

There were lots of compliments from parents, and the experience had the kids laughing and smiling. This event was made possible by Union Sportsmen’s Alliance and the many partners that contributed to the Sixth Annual Roofers International Twin Cities Sporting Clays Shoot.



STALKING YOUR DREAM HUNT?

**WIN AN ALL-EXPENSE PAID ELK HUNT
COURTESY OF CARHARTT**

outwork

outhunt



STALK HERE: UNIONSPORTSMEN.ORG/WINCARHARTT

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

See full rules online.



Directory of District Councils

WESTERN REGIONAL

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

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

ILLINOIS

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

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

INDIANA

President – vacant

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

MICHIGAN

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

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

MID-STATES

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

NORTH CENTRAL STATES

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

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

NORTHEAST

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

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

NEW JERSEY

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

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

NORTHWEST

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

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

Minutes of the Northwest District Council

The meeting of the Northwest District Council of Roofers was called to order at 8:00 a.m. on September 10, 2016, in Spokane, WA.

Delegates in Attendance:

Vice President Steve Hurley and Secretary-Treasurer Gregg Gibeau, Local 54, Seattle, WA; Trustee Russ Garnett, Local 49, Portland, OR; Trustee Leo Marsura, Local 189, Spokane, WA; and Moises Ruiz, Local 91, Salt Lake City, UT.

Guests in Attendance:

International President Kinsey Robinson, International Vice President Doug Ziegler, Roofers Joint Trust Executive Director Keith Vitkovich,

International Marketing Representative Tim Adrian, Retired International Representative Paul Blaski, NRIPF Attorney Robert A. Bohrer and Local 49 President Travis Hopkins.

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

Reports of Delegates and Guests

Steve Hurley, Local 54, said work is as good as it's ever been. They are actively recruiting journey-level and experienced people for the apprenticeship. Tony Kimbrough has been working with Paul Blaski visiting jobsites and non-union contractors and they have brought in many mid-level workers.

In November Seattle will vote on a major transportation proposition that will have an impact on work in our area for the next several years under project labor agreements. The Local 54 holiday party and pin awards will be Dec 3. Contract expires next May.

Leo Marsura, Local 189, reported that eastern and central Washington and western Montana have all signed three-year agreements going through July 2019. Eastern Montana signed a one-year agreement. He and Gig Ritenour are organizing in Billings and Bozeman, MT, and having some success.

The Spokane city council is moving towards a recall of the mayor. Ben Stucard is council president

and will probably run for that office. He was instrumental in passing the Apprenticeship Utilization ordinance for city work. The apprenticeship program is doing well and certifies workers for OSHA 10 and 30, first aid, CERTA, fall protection, hazard communication and asbestos awareness.

Moises Ruiz, Local 91, said everyone has been working. They are waiting for the second phase of the new airport and currently working on two of the largest hospitals in Utah. Work is coming up on a new soccer stadium and a new state prison. Organizing is going well; they're talking to non-union contractors. Apprenticeship classes start in October. Local 91 will graduate its first three apprentices this fall and next spring.

Travis Hopkins, Local 49, reported that Local 49 was the prime organizer of the first annual Building Trades/Union Sportsmen's Alliance Conservation Dinner.

There is still a shortage of skilled labor in Oregon. They have brought in over 125 apprentices this year and will graduate around 25 new journeymen. Most school projects moved their finish dates up by two weeks. This creates the problem of having to rush to man them.

There's been an influx of new players in Portland. The local has been successful in getting a number of violations against these contractors.

International President Kinsey M. Robinson asked for a moment of silence for Brother Bob Tokioka of Honolulu Local 221 and others who have recently passed away. He discussed construction spending, which is flat nationally but demand in our trade is up.

Most union contracts negotiated this year contain modest increases. Large benefit packages can be a problem when organizing. Non-union shops can pay close to union

scale and have a worker-only health plan or say "go on ObamaCare."

Hours for the NRIPP were up in 2015, and they're up so far for 2016 as well. Work investment programs such as J for Jobs are doing a great job investing in work for our members. He urged all locals to support the Union Sportsmen's Alliance—we are one of its founding unions.

International Vice President Doug Ziegler has been working in Phoenix. It's tough because it's a right-to-work state and has no prevailing wage laws. Local 135 in Phoenix is doing alright though. Local 162 in Las Vegas is in trusteeship. In Colorado Springs Local 58, the Davis Bacon wage survey was done incorrectly so he is attempting to correct it. San Diego Local 45 will be out of trusteeship early next year. They are financially solvent and holding elections in December.

Attorney Robert A. Bohrer reviewed the duties of Multiemployer Trust Fund Trustees and provided a checklist and best practices. The main federal departments we have to deal with are the IRS and DOL. They have numerous laws, regulations and statutory directions on things like eligibility, accountability and disclosure. It is very important to update plan policies on record retention, continuing education, travel expense re-imburement, etc.

Keith Vitkovich, Roofers Joint Trust, discussed the new single-ply student reference manual which is now complete. Notice will go out when available. RF radiation awareness is available online. Four instructors are getting certified to train OSHA 500, 502 and 510 classes. Next module will be Roofing and Waterproofing Principles. They're working with OSHA on their own Forklift and Aerial Lift curriculum. Rainwater Harvesting module has started and there's a rough draft.

The Trust is working on National Training Guideline Standards and wants to accommodate all JATCs in the country. Working on updating the safety and health training presentations. Developing a Sexual Harassment presentation. Working with CPWR on hearing loss survey to better develop training materials to prevent/reduce hearing loss. And finally, they are developing a Learning Management System to allow instructors to directly download curriculum packages developed by the Trust.

International Marketing Representative Tim Adrian has been working in Salt Lake City hand-billing non-union contractors. Many non-union workers are now contacting the union. The local places them in union employment when possible. Non-union shops are having trouble with training their employees. He is also fighting an unlicensed contractor out of California on a huge US Postal Service facility in Reno, NV.

Retired International Representative Paul Blaski is working with the International on the new Business Managers Training manual. He's also volunteering in Local 54's jurisdiction to help Tony Kimbrough organize the non-union.

Communications and Bills

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

Discussion was held regarding the council's finances. Motion was made, seconded and carried to have the secretary-treasurer bring the financial information on meeting costs and spending to the next meeting.

There being no further business, the meeting was adjourned at 5:00 p.m.

Respectfully submitted,
Gregg Gibeau
Secretary to the Council

Minutes of the Western Regional District Council

The meeting of the combined Northwest and Western Regional District Councils of Roofers and Waterproofers was held Sept. 9–10 in Spokane, WA, at 8:00 a.m.

Delegates and Guest in Attendance:

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

International Guests in Attendance:

International President Kinsey Robinson, International Vice President Doug Ziegler, Roofers Joint Trust Executive Director Keith Vitkovich, International Marketing Representative Tim Adrian, and NRIPF Attorney Robert A. Bohrer.

Minutes of the previous meeting were reviewed. Motion was made, seconded and carried to accept the minutes.

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

Reports of Delegates

Cliff Smith, Local 36, said work has returned to pre-recession levels.

New business agent/organizer Norberto Gutierrez is learning quickly. Organizing efforts are paying off. Local 36 collected \$200,000 in grievance settlements in 2015. They are collaborating with L.A. Building Trades on a ballot initiative called Build a Better L.A. that will open the affordable housing market and contains living wage and apprentice requirements. Local 36 signed five new contractors this year.

Frank Mora, Local 36, reported that hours are up and membership is growing. Most public works is going to signatory contractors. He has been going to school board meetings to show evidence on how non-union contractors are not a good fit for school projects. He's still working on the fight for waterproofing and filing violations with the Division of Labor Standards Enforcement (DLSE) against non-union contractors.

Norberto Gutierrez, Local 36, started three months ago. He has been patrolling public sector projects, going to pre-job walks, attending organizing classes and filing apprentice violations with the DLSE.

Bruce Lau, Local 40, discussed the local's contract, which is in its second year, and nominations, which are this year. He reported on which members will probably not seek re-election, as well as some longtime members of Local 40.

Jose Padilla, Local 40, said they have 157 apprentices, including five women. It is hard to find skilled workers. It is nomination month and Business Manager Steve Tucker is going to retire after 16 years. July's union meeting was a special call

meeting to allocate the pay raise. Construction continues to boom in San Francisco.

Carlos Opfermann, Local 81, discussed what's in the second year of their contract. He feels E-verifying is a big problem and they could strip more non-union roofers if their paperwork was in order.

Morgan Nolde, Local 81, said the district attorney's office has been working with the Labor Enforcement Task Force and has a special e-mail link for sending info on bad contractors. Classes at the new training facility in Stockton are going well in the 5,000 sq. ft. building. He discussed a website that is up and running on which you can submit wage and hour violations online.

John Gauthier, Local 220, said summer work is almost over. He is going to retire at the end of this year. He has been a delegate to the Western States for over 10 years. His father was a delegate on the council at one time. He discussed a \$750,000 fine on a project for wage and apprentice violations.

Robert Rios, Local 95, said work is great. He discussed the contract. They re-negotiated the dental plan. Local 95 held its 2016 service awards dinner on July 30 at the Hyatt in San Jose. The residential agreement with Marco Roofing will be negotiated next year.

Francisco Garcia, Local 81, is taking video trying to document the man hours worked for a target contractor. He discussed a general contractor that tore off a roof with non-roofers and made no request for apprentices, so he is investi-

gating. He is also monitoring a couple other jobs.

Attorney Bob Bohrer said that the National Roofing Industry Pension Plan will audit every contractor in the near future. Taft-Hartley is a unique environment. Trustees need to have a working relationship with everyone. Everyone should read the Trustee Handbook; the Trust will pay for it.

Keith Vitkovich, Roofers Joint Trust, said the Single Ply Manual is finished, and the electronic presentation and instructor's guide are almost done. The RF radiation awareness program is available and online at www.cpwr.com at no cost. The Safety Culture and Safety Climate programs will be completed soon. The Trust is getting four instructors certified through CPWR as Master Trainers that can instruct OSHA 500, 502 and 510 courses. He can also arrange "train the trainer" instruction for Infection Control Risk Assessment (ICRA).

The Trust is trying to get an OSHA grant to develop their own forklift and aerial lift training. The next module out will be Roofing and Waterproofing Principles. The

Rainwater Harvesting module is in rough draft. They are working on development of a learning management system (LMS). They are also rewriting the National Apprenticeship Guideline Standards, designed to accommodate all JATCs in the country. The Trust is also developing a sexual harassment program and presentation that can be used for orientation at local JATCs.

International Vice President Doug Ziegler discussed the International's interest in water harvesting systems that are going to be implemented in the near future. San Diego Local 45 is doing well and should come out of trusteeship this year. Fresno Local 27 is in trusteeship and the apprenticeship program will need a lot of support. The local negotiated a three-year contract. In Colorado they lost a wage determination because of a false journeyman ratio—only six journeymen were reported on the survey.

Local 81 dropped its dental plan and started a health savings plan which members can use to pay out-of-pocket medical expenses. The Pacific Coast Pension didn't get its expected return. The NRIPP is 100% funded. The Bay Area health and

welfare plan is holding its own but had a dozen high claims recently. There is a new "Local Union Checklist" developed by the International for local unions to follow.

Marketing Representative Tim Adrian has been organizing at Local 91 in Utah, a right-to-work state. The wages of non-union and union roofers in Utah are about the same, very low. He is investigating a US Postal Service job in Reno, NV, being done by a non-union contractor.

International President Kinsey Robinson said our relationship with the United Association is going well. The Union Sportsmen's Alliance sporting clays shoot is Sept. 17 in Clear Lake, MN. We need to use union-friendly businesses like Union Insurance Group, Carhartt and Ullico, which the Bay Area health and welfare just hired to insure their Stop Loss Health & Welfare Plan.

The NRIPP is doing well. Contract negotiations this year nationwide are averaging two-year agreements with a raise between \$.50-\$1.00 per year. Membership went up in 2016.

The meeting was adjourned at 4:30 p.m. ■



5 REASONS TO "LIKE" UNION ROOFERS ON FACEBOOK:

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

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



Report of International Vice President **Tom Pedrick**

I begin my report in Philadelphia, PA, where I met with Local 30 Business Manager Shawn McCullough to review language in a project labor agreement. Next in Portland, ME, I attended the International Executive Board meeting. Then in Las Vegas, NV, I attended the Joint Roofing Industry Labor and Management Committee meeting.

In Rochester, NY, I attended the Roofers Local 22 benefit funds trustee meeting. In Staten Island, NY, I met with healthcare representatives to review various products. Then in New York, NY, I met with Local 8 Business Manager Nick Siciliano to discuss a large housing project.

On to Pittsburgh, PA, where I met with Local 37 Business Manager

Fred Pollazon to go over a jurisdictional dispute with another trade. I also attended the Northeast District Council meeting. While there I met with Local 9, Hartford, CT, Business Manager Mike Hassett and Local 12, Bridgeport, CT, Business Manager Butch Davidson to talk about jobs in the Connecticut area.

I also talked to Local 210, Erie, PA, Business Manager Scott Johnson about his progress in negotiating with a non-signatory employer in his area. I spoke to Local 195, Syracuse, NY, Business Manager Ron Haney about the possibility of Local 195 hosting the next council meeting in his area. I talked with Local 203, Binghamton, NY, Business Manager Dan Richardson about work in his territory. I also met with Local 241, Albany, NY, Business Manager Mike

Rossi about the progress he and his local have made over the last year.

Next in Hauppauge, NY, I met with Long Island, NY, Local 154 Business Manager Sal Giovanniello to discuss recent contract negotiations and I attended the Local 154 benefit funds trustee meeting. Next in Buffalo, NY, I met with New York State representatives to discuss various matters. I also spoke to Local 74, Buffalo, NY, Business Manager John Bernas about projects in the area.

In Trenton, NJ, I attended a Local 30 benefit funds trustee meeting. I also contacted Local 10, Paterson, NJ, Business Manager Nick Strauss about work at Meadowlands stadium. In closing I want to wish everyone and their families a happy holiday season along with a happy, healthy, safe and prosperous New Year. ■



Report of International Vice President **Michael Stiens**

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

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

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

Back in Nashville, TN, as assigned by President Robinson, I attended the Tennessee Valley Authority meeting. My next stop was in Indianapolis, IN, as assigned by President Robinson to take over trusteeship of Roofers Local 119. I then traveled to Knoxville, TN, to the Laborers hall to attend a pre-job

for the Oak Ridge project with Tennessee Roofing.

From there I traveled to Atlanta, GA, to continue my supervision of Local 136. While there I attended the local building trades meeting and met with the administrator for the health and welfare and apprentice plans. I then returned to Indianapolis, IN, to resume trusteeship of Local 119. We are negotiating a new contract.

My next trip was to Local 75 in Dayton, OH, where I met with Business Manager John Hayes and I attended the annual picnic and pin ceremony. It was a great event for members and their families. I end this report in Atlanta, GA, where I continue supervision of Local 136. ■



Report of International Representative **Gabriel Perea**

I begin my report in Fresno, CA, working with Local 27 and the apprenticeship program. The local has been under trusteeship for a few months. As appointed trustee I have found numerous issues that must be addressed to provide the membership with the service and representation they deserve. We have hired an office assistant to help with recordkeeping and membership assistance. The local has negotiated a new contract calling for fair increases over the next five years.

My next assignment took me to Las Vegas, NV, to assist International Vice President Doug Ziegler at Local 162. As deputy trustee I continue to work with Yanissey Vargas on the local's administrative issues. Things are better now that Mr. Ziegler is overseeing the operations of Local 162. While in Las Vegas I met with International Marketing Representative Raul Galaz

to discuss organizing and plans for increasing qualified manpower for the area. I also met with Apprentice Coordinator Tom Nielsen regarding foreman training.

I then headed to Southern California to assume my duties as the appointed trustee for Local 45 in San Diego. With a lot of hard work from both Raul Galaz and Paul Colmenero, Local 45 has made vast improvements. It continues to stabilize and provide employment opportunities to the membership. The apprenticeship program is also making improvements with Brother Colmenero teaching classes. The local enforces contract compliance to level the playing field for union contractors and union workers, and it participates at building trades organizing meetings. We anticipate Local 45 will regain its autonomy in the very near future.

I drove back to Local 27 in Fresno, CA, where I met Dan Smith, director of training for the Northern California area. We discussed

problems facing the apprenticeship program in the Fresno area. He has set up new software for tracking the apprenticeship classes and curriculum for Local 27's JATC. The office staff of the neighboring Roofers apprenticeship programs both north and south of Fresno have been very helpful in assisting Local 27. I have spent a lot of time improving the apprenticeship program and increasing employment opportunities for the membership. I also attended the health and welfare trust meeting.

My next trip was back to Local 162 in Las Vegas. I worked with the office secretary on the local's financials and met with Raul Galaz to review upcoming work. I checked in with the training program staff and spoke with Tom Nielsen about the next foreman training class. As we head into the holiday season I would like to wish you and all union families a safe and joyful holiday season and may the New Year bring in prosperity and success. ■



Report of International Representative **Mitch Terhaar**

I begin my report in Cedar Rapids, IA, with Local 182 President Bill Barnes and Business Manager Bob Rowe. Local 182's contractors were still in need of manpower even after having several applicants sent to them in the last month. Bill and I hit several non-union sites with organizing flyers. I then headed to Rock Island, IL, to meet with Local 32 Business Manager Mike Miller. Mike and I discussed the outlook for new

officers in the next election and the local's new contract.

Next I headed to Des Moines, IA, and met with Marketing Director Gig Ritenour, Marketing Representative Fred Gee and Local 142 Business Manager Ray Slack to put an organizing campaign together for the Des Moines area. I was then assigned by President Robinson to attend the International Executive Board meeting in Portland, ME. We discussed issues facing the locals around the United States.

I then headed to Muskegon, MI, after I was contacted by Local 70 Business Manager John Tackett regarding manpower needs there. In Muskegon I met up with Local 70 Business Representative Mark Woodward. We put together an organizing plan and hit several non-union jobsites. Next stop was in Blaine, MN, where I met with Local 96 Business Manager Pete Jaworski. We discussed issues facing the local and the upcoming Union Sportsmen's Alliance (USA) shoot in Clear Lake, MN. I was

then assigned by President Robinson to help with the Roofers 6th Annual Twin Cities sporting clays shoot in Clear Lake, MN. I want to thank Local 96 and all their volunteers for a great job. This shoot once again set the record of the most shooters at a USA event.

Next I headed to Milwaukee, WI, where I met with Local 65 Business Manager Gerry Ferreira. I toured the new apprenticeship facility and

we discussed issues in the area. Next stop was Tulsa, OK, where Local 143 Business Manager Ron Martin and I attended the Oklahoma State Building Trades meeting. We met with several state and federal compliance officers concerning Oklahoma roofing laws.

I then was off to Des Moines, IA, where I once again met with Marketing Director Gig Ritenour, Marketing Representative Fred

Gee and Local 142 Business Manager Ray Slack. We worked on the organizing plan targeting several non-union roofing contractors. I was then off to Champaign, IL, to meet with Local 97 Business Manager Jim Hardig to update the local's Constitution and By-Laws. I finish out this report being assigned by President Robinson to attend the joint District Council meeting in Chicago, IL. ■



– ROOFERS –

PHOTO CONTEST

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

All photos must be submitted online.

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

Prizes will be awarded as follows:

Cover photo
\$150

First prize
\$75

Second prize
\$50

Third prize
**Roofers
sweatshirt**

Honorable
mentions
Roofers hat



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

Honoring Those Who Made Our Union Great

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

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

50 Years

Leo Dugger	Local 119
Dominick Violano	Local 12
Harvey E. Gehrke	Local 65
Charles Bohman	Local 65
Tilmer Pierce	Local 2

55 Years

Jerry L. Nichols	Local 20
Joe B. Marshall	Local 2
Glenn S. Allen	Local 2
James E. Minx	Local 2

60 Years

Anthony A. Nuccini	Local 12
Fernand Vadnais	Local 12

LOCAL UNION RECEIPTS

JULY, AUGUST, SEPTEMBER 2016

LOCAL	AMOUNT
2 Saint Louis, MO	\$81,044.32
4 Newark, NJ	\$21,995.60
8 New York, NY	\$155,353.77
9 Hartford, CT	\$29,778.45
10 Paterson, NJ	\$10,775.83
11 Chicago, IL	\$251,252.60
12 Bridgeport, CT	\$28,289.03
20 Kansas City, KS	\$92,143.17
22 Rochester, NY	\$27,235.97
23 South Bend, IN	\$21,531.81
26 Hammond, IN	\$23,352.68
27 Fresno, CA	\$11,257.54
30 Philadelphia, PA	\$117,587.51
32 Rock Island, IL	\$9,629.55
33 Boston, MA	\$63,556.88
34 Cumberland, MD	\$1,479.53
36 Los Angeles, CA	\$103,782.74
37 Pittsburgh, PA	\$24,682.92
40 San Francisco, CA	\$36,558.25
42 Cincinnati, OH	\$19,644.95
44 Cleveland, OH	\$38,691.97
45 San Diego, CA	\$9,037.80
49 Portland, OR	\$60,478.72

LOCAL	AMOUNT
54 Seattle, WA	\$27,421.61
58 Colorado Springs, CO	\$14,669.88
65 Milwaukee, WI	\$35,660.39
69 Peoria, IL	\$18,620.54
70 Ann Arbor, MI	\$35,405.80
71 Youngstown, OH	\$11,656.84
74 Buffalo, NY	\$29,029.11
75 Dayton, OH	\$7,369.19
81 Oakland, CA	\$95,078.65
86 Columbus, OH	\$5,342.74
88 Akron, OH	\$14,356.56
91 Salt Lake City, UT	\$14,391.51
92 Decatur, IL	\$5,775.66
95 San Jose, CA	\$25,385.79
96 Minneapolis, MN	\$117,263.23
97 Champaign, IL	\$7,101.47
106 Evansville, IN	\$9,568.76
112 Springfield, IL	\$8,828.71
119 Indianapolis, IN	\$21,236.71
123 Fort Worth, TX	\$2,897.35
134 Toledo, OH	\$14,458.13
135 Phoenix, AZ	\$5,275.74
136 Atlanta, GA	\$4,996.02

LOCAL	AMOUNT
142 Des Moines, IA	\$4,848.93
143 Oklahoma City, OK	\$11,394.86
147 Louisville, KY	\$6,628.06
149 Detroit, MI	\$47,785.27
150 Terre Haute, IN	\$3,276.58
153 Tacoma, WA	\$23,553.56
154 Nassau-Suffolk, NY	\$28,856.38
162 Las Vegas, NV	\$32,134.51
182 Cedar Rapids, IA	\$10,515.18
185 Charleston, WV	\$13,170.27
188 Wheeling, WV	\$19,362.44
189 Spokane, WA	\$14,763.51
195 Syracuse, NY	\$9,254.86
200 Pocatello, ID	\$904.33
203 Binghamton, NY	\$8,688.07
210 Erie, PA	\$15,529.12
220 Orange County, CA	\$43,840.05
221 Honolulu, HI	\$30,277.85
241 Albany, NY	\$19,889.51
242 Parkersburg, WV	\$18,523.05
248 Springfield, MA	\$7,570.22
317 Baton Rouge, LA	\$2,532.78

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
38838	Donald B. Kellar	88	89
57177	Joseph Laura	8	90
60704	Frank W. Cline	136	90
70203	Matthew P. Zyla	11	86
70243	Clyde E. Bauer	37	88
70288	Jacob Leider	10	87
76328	Frank J. Casalinouva	242	91
80216	John T. Bundren	119	84
82427	Edward M. Russ	154	84
84171	Thomas W. Cole	33	88
84555	Charles A. McConkey	88	84
85589	Geno Pardini	81	81
89671	Sidney L. Paul	81	96
90019	Gerald T. Bergin	96	83
98509	Joseph R. Rozwiak	149	84
99604	Robert M. Tokioka	221	75
105573	Stuart L. McMahon	154	79
106137	Harold E. Broughton	95	86
106421	Carmen D. Apicella	11	86
109460	Walter H. Fitzpatrick	2	81
110434	Eugene C. Johnston	185	90
118743	Charles Childs	42	75
118989	Joseph A. Cuevas	142	85
124238	Julian J. Lamson	9	84
124973	Alan E. Crimmins	96	80
125640	Dale Johnson	74	72
129125	James D. Petersen	74	72
132333	Donavan Torgerson	11	76
137238	Maurice J. Renshaw	30	86
142062	Robert M. Petrie	195	81
143828	Francis J. Fennen	30	73
145969	Richard B. Kwitkowski	69	64
148953	Leon C. Gregg	220	82

MEMBER NO.	NAME	LOCAL NO.	AGE
149345	James F. Waldron	33	63
150570	Ezikle Sims	81	86
157724	Larry M. Hedinger	143	84
158020	Robert A. Savas	42	67
161848	Cecil E. Wortham	11	81
163409	Joseph Dupay	96	66
165045	John W. W. Kirk	149	74
180493	Glenn A. Plunk	26	60
184810	Eulas D. Meredith	147	70
194915	Don E. Frye	96	81
194998	Florian Maslonka	149	71
200806	Kerry R. Ferguson	2	57
203457	Albert Mercier	149	69
205302	Frank J. Moberg	33	68
237052	Floyd McCrary	149	67
245663	Robert Colmenero	45	58
254076	William Trautz	30	61
268945	Kevin Lewin	33	60
272175	Jake Padilla	49	65
279654	Dwayne Y. Kusaka	221	55
282131	Marvin Henderson	2	66
286320	Michael A. Klunder	8	36
296755	Michael J. Kelly	154	53
301238	Robert Hollis	33	30
308149	James Dale Gates Smith	91	29
308788	Zbigniew Laska	11	47
311408	Steve C. Helton	97	46
312368	Ruben E. Woods	20	51
313239	Keith V. Coffey	2	29
313326	Robert M. Tambornino	96	37
315466	Daymon Earl Robert Smith	91	22
317142	David L. Torrenga	70	48

SEND US YOUR PHOTOS!

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

IF YOU HAVE PHOTOS OF MEMBERS commemorating service anniversaries, graduation, educational milestones, volunteer service or other achievements, please e-mail high-resolution photo files to roofers@unionroofers.com or send to:

**Roofers International,
1660 L St. NW, Ste. 800,
Washington, DC, 20036.**

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



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 93.87% 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.



REPORT OF INDEPENDENT AUDITORS

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

Report on the Financial Statements

We have audited the accompanying financial statements of United Union of Roofers, Waterproofers and Allied Workers (the International Union), which comprise the statements of assets, liabilities and net assets - modified cash basis as of June 30, 2016 and 2015, 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 \$951,097 and \$1,011,383 as of June 30, 2016 and 2015, respectively, and the change in net assets would have decreased by \$60,286 and \$22,290 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, 2016 and 2015, 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 23, 2016

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

**STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS
MODIFIED CASH BASIS**

JUNE 30, 2016 AND 2015

	2016					2015	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofers and Waterproofers Fund	Convention Fund	Total	Total
ASSETS							
CASH ON HAND AND IN BANKS	\$ 1,022,742	\$ -	\$ 29,694	\$ 81,815	\$ 5,195	\$ 1,139,446	\$ 1,429,490
LOANS RECEIVABLE FROM LOCAL UNIONS - net of allowance for doubtful accounts of \$32,500	-	-	-	-	-	-	8,550
INTERFUND RECEIVABLE (PAYABLE)	(73,761)	-	46,102	11,829	15,830	-	-
INVESTMENTS							
Money market funds	899,770	36,237	2,227,924	180,371	256,795	3,601,097	2,573,026
Certificates of deposit	1,250,125	100,000	750,000	-	650,000	2,750,125	750,000
U.S. Government, Government Agency and municipal obligations	8,473,418	1,223,493	4,590,798	-	-	14,287,709	15,263,816
Corporate obligations	1,873,478	109,608	-	-	-	1,983,086	2,073,357
Corporate stocks	353,303	-	5,439,347	-	-	5,792,650	5,907,364
Mutual funds	-	-	323,469	-	-	323,469	523,469
Group annuity contract separate account	-	300,971	301,152	-	-	602,123	585,180
Real estate investment trust	2,296,195	-	-	-	-	2,296,195	2,232,844
Total investments	15,146,289	1,770,309	13,632,690	180,371	906,795	31,636,454	29,909,056
PROPERTY AND EQUIPMENT							
Furniture and equipment	407,693	-	-	4,156	6,928	418,777	424,948
Leasehold improvements	273,597	-	-	-	-	273,597	273,597
Automobiles	58,420	-	-	-	-	58,420	58,420
	739,710	-	-	4,156	6,928	750,794	756,965
Less accumulated depreciation and amortization	(672,972)	-	-	(4,156)	(5,221)	(682,349)	(669,063)
Net property and equipment	66,738	-	-	-	1,707	68,445	87,902
OTHER ASSETS							
Group annuity contract - deferred compensation plan	-	1,790,785	-	-	-	1,790,785	1,742,797
Prepaid insurance	17,712	-	-	-	-	17,712	53,194
Deposits	14,685	-	-	-	5,000	19,685	14,685
Total other assets	32,397	1,790,785	-	-	5,000	1,828,182	1,810,676
Total assets	\$ 16,194,405	\$ 3,561,094	\$ 13,708,486	\$ 274,015	\$ 934,527	\$ 34,672,527	\$ 33,245,674
LIABILITIES AND NET ASSETS							
LIABILITIES							
Deferred compensation plan	\$ -	\$ 1,790,785	\$ -	\$ -	\$ -	\$ 1,790,785	\$ 1,742,797
Other	250	-	-	-	-	250	-
Total liabilities	250	1,790,785	-	-	-	1,791,035	1,742,797
UNRESTRICTED NET ASSETS							
Undesignated	16,193,851	-	-	-	-	16,193,851	15,172,221
Designated	304	1,770,309	13,708,486	274,015	934,527	16,687,641	16,330,656
Total unrestricted net assets	16,194,155	1,770,309	13,708,486	274,015	934,527	32,881,492	31,502,877
Total liabilities and net assets	\$ 16,194,405	\$ 3,561,094	\$ 13,708,486	\$ 274,015	\$ 934,527	\$ 34,672,527	\$ 33,245,674

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS
MODIFIED CASH BASIS
YEARS ENDED JUNE 30, 2016 AND 2015

	2016					2015	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
MEMBERSHIP ACTIVITIES							
Revenue							
From affiliates							
Per capita taxes	\$ 3,453,989	\$ -	\$ 641,121	\$ 168,650	\$ 397,531	\$ 4,661,291	\$ 4,574,126
International work dues	3,158,867	-	-	-	-	3,158,867	2,910,447
Initiation and reinstatement fees	355,465	-	-	-	-	355,465	334,789
Supplies	5,207	-	-	-	-	5,207	4,362
Other	1,035	-	-	-	-	1,035	1,300
Total revenue from affiliates	6,974,563	-	641,121	168,650	397,531	8,181,865	7,825,024
Other membership related revenue	299,360	-	-	-	-	299,360	305,509
Total revenue	7,273,923	-	641,121	168,650	397,531	8,481,225	8,130,533
Expenses							
Salaries, per diem and travel expenses	3,895,378	-	16,000	15,000	-	3,926,378	3,855,856
Affiliation fees	268,426	-	-	-	-	268,426	258,954
Administrative expenses	2,130,310	-	47,502	6,129	1,612	2,185,553	2,084,398
Contributions to Roofers' Political Education and Legislative Fund	60,648	-	-	-	-	60,648	58,508
Educational expenses	8,352	-	-	-	-	8,352	4,705
Meetings and conferences	165,822	-	-	-	-	165,822	195,081
Organizing assistance and expenses	48,907	-	-	-	-	48,907	45,534
Burial benefits	-	-	1,037,281	-	-	1,037,281	1,020,457
Roofer magazine expenses	-	-	-	175,701	-	175,701	169,479
Total expenses	6,577,843	-	1,100,783	196,830	1,612	7,877,068	7,692,972
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	696,080	-	(459,662)	(28,180)	395,919	604,157	437,561
INVESTMENT EARNINGS - net of related expenses	317,198	48,965	407,003	422	870	774,458	540,904
CHANGE IN NET ASSETS	1,013,278	48,965	(52,659)	(27,758)	396,789	1,378,615	978,465
UNRESTRICTED NET ASSETS							
Beginning of year	15,180,877	1,721,344	13,761,145	301,773	537,738	31,502,877	30,524,412
End of year	\$ 16,194,155	\$ 1,770,309	\$ 13,708,486	\$ 274,015	\$ 934,527	\$ 32,881,492	\$ 31,502,877

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

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2016 AND 2015

NOTE 1. ORGANIZATION

United Union of Roofers, Waterproofers and Allied Workers (the 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 the recognition of depreciation, multiple year insurance premiums, and 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 was computed based on the life of the lease, using the straight-line method. Depreciation expense was \$26,142 and \$30,686 for the years ended June 30, 2016 and 2015, respectively. All leasehold improvements were fully amortized as of June 30, 2016 and 2015.

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 23, 2016, which is the date the financial statements were available to be issued.

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS

The following presents the cost and fair values of investments held as of June 30, 2016 and 2015:

	<u>2016</u>		<u>2015</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 3,601,097	\$ 3,601,097	\$ 2,573,026	\$ 2,573,026
Certificates of deposit	2,750,125	2,758,848	750,000	752,418
U.S. Government, Government Agency and municipal obligations	14,287,709	14,059,521	15,263,816	14,987,210
Corporate obligations	1,983,086	1,913,136	2,073,357	2,016,975
Corporate stocks	5,792,650	8,748,029	5,907,364	9,556,065
Mutual funds	323,469	524,032	523,469	778,017
Group annuity contract separate account	602,123	604,915	585,180	587,857
Real estate investment trust	<u>2,296,195</u>	<u>2,418,127</u>	<u>2,232,844</u>	<u>2,296,829</u>
Total	<u>\$ 31,636,454</u>	<u>\$ 34,627,705</u>	<u>\$ 29,909,056</u>	<u>\$ 33,548,397</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 above.

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 AND FAIR VALUE MEASUREMENTS (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, 2016 and 2015, these securities had a weighted average length to maturity of 2.9 and 2.8 years, respectively, and a weighted average coupon rate of 4.38% and 4.03%, 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 at June 30, 2016 and 2015. 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 \$12.47 and \$12.73 at December 31, 2015 and 2014, respectively. The total book value for the International Union's shares is estimated to be \$424,978 and \$433,838 at June 30, 2016 and 2015, respectively. There is a high degree of subjectivity in estimating book value, and such values do not purport to represent the fair value of the investment. 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 AND FAIR VALUE MEASUREMENTS (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, 2016 and 2015:

	<u>2016</u>	<u>2015</u>
U.S. Government, Government		
Agency and municipal obligations:		
U.S. Treasury	\$ 1,638,253	\$ 3,199,466
U.S. Government Agencies	1,600,259	2,455,941
Municipal and state	<u>10,821,009</u>	<u>9,331,803</u>
Total	<u>\$ 14,059,521</u>	<u>\$ 14,987,210</u>
Corporate stocks:		
Consumer discretionary	\$ 420,120	\$ 431,085
Consumer staples	907,445	960,224
Energy	670,085	834,140
Financials	1,412,895	1,535,570
Health care	1,572,280	1,428,550
Industrials	1,796,356	1,617,835
Information technology	577,000	791,013
Insurance	424,978	433,838
Materials	-	213,180
Telecommunication services	167,520	139,830
Other	<u>799,350</u>	<u>1,170,800</u>
Total	<u>\$ 8,748,029</u>	<u>\$ 9,556,065</u>
Mutual funds - equities:		
International	\$ -	\$ 228,404
Technology	410,592	408,213
Petroleum	<u>113,440</u>	<u>141,400</u>
Total	<u>\$ 524,032</u>	<u>\$ 778,017</u>

NOTE 4. DESCRIPTION OF FUNDS AND PER CAPITA TAXES

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

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

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

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

The Convention Fund provides for funding of the International Convention held every five years. The next International Convention will be held in October 2018.

The International Union's per capita tax rate is currently \$18.10 per month plus work dues of \$0.13 per hour worked. The work dues are allocated entirely to the General Fund. For 2016 and 2015, the monthly per capita tax was allocated, as determined by the International President, as follows:

General Fund	\$ 15.75
Journeyman Roofer and Waterproofing Fund	.70
Convention Fund	<u>1.65</u>
Total	<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.

NOTE 5. PARTICIPATION IN MULTIEMPLOYER PLANS (CONTINUED)

Defined Benefit Pension Plan (continued)

The International Union’s participation in a multiemployer defined benefit pension plan for the years ended June 30, 2016 and 2015 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		2016	2015	
		2016 Green as of	2015 Green as of	2016	2015	
National Roofing Industry Pension Plan	36-6157071 001	1/1/2016	1/1/2015	\$ 263,663	\$ 267,949	12/31/2015

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

Welfare Plans that Provide Postretirement Benefits

Substantially all of the International Union’s full-time employees are covered by multiemployer health and welfare plans that provide medical benefits to active and retired eligible employees. Contributions to these plans for the years ended June 30, 2016 and 2015 were \$638,239 and \$631,890 respectively, including \$159,526 and \$174,778 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 all officers, representatives and employees are eligible to participate. Prior to January 1, 2016 the plan was fully funded by participant contributions. Effective January 1, 2016, the International Union matches a portion of the participant’s contribution. Matching contributions for the year ended June 30, 2016 were \$34,056.

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, 2016 and 2015, the amount of participant contributions plus investment earnings (including the fair value adjustment) of the deferred compensation plan was \$1,790,785 and \$1,742,797 respectively. During the years ended June 30, 2016 and 2015, 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><u>\$ (2,408,303)</u></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

Mortality rate (In-service and post-retirement):

RP-2000 Mortality Tables with Blue Collar Adjustment, with a 40% margin for contingencies.

NOTE 9. AFFILIATED ORGANIZATIONS

Certain officers of the International Union serve as trustees of affiliated employee benefit trust funds, including the National Roofing Industry Pension 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, 2016 and 2015 were \$55,098 and \$53,496 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, 2016 and 2015 was \$60,648 and \$58,508 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2016 and 2015.

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. 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, 2016 that exceeded the balance insured by the FDIC by approximately \$936,000. 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 12. 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, 2016, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2017	\$ 344,388
2018	<u>144,968</u>
Total	<u>\$ 489,356</u>

Total rental payments for the years ended June 30, 2016 and 2015 were \$339,624 and \$324,957 respectively.

NOTE 13. NET INVESTMENT EARNINGS

Net investment earnings for the years ended June 30, 2016 and 2015 were as follows:

	2016			
	Interest/ Dividend Income	Realized Gains (Losses)	Expenses	Net Investment Earnings
General Fund	\$ 476,852	\$ (127,497)	\$ (32,157)	\$ 317,198
Retiree Fund	53,552	722	(5,309)	48,965
Burial Benefit Fund	389,119	80,186	(62,302)	407,003
Journeyman Roofer and Waterproofer Fund	422	-	-	422
Convention Fund	<u>916</u>	<u>-</u>	<u>(46)</u>	<u>870</u>
	<u>\$ 920,861</u>	<u>\$ (46,589)</u>	<u>\$ (99,814)</u>	<u>\$ 774,458</u>
	2015			
	Interest/ Dividend Income	Realized Gains (Losses)	Expenses	Net Investment Earnings
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	<u>657</u>	<u>-</u>	<u>-</u>	<u>657</u>
	<u>\$ 909,918</u>	<u>\$ (278,170)</u>	<u>\$ (90,844)</u>	<u>\$ 540,904</u>

NOTE 14. FUNCTIONAL EXPENSES

The International Union has estimated its expenses by function for the years ended June 30, 2016 and 2015 as follows, in approximate amounts:

	<u>2016</u>	<u>2015</u>
Contract negotiation and administration	\$ 728,000	\$ 737,000
Union administration	3,415,000	3,156,000
Legislative and political activities	228,000	188,000
Organizing	1,499,000	1,536,000
Community or charitable activities	214,000	189,000
Meetings and conferences	692,000	805,000
Burial benefits program	<u>1,101,000</u>	<u>1,082,000</u>
Total	<u>\$ 7,877,000</u>	<u>\$ 7,693,000</u>

NOTE 15. COMMITMENT

The International Union has an agreement with a hotel to host its convention in October 2018. Either party may cancel the agreement based on written notice to the other party and payment of a cancellation fee. The fee for cancellation ranges from \$284,511 up to \$406,445 depending on the date of the cancellation.

LOCAL UNION DIRECTORY

- 🏠 National Roofing Industry Pension Plan (NRIIP)
- 🏠 National Roofers Union and Employers Health and Welfare Fund
- 🏠 National Roofing Industry Supplemental Pension Plan (NRISPP)

ALABAMA

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

ALASKA

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

ARIZONA

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

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

ARKANSAS

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

CALIFORNIA

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

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

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

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

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

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

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

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

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

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

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

COLORADO

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

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

CONNECTICUT

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

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

DELAWARE

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

DISTRICT OF COLUMBIA

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

FLORIDA

136 | FLORIDA 🏠🔗
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

GEORGIA

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

HAWAII

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

IDAHO

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

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

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

ILLINOIS

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

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

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

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

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

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

32 | GALESBURG AREA

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

112 | SPRINGFIELD

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

INDIANA**119 | ANDERSON**

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

106 | EVANSVILLE

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

26 | HAMMOND-GARY

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

119 | INDIANAPOLIS

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

119 | LAFAYETTE

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

23 | SOUTH BEND

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

150 | TERRE HAUTE

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

IOWA**32 | BURLINGTON**

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

142 | SIOUX CITY

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

182 | CEDAR RAPIDS

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

182 | WATERLOO AREA

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

182 | DUBUQUE AREA

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

142 | DES MOINES

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

142 | MASON CITY

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

KANSAS**20 | KANSAS CITY**

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

20 | WICHITA AREA

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

20 | TOPEKA

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

KENTUCKY**147 | LOUISVILLE**

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

106 | PADUCAH

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

LOUISIANA**317 | BATON ROUGE**

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

MAINE**33 | BANGOR**

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

MARYLAND**30 | BALTIMORE**

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

34 | CUMBERLAND

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

MASSACHUSETTS**33 | BOSTON**

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

33 | NEW BEDFORD AREA

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

248 | SPRINGFIELD

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

MICHIGAN**70 | ANN ARBOR**

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

70 | BATTLECREEK-KALAMAZOO AREA

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

70 | GRAND RAPIDS AREA

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

70 | LANSING AREA

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

70 | JACKSON AREA

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

70 | MUSKOGON AREA

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

149 | DETROIT

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

149 | PORT HURON AREA

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

149 | FLINT

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

149 | SAGINAW-BAY CITY AREA

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

149 | TRAVERSE CITY AREA

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

149 | MARQUETTE

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

MINNESOTA

96 | MINNEAPOLIS-ST. PAUL

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

96 | ST. CLOUD AREA

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

96 | BRAINERD AREA

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

96 | DULUTH-IRON RANGE AREA

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

96 | SOUTHEASTERN MINN. AREA

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

MISSISSIPPI

136 | JACKSON AREA

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

MISSOURI

2 | ST. LOUIS

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

20 | JEFFERSON CITY

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

20 | SPRINGFIELD AREA

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

20 | ST. JOSEPH AREA

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

MONTANA

189 | BILLINGS

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

189 | BUTTE

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

189 | MISSOULA

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

NEBRASKA

142 | OMAHA

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

NEVADA

162 | LAS VEGAS

Meets – on call. Trustee Douglas Ziegler, 4125 Arctic Spring Ave., Suites 5 & 6, Las Vegas, NV 89115. Phone (702) 453-5801. Fax (702) 453-0426.

81 | RENO

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

NEW JERSEY

30 | ATLANTIC CITY

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

4 | NEWARK

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

10 | PATERSON

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

30 | TRENTON

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

NEW MEXICO

135 | ALBUQUERQUE

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

123 | Los Alamos

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

NEW YORK

241 | ALBANY

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

203 | BINGHAMTON

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

74 | BUFFALO

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

154 | NASSAU-SUFFOLK

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

8 | NEW YORK CITY

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

22 | ROCHESTER

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

195 | SYRACUSE

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

NORTH CAROLINA

136 | CHARLOTTE

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

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

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

OHIO

88 | AKRON & CANTON

Meets – 618 High Ave. NW, Rm. 4, 4th Tues. each month. Pres. Chris Carter, 618 High Ave. NW, Rm. 4, Canton, OH 44703. Phone (330) 453-4900. Fax (844) 272-7942. E-mail: roofers88@sbcglobal.net

42 | CINCINNATI

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

44 | CLEVELAND

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

86 | COLUMBUS

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

75 | DAYTON

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

134 | TOLEDO

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

71 | YOUNGSTOWN

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

OKLAHOMA**143 | OKLAHOMA CITY**

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

OREGON**49 | EUGENE**

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

49 | PORTLAND

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

PENNSYLVANIA**210 | ERIE**

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

30 | HARRISBURG

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

30 | PHILADELPHIA

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

30 | READING & ALLENTOWN

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

37 | PITTSBURGH

Meets – 230 Lincoln Ave., Bellevue, 4th Mon. each
 month at 8:00 p.m. except June, July, Aug. & Dec.,
B.R. & Fin. Sec. Frederick 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: odonnellocal2@sbcglobal.net

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

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

123 | HOUSTON

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

123 | SAN ANTONIO

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

UTAH**91 | SALT LAKE CITY**

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

VERMONT**248 | VERMONT**

B.A., Fin. Sec. & Tr. Eric Elliott, 63 1/2 Main St.,
 Chicopee, MA 01020. Phone (413) 594-5291. Fax (413)
 594-5391. E-mail: 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. Matthew Sparks**, 2003 Warwood Ave.,
 Wheeling, WV 26003. Phone (304) 277-2300. Fax.
 (304) 277-2331. E-mail: roofers188@comcast.net

WISCONSIN**96 | EAU CLAIRE**

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

96 | FONDULAC AREA

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

65 | MILWAUKEE

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

65 | RACINE-KENOSHA AREA

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

65 | MADISON AREA

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

96 | WAUSAU

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

WYOMING**81 | CHEYENNE-CASPER**

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

PROMOTIONAL ITEMS



ORDER FORM

NAME _____

SHIPPING ADDRESS _____

CITY _____ STATE _____ ZIP _____

E-MAIL OR DAYTIME TELEPHONE (IN CASE THERE IS AN ISSUE W/ORDER) _____

LOCAL UNION # _____ MEMBERSHIP # _____

SEND ORDER TO: Roofers Promotional Department, 1660 L Street, NW – Suite 800, Washington, D.C. 20036-5646

CHECKS/MONEY ORDERS PAYABLE TO: United Union of Roofers, Waterproofer & Allied Workers

Merchandise available to local union members only.

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

Due to pricing and product availability, we will no longer be able to accept order forms from past issues of the magazine. **Starting October 1, 2009, any past-issue merchandise order forms we receive may be returned, along with your payment, at our discretion.** If you need a copy of the most recent order form, contact the International at 202-463-7663. (This form is valid through March 31, 2017.)

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

▪ All Prices Include Shipping ▪

Grand Total: _____

LOOK SHARP AND STAY WARM IN A ROOFERS SWEATSHIRT



1. BAMBOO CHARCOAL POLY MESH SHIRT

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

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

~~\$42.50~~

\$25 FOR A LIMITED
TIME ONLY



2. ROOFERS' UNION RINGS

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

3. "UNION ROOFER" HAT

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



4. PEEL AND STICK ROOFERS' UNION LOGOS

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



6. T-SHIRT

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

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

5. "BLAZING" ROOFERS SWEATSHIRT

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

Sizes: XL, 2X, 3X



7. MEN'S AMERICAN TIME QUARTZ WATCH

w/Union logo
medallion face.



8. ROOFERS HATS

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

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

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

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



1660 L Street, N.W. Suite 800
Washington, D.C. 20036-5646

NON-PROFIT ORG.
U.S. POSTAGE
PAID
MOSAIC

Season's Greetings

FROM

United Union of Roofers, Waterproofers and Allied Workers

INTERNATIONAL PRESIDENT

Kinsey M. Robinson
Executive Admin. Asst.
Jamie Zimolong
Admin. Asst.
Judi Robertson

INTERNATIONAL VICE PRESIDENTS

Douglas H. Ziegler
Thomas J. Pedrick
Paul F. Bickford
James A. Hadel
Donald A. O'Brien

INTERNATIONAL REPRESENTATIVES

Gabriel Perea
Mitch Terhaar

INTERNATIONAL SECRETARY-TREASURER

Robert J. Danley
Executive Admin. Asst.
Marilyn Dambach

Richard R. Mathis
Daniel P. O'Donnell
Robert Peterson
Michael A. Vasey
Michael J. Stiens

SPECIAL ASSISTANT TO THE PRESIDENT

Don Cardwell

MARKETING DEPARTMENT

Jordan Ritenour
Frank Wall
Raul Galaz

RESEARCH AND EDUCATION DEPARTMENT

Keith J. Vitkovich
Richard Tessier

MEMBERSHIP SERVICES

Valerie Buchanan
Jordan Storz

Fred Gee
James Scott
Tim Adrian

MEDIA DEPARTMENT

Erin C. McDermott

Frank Massey
Shanda Van Allen