

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER • 2018



UNION SPORTSMEN'S ALLIANCE CELEBRATES NEW HQ

UNION CONSERVATION ORGANIZATION FINDS
PERMANENT HOME IN SPRING HILL, TN



ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

Union Sportsmen's Alliance Continues Its Mission

In November I was honored to be invited to the grand opening of the brand-new headquarters of the Union Sportsmen's Alliance and to speak on behalf of its board of directors—and union sportsmen and women everywhere—about the significance of this achievement.

This grand opening celebration marked the latest of many milestones and accomplishments too numerous to address in the space given. It gives true permanence to an organization that has expanded to serve more than 260,000 members in just 11 years and only continues to grow.

The USA is more than an outdoorsman's club—it is a leader in the American conservation movement. Money raised through its conservation dinners and sporting clays shoots gets put back into the community through programs such as Work Boots on the Ground, which sponsors conservation projects and outdoor awareness events. These free events are offered in communities throughout the country and provide children and families the opportunity to experience outdoor activities such as fishing, camping and shooting sports. Read more about one of these events—the annual Get Youth Outdoors Day—on page 5.

Roofers Shoot Breaks Another Record

On behalf of Local 96 in Minneapolis-St. Paul, MN, I want to personally thank those contractors, professional organizations, local unions and district councils that helped make the 8th Annual Roofers/Union Sportsmen's Alliance Sporting Clays Shoot a huge success.

The event raised over \$144,000 to enhance public access to the outdoors, conserve wildlife habitat and

cess and for helping set the bar high for all future USA events to aim for. Read more about the shoot on page 33.

Holiday Wishes

As 2018 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

These free events provide children and families the opportunity to experience outdoor activities such as fishing, camping and shooting sports.

pass on our outdoor heritage to the next generation. The event became the highest-attended shoot in USA history with 238 shooters.

The outstanding turnout for this year's shoot can once again be attributed to the efforts of Business Manager Mark Conroy and the members, officers and staff of Local 96. We all owe them a special thanks for their tireless efforts in making this event an annual suc-

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. ■

**The USA is more than an outdoorsman's club—
it is a leader in the American conservation movement.**

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Brent R. Beasley, *Ninth*

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ON THE COVER:

Labor, community and conservation leaders gathered to celebrate the grand opening of the new Union Sportsmen's Alliance world headquarters in Spring Hill, TN.



Boston Apprentice Monique Cooper Takes the Spotlight

Reprinted with permission by MetroBTC News, a publication of the Building and Construction Trades Council of the Metropolitan District (Boston)

Monique Cooper can't go to the grocery store—or walk down the street—without strangers complimenting her career choice.

“Every day people yell, ‘you go, girl!’ as soon as they see me wearing my work boots and jeans with primer stains on them,” Cooper says. “Women ask me how to get into this trade all the time. I tell them it’s a great opportunity, as long as you work hard and show up on time.”

Cooper is an apprentice with Roofers Local 33, Boston, MA, and it was a winding road to find the right career. Many years earlier, she spent a lot of money on school to become a pharmacy technician, with little to show for it. She found it hard to get a foothold in that career, and asked her fiancé, a union roofer, how to apply to be an apprentice. At first, he was skeptical, wondering if it would be a good fit for her. But Cooper was determined to make a better life for herself and for her family, including five children. She found roofing was a good fit. “I feel better altogether—now I’m really part of something,” Cooper said.

Cooper quickly saw the benefits of joining a union. She was able to wipe out \$6,000 in student debt in one fell swoop. She was able to buy a reliable car. Most importantly, she stopped worrying about how to pay bills and started focusing on the future. Since the necessities are taken care of, she can enjoy some extras like more dinners and movies out. She’s looking forward to getting away sometime soon for a short trip with her kids, who range in age from 13 to 26.

Serving the public good has also been a benefit of Cooper’s new career. She is currently installing the roof of a new elementary school in Needham, making sure kids will have a safe place to learn. It’s another chapter in Cooper’s long history of contributing to the community. She has volunteered with anti-violence groups in Dorchester, and with a homegrown modeling agency that holds runway shows promoting local designers and models.

Rooftops, she found, are much tougher to navigate than runways. Roofing is one of the most dangerous jobs in the construction industry. Cooper said she’s never fallen from a ladder, but it’s comforting to know her union backs her up no matter what. She’s had excellent safety training and has good health insurance for the physically demanding job.



Cooper says the hardest part of the job is the heat. Or the cold. But mostly, the heat.

“When it’s not too hot and not too cold, we call it ‘roofing weather,’” Cooper said. “We’re always hoping for ‘roofing weather.’”

But for Cooper, the benefits far outweigh those few challenges. She expects to finish her apprenticeship within the next year, and then her pay will more than double. With fair pay, she has more time to spend with family.

“If you told me in my twenties that I’d be in the building trades, I wouldn’t have believed you,” Cooper said. “But now I wish I’d have started much earlier. I thought it would be much harder, but it’s an easy fit. You never know until you try.”

Cooper is encouraged to see more women on the job site, but says her coworkers respect her skill and hard work, even if they’ve never worked with a female roofer before. She encourages other women to give roofing a try, too.

“I’ll always give them the information they need, and even offer to help with the application,” Cooper said. “I explain that the union makes it easy to get a start in this trade.”

Monique Cooper has already convinced one young woman to pursue a career in the union building trades—her 23-year-old daughter. ■



Midwest Roofing Contractors Convene in Omaha

The 69th Annual Conference and Expo of the Midwest Roofing Contractors Association was held October 24 – 26, 2018, in Omaha, NE. The show was well attended and provided roofing professionals the opportunity to network and discuss the roofing industry as it particularly pertains to the Midwest.

The location, in the center of America's Heartland, drew representatives from the United Union of Roofers, Waterproofers & Allied Workers local unions throughout the Midwest. Most everyone agreed that there is plenty of roofing work to be done in their area, and there is a need to find more quality journeyman and apprentice roofers and waterproofers. ■



Legendary Nebraska football coach Tom Osborne presents the keynote speech for the MRCA conference.

Reps from Local 42, Cincinnati, OH, Brandon Burke, Mike Clark, Heath Griesmann, and James Teeters have a conversation about employee retention with Roofers Trust Dir. of Curriculum Richard Tessier.



Joe Grout with Local 142, Des Moines, IA, sig. cont. McDowell Roofing, Local 142 B.M. Ray Slack, Jerry Hetrick with McDowell, and Local 142 Appr. Inst. Blake Fleming discuss McDowell jobs in Omaha.



Local 32, Rock Island, IL, B.R. Luis Rivera; Local 2, St. Louis, MO, B.M./I.V.P. Dan O'Donnell; Douglas Zumaris with Local 32 sig. cont. Roofing Technology Inc.; and Local 26, Hammond, IN, B.M./I.V.P. Joe Pozzi catch up. All are trustees on the Indiana State Council of Roofers Health & Welfare Fund.



Local 20, Kansas City, MO, B.M. Kevin King meets up with Christopher Boland and James Boland with The Quality Roofing Co., a Local 20 signatory contractor.





UNION SPORTSMEN'S ALLIANCE CELEBRATES GRAND OPENING OF NEW HEADQUARTERS



Int'l Pres. Kinsey Robinson presents his remarks following the ribbon-cutting ceremony.

Labor, community and conservation leaders gathered Nov. 16 to help the Union Sportsmen's Alliance (USA) celebrate the grand opening of its new state-of-the-art, union-built world headquarters in Spring Hill, TN.

The festivities included an official ribbon-cutting ceremony and open house reception attended by representatives from international labor unions, the outdoor industry and the local community.

"We can all be proud of the Union Sportsmen's Alliance's new permanent home in Spring Hill," said Roofers International President Kinsey Robinson, a current and founding member of the USA board of directors.

"Watching the USA grow from a small group of dedicated union sportsmen to more than 260,000 members in 11 years is a source of great satisfaction for me, and demonstrates the importance of this organization in the lives of union members—many of whom share a love of fishing, hunting and the outdoors," Robinson continued. "We are grateful to the USA for

transforming the collective power of unions into a potent force for the protection of our natural resources and outdoor traditions for future generations to enjoy."

USA CEO and Executive Director Scott Vance said the new headquarters will help the organization continue expanding its mission impact. "This new permanent home is the perfect base of operations from which to increase the number and scope of our projects nationwide, as we harness the passion, power and skills of union volunteers to impact the future of conservation and our shared outdoor heritage," he said.

The new USA headquarters is housed in the former Saturn Bank building, which the USA purchased in April of 2018—kicking off an intensive, six-month renovation campaign. Throughout the project, the organization relied heavily on skilled union labor to transform the facility into a private campus designed to foster the USA's efforts to unite union members in community-based conservation, public access and outreach projects.

GET YOUTH OUTDOORS DAY

More than 60 youths learned about conservation and hunting while experiencing the thrill of the shooting sports firsthand on Sept. 16 during the Union Sportsmen's Alliance (USA) 7th Annual Get Youth Outdoors Day at Wild Marsh Sporting Clays in Clear Lake, MN.

The event was part of the National Shooting Sports Foundation's (NSSF) First Shots program, which introduces first-time shooters to firearms respect, safety and the shooting sports. NSSF recently awarded the USA a \$30,000 grant to host a series of events in which union volunteers trained in firearms safety and instruction provide hands-on introductions to trap

shooting, riflery and archery. All supplies including eye and hearing protection, firearms and ammunition were provided at no charge.

The event was part of Work Boots on the Ground—the USA's flagship conservation program—and sponsored by partners including Roofers International, NSSF, Savage Arms, Roofers Local 96, BAC Local 1, Central MN BCTC and other local union groups. The NSSF grant and funds raised at the annual Roofers Twin Cities Sporting Clays Shoot (see page 33) allowed the event to be held at no cost to participants.

"These kids are the future of conservation and our outdoor heritage," said Roofers International

President Kinsey Robinson, who attended the event and personally coached dozens of youth shooters on the sporting clays range. "Plus, events like this foster relationships among union members from all AFL-CIO unions, and between unions and their communities." ■





MINUTES FROM THE SPECIAL CALLED INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON AUGUST 29, 2018 · CHICAGO, IL

The meeting was called to order at 7:15 a.m. by President Robinson, followed by the Pledge of Allegiance.

The following officers were present:

INTERNATIONAL PRESIDENT: Kinsey M. Robinson

INTERNATIONAL VICE PRESIDENTS:

Douglas H. Ziegler	Robert L. Peterson
Thomas J. Pedrick	Michael A. Vasey
Paul F. Bickford	Michael J. Stiens
Richard R. Mathis	Brent R. Beasley
Daniel P. O'Donnell	Joseph F. Pozzi

INTERNATIONAL SECRETARY-TREASURER: James A. Hadel

INTERNATIONAL ATTORNEY: Librado Arreola

LEGACY PROFESSIONALS LLP:

Bruce Pavlik, Tim Cibulka and Michael Tiberi, CPAs

At this time, President Robinson delivered the oath of office to the tenth International Vice President Joseph Pozzi.

President Robinson then updated the Executive Board on the status of contract negotiations at Local 40 and 95.

President Robinson gave an overview of all resolutions submitted as of August 1, 2018. He then specifically addressed Resolutions #8 through #16. A motion was made, seconded and carried to approve Resolutions #8 through #16.

President Robinson then discussed and reviewed the following resolutions:

Resolution #17 regarding supporting women in the trades. After discussion was held, a motion was made, seconded and carried to approve.

Resolution #19 regarding quarterly and annual audits, Article VI, Section 2 of the International By-laws. After discussion was held, a motion was made, seconded and carried to approve.

Resolution #20 regarding Article VI, Section 10 of the International By-

laws. After discussion was held and revisions made, a motion was made, seconded and carried to approve.

Resolution # 21 regarding Article VII, Section 2 of the International Constitution. After discussion was held and revisions made, a motion was made, seconded and carried to approve.

Resolution #22 regarding support for Project Labor Agreements (PLAs). After discussion was held and revisions made, a motion was made, seconded and carried to approve.

Resolution #23 regarding suicide prevention. After discussion was held and revisions made, a motion was made, seconded and carried to approve.

Resolution #24 regarding zero loss-time injuries. After discussion was held and revisions made, a motion was made, seconded and carried to approve.

President Robinson suspended the review of convention resolutions in order for the Board to hear the Local 123 case regarding charges filed by Business Manager Jordan Ritenour against members Nathaniel Dawn, Jr., #320444 of Local 119, and Marvin Brown, #318090 of Local 149.

International Secretary-Treasurer James Hadel read the charges filed along with all evidence submitted. Discussion was held, and a motion was made, seconded and carried to fine Nathaniel Dawn, Jr., #320444 of Local 119, and Marvin Brown, #318090 of Local 149, the sum of one hundred dollars (\$100.00) each; furthermore, these members will also be subject to expulsion from the Union if they are again charged

and found guilty of engaging in the same conduct and offense. Vice President Robert Peterson abstained from the Board vote.

President Robinson introduced Bruce Pavlik, Mike Tiberi and Tim Cibulka from Legacy Professionals LLP who reviewed the International's audit for the fiscal year ending June 30, 2018.

President Robinson and Secretary-Treasurer Hadel then excused themselves from the meeting so that the accountants could discuss with the Executive Board whether there were any concerns. After that discussion, the regular meeting then resumed and President Robinson and Secretary-Treasurer Hadel rejoined the meeting. Thereafter, the Executive Board discussed former Secretary-Treasurer Robert Danley's retirement and the details associated with his retirement. After discussion, a motion was made, seconded and carried approving the gifting to Secretary-Treasurer Danley of the union vehicle he used while in office.

Messrs. Pavlik, Tiberi and Cibulka were excused from the meeting.

President Robinson then resumed reviewing convention resolutions beginning with Resolution #26.

Resolution #26 was reviewed and discussed.

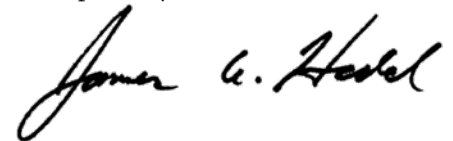
Resolution #27 regarding the National Maintenance Agreement. After discussion was held, a motion was made, seconded and carried to approve.

The Board reviewed and discussed the following resolutions:

Resolution #29 submitted by Local Union 44, Resolution #31 submitted by Local Union 81, Resolutions #32 and #33 submitted by Local Union 36, Resolution #34 submitted by Local Union 37, Resolutions #35 and #36 submitted by Local Union 12, and Resolution #37.

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

Respectfully submitted,



James A. Hadel
International Secretary-Treasurer

2019 UNION PLUS SCHOLARSHIP PROGRAM

Online application now available!

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.3 million to students of working families who want to begin or continue their post-secondary education.

Who can apply:

Current and retired members with at least one year of continuous membership in participating unions, as well as their spouse and dependent children.

Evaluation criteria:

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor.

Scholarship award amounts:

One-time cash awards ranging from \$500 to \$4,000. Students may re-apply each year.

Deadline to apply:

January 31, 2019



UnionPlus.org/Scholarships

Details and online applications available at:

UnionPlus.org/Scholarships



The Washington Connection

BY MITCH TERHAAR, DIRECTOR OF JURISDICTION AND SPECIAL AGREEMENTS

Archives Tell Story of What Wins Jurisdictional Disputes

I would like to start out by thanking President Kinsey Robinson, Secretary-Treasurer Jim Hadel and the International Vice Presidents for their support and the opportunity to represent the Roofers and Waterproofers as the Director of Jurisdiction and Special Agreements. As a business agent for Local 11, I fought hard for our work against the non-union and other trades laying claim to it. It is a constant battle defending our work and the right to install the new products in the roofing and waterproofing industry. I am up to the challenge, and I look forward to working with all our locals to fight

in its infancy. Products like asphalt shingles in the 1920s, cork insulation in the 1930s, ballast pavers in the 1980s and the liquid-applied waterproofing today.

The majority of the disputes came from the new products being introduced to our industry. My predecessors fought hard to protect that work, and in their fight and victories over the jurisdiction of those products, that work was gradually recognized as Roofers and Waterproofers work, and the challenges diminished.

I also observed how the arbitrator awarded the work in these cases. It showed that the contractors holding the contract for the work

I feel we need to embrace new products coming into our industry and encourage our contractors to bid this work. We need our apprenticeships to add the new curriculum to their training every year to keep up with the changing systems.

Lastly, we need to start documenting all projects being installed in the field. I want to start this by reaching out to all locals starting in 2019 to gather information and build a jurisdictional library of roofing and waterproofing projects. I will then organize a data file that can be used by both the International and the local unions when needed. My goal will be to have all locals document one roofing or waterproofing system per month, which will include taking pictures and documenting date, location of job site, name of roofing contractor, material used and method of installation.

In order to make this happen, it will take concrete effort from our local unions, business managers, JATCs and members to gather information while in the field. The technology we have today will make this an easy task and can be done right on the job site.

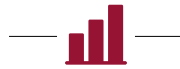
This is also a great opportunity to get our members involved in protecting their work, so if you enjoy showing off your work please do so, and include the above information. I will use my email address mitcht@unionroofers.com as the hub for this data. I am looking forward to working with you to keep this union strong! ■

The goal is to have all locals document one project per month and get our members involved in protecting their work.

for what has been ours for over a hundred years. Thanks again for this opportunity.

In the first few months here I have had a chance to go through some of the old jurisdictional disputes in our archives. These dispute records go back into the 1920s and '30s, resisting the same trades on different products. As I went through them I noticed a trend with these disputes. That trend was the new roofing or waterproofing products introduced to the market and the claim to that work

were favored from the start. The arbitrator then looked at old arbitral decisions and whom they were awarded to, followed by the documentation of man hours from project sites in the area. These three elements in the evidence presented seem to win the cases 95% of the time. The reason for this research and why I went through these old disputes was to educate myself on what worked and what did not, and what changes our union needs to make in order to win jurisdictional challenges in the future.



Marketing Issues

BY JORDAN RITENOUR, DIRECTOR OF MARKET DEVELOPMENT

Organize and Train, or Cease to Exist

We have opportunities in life to make many choices that will influence us for the remainder of our lives. Some of those choices were recently made at our 29th Convention held October 8–12. We enjoyed seeing old friends, made new friends, listened to talented speakers, attended workshops and worked hard to hear all of the many resolutions.

Everyone attended the convention with the hope of improving and continuing our great union, which I believe we did. Research and Education Trust Director Keith Vitkovich announced the new relationship with Washtenaw Community College. New marketing folders were revealed (to get these send an email to Gig Ritenour at gigr@unionroofers.com). Keith also revealed customized tri-fold brochures that are available (contact Keith at keithv@unionroofers.com to get these). President Robinson announced the continuation of the affiliation agreement with the UA. These are all progressive and useful tools we can use to assist with organizing, recruiting and training.

You may ask, why organize or recruit when many of our locals are at some of their highest membership levels in years? Some of our contractors do not want us to organize for fear they may lose the valuable and treasured relationship they have with us. Members fear they would lose their position with the contractors or lose a position they are holding as one of the union leaders.

This could not be farther from the truth, and in fact the exact opposite would happen. Our relationship with our existing contractors would only grow stronger and would make the market better for them. Their workload and revenues would grow as a result of organizing new contractors and members. As soon as we organize, the market becomes more of a level playing field for contractors bidding work, and in turn makes for a more competitive bidding process.

Our membership would blossom also. Due to the new organized contractors, our members' pensions would grow, our health and welfare plans would become more stable, our labor pool would grow, our apprenticeship programs would be able to take on more apprentices, and our revenues would grow in both our general and apprenticeship funds. Not to mention with newly organized contractors comes new opportunities for our members to explore the possibility of going to work for them.

New members will need to be educated in the union way. This will highlight the need for our long-time members to continue to be leaders. These new members will have many questions about how our apprenticeship programs work, what goes on at a union meeting, why we vote for labor-friendly politicians, and how do they get involved. As a 15-, 20- or 30-year member it is your job to mentor these new members; this is your opportunity

to pass along the knowledge you have to them.

Through growth, many new opportunities will arise for both our members and our signatory contractors. Whether we are union or not, we are roofers and waterproofers—we have one of the toughest and most hazardous jobs on earth and without question, we all deserve to be paid accordingly.

Let's no longer come up with a reason or two as to why we should not organize, but think about the hundreds of reasons to organize. As a union leader, you help people better their lives by bringing the market up to a level playing field for all. As a union member, hold your elected leaders accountable for the job they are doing, attend your union meetings, volunteer when asked, and support your union at all times.

Everyone—elected officers, rank-and-file members and retirees—we need your help to recruit more people into our craft now more than ever.

So in closing, I ask why not organize? There are many other reasons to organize than I can fit into this article, but the reasons given here are more than enough to rise up, get out of your comfort zone and organize and recruit as you never have in the past.

As always, we are here to help with your recruiting and organizing efforts.

On behalf of the Marketing Department, we would like to wish everyone merry Christmas and a prosperous and happy New Year. ■



The Legal Aspect

BY GENERAL COUNSEL LIBRADO ARREOLA, ESQUIRE

NLRB General Counsel Wants Unions More Accountable Under Duty of Fair Representation

Under existing NLRB law, a union violates its duty of fair representation to its members when it engages in conduct that is arbitrary, discriminatory or in bad faith. *Vaca v. Sipes*, 386 U.S. 171, 190 (1967). Established NLRB law holds that a union's mere negligence does not rise to the level of arbitrary conduct. However, perfunctory or arbitrary grievance handling can constitute more than mere negligence and violates Section 8(b)(1)(A). The Board examines the totality of the circumstances in evaluating whether a union's grievance processing was arbitrary. Under this existing standard, the following conduct has been found to violate a union's duty of fair representation:

- Little or no investigation in connection with a discharge grievance;
- Willfully misinforming or keeping a grievant uninformed of their grievance after committing to pursue it to arbitration;
- Failure to provide information relating to a member's grievance;
- Failure to provide grievance forms pertaining to a grievance where the union raised no substantial countervailing interest in refusing to provide the documents; and
- Non-action by the Union may amount to a willful and unlawful failure to pursue a grievance.

The new NLRB General Counsel appointed by President Trump has stated that this case-by-case

approach makes it difficult to "predict when the duty of fair representation will be breached." The General Counsel has offered the following "clarification" to its Regions on how to apply the law in duty of fair representation cases.

In cases where a union asserts a "mere negligence" defense where it lost track of, misplaced or otherwise forgot about a grievance, whether or not the union had committed to pursue it, the union will now be required to show the existence of established, reasonable procedures or systems in place to track grievances. If a union does not have such established, reasonable procedures or systems in place to track grievances, that defense will fail. Regions issuing a complaint in these types of cases will now argue that generally, a union which loses or misplaces a grievance engages in gross negligence unless it has a system or procedure in place which, while reasonable, was not effective in a particular case for an identifiable and clearly enunciated reason.

Also, a union's failure to communicate decisions related to a grievance, or to respond to inquiries for information or documents requested by a member, will now constitute more than mere negligence and will instead rise to the level of arbitrary conduct, unless there is a reasonable excuse or meaningful explanation. Regions issuing a complaint in these cases

will now argue that a union's failure to return phone calls or emails or other efforts by the member to inquire about a grievance or their attempt to file one, constitutes more than mere negligence and will instead be construed as willful and arbitrary conduct. The marching orders given to the Regional offices is that they argue that these types of violations are now gross negligence, which constitutes arbitrary conduct.

Unions must now establish a system and implement reasonable procedures to follow when processing grievances to ensure that all grievances are considered and that none fall through the cracks. In addition, unions must also make a greater effort to communicate with and respond to inquiries from their members. ■

Unions will now be required to show the existence of established, reasonable procedures in place to track grievances.



WIN A BIG CEDAR LODGE EXPERIENCE



Carhartt, Union Sportsmen's Alliance, and Bass Pro Shops have teamed up to provide one lucky union member and a guest with a little piece of heaven on earth at the ultimate wilderness resort in the Ozark Mountains.

ENTER TO WIN
Deadline: January 31, 2019

www.unionsportsmen.org/bigcedarlodge
Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

GRAND PRIZE PACKAGE – 1 WINNER *\$8,400 value*

- Domestic roundtrip airfare for two
- Ground transportation
- 4 night stay at Big Cedar Lodge - Bass Pro Shops Cottage
- \$500 meals allowance
- Bass Pro Shops Shooting Academy sporting clays package for two
- Dogwood Canyon wildlife tram tour for two
- Guided fly fishing for two at Dogwood Canyon
- Round of golf for two at Buffalo Ridge OR spa service for two
- Wonders of Wildlife Museum & Aquarium tickets for two
- \$1,000 Carhartt gear package
- \$500 Bass Pro Shops gift card
- \$500 spending money

RUNNER-UP PACKAGE - 5 WINNERS *\$580 value each*

- Carhartt Buckfield package (field jacket and pants)
- Carhartt Storm Defender® fishing package (angler jacket and bibs)





Roofers & Waterproofers
Research and Education
Joint Trust Fund

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



Construction Industry Alliance for Suicide Prevention's First Strategic Planning Session Propels Initiative Forward

Roofers Rep Appointed to CIASP Executive Board

On August 3, 2018, the Construction Industry Alliance for Suicide Prevention (Alliance) became classified as a public charity under Internal Revenue Code Section 501(c)(3) and, on September 25, held its first strategic planning session in Washington, DC. Formed two years ago by the Construction Financial Management Association (CFMA), the mission of the Alliance is to provide and disseminate information and resources for suicide prevention and mental health promotion in construction.

During strategic planning, nearly 30 representatives from 17 Alliance member organizations and the board of trustees created a framework for the future by forming governance, fundraising, education and marketing task forces. The board of trustees will be led by Chairman Michelle Walker (Specialized Services Co.), Vice Chairman Keith Vitkovich (United Union of Roofers, Waterproofers & Allied Workers), Treasurer Brad Robinson (Lendlease), and Secretary Steve Tenney (Story Construction Co.).

Of significant importance has been the recent addition of North America's Building Trades Unions (NABTU) as an Alliance member. NABTU is an alliance of 14 national and international unions that collectively represent three million workers across all aspects of the building trades. The support of NABTU will greatly assist the Alliance in achieving its mission.

Through the information and resources that have been compiled, the Alliance looks to help those in the construction industry create awareness of the problem, cultivate a culture of caring, and start the conversation in the workplace. Visit www.preventconstructionsuicide.com for more information. ■

**#BeThe1To
ASK**

If you think someone might be considering suicide, take the first step and #BeThe1To ASK: "Are you thinking about killing yourself?"

Find out why this can save a life at www.BeThe1To.com

If you're struggling, call the National Suicide Prevention Lifeline at **1-800-273-TALK (8255)**

 CONSTRUCTION INDUSTRY ALLIANCE
 SUICIDE PREVENTION
www.preventconstructionsuicide.com

The recent addition of North America's Building Trades Unions (NABTU) as an Alliance member will greatly assist the Alliance in achieving its mission of spreading suicide awareness.

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

THIS MUST CHANGE

RECOGNIZE THE **WARNING SIGNS**

Appearing sad or depressed
most of the time

Increased tardiness and absenteeism

Talking about feeling trapped or
wanting to die

Decreased productivity

Increased conflict among co-workers

Extreme mood swings

Increased use of alcohol or drugs

Decreased self-confidence

Feeling hopeless and helpless

Sleeping too much or too little

Acting anxious, agitated, or reckless

Near hits, incidents, and injuries

Withdrawing from family and friends

Talking about being a burden to
others

Decreased problem-solving ability

HELP IS WITHIN REACH



Learn More about the Alliance

Visit www.preventconstructionsuicide.com

Contact suicideprevention@cfma.org

Call 609-945-2427

Midwest Apprenticeship Competition 2018

More than 40 first-, second- and third/fourth-year apprentices competed in the apprenticeship competition held September 8, 2018, at the Chicagoland Roofers Training Center in Indian Head Park, IL.

Hosted by Roofers Local 11 and the Chicagoland Roofers Joint Apprenticeship Training Committee and co-sponsored by the Illinois, Indiana, and North Central States District Councils, the competition was well attended and highly competitive.

The zealous first-, second- and third/fourth-year apprentices faced off in events that tested a variety of skills, from the recognition of safety hazards, recognition of tools and equipment, and felt application for a shingle roof for first years, to flashing curbs with EPDM and torching modified bitumen membranes for second years, to heat welding TPO laps, field-fabricating TPO pipe flashings, and setting rolls for a four-ply BUR roof off a gutter edge by third- and fourth-year apprentices. Experienced apprentices also tackled roofing math—determining square feet, roofing squares and material needed for various roof configurations.

Our congratulations go to the winners in each of the three divisions, but we also want to distinguish all

of the participating apprentices for their determination and enthusiasm that was on display throughout the competition. Locals and apprenticeship programs that sent apprentices included Roofers Local 2, 11, 20, 23, 26, 32, 70, 106, and 149.

First-Year Division

- 1st place: Aaron Henderson, Local 23
- 2nd place: Dennis Mehler, Local 149
- 3rd place: Brennon Hoyt, Local 2

Second-Year Division

- 1st place: Miguel Vital, Local 11
- 2nd place: Jeremy Morrison, Local 23
- 3rd place: Kyle Bower, Local 70

Third- and Fourth-Year Division

- 1st place: Nathan Rackers, Local 20
- 2nd place: Chris Gravitte, Local 20
- 3rd place: Thad VanVleck, Local 20 ■



New Resources to Work Safely with Nail Guns

Just a few minutes a day can prevent an injury and keep you safe

Nail guns are a common tool in our business. They can help get a job done quickly, but they can just as quickly cause an injury or worse. According to the U.S. Department of Labor, Bureau of Labor Statistics, between 2011 and 2016, more than 2,000 construction workers suffered a nail gun-related injury.

Nail gun misfires happen fast. More than half of all nail gun injuries are to the hands and fingers, but injuries also occur to the legs, thighs, knees, feet and toes, and even the spinal cord, head, neck, eyes and internal organs. Some have resulted in paralysis, blindness, brain damage, bone fractures and even death. While most of those injured were operating the nail gun, a study from CPWR — The Center for Construction Research and Training estimated that roughly 1 out of 10 injuries actually happened to someone working nearby.

One way to prevent a misfire and an injury is to use a sequential trigger instead of the bump or contact trigger option. The CPWR study found that nail guns with contact/bump triggers carry twice the risk of serious injury compared to those with sequential triggers. Both the Occupational Safety and Health Administration (OSHA) and NIOSH recommend in Nail Gun Safety: A Guide for Construction Contractors use of the full sequential trigger nail guns to reduce the risk for injury. Single or full sequential triggers are considered the safer options because they require the nose of the gun to be depressed before the trigger can be pulled.

Some argue that using the sequential trigger will slow them down—but

NAIL SAFETY!
AVOID NAIL GUN INJURIES
Use a sequential trigger. A few minutes a day can prevent nail gun injuries.

Wear Protective Gear

- Always wear a hard hat, safety glasses, steel toe shoes, and hearing protection when using a nail gun.
- Safety glasses should be marked **Z87+**.
- If you are injured by a nail gun, **get medical attention immediately!**

Remember...nail guns can help get the job done, but nail gun injuries send **tens of thousands** to the hospital each year.

CPWR [Logo]
The Center for Construction Research and Training

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NAIL SAFETY!
AVOID NAIL GUN INJURIES
Use a sequential trigger. A few minutes a day can prevent nail gun injuries.

Use the Right Tool

- Use a safe sequential trigger: **a single-shot (sequential) nail gun trigger is safest.**
- Contact triggers (bump nailers) allow for continuous nailing but are **twice as dangerous!**

Remember...nail guns can help get the job done, but nail gun injuries send **tens of thousands** to the hospital each year.

CPWR [Logo]
The Center for Construction Research and Training

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based on the research, that is not the case. The CPWR study found that a worker's skill and experience, not the trigger mechanism, has the greatest effect on productivity.

To help you and other nail gun users work safely, CPWR recently

released an updated online resource, www.nailgunfacts.org. We encourage you to visit the resource, watch the short video, and use a sequential trigger. Remember, it only takes a few minutes to prevent a nail gun injury. ■

Protect Yourself (and Your Co-workers) from the Cold

Our work does not stop when the temperature drops. Colder temperatures make demanding work even more so because you use up more energy to stay warm, and when it is also windy, raining or snowing your body loses heat faster and you use even more energy. In addition to using extra energy, working in cold or freezing temperatures for a long time can lead to health problems such as hypothermia and frostbite.

Don't let cold weather put you out of commission:

- Dress in waterproof layers—and protect your head, hands and face.
- Drink plenty of warm, sweet drinks—avoid ones that contain caffeine.
- Learn the signs of a cold weather injury or illness, and work in pairs so that you can spot the warning signs in each other.
- Get medical help right away if you or another worker has symptoms of hypothermia,

including shivering, fatigue, loss of coordination, confusion or disorientation.

- Remember, you are at higher risk in the cold if you take certain medications, are in poor physical condition, or suffer from illnesses such as diabetes, hypertension or cardiovascular disease.

To learn more about how to protect yourself from cold weather and other hazards, visit www.cpwr.com/publications/hazard-alert-cards. ■

Protect Yourself from the Cold

You are at risk if you work outside or in cold conditions

Dress Appropriately

Wear clothes meant for cold, wet, and windy conditions such as:

- Loose-fitting layers
- Hats, socks, shoes, and gloves
- Outerwear that will keep you dry

Extreme exposure to the cold can eventually lead to **hypothermia**.

Drink Warm Beverages & Take Breaks

- Take frequent breaks in heated areas, if possible.
- Drink plenty of warm, sweet beverages (sugar water, sports drinks).
- **AVOID** caffeine (in coffee, tea, sodas, or hot chocolate) and alcohol.

Know the Warning Signs

Health Problems:

- Trench Foot
- Frostbite
- Hypothermia
- Uncontrollable Shivering
- Slurred Speech
- Clumsiness
- Fatigue
- Confusion

Hypothermia—Don't ignore the signs!

Hypothermia is a medical emergency

Call 911

Getting help can be the difference between **life** and **death**.

You are at a higher risk if you take certain medications, are in poor physical condition, or suffer from illnesses such as diabetes, hypertension, or cardiovascular disease.

Work in pairs so that you and a co-worker can spot danger signs in each other.

Follow these tips and stay safe in the cold.

CPWR
THE CENTER FOR CONSTRUCTION RESEARCH AND TRAINING

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Roofers Foreman Training Program

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

The program is designed to accomplish the following:

- Improve the knowledge and ability of foremen to lead their jobs and supervise their crews so that they are

safer and more efficient, and so that the quality of the product they produce meets or exceeds the industry standard.

- Instill the necessary interpersonal skills that will keep apprentices and journeymen in our industry and bring jobs in on time and under budget.
- Help ensure that the quality, efficiency and productivity of foremen and crews reach their maximum levels.

Information about the Modules

Topics

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

Part I — Role of Foremen

Communication Skills

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

Problem Solving

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

Math and Measurement

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

Diversity

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

Safety Skills

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

Teaching Skills

- Determining learning style preferences
- Demonstrating effective demonstrations
- Giving a toolbox lesson

Anti-Harassment Training

- Identifying requirements associated with avoiding harassment

- Recognizing that there are behaviors sometimes common to construction work sites that might be considered harassment
- Review of the most important ideas about preventing and dealing with harassment

Part II — Managing the Project and the Workforce

Reading Plans and Specifications

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

Planning and Starting the Project

- Explain the details of different types of job site set-ups





- Review basic steps associated with recording and documentation
- Understand the importance of record keeping and documentation

Design

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

Time

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

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

Instructors

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

Scheduling

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

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

Motivating and Reinforcing Workers

- Explain different types of motivation
- Explain various ways to motivate your crew
- Identify de-motivating factors

- Explain the importance of a job well done
- Explain how to use rewards as motivators

Leadership Styles

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

Documentation and Recording Information

- Recognize the type of information that foremen typically must record and document

Live Healthy With Diabetes

You or someone close to you may have diabetes, or be at risk for developing diabetes. You can prevent or delay complications of type 2 diabetes by maintaining a healthy life style. If you have diabetes, there are actions you can take to control it. Work with your doctor to set up a treatment plan that's right for you.

Maintain a healthy lifestyle

- › Maintain a healthy weight
- › Exercise regularly
- › Eat a healthy diet
- › If you smoke, quit
- › Get an annual flu shot
- › Talk with your doctor about getting a pneumonia shot

Control your diabetes

- › Have a comprehensive exam every year, and periodic follow-up as directed
- › Have your feet examined every year, and know how to care for them
- › Obtain a diabetic retinal eye exam every year to check for diabetic retinopathy
- › Get your blood pressure checked at each visit
- › Obtain lab tests as directed by your doctor, such as blood glucose levels, hemoglobin A1c, lipid profile, and urine or blood protein levels

Resources: CDC, "Living with Diabetes: Complications," cdc.gov

This information is for educational purposes only and is not intended as medical advice. Always consult with your doctor for appropriate examinations, treatment, testing, and care recommendations.



Together, all the way.®



APPROVED NRIPP PENSION APPLICATIONS
AT THE MEETING OF AUGUST 23-24, 2018

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Jose Aponte	Normal	12	Sampson Kittrell	Normal	136
Robert A. Anderson	Unreduced Early	11	Michael D. Klick	Disability	96
Ronald A. Asleson	Early	96	Carl H. Komora	Early	2
Terrence J. Asleson	Unreduced Early	96	Steven M. Kreifels	Normal	142
Greg L. Balmer	Unreduced Early	54	Rickey Larkins	Normal	45
Scott C. Barenfanger	Early	106	Mark Larwinski	Unreduced	2
Jerry L. Barnes	Normal	40	Gust G. Logothetis	Early	11
Steven F. Bielke	Late	96	Clifton Mack	Late	317
Francis J. Bilek	Early	11	Todd Malcom	Disability	92
Marc Bilodeau	Early	149	Dave Mase	Early	49
Lawrence G. Bongard	Early	65	James Mason	Normal	2
Jerry Burke Jr.	Early	182	Mark McGehee	Normal	135
Michael D. Clark	Early	42	Michael McMillin	Normal	11
Ralph L. Coke Sr.	Late	147	Alan McReynolds	Normal	54
Lawrence Columbia	Normal	54	Thomas Moland	Early	11
Brian K. Conaway Sr.	QDRO	188	Gary Moser	Late	229
George S. Coon	Early	2	Daniel Nash	Early	11
Larry A. Cundiff	Early	106	Jeffrey Norberg	Unreduced	96
Peter T. D'Angelo	Unreduced Early	2	Stoney Nuss	Early	26
Willie Davenport	Late	11	Julio Ochoa	Normal	162
David E. Dominguez	Unreduced Early	81	Timothy Olin	Disability	96
John Donnahue	Early	11	Salvador Olivares	Late	119
Jeffrey Eckhardt	Early	54	Wayne Payne	Early	106
Arturo Estrada	Early	220	Javier Pedroza	Early	162
Serafin Flores	Late	58	Natividad Pena	Late	36
Thomas L. Franklin Jr.	Early	11	Jose M. Perez	Early	22
Steven Gibeau	Normal	54	Daniel Ponce-Gonzalez	Late	95
James J. Gonsch	Early	11	John Purvis	Early	23
Arturo Gonzalez	Early	11	Alan Rapinchuk	Early	11
Mark J. Grosche	Early	2	Ronald Ray	Unreduced	189
Fred J. Goode	Disability	2	Curtis Reno	Normal	2
Ambrosio Gutierrez	Early	11	Ralph Ricciardi	Early	71
Alan M. Halajcsik	Early	26	Rafael Rodriguez	Early	95
Mark J. Hall	Early	71	Louis Rouse	Disability	119
David R. Harwell	Late	153	James F. Royster	Early	11
Ronald Haas	QDRO	2	Daniel Russell	Normal	20
Lewis Henderson	Late	136	Nic Schneider	Early	65
Lawrence P. Hickey	Early	11	Larry Schuman	Late	65
Gerhard Hubbard	Normal	49	Rudolph Scialo	Normal	162
John W. Huber	Unreduced	54	Percy Senegal	Normal	123
Manuel Huerta	Early	220	Orlando Shorter	QDRO	11
Jon Jesko	Early	23	Allan Sprague	Unreduced	210
Jerry Johnson	Early	23	Fred Starkweather	Late	54
Leroy Johnson	Early	136	Timothy Stineback	Early	23
David Jones	Unreduced	11	Bobby Stovall	Late	136
Harvey Kennard	Normal	136	John Swisshelm	Normal	210

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS
 AT THE MEETING OF AUGUST 23–24, 2018

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Harold Tate	Early	182	Russell Weber Jr.	Unreduced	11
Alan Thoreen	Early	96	Sharon Wells	Normal	44
William Thorpe Jr.	Normal	147	Gregory Weynand	Early	69
Keith Tillman	Early	26	John White	Early	220
John Tomaszewski	Disability	26	Lester White	Unreduced	20
Maximiliano Torres	Early	40	James Willyard	Late	96
Thomas Tweedlie	Disability	188	Herbert Wing	Disability	11
John Van Enige IV	Disability	49	Ronnie Womack	Late	136
Benjamin Villa	Late	81	Michael Wucki	Unreduced	11
James Washington	Unreduced	185	Jeffrey Yates	Early	185

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS
 AT THE MEETING OF AUGUST 23–24, 2018

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Robert Anderson	242	Lawrence P. Hickey	11	James McKenzie	150
Robert B. Bruce	20	Alfred J. Hightower	136	Garry Moore	106
Charles D. Carter	30	Edward P. Himpler	195	Ernest Nunn	185
Roger L. Cox	242	Donald Kitchell	2	Brian Palmison	44
Arthur L. Davis Jr.	2	David Krutilla	11	Larry Payton	11
John D. Fairchild	69	Stanley D. Looney	81	Roy Proffitt	185
George Finney	23	Harold Ludwig	162	Hobert Roark	119
Ernest Francis	242	Larry Maus	96	Richard Shaw	42
Frank Garcia	135	Kary McEmery	11	William Shook	97
Russell Gaston	2	Michael McInturff	2	David Smalley	49

Questions about your pension?

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

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



Fun Times at Local 188 Member Picnic

Roofers Local 188 in Wheeling, WV, held its 2018 annual members picnic in September. It drew a great crowd of families who enjoyed food and fun at the park. ■



Annual Clambake for Local 195 Roofers

Thanks to all who came out to enjoy and to work the Roofers Local 195, Syracuse, NY, annual clambake at the Spinning Wheel. There was a great turn out, with excellent food and perfect weather. ■



Labor Day in St. Louis

Labor Day festivities are huge in the St. Louis area! Pictured are three Labor Day events celebrated by members of Roofers & Waterproofers Local 2: the St. Louis Labor Day parade; the Belleville, IL, Labor Day parade; and the Southeast Missouri Labor Picnic held in Cape Girardeau, MO. ■



"Union Proud, American Made"
Local 2 Labor Day shirts.



The Southeast Missouri Labor Picnic in Cape Girardeau, MO, features a competitive tug-of-war contest.



Hordes of Local 2 Roofers march in the 2018 St. Louis Labor Day parade.



The Belleville, IL, Labor Day parade draws a huge crowd of Roofers and their families.



I.V.P. Mike Stiens congratulates Kelly Austin, who is the new recording secretary and apprentice coordinator.



Glenn Irwin was elected business manager of Local 119.



Anthony Bell III takes the position of vice president.



The new Local 119 officers are sworn in by I.V.P. Mike Stiens.

New Officers Elected at Local 119

Congratulations to the members and newly elected officers of Local 119, Indianapolis, IN. The local recently came out of trusteeship and held elections. New officers were sworn in by International Vice President Mike Stiens at the meeting held September 4. ■

Boston Local 33 Class of 2018

Congratulations to the newest journeymen out of Roofers Local 33, Boston, MA. Local 33 Business Manager Paul F. Bickford, President Mark B. Brousseau, Apprentice Coordinator Wilfredo Hernandez, Vice President Andrew Nonnenmacher and Instructor John Collins Jr. organized a ceremony for the Class of 2018, who received gifts and diplomas. Good luck to our future roofers and waterproofers.

Graduates pictured include Phillip Anderson, Sean Berard, Todd Cameron, Monique Cooper, Gregory Doliber, Matthew Dunn, Thomas Fitzpatrick, Adam Hernandez, Joseph Mercer, Jeffery Merrifield, Kaisa Prouty, Ray Ramos, Mario Regis, Santiago Sierra, Louis Valentino Jr., Adam Wainright, Jesse Beshaw, Jason Pineda and

Jose Pineda. Not pictured are graduates Matthew Beriau, Andrew Decarton and Robert Brown Jr., and instructors Thomas Russo and James Everett. ■



Boston Local 33 Class of 2018.



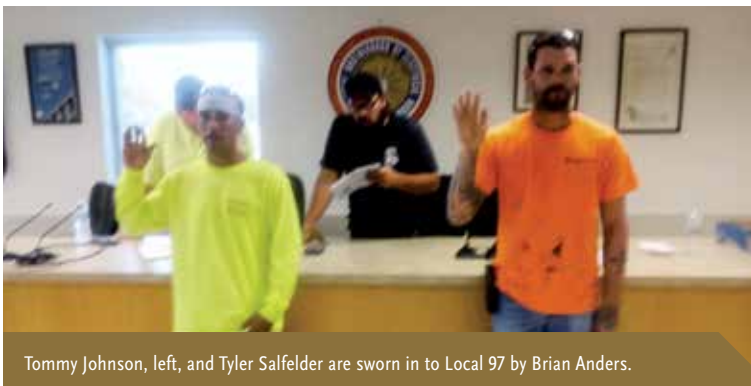
Appr. Coord. Wilfredo Hernandez, B.M. Paul Bickford, graduate Monique Cooper and Pres. Brian Brousseau.



Appr. Coord. Wilfredo Hernandez, B.M. Paul Bickford, graduate Kaisa Prouty and Pres. Brian Brousseau.

New Members of Local 97

Tommy Johnson and Tyler Salfelder are the newest members of Roofers Local 97, Champaign, IL. They were sworn in by Local 97 President Brian Anders at a recent meeting. Congratulations on your membership! ■



Tommy Johnson, left, and Tyler Salfelder are sworn in to Local 97 by Brian Anders.



Chuck Sackett displays his 20-year service awards.

20 Years for Local 210 Member

Local 210, Erie, PA, member Chuck Sackett received his 20-year pin and certificate on the jobsite. Congratulations, Chuck! ■



Back row from left: Gene Voelker (25 years), Larry Tate (25 years), Jerrod Lewis (20 years), Michael Henry (25 years), Bob Stanton (40 years), Mike DeLisle (40 years), Tom Brumitt (35 years), Fin. Sec'y-Tr. Dennis Marshall Jr. (30 years), John Marsh Jr. (20 years), Bobby Roby (40 years), B.M. Dan O'Donnell and Todd Heisserer (20 years). Front row from left: Oscar Scholl Sr. (50 years), Tom McKiddy (25 years), Dan Knight (40 years), Curtis Smith (25 years), Willie Williams (25 years) and Fred Goode (25 years).

Local 2 Honors Longtime Members and Retirees

Roofers Local 2, St. Louis, MO, held a luncheon Saturday, October 20, at Maggie O'Brien's for members receiving commemorative pins for continuous years of service to the union and all retired members.

Not pictured but also receiving pins were:

- › **20 years:** Kevin Belli, Eddie Downing, Chad Eversgerd and Randy Wilson
- › **25 years:** Kenneth Costello, James Crimmons, Larry Garrett, Vince Graye, Terry Gregg, Kevin Hovis, Terry Larsen, Bobby Maples, Donald Miller, Mark Roberts and Stan Wilken
- › **30 years:** Timothy Jolley, Angelo Narvaiz, Bobby Owens and Bobby Sexton Jr.
- › **35 years:** Mark Engelmann, James Kitchell Sr., Charles Menz, and Vincent South

- › **40 years:** Lawrence Ontis
- › **45 years:** Robert Brendel
- › **50 years:** Anthony Martinez
- › **60 years:** Todd Beckman and Dominic Ponzetti ■



Fin. Sec'y-Tr. Dennis Marshall Jr., 50-yr. member Oscar Scholl Sr. and B.M. Dan O'Donnell.



Local 97 members and their families join the Labor Day parade in Urbana, IL.

Champaign Members March in Labor Day Parade

Roofers Local 97, Champaign, IL, had a great turnout of members for the AFL-CIO Labor Day parade and celebration in Urbana, IL. ■

Tacoma Roofers Receive Service Pins

The painted logos on the union hall wall were done by Local 153 member Steven Church.



Several members of Roofers & Waterproofer Local 153, Tacoma, WA, received their 25-year service pin from Business Representative Richard Geyer at a recent meeting. ■



Former B.R. Matt Thompson shows off his 25-year pin.



Dave Wetherbee celebrates 25 years of service.



Richard Oakes receives his 25-year pin from B.R. Richard Geyer.



Mark Ruscin receives his 25-year pin.



Bob Guthrie is awarded his 25-year pin.

Local 12 Roofers on the Job

Members of Local 12, Bridgeport, CT, working for United Roofing & Sheetmetal, Inc., of Danbury, CT, recently completed the roof on Spring Valley School. The project was performed in the jurisdiction of Local 8, New York, NY, and included roofers from both locals. ■



Aerial shot of Spring Valley School.



Local 12 members on the Spring Valley job, from left: Nelson Palacios, Bruno Almeida, Ed Bazzoni, William Flores, Derrick Stewart, Orayne Wildman (Local 8) and Noel Palma.



WOMEN BUILD NATIONS TAKES OVER SEATTLE

Over 2,000 Tradeswomen Attend 8th Annual Women Build Nations Conference

Over 2,000 tradeswomen put down their tool belts for three days, traveling from every corner of the U.S. and Canada to descend on Seattle, WA, the weekend of Oct. 12–14 for the eighth annual Women Build Nations conference.

The largest event of its kind, Women Build Nations brings together hundreds of tradeswomen

from every craft of the building trades to network, mentor and support each other. Tradeswomen continue to make up less than five percent of the workforce in construction trades—jobs that provide lifelong skills, and in the unionized sector, fair wages and benefits. A predominantly male occupation, women today still have to overcome many barriers, both seen and

unseen, to enter the trades and more importantly, complete their apprenticeship and stay working.

“This is the eighth annual Women Build Nations Conference, and we are pleased to host this year’s gathering in Seattle, the nation’s current crane capital with over 65 cranes reshaping the skyline. Washington leads the nation in the number of women in construction; reportedly



over 10 percent of Washington’s workforce are women,” said NAB-TU’s Women’s Committee Chair Vicki O’Leary.

The number of Roofers and Waterproofers who attend the conference continues to grow. This year there were 30 female members of the United Union of Roofers, Waterproofers & Allied Workers, as well as two Roofers from Canada, in attendance—once again setting a new record. The number of local unions that sponsored attendees also grew from 9 in 2017 to 12 in 2018.

Recruiting and retaining women in our trade has become a focal point for the International in recent years. The International continues to pay the registration costs for women members who attend Women Build Nations. This year the International also sponsored a reception, which gave the women a chance to socialize with other Roofers from across the country and discuss the issues that are critical to their unions and their livelihoods.

A Roofers caucus allowed the women a safe space to openly discuss sensitive issues such as

harassment, equal treatment on the job, challenges in apprenticeship and maternity leave. Over the last few years these conversations have led to developments such as women’s mentorship programs, attendees running for office and the creation of a female roofers Facebook page that allows users to communicate beyond the conference.

Next year’s Tradeswomen Build Nations conference will be held Oct. 4–6 in Minneapolis, MN, and promises to be as exhilarating and exciting as ever. ■

OUT-DOOR LIFE

Fishing on the Cape

Thomas Zukauskas, 28-year member of Boston Local 33 and foreman at KPR Roofing Co., caught this 40" striped bass in the Cape Cod Canal on a recent rain day off. He caught several but was only allowed to keep one!

This 40" striped bass is a keeper for Thomas Zukauskas.



Amazing Alaskan Caribou

Boyd Blyton, member of Roofers Local 153, Tacoma, WA, shot this caribou in Dead Horse, AK. It weighed 300 pounds. He shot it with a .300 Win Mag.

Boyd Blyton in scenic Alaska with his trophy caribou.



Local 11 member Steve Davis's catch and release was this 43", 24.4 lb. northern pike.



Bryce Davis caught and released this 47", 28.6 lb. northern pike from Trout Lake, Ontario, on 8# test line and no steel leader.



A gorgeous northern pike.

Father and Son Trip to Canada

Local 11, Chicago, IL, member Steve Davis has taken his son, Bryce, on trips to Canada for over 15 years for some special father-and-son time—and great fishing. This year the pair went to Trout Lake in Ontario, where they caught and released northern pikes.



Brother Woodmansee caught this carp on the Hudson River.



This steelhead was caught on the Mohawk River.



Pres. Trumka, left, and Pres. Robinson with their partial limit of pheasants.

Labor Leaders Hunt Pheasants

AFL-CIO President Richard Trumka and International President Kinsey Robinson pose with a partial limit of ring-necked pheasants on a sunny fall afternoon. They hunted near Gettysburg, SD, and ended the day with a full limit of roosters.

The Fish Are Fine in Upstate NY

Roofers & Waterproofers Local 241, Albany, NY, member Daniel Woodmansee submits photos of fish he has caught this season. The avid fisherman has been busy luring carp, northern pike and steelhead in upstate New York.



Bow Kill

Jeremy Suzewits out of Local 92, Decatur, IL, took this buck in October with his 60 lb. Hoyt compound bow at 30 yards. It weighed in at 220 lbs. field dressed and had 14 points over 1".

Jeremy Suzewits with his bow kill.



USA Honors Brent Beasley and Mark Conroy as Roofers & Waterproofers Conservation Stewards of the Year

1 Conservation Steward of the Year Brent Beasley (center) accepts his award from Int'l Pres. Kinsey Robinson (left) and USA Exec. Dir. Scott Vance (right).

2 Conservation Steward of the Year Mark Conroy (center) is honored by Int'l Pres. Kinsey Robinson and USA Exec. Dir. Scott Vance.

The Union Sportsmen's Alliance (USA) honored Brent Beasley and Mark Conroy with 2018 United Union of Roofers, Waterproofers and Allied Workers Conservation Steward of the Year Awards for their exemplary commitment to conservation and community service.

The awards recognize volunteers from each of the USA's charter unions who have made exceptional contributions to the USA's efforts to organize union volunteers to donate their time and unique trade skills in the preservation of North America's outdoor heritage.

Brother Beasley serves as business manager of Roofers Local 220, Orange, CA, and as International Vice President. He is a tireless, longtime supporter of USA conservation projects and events. "Brent has been an integral volunteer on the USA team since our organization's inception," said USA Director of Special Events Heather Tazelaar. "For example, he was essential in finding nearly 100 volunteers for our 2014 Bolsa Chica Wetlands restoration project that brought

local families and skilled tradespersons together to restore a one-mile stretch of trail."

Brother Conroy is likewise a longtime proponent of the USA's mission. As business manager of Roofers Local 96, Minneapolis, MN, he handled local market facilitation, promoted the event within the trades, recruited volunteers and oversaw the funding for Local 96 donations at the USA's 8th Annual Roofers Twin Cities Sporting Clays Shoot. The shoot now holds the record as USA's largest shooting event.

He says it's easy to promote USA events, because everyone believes in their cause. "To see projects completed in our local communities and introduce young people to outdoor activities is definitely a bonus. Seeing the youths return to these events year after year—and their smiles as they participate—is priceless," said Conroy.

USA CEO and Executive Director Scott Vance presented Conroy and Beasley with the awards on Oct. 8 at the 29th International Convention of the United Union of Roofers, Waterproofers & Allied Workers. ■

Veterans Recognized at USA Shoot

International Secretary-Treasurer Bill Creeden of the Brotherhood of Boilermakers and International President Kinsey Robinson awarded USA Veteran lapel pins to members participating in the Boilermakers 10th Annual Sporting Clays shoot in Lenexa, KS. Secretary-Treasurer Creeden is a veteran of the U.S. Army and President Robinson is a U.S. Marine.



8TH ANNUAL

Twin Cities Sporting Clays Shoot



1

1 Local 36, Los Angeles, CA, B.A. Norberto Gutierrez, Int'l Pres. Kinsey Robinson, Sgt. at Arms Felipe Garcia and I.V.P. Brent Beasley proudly display the Local 36 banner.

2 Local 2, St. Louis, MO, members Larry Tate, left, and Bill Thurston, right, pose with Pres. Robinson. Bill proudly displays a Buck knife and other items he won at the event.



2

Roofers Annual Shoot Is Record Breaker

Roofers International and Union Sportsmen's Alliance held the 8th Annual Roofers Twin Cities Sporting Clays Shoot on Sept. 15 at Wild Marsh Sporting Clays in Clear Lake, MN. The event became the highest attended shoot in USA history with 238 shooters coming together to raise more than \$144,000.

That money will go back to work for sportsmen and sportswomen by helping fund the USA's efforts to improve and enhance public access to the outdoors, conserve wildlife habitats, restore America's parks and introduce youth to the great outdoors.

Roofers from far and wide attended the shoot and volunteered their time to organize, promote and run the shoot.

This event fulfills part of the USA's mission to unite union leaders and members of all trades outside the workplace. The shoot also helps to build relationships that drive the USA's Work Boots on the Ground community-based conservation and outreach projects like Get Youth Outdoors Day (see page 5), which occurs annually the day after our Twin Cities Shoot.





Directory of District Councils

WESTERN REGIONAL

Brent Beasley, President
Local Union #220
283 N. Rampart St. Ste. F
Orange, CA 92868
(714) 939-0220

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
2021 Swift Dr., Ste. A
Oak Brook, IL 60523
(708) 345-0970

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

INDIANA

Joe Pozzi, President
Local Union #26
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Merrillville, IN 46410
(219) 756-3713

Bill Alexander, Secretary
Local Union #106
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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
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Detroit, MI 48232
(313) 961-6093

MID-STATES

Marvin Cochran, President
Local Union #86
1384 Stimmel Rd.
Columbus, OH 43223
(614) 299-6404

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

NORTH CENTRAL STATES

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

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

NORTHEAST

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

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

NEW JERSEY

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

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

NORTHWEST

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

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

Minutes of the Western Regional District Council

The meeting of the Western Regional District Council of Roofers & Waterproofers was held October 5 – 6, 2018, at the Tropicana Hotel in Las Vegas, NV.

Delegates and Guests in Attendance

President Brent Beasley and John Gauthier, Local 220, Orange County, CA; Vice President Carlos Opfermann, Morgan Nolde and Orlando Castellon, Local 81, Oakland, CA; Secretary-Treasurer Bruce Lau, Local 40, San Francisco, CA; Cliff Smith, Frank Mora, Norberto Gutierrez and Hector Drouaillet Lopez, Local 36, Los Angeles, CA; Paul Colmenero, Local 45, San Diego, CA; and Robert Rios and Daniel Garcia, Local 95, San Jose, CA.

International Guests in Attendance

International President Kinsey Robinson, International Secretary-Treasurer James Hadel, International Vice President Doug Ziegler, International Representative Gabriel Perea, Research and Education Trust Executive Director Keith Vitkovich, and International Market Development Representative Raul Galaz.

President Brent Beasley called the meeting to order at 8:00 a.m. Minutes of the previous meeting were reviewed and a motion was made, seconded and carried that they be accepted as presented.

Secretary-Treasurer Bruce Lau along with Trustees Carlos Opfermann, Jose Padilla and John Gauthier audited the council's books

from 1/2018 – 9/2018 and found them in order. Motion was made, seconded and carried to accept the financials as in order.

Reports of Delegates and Guests

Cliff Smith, Local 36, said Local 36 is presenting a resolution to create an organizing campaign in the International's By-Laws. Organizing must be a priority to preserve our union. Even though membership and hours are growing, we are losing ground to the non-union sector. We either organize or die.

Frank Mora, Local 36, said work is good but some of the school work has slowed down. He is working on adding new waterproofing language to the International Constitution

and By-Laws, such as new wording currently being used by manufacturers and also listing decks, vaults and bridges as waterproofing work we do.

He visited Local 81 and Morgan Nolde showed him how to use Compline, a program that shows if a contractor is paying workers' comp and helps regain some lost prevailing wage work. Still having tear-off issues with another trade.

Hector Drouaillet, Local 36, said a lot of construction is going on, including a student housing complex at Cal-Poly Pomona. He attended a pre-job conference for the Vermont Corridor project which includes an office tower, affordable housing complex and community center. All work will be done through a PLA. The Lucas Museum of Narrative Arts is being constructed and

will create 1,500 new construction jobs under a PLA.

Norberto Gutierrez, Local 36, has been attending job walks and working on jurisdictional issues with general and subcontractors. He's filed workers' comp complaints with the Dept. of Labor Standards Enforcement against some non-union contractors and they have been assigning the work to us. He just got a compliance award from a contractor not using the 1:1 apprentice/journeyman ratio on a job site. It isn't a lot, but it shows a record of not following the PLA regulations.

Jesus Portilla, Local 36, has been visiting job sites where members are working to try and inform them about the procedures in the local union contract. He works at an immigration clinic helping mem-

bers obtain U.S. citizenship. He has been going to the Los Angeles Building Trades to familiarize himself with PLA projects in the area.

Bruce Lau, Local 40, reviewed Local 40's new three-year contract. Work is good; some contractors are working 6-7 days a week. Their office lease is good through 2020 and renewing should not be a problem.

Jose Padilla, Local 40, said there is a lot of work in San Francisco and San Mateo counties. The new contract is the best contract Local 40 has ever negotiated. Apprentices got a huge wage increase and he looks forward to attracting new apprentices into our trade. We need to attract more workers to keep up with the demand from our contractors.

Carlos Opfermann, Local 81, said work is the best it's been in 15 years.



INTERNATIONAL OFFICE COLLECTS Donations for Toys for Tots and Local Vet's Children

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

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

Officers and employees of the International Union also each made contributions, resulting in an overflowing box of toys and gift cards that were distributed to children in the Washington, DC, area. In the spirit of holidays and giving, we would like to wish a very happy holiday season to all our members and their families! ★

Everyone is working and they can't find enough qualified roofers.

Morgan Nolde, Local 81, filed an NLRB charge against two contractors on a PLA project regarding the assignment of the tear-off. The grievance is escalating and he is waiting for his day in court.

Brent Beasley, Local 220, discussed the need for a skilled and trained workforce. This stems from the apprenticeship program, which we run to produce the best roofers possible. Work is very good. The real enemy is the non-union. We need to sponsor candidates who support prevailing wage for the working class.

John Gauthier, Local 220, said he is working with Rudy Recendez and he is still attending job walks. He is also doing compliance in Riverside and San Bernardino counties. The City of Perris has a citywide PLA using \$25,000-\$30,000 as a trigger point.

Robert Rios, Local 95, discussed the three-year contract Local 95 just negotiated. There are a lot of big jobs being done in the San Jose area.

Paul Colmenero, Local 45, said membership is holding. They are picking up a few journeymen from the non-union contractors. Local 45's signatory contractors are making a bigger presence on PLA jobs in both roofing and waterproofing, and in public building upgrades. He is having more success on being awarded roof removal work. He is still attending pre-job and job walks and labor-management meetings to protect work.

International Representative Gabriel Perea said Local 27 in Fresno is going through a lot of changes. They are training more apprentices every week. They are looking for a teacher from the Fresno area. They have a new compliance officer who is energetic and learning how to monitor prevailing job sites.

International Vice President Doug Ziegler said Local 162 in Las Vegas is getting back on its feet. It is difficult to get roofers to join the union when they get free health insurance through the county and are not interested in a pension. They want the money on the check.

International President Kinsey Robinson said the National Health & Welfare Plan is doing well. The National Roofing Industry Pension Plan has over 29,000 participants. The USA Roofers Shoot in Minnesota last month went well. The event raised over \$145,000 for conservation projects.

Locals 49, 54, 36 and 221 have brought women into the roofing trade. The Leadership Manual is now available to locals. 18 unions have had this training. Union liability insurance is going well. It will protect local assets from potential lawsuits.

The International is getting a lot of work through National Maintenance Agreements (NMAs)—these are usually big jobs that need re-roofing. In general most structures under 40 stories are being done by non-union companies. We are getting the work over 40 stories. We need to be able to attract and retain roofers.

The meeting was adjourned at 4:00 p.m.

Respectfully submitted,
Bruce Lau
Secretary-Treasurer

Minutes of the Northwest District Council

The meeting of the joint district council was held August 28, 2018. Illinois District Council President Larry Gnat called the meeting to order at 8:30 a.m.

Reports of Delegates and Guests

International President Kinsey Robinson thanked Local 11 Business Manager Gary Menzel and Apprentice Coordinator Marty Headtke for their hospitality and use of the facility. Membership

and hours are up over the last four years but not quite back to the level prior to the 2008 crash. The NRIPP is 108% funded as of the end of 2017. The goal is to be 125% funded. NRISPP returned 9.6% in 2017. He discussed the effects of the PBCC premiums on the pension plan on minimum contribution rate. There have been 39 resolutions submitted for the upcoming convention. President Robinson gave a quick overview of the procedure for resolutions.

President Emeritus John Martini said he is honored to be a roofer and member of Local 11 and the International. It is very important to continue to organize and build the membership. There was a round of applause for John's service and contributions to the Roofers Union.

Secretary-Treasurer Jim Hadel reviewed the requirements for the upcoming convention. Delegates must stay at the convention hotel to receive their per diem check. He

reviewed the convention activities and meeting schedule for the week.

If you negotiate a new contract, be sure to send three copies to the International and send any new wage breakdowns every year so it can be filed with the Department of Labor. There was a discussion regarding picketing and the 300 hours rule, and the consensus was that picketing did not fall under the 300 hours rule.

International Vice President Rich Mathis talked about the upcoming elections, including the Illinois governor's race, and the importance of getting members and their families out to vote for union-friendly candidates.

International Vice President Dan O'Donnell reported on the efforts

International Vice President Joe Pozzi said that work in Indiana is busy. There's a lack of manpower and a great need for recruiting and retaining members.

Director of Jurisdiction and Special Assignments Mitch Terhaar stressed the importance of taking pictures of different types of roofing and waterproofing work for jurisdictional purposes. He reported that there are over a hundred PLA projects currently going and discussed the upcoming work at GM plants.

International Representative Jeff Eppenstein thanked Mitch for taking him around and meeting all the business managers in the Midwest. He talked about Nu-Tec Roofing out of Indiana doing work in Illinois on Meijer stores and is talking to

ing efforts, jurisdictional issues, politics and upcoming elections:

Mark Conroy, Vance Anderson, Tyler Krogen, Nick Brenner and Tristan Lundblad, Local 96, Minneapolis, MN; Gerry Ferreira, Local 65, Milwaukee, WI; Ted Clark, Local 92, Decatur, IL; John Nicks, Local 112, Springfield, IL; Darrell Harrison, Local 97, Champaign, IL; Luis Rivera, Local 32, Rock Island, IL; Dan O'Donnell, Dennis Marshall and Todd Heisserer, Local 2, St. Louis, MO; Bill Alexander, Local 106, Evansville, IN; Charlie Waddell, Local 23, South Bend, IN; Joe Pozzi and Marcus Bass, Local 26, Hammond-Gary, IN; Kevin King, Paul Post, Joe Logsdon and Jermaine Butts, Local 20, Kansas City, KS; Ray Slack and Blake

The NRIPP is 108% funded as of the end of 2017. NRISPP returned 9.6% in 2017.

in Missouri with the campaign to fight back the right-to-work (for less) legislation. A lot of work was put in by all trades, including Roofers Local 2 in St. Louis and Roofers Local 20 in Kansas City. The Proposition A "right-to-work" vote was defeated 3 to 1.

International Vice President Bob Peterson reported on work in Michigan and Republican-led legislators repealing prevailing wage in Michigan, and how important it is to get the members out to vote for labor-friendly candidates.

International Vice President Mike Stiens reported that Indianapolis Local 119 is coming out of trusteeship. Work in Ohio is good. We need more members throughout the country to fill the contractors' needs.

Meijer management to use local signatory contractors.

Director of Marketing Development Gig Ritenour reported on recruiting manpower in Texas and Oklahoma to fill contractors' needs in those areas. Contractors were appreciative of the help and membership increased in those areas.

Director of Research and Education Trust Keith Vitkovich said the Trust is currently working with Washtenaw College in Michigan for a training program for instructors. The program will start in 2020 and the training program will take place one week a year in the summer. After five years of training, the instructor receives an instructor certificate.

The following delegates reported on work, lack of manpower and recruit-

Fleming, Local 142, Des Moines, IA; Ron McDonald, Local 147, Louisville, KY; Ron Martin, Local 143, Oklahoma City, OK; Mike Stiens, Local 119, Indianapolis, IN; Clinton Grayless, Local 150, Terre Haute, IN; Robert Rowe and Bill Barnes, Local 182, Cedar Rapids, IA; John Tackett and Mark Woodward, Local 70, Ann Arbor, MI; Mark Peterson, Local 149, Detroit, MI; Mike Kujawa and Mike Spangenberg, Local 134, Toledo, OH; Brandon Burke, Local 42, Cincinnati, OH; Gary Menzel, Marty Headtkte, Travis Gorman, Jim Querio, Larry Gnat, Rich Coluzzi Jr. and Mike Lafferty, Local 11, Chicago, IL.

Respectfully submitted,
Larry Gnat
President, Illinois District Council



Report of International Vice President **Tom Pedrick**

I begin this report in Philadelphia, PA, where I met with Local 30 Business Manager Shawn McCullough and attended a Local 30 benefit funds trustee meeting. I then traveled to Chicago, IL, where I attended our International Executive Board meeting.

Next in Rochester, NY, I met with Local 22 Business Manager Steve Lambert and attended the local's benefit funds trustee meeting. I also contacted Local 74, Buffalo, NY, Business Manager Nick Gechell; Local 195, Syracuse, NY, Business Manager Gary Swan; and Local 203, Binghamton, NY, Business Manager Phil Lester about the need to supply manpower to our signatory contractors in their regional areas.

On to New York, NY, where I met with Local 8 Business Manager Nick Siciliano and attended the local's

benefit funds trustee meeting. I also spoke to Local 154, Long Island, NY, Business Manager Sal Giovannello about a contractor bidding a project in his area.

In Las Vegas, NV, I attended our International Executive Board meeting and our International Convention. I would like to thank all the delegates for their hard work and support they gave to all our officers and staff. I met with the New Jersey District Council members and spoke to Local 4, Parsippany, NJ, Business Manager Dave Critchley and Local 10, Paterson, NJ, Business Manager Nick Strauss about all the work coming up in northern New Jersey.

I also met with Local 9, Hartford, CT, Business Manager Mike Hasset and Local 12, Bridgeport, CT, Business Manager Butch Davidson about out-of-town signatory contractors inquiring about bidding

projects in their areas. I spoke with Local 241, Albany, NY, Business Manager Mike Rossi and Local 248, Springfield, MA, Business Manager Eric Elliott about a common signatory contractor they have asking about bidding projects in locations across the country and his need for manpower to complete the projects.

On to Wheeling, WV, where I met with a large signatory contractor to go over their needs for manpower in different jurisdictions. In Pittsburgh, PA, I spoke to Local 37 Representatives Mark Azzarello and Jim Walton about the outcome of the meeting in Wheeling, WV. I also spoke to Local 210, Erie, PA, Business Manager Scott Johnson about his local possibly hosting an apprentice competition next year.

In closing, I would like to wish everyone and their families a merry Christmas and a safe, healthy, prosperous happy New Year. ■



Report of International Vice President **Michael Stiens**

I begin this report in Atlanta, GA, where I met with International Southern Representative James Scott to work on the finances of Local 136 and get workers for a new contractor. I then traveled to Indianapolis, IN, to resume trusteeship of Local 119. While there we swore in new officers. I then traveled to the contractors' offices to get signed contracts.

From there I traveled to Chicago, IL, as assigned by President Robinson to attend the Tri-Council meeting and Executive Board meeting. I then traveled to Dayton, OH, to meet with Business Manager James Stiles of Local 75 to discuss a Meijer store being

re-roofed in the area. Then it was back to Indianapolis to meet with new Local 119 Business Manager Glenn Irwin to assist him in his new position.

My next stop was in Atlanta, GA, where I resumed my duties as trustee of Local 136. While there I met with Deputy Trustee James Scott to check on the business of the local. We attended a meeting in Savannah, GA, and the Atlanta Building Trades. I then traveled back to Indianapolis, IN, to meet with Apprentice Coordinator Kelly Austin to go over some of his duties as coordinator.

From there I traveled to Nashville, TN, to attend a TVA meeting and while there I met with the owner of RSS Roofing, Matt McGrew, to discuss

work and manpower. Staying in Tennessee I traveled to Knoxville to attend a meeting with a contractor working on Y-12 in Oak Ridge. Then as assigned by President Robinson I traveled to Las Vegas, NV, to attend the United Union of Roofers, Waterproofers and Allied Workers Convention. Unfortunately I end this report in Wheeling, WV, where I attended the funeral of Matt Sparks, business manager of Local 188, who passed suddenly. Our condolences go out to his family and all the members of Local 188. Matt will be sorely missed.

I'd like to wish all our members and their families a very happy holiday and a safe and prosperous New Year. ■



Report of International Representative **Gabriel Perea**

I begin my report in Nevada visiting with office secretary Yani Vargas at Local 162. As the appointed deputy trustee, I assist International Vice President Doug Ziegler and Raul Galaz with administrative duties and help with other local union issues such as compliance and membership organizing efforts.

Over the past few months I have spent most of my time working between Local 162 in Las Vegas and Local 27 in Fresno, CA. I participate with both apprenticeship programs. I tend to work much more in California.

I headed to Central California where most of my work has been lately. I assumed my appointed duties as the trustee in charge of the day-to-day running of Local 27 in Fresno. We have made some real progress this year. The train-

ing program is doing much better. We are still looking for trainers. We are also working on organizing more employers to provide a stable employment environment with more employment opportunities for our members. The union is doing better but the market is slower than other areas. I continue to meet with both union and non-union contractors in efforts to improve retention of our membership. Organizing will be a main focus this year. We still need to do compliance and protect the public works projects in the area.

I attended the 29th International Convention in Las Vegas, as did many of the labor leaders and delegates from across the nation. It's always inspiring to see and hear from our brothers and sisters who continue to represent and fight for the working men and women of our local unions. During that week I stopped in at Local 162

and addressed some of the local union business with Vice President Ziegler. I also attended the Western States District Council meeting.

My next trip was back to Fresno, CA, where I continued to attend to my duties as trustee for Local 27. I did a follow up with Business Manager Issac Rodriguez from Local 58 in Colorado Springs regarding pending issues in that area. I also checked in with Business Manager Paul Colmenero from Local 45 in San Diego regarding apprenticeship training.

As we head into the holiday season and reflect back, we should be thankful that for most of us it was a good year; however, we should remember to continue to work towards a better and stronger union for all our members.

I will close by wishing all union members and their families a happy holiday season and a great New Year. ■



Report of International Representative **Jeff Eppenstein**

The third quarter of 2018 was a busy summer of meetings and travel in the region. The month of July began with the Local 11, Chicago, IL, annual barbeque; by all accounts a great time was had by all. Heading north to Local 96, Minneapolis, MN, I worked with Business Manager Mark Conroy and officers to create an organizing campaign for central and northern Wisconsin.

I attended the annual investors meeting with Intercontinental Investment to discuss current and future PLA projects for several major cities. I have had ongoing

meetings with Business Manager Darrell Harrison of Local 97, Champaign, IL, to address the job actions in the area. In Chicago I attended the annual Boys and Girls Club event to help underprivileged children. While there I also attended the Local 11 apprenticeship graduation. July concluded with a meeting with Business Manager Ted Clark of Local 92, Decatur, IL, to discuss area issues.

The month of August began with Local 96, Minneapolis, MN, and I attended the Wisconsin Building Trades meeting. I also met with the Construct Tomorrow board of directors during the same visit.

In southern Illinois I attended the Kankakee Building Trades meeting and the Illinois statewide building trades meeting. While in the area I participated with the apprenticeship booth being showcased by Locals 32, 11, 69 and 112 at the Illinois State Fair.

Heading to Milwaukee, WI, I met with Local 65 Business Manager Gerry Ferreira where we attended the Milwaukee Building Trades weekly meeting to discuss the Foxconn project and participation from several signatory contractors. I met with Local 32, Rock Island, IL, Business Manager Luis Rivera to visit a new office location for

the local. In Chicago, the Joint District Council met to discuss the many topics affecting its large jurisdiction. At the end of August I attended a Chicago Federation of Labor political event.

Returning to Local 96, I attended the Minnesota Building Trades Dollars Against Diabetes (DADs Day) charity event and the Union Sportsmen's Alliance (USA) annual shoot. The midwest apprenticeship

competition was held at Local 11's JATC. The competition was well attended and deemed a success. In the Quad Cities I attended a presentation by Mark Breslin addressing new apprentices in the trades and the contractors' responsibility in membership retention.

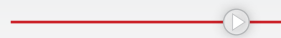
I am concluding my quarterly report at Local 143, Oklahoma City, OK, where I attended the annual building trades event with

Business Manager Ron Martin. While there I re-established communication with the Department of Labor Office of Apprenticeship in the state of Oklahoma.

I would like to wish everyone a very happy holiday season and a successful New Year. I look forward to working continuously with the locals in my region to sustain what has been built and establish new goals for our future. ■



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

NOTICE TO EMPLOYEES COVERED BY UNION SECURITY CLAUSES:

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

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

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

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

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

Some examples of expenditures germane to the collective bargaining process for which objectors may be charged are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employers and union representatives; meetings with employees on employment-related matters; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration and management; and other relevant activities, including litigation, that affect the terms and conditions of your employment. Other chargeable expenditures include the operating and administrative expenses of the Union, membership meetings and conventions, and social activities open to all represented employees. The fair share fee does not include any contributions to political campaigns or expenditures for lobbying or litigation on matters not related to bargaining unit matters, collective bargaining and representation. The Union has determined the fair share fee to be 95.11% of the regular dues for members. Again, please note that dues and fees can be changed only by members. If you choose not to join the Union or choose to resign your current Union membership, you will have no say in setting the amount of dues and fees.

If you are not a member of this Union and you object to paying dues and fees equal to the amount customarily paid by Union members, you must notify the Union by sending a letter of objection to the Union's office, as specified in the Local Union Roster found in this magazine beginning on page 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 at if you have reason to believe that the calculation of chargeable expenditures is

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

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

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

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

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

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

Honoring Those Who Made Our Union Great

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

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

50 Years

Local 2	Anthony Martinez
Local 2	Oscar W. Scholl
Local 10	Stephen Heffler
Local 20	Carl E. Leeper
Local 20	William C. Maupins
Local 20	Ken H. Otto
Local 26	Wayne Runyan
Local 26	Gerald L. Shuttz
Local 36	D. R. Crowder
Local 40	Jose C. Rodriguez
Local 40	James F. Young
Local 65	Bernard Klumpyan
Local 70	Robert E. Brabo
Local 92	Leo F. Blumenstein
Local 92	Carl D. Mason
Local 96	Roger J. Anderson
Local 96	John F. Befort
Local 96	John L. Reents
Local 134	Raymond G. Reidling

Local 134 John H. Renner

Local 149 Albert Adkins

Local 149 Antonio Aguirre

Local 149 William P. Kuchna

Local 149 Walter E. Lemons

Local 149 Martin Roslan

55 Years

Local 10 Peter Eursken

Local 10 William Hofmann

Local 65 Wallace E. Bowden

Local 65 Robert Lebiecki

Local 65 Frank Novak

Local 96 Jerry Bahnsen

Local 96 John C. Satterstrom

Local 134 Anthony S. Barnes

Local 134 Norman Hajduk

Local 134 Donald R. Weaver

Local 134 James Weis

60 Years

Local 2 Todd J. Beckman

Local 2 Dominic T. Ponzetti

Local 20 Earl E. Mooney

Local 26 John L. Steininger

Local 54 Dean R. Reames

Local 74 Robert J. Binner

Local 92 Rex V. Poe

Local 96 Charles F. Leckelt

Local 96 Walter Mathieu

Local 149 Edwin A. Carlson

65 Years

Local 149 Eugene D. Pirl

70 Years

Local 10 Charles Shannon



LOCAL	AMOUNT
2 Saint Louis, MO	\$80,347.81
4 Newark, NJ	\$23,176.66
8 New York, NY	\$167,138.49
9 Hartford, CT	\$31,182.49
10 Paterson, NJ	\$7,553.60
11 Chicago, IL	\$237,615.43
12 Bridgeport, CT	\$30,291.83
20 Kansas City, KS	\$64,752.68
22 Rochester, NY	\$31,185.08
23 South Bend, IN	\$17,699.23
26 Hammond, IN	\$24,512.59
27 Fresno, CA	\$16,552.76
30 Philadelphia, PA	\$160,420.36
32 Rock Island, IL	\$8,375.91
33 Boston, MA	\$69,036.49
36 Los Angeles, CA	\$39,676.27
37 Pittsburgh, PA	\$25,356.07
40 San Francisco, CA	\$34,632.13
42 Cincinnati, OH	\$20,504.36
44 Cleveland, OH	\$40,871.59
45 San Diego, CA	\$14,501.70
49 Portland, OR	\$67,431.14
54 Seattle, WA	\$26,074.98

LOCAL	AMOUNT
58 Colorado Springs, CO	\$12,591.83
65 Milwaukee, WI	\$30,991.14
69 Peoria, IL	\$19,204.68
70 Ann Arbor, MI	\$45,560.06
71 Youngstown, OH	\$13,880.07
74 Buffalo, NY	\$31,137.22
75 Dayton, OH	\$12,782.15
81 Oakland, CA	\$112,629.60
86 Columbus, OH	\$9,354.35
88 Akron, OH	\$12,889.04
91 Salt Lake City, UT	\$22,926.09
92 Decatur, IL	\$5,166.68
95 San Jose, CA	\$46,228.69
96 Minneapolis, MN	\$127,244.83
97 Champaign, IL	\$8,361.47
106 Evansville, IN	\$21,071.01
112 Springfield, IL	\$9,309.28
119 Indianapolis, IN	\$22,697.05
123 Fort Worth, TX	\$6,958.83
134 Toledo, OH	\$14,686.81
135 Phoenix, AZ	\$4,347.12
136 Atlanta, GA	\$7,925.44
142 Des Moines, IA	\$14,009.37

LOCAL	AMOUNT
143 Oklahoma City, OK	\$5,494.05
147 Louisville, KY	\$4,935.61
149 Detroit, MI	\$112,645.49
150 Terre Haute, IN	\$5,422.77
153 Tacoma, WA	\$29,871.72
154 Nassau-Suffolk, NY	\$26,064.06
162 Las Vegas, NV	\$29,997.72
182 Cedar Rapids, IA	\$9,854.18
185 Charleston, WV	\$15,149.54
188 Wheeling, WV	\$25,345.11
189 Spokane, WA	\$17,928.06
195 Syracuse, NY	\$35,957.82
200 Pocatello, ID	\$2,157.87
203 Binghamton, NY	\$19,866.75
210 Erie, PA	\$20,581.73
220 Orange County, CA	\$54,695.48
221 Honolulu, HI	\$30,984.38
241 Albany, NY	\$17,723.62
242 Parkersburg, WV	\$8,917.14
248 Springfield, MA	\$6,200.66
317 Baton Rouge, LA	\$3,455.31

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
61658	Edward Cumella	8	91
63687	Walter Weis	65	86
70964	Howard E. Hill	74	96
72434	Ralph Labastida	45	88
79609	Rafael Hernandez	40	89
81763	Robert M. Lipp	11	82
83384	George H. Carman	30	88
95264	Joel R. Payares	36	87
97568	Thomas Arthur	30	82
98539	Donald Nichols	20	78
100644	Robert Chambers	26	86
103092	Ronald H. Hahn	134	88
108087	Joseph A. LeBlanc	33	92
112808	James Weis	134	75
113576	Richard J. Halajcsik	26	76
123181	Arthur C. Metz	33	76
127748	Zoltan Kiss	195	89
130355	Joseph Abraham	30	85
131682	Kenneth M. Fleming	33	75
135459	Jerry L. Griffin	23	80
143845	Matthew M. Mohr	4	68
151889	William E. Heiman	69	77
153164	Douglas L. Jimerson	74	74
182823	Charles M. Dougherty	30	74

MEMBER NO.	NAME	LOCAL NO.	AGE
184152	Donald L. Smith	185	73
188602	Steven E. Langjahr	30	67
190250	Michael P. Wiczorek	44	68
192666	Charles Harbin	149	68
203187	Charles H. Kelly	154	78
209308	Tracy M. Freeland	70	62
213865	Robert W. Girvin	22	72
217880	Paul V. Babb	2	57
227287	Thomas Pruitt	119	77
229149	Martin R. Smolczynski	30	66
262507	Jeffrey J. Oleksak	195	55
265776	William A. McMullen	88	60
268071	Martin F. Giedemann	30	59
280671	Richard D. Kinkade	30	57
282200	Ryan Ruggiero	154	40
288569	Mark A. Anderson	11	58
299907	Brad Brannon	149	41
301231	Drew Jarrell	149	46
304237	Alissa C. Freeman	33	52
304511	Joseph Parlante	154	51
312244	Ignacio Luna	11	37
315238	Raleigh Downey	147	58
323269	Andrew Holbrook	33	32



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, 2018 and 2017, and the related statements of revenue, expenses and changes in net assets - modified cash basis for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

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

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

Basis for Qualified Opinion

The International Union has elected not to consolidate in its financial statements the accounts of its affiliate, Roofers' Political Education and Legislative Fund (RPELF). If the financial activity of its affiliate had been consolidated in the financial statements, total assets and unrestricted net assets would have increased by \$857,615 and \$878,906 as of June 30, 2018 and 2017, respectively, and the change in net assets would have decreased by \$21,291 and \$72,191 respectively, for the years then ended.

The International Union has also elected to net the incentive allowance received from its landlord towards the cost of its leasehold improvements. If the allowance had not been netted, total property and equipment would increase by \$358,900 and a corresponding liability for the lease incentive would have been recorded, which amounted to \$336,814 at June 30, 2018 after related amortization has been recognized. However, there is no effect on unrestricted net assets in total or the change in net assets as a result of this presentation.

Qualified Opinion

In our opinion, except for the effects of not consolidating RPELF and netting the incentive allowance, 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, 2018 and 2017, and its revenue, expenses and changes in net assets for the years then ended, in accordance with the modified cash basis of accounting as described in Note 2.

Basis of Accounting

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

Legacy Professionals LLP

Westchester, Illinois

August 29, 2018

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

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

JUNE 30, 2018 AND 2017

	2018					2017	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofers and Waterproofers Fund	Convention Fund	Total	Total
ASSETS							
CASH ON HAND AND IN BANKS	\$ 729,705	\$ -	\$ 23,205	\$ -	\$ 80,579	\$ 833,489	\$ 778,178
LOANS RECEIVABLE FROM LOCAL UNIONS - net of allowance for doubtful accounts of \$21,000 (2018) and \$21,700 (2017)	-	-	-	-	-	-	4,750
RECEIVABLE FOR REMODELING COSTS	358,900	-	-	-	-	358,900	-
INTERFUND RECEIVABLE (PAYABLE)	(93,355)	-	44,199	14,370	34,786	-	-
INVESTMENTS							
Money market funds	885,030	80,645	1,176,586	181,730	267,275	2,591,266	2,505,512
Certificates of deposit	750,125	100,000	-	-	1,275,000	2,125,125	2,150,125
U.S. Government, Government Agency and municipal obligations	11,049,107	1,190,676	6,842,950	-	-	19,082,733	18,995,310
Corporate obligations	1,146,578	-	-	-	-	1,146,578	2,152,338
Corporate stocks	784,140	-	5,442,042	-	-	6,226,182	5,139,144
Mutual funds	-	147,846	300,323	-	-	448,169	323,469
Group annuity contract separate account	-	319,867	320,065	-	-	639,932	618,852
Mortgage investment trust	2,427,363	-	-	-	-	2,427,363	2,359,786
Real estate investment trust	251,374	-	518,831	-	-	770,205	-
Total investments	17,293,717	1,839,034	14,600,797	181,730	1,542,275	35,457,553	34,244,536
PROPERTY AND EQUIPMENT							
Furniture and equipment	360,362	-	-	4,156	6,928	371,446	393,379
Leasehold improvements	245,923	-	-	-	-	245,923	273,597
Automobiles	30,277	-	-	-	-	30,277	58,420
	636,562	-	-	4,156	6,928	647,646	725,396
Less accumulated depreciation and amortization	(268,317)	-	-	(4,156)	(6,613)	(279,086)	(676,382)
Net property and equipment	368,245	-	-	-	315	368,560	49,014
OTHER ASSETS							
Group annuity contract - deferred compensation plan	-	1,964,922	-	-	-	1,964,922	1,903,174
Prepaid insurance	48,848	-	-	-	-	48,848	81,300
Deposits	14,685	-	-	-	95,120	109,805	19,685
Total other assets	63,533	1,964,922	-	-	95,120	2,123,575	2,004,159
Total assets	\$ 18,720,745	\$ 3,803,956	\$ 14,668,201	\$ 196,100	\$ 1,753,075	\$ 39,142,077	\$ 37,080,637
LIABILITIES AND NET ASSETS							
LIABILITIES							
Deferred compensation plan	\$ -	\$ 1,964,922	\$ -	\$ -	\$ -	\$ 1,964,922	\$ 1,903,174
Other	500	-	-	-	-	500	250
Total liabilities	500	1,964,922	-	-	-	1,965,422	1,903,424
UNRESTRICTED NET ASSETS							
Undesignated	18,720,245	-	-	-	-	18,720,245	17,217,470
Designated	-	1,839,034	14,668,201	196,100	1,753,075	18,456,410	17,959,743
Total unrestricted net assets	18,720,245	1,839,034	14,668,201	196,100	1,753,075	37,176,655	35,177,213
Total liabilities and net assets	\$ 18,720,745	\$ 3,803,956	\$ 14,668,201	\$ 196,100	\$ 1,753,075	\$ 39,142,077	\$ 37,080,637

See accompanying notes to financial statements.

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

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

YEARS ENDED JUNE 30, 2018 AND 2017

	2018					2017	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
MEMBERSHIP ACTIVITIES							
Revenue							
From affiliates							
Per capita taxes	\$ 3,636,226	\$ -	\$ 670,973	\$ 176,084	\$ 415,054	\$ 4,898,337	\$ 4,649,001
International work dues	3,406,672	-	-	-	-	3,406,672	3,187,557
Initiation and reinstatement fees	376,511	-	-	-	-	376,511	360,500
Supplies	4,747	-	-	-	-	4,747	3,808
Other	870	-	-	-	-	870	965
Total revenue from affiliates	7,425,026	-	670,973	176,084	415,054	8,687,137	8,201,831
Other membership related revenue	172,419	-	-	1,452	-	173,871	188,133
Total revenue	7,597,445	-	670,973	177,536	415,054	8,861,008	8,389,964
Expenses							
Salaries, per diem and travel expenses	3,833,059	-	16,000	15,000	-	3,864,059	3,751,970
Affiliation fees	287,643	-	-	-	-	287,643	281,746
Administrative expenses	2,104,530	-	32,872	1,352	696	2,139,450	2,207,752
Contributions to Roofers' Political Education and Legislative Fund	63,018	-	-	-	-	63,018	59,896
Educational expenses	4,300	-	-	-	-	4,300	37,630
Meetings and conferences	194,122	-	-	-	-	194,122	136,370
Organizing assistance and expenses	47,075	-	-	-	-	47,075	67,329
Burial benefits	-	-	1,021,921	-	-	1,021,921	1,009,748
Roofer magazine expenses	-	-	-	199,806	-	199,806	186,665
International convention	-	-	-	-	11,262	11,262	-
Total expenses	6,533,747	-	1,070,793	216,158	11,958	7,832,656	7,739,106
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	1,063,698	-	(399,820)	(38,622)	403,096	1,028,352	650,858
INVESTMENT EARNINGS - net of related expenses	439,077	44,232	475,257	238	12,286	971,090	1,644,863
CHANGE IN NET ASSETS	1,502,775	44,232	75,437	(38,384)	415,382	1,999,442	2,295,721
UNRESTRICTED NET ASSETS							
Beginning of year	17,217,470	1,794,802	14,592,764	234,484	1,337,693	35,177,213	32,881,492
End of year	\$ 18,720,245	\$ 1,839,034	\$ 14,668,201	\$ 196,100	\$ 1,753,075	\$ 37,176,655	\$ 35,177,213

See accompanying notes to financial statements.

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

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2018 AND 2017

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, the deferred compensation annuity contract and corresponding liability at fair value, the recognition of the receivable for remodeling costs 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 range from three to ten years. Amortization of leasehold improvements is computed based on the life of the lease, using the straight-line method. Depreciation expense was \$25,781 and \$22,881 for the years ended June 30, 2018 and 2017, respectively. Amortization expense for the year ended June 30, 2018 was \$5,768.

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 29, 2018, 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, 2018 and 2017:

	<u>2018</u>		<u>2017</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 2,591,266	\$ 2,591,266	\$ 2,505,512	\$ 2,505,512
Certificates of deposit	2,125,125	2,122,614	2,150,125	2,151,254
U.S. Government, Government Agency and municipal obligations	19,082,733	18,026,313	18,995,310	18,404,743
Corporate obligations	1,146,578	1,061,696	2,152,338	2,099,965
Corporate stocks	6,226,182	9,867,461	5,139,144	8,544,406
Mutual funds	448,169	907,995	323,469	654,308
Group annuity contract separate account	639,932	640,866	618,852	622,273
Mortgage investment trust	2,427,363	2,394,600	2,359,786	2,408,874
Real estate investment trust	770,205	795,944	-	-
Total	<u>\$ 35,457,553</u>	<u>\$ 38,408,755</u>	<u>\$ 34,244,536</u>	<u>\$ 37,391,335</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).

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

Corporate stocks are traded in active markets on national securities exchanges and are valued at closing prices on the last business day of each period presented.

The mutual funds represent investments in index 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.

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.

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

The fair value of the mortgage 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 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 single-tenant, commercial real estate properties throughout the United States that are leased to the properties' operators under long-term leases. Redemptions are available on a quarterly basis with notice after the first anniversary date of the purchase of the shares.

Corporate stocks include shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 at both June 30, 2018 and 2017. 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. in its most recently available audited financial statements, was \$16.46 and \$15.33 at December 31, 2017 and 2016, respectively. The total book value for the International Union's shares is estimated to be \$560,957 and \$522,446 at June 30, 2018 and 2017, 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. The International President serves on the 22 member board of directors of Ullico Inc.

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.

NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

The following table summarizes the fair values, by market sectors, of certain investment categories as of June 30, 2018 and 2017:

	<u>2018</u>	<u>2017</u>
U.S. Government, Government Agency and municipal obligations:		
U.S. Government Agencies	\$ 5,197,597	\$ 4,292,533
Municipal and state	<u>12,828,716</u>	<u>14,112,210</u>
Total	<u>\$ 18,026,313</u>	<u>\$ 18,404,743</u>
Corporate stocks:		
Consumer discretionary	\$ 474,497	\$ 535,930
Consumer staple	875,910	931,402
Energy	862,420	535,160
Financial	2,081,016	1,461,145
Health care	1,914,051	1,878,979
Industrial	1,817,850	1,560,028
Information technology	586,081	623,616
Insurance	560,957	522,446
Materials	222,019	-
Telecommunication services	305,431	284,900
Other	<u>167,229</u>	<u>210,800</u>
Total	<u>\$ 9,867,461</u>	<u>\$ 8,544,406</u>
Mutual funds - equities:		
Energy	\$ 55,319	\$ -
Financial	48,048	-
Healthcare	49,890	-
Petroleum	148,620	109,400
Technology	<u>606,118</u>	<u>544,908</u>
Total	<u>\$ 907,995</u>	<u>\$ 654,308</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.

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 2018 and 2017, 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	1.65
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, 2018 and 2017 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		2018	2017	
		2018	2017	2018	2017	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2018	Green as of 1/1/2017	\$ 286,379	\$ 270,877	12/31/2017

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, 2018 and 2017 totaled \$692,881 and \$701,226 respectively, including \$248,438 and \$215,253 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. The International Union matches a portion of the participant's contribution. Matching contributions for the years ended June 30, 2018 and 2017 totaled \$68,958 and \$69,151 respectively.

NOTE 7. DEFERRED COMPENSATION PLAN

The International Union has established a voluntary deferred compensation (salary reduction) plan. Under the plan, which is fully funded by participant contributions, all officers and certain classes of other employees are eligible to participate in a group annuity contract with VOYA. The participants will be entitled to receive benefits within the terms of the contract upon retirement. The group annuity contract on behalf of the participants is held in trust at Amalgamated Bank of New York. As of June 30, 2018 and 2017, the amount of participant contributions plus investment earnings (including the fair value adjustment) of the deferred compensation plan was \$1,964,922 and \$1,903,174 respectively. During the years ended June 30, 2018 and 2017, distributions of \$63,071 and \$29,259 were made from the trust to retired employees. 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, 2017 by Horizon Actuarial Services, LLC (Horizon). In its report dated October 11, 2017, Horizon reported that at June 30, 2017, the fund surplus of \$128,124 was determined as follows:

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

NOTE 8. BURIAL BENEFITS (CONTINUED)

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

Interest to be earned by fund:

5.50% per annum, compounded annually

Administrative expenses:

6.00% of the expected benefits

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

RP-2000 Mortality Tables with Blue Collar Adjustment with scale projected to 2019, with a 40% margin for contingencies

NOTE 9. AFFILIATED ORGANIZATIONS

Certain officers of the International Union serve as trustees of affiliated employee benefit trust funds, including the National Roofing Industry Pension 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, 2018 and 2017 were \$57,588 and \$56,748 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, 2018 and 2017 was \$63,018 and \$59,896 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2018 and 2017.

NOTE 10. TAX STATUS

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

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

NOTE 11. CASH BALANCES

The International Union maintains its cash in deposit accounts with various financial institutions. The total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per financial institution. The International Union has cash balances on deposit with financial institutions at June 30, 2018 that exceeded the balance insured by the FDIC by approximately \$836,000. The International Union has not experienced any losses in uninsured balances and believes it is not exposed to any significant credit risk concerning cash.

NOTE 12. OPERATING LEASE

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

Under the terms of this lease, the landlord agreed to abate the monthly rent for the first ten months, amounting to \$266,184. During the year ended June 30, 2018, \$212,947 of monthly rent was abated. Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$224,816 has not been recorded in these modified cash basis financial statements.

The International Union was provided a remodeling allowance of \$358,900 that reduced the reported carrying value of leasehold improvements.

As of June 30, 2018, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2019	\$ 271,496
2020	332,844
2021	341,171
2022	349,712
2023	358,469
Thereafter	<u>1,999,563</u>
Total	<u>\$ 3,653,255</u>

Total rental payments for the years ended June 30, 2018 and 2017 were \$118,975 and \$351,335 respectively.

NOTE 13. NET INVESTMENT EARNINGS

Net investment earnings for the years ended June 30, 2018 and 2017 were as follows:

	2018			Net Investment Earnings
	Interest/ Dividend Income	Realized Gains (Losses)	(Expenses)	
General Fund	\$ 595,229	\$ (111,024)	\$ (45,128)	\$ 439,077
Retiree Fund	51,530	837	(8,135)	44,232
Burial Benefit Fund	514,160	51,885	(90,788)	475,257
Journeyman Roofer and Waterproofer Fund	238	-	-	238
Convention Fund	13,454	-	(1,168)	12,286
Total	<u>\$ 1,174,611</u>	<u>\$ (58,302)</u>	<u>\$ (145,219)</u>	<u>\$ 971,090</u>

	2017			Net Investment Earnings
	Interest/ Dividend Income	Realized Gains (Losses)	(Expenses)	
General Fund	\$ 474,367	\$ (152,667)	\$ (27,708)	\$ 293,992
Retiree Fund	55,715	(25,635)	(5,587)	24,493
Burial Benefit Fund	394,716	972,286	(49,154)	1,317,848
Journeyman Roofer and Waterproofer Fund	336	-	-	336
Convention Fund	8,970	-	(776)	8,194
Total	<u>\$ 934,104</u>	<u>\$ 793,984</u>	<u>\$ (83,225)</u>	<u>\$ 1,644,863</u>

NOTE 14. FUNCTIONAL EXPENSES

The International Union has estimated its expenses by function for the years ended June 30, 2018 and 2017 as follows, in approximate amounts:

	<u>2018</u>	<u>2017</u>
Contract negotiation and administration	\$ 658,000	\$ 680,000
Union administration	3,580,000	3,441,000
Legislative and political activities	223,000	247,000
Organizing	1,495,000	1,558,000
Community or charitable activities	115,000	208,000
Meetings and conferences	680,000	530,000
International convention	11,000	-
Burial benefit program	<u>1,071,000</u>	<u>1,075,000</u>
Total	<u>\$ 7,833,000</u>	<u>\$ 7,739,000</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 cancellation fee is \$406,445.

ALABAMA

136 | BIRMINGHAM-MOBILE 🏠🔗

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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 🏠🔗

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ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area) 🏠

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

CALIFORNIA

27 | FRESNO 🏠

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 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. Dean Wolf**, 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.M. Douglas H. Ziegler, Fin. Sec. Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (916) 646-6754. Fax (510) 632-5469. E-mail: roofers@pacbell.net

45 | SAN DIEGO 🏠

Meets – 3737 Camino del Rio S., Ste. 208, quarterly on 3rd Thurs. of month. **B.M., Fin. Sec. & Tr. Paul Colmenero**, 3737 Camino del Rio S., Ste. 208, San Diego, CA 92108. Phone (619) 516-0192. Fax (619) 516-0194. E-mail: roofer_45sd@sbcglobal.net

40 | SAN FRANCISCO 🏠

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

95 | SAN JOSE 🏠

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

81 | STOCKTON 🏠

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COLORADO

58 | COLORADO SPRINGS 🏠🔗

Meets – 404 N. Spruce St., 2nd Mon. each month. **B.R., Fin. Sec. & Tr. Isaac Hernandez**, 404 N. Spruce St., Colorado Springs, CO 80905. Office phone (719) 632-5889. Fax (719) 632-1261. E-mail: unionroofers58@gmail.com

81 | DENVER 🏠🔗

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CONNECTICUT

12 | BRIDGEPORT 🏠🔗

Meets – 19 Bernhard Rd., 3rd Wed. each month. **B.M., Fin. Sec. & Tr. Butch Davidson**, 19 Bernhard Rd., North Haven, CT 06473. Phone (203) 772-2565. Fax (203) 772-2574. E-mail: butch@rooferslocal12.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: mikeh@rooferslocal9.com

DELAWARE

30 | NEW CASTLE

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

DISTRICT OF COLUMBIA

30 | WASHINGTON 🏠

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

FLORIDA

136 | FLORIDA 🏠🔗

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GEORGIA

136 | ATLANTA 🏠

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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. Fax (808) 848-8707.

IDAHO

189 | BOISE 🏠

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189 | LEWISTON 🏠

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200 | POCATELLO 🏠🔗

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

ILLINOIS

97 | CHAMPAIGN 🏠🔗

Meets – 3301 N. Boardwalk Dr., 3rd Thurs. each month at 5:00 p.m. **B.M. & Tr. Darrell Harrison**, 3301 N. Boardwalk Dr., Champaign, IL 61822. Phone (217) 359-3922. Fax (217) 359-4722. E-mail: darrell@rooferslocal97.com

11 | CHICAGO 🏠🔗

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

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**, 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net

69 | PEORIA 🏠

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32 | ROCK ISLAND 🏠🔗

Meets – 101 31st Ave., 1st Thurs. each month at 7:00 p.m. **B.M. Luis J. Rivera**, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890. Fax (309) 786-7490. E-mail: luis@rooferslocal32.com

32 | GALESBURG AREA 🏠

Meets – 101 31st Ave., 1st Thurs. each month at 7:00 p.m. **B.M. Luis J. Rivera**, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890. Fax (309) 786-7490. E-mail: luis@rooferslocal32.com

112 | SPRINGFIELD

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

INDIANA**119 | ANDERSON**

B.M. & Fin. Sec. Glenn Irwin, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: rooferslocal119@indyroofers.com Website: www.indyroofers.com

106 | EVANSVILLE

Meets – 1201 Baker Ave., 4th Mon. each month. **B.M. 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, B.R. Marcus Bass**, 25 W. 84th Ave., Merrillville, IN 46410. Phone (219) 756-3713. Fax (219) 756-3715. E-mail: roofers26@sbcglobal.net

119 | INDIANAPOLIS

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M. & Fin. Sec. Glenn Irwin**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: rooferslocal119@indyroofers.com Website: www.indyroofers.com

119 | LAFAYETTE

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **B.M. & Fin. Sec. Glenn Irwin**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: rooferslocal119@indyroofers.com Website: www.indyroofers.com

23 | SOUTH BEND

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

150 | TERRE HAUTE

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

IOWA**32 | BURLINGTON**

B.R. Luis J. Rivera, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890.

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. & Fin. Sec. Robert Rowe, Pres. Bill Barnes**, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: bob@rooferslocal182.com, info@rooferslocal182.com Website: www.roofers-local182.com

182 | WATERLOO AREA

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

182 | DUBUQUE AREA

B.M. & Fin. Sec. Robert Rowe, Pres. Bill Barnes, 750 49th St., Marion, IA 52302. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: bob@rooferslocal182.com, 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., 4th Mon. each month at 6:00 pm. **B.M. Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | WICHITA AREA

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

20 | TOPEKA

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

KENTUCKY**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., Stoughton, MA 02072. Phone (781) 341-9192. Fax (781) 341-9195. E-mail: paul@rul33.com

MARYLAND**30 | BALTIMORE**

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

34 | CUMBERLAND

Meets – 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., Stoughton, MA 02072. Phone (781) 341-9192. Apprentice Fund - Phone (781) 341-9197. Fax (781) 341-9195. E-mail: paul@rul33.com

33 | NEW BEDFORD AREA

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

248 | SPRINGFIELD

Meets – 55 Main St., last Tues. each month. **B.A., Fin. Sec. & Tr. Eric Elliott**, 55 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: ericjelliott86@gmail.com

MICHIGAN**70 | ANN ARBOR**

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

70 | BATTLECREEK-KALAMAZOO AREA

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

70 | GRAND RAPIDS AREA

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

70 | LANSING AREA

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

70 | JACKSON AREA

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

70 | MUSKEGON AREA

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

149 | DETROIT

Meets – 1640 Porter St., 1st Tues. each month at 7:00 p.m. **B.M. Mark K. Peterson**, 1640 Porter St., Detroit, MI 48216. Phone (313) 961-6093. Fax (313) 961-7009. E-mail: Carman@rooferslocal149.com

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. Mark Conroy, B.R. Kelly Hannigan, B.R. Tyler Krogen**, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@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. Mark Conroy, B.R. Tyler Krogen**, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | BRAINERD AREA 🏠

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

96 | DULUTH-IRON RANGE AREA 🏠

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

96 | SOUTHEASTERN MINN. AREA 🏠

Meets – location varies, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner**, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

MISSISSIPPI

136 | JACKSON AREA 🏠

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

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: odonnellocl2@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**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | SPRINGFIELD AREA 🏠

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

20 | ST. JOSEPH AREA 🏠

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

MONTANA

189 | BILLINGS 🏠

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

189 | BUTTE 🏠

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

189 | MISSOULA 🏠

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

NEBRASKA

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

NEW JERSEY

30 | ATLANTIC CITY

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

NEW MEXICO

123 | ALBUQUERQUE 🏠

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

123 | LOS ALAMOS 🏠

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

NEW YORK

241 | ALBANY 🏠

Meets – 890 3rd St., 2nd Fri. each month. **B.M. & Fin. Sec. 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.A., Fin. Sec. & Tr. Philip Lester**, 32 W. State St., Ste. 206, Binghamton, NY 13901. Phone (607) 722-4073. E-mail: bingrul203plbm@gmail.com

74 | BUFFALO

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

154 | NASSAU-SUFFOLK

Meets – 370 Vanderbilt Motor Pkwy., 4th Wed. each month at 7:00 p.m. except July, Aug. and Dec. **B.M. Sal 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 – 280 Metro Park, 3rd Wed. each month except July, Aug. & Dec. **B.M. Steve Lambert**, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. E-mail: 22roofer@gmail.com Website: www.rooferslocal22.com

195 | SYRACUSE 🏠

Meets – 7706 Maltlage Dr., 3rd Wed. each month. **B.M. Gary Swan**, 7706 Maltlage Dr., Liverpool, NY 13090. Phone (315) 699-1808. Fax (315) 699-1806. E-mail: local195@rooferslocal195.com Website: www.rooferslocal195.com

NORTH CAROLINA

136 | CHARLOTTE 🏠

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

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

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

OHIO

88 | AKRON & CANTON 🏠

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

42 | CINCINNATI 🏠

Meets – 1010 Yale Ave., 3rd Wed. each month at 6:30 p.m. **B.M., 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. Chuck Lavelle**, 1651 E. 24th St., Cleveland, OH 44114. Phone (216) 781-4844. Fax (216) 781-7663. E-mail: roofers44@sbcglobal.net

86 | COLUMBUS 🏠

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

75 | DAYTON 🏠

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

134 | TOLEDO

Meets – 4652 Lewis Ave., 3rd Thurs. each month 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.M. Nancy Weibel**, 2714 Martin L. King, Youngstown, OH 44510. Phone (330) 746-3020. Fax (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. E-mail: office@rooferslocal143.com

OREGON**49 | EUGENE**

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

49 | PORTLAND

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

PENNSYLVANIA**210 | ERIE**

Meets – 4901 E. Lake Rd., 1st Thurs. each month. **B.M., Fin. Sec. & Tr. Scott Johnson**, 4901 E. Lake Rd., Erie, PA 16511. Phone (814) 453-4503. Fax (814) 455-4340. E-mail: bjmgr210@gmail.com 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 – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 41 South Maple St., Kutztown, PA 19530. Phone (610) 683-3666. Fax (215) 331-8325.

37 | PITTSBURGH

Meets – 230 Lincoln Ave., Bellevue, 4th Mon. each month except June, July, Aug. & Dec., **B.R. Mark Azzarello**, 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., Stoughton, MA 02072. Phone (781)341-9192. Fax (781) 341-9195 E-mail: paul@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: odonnelllocal2@sbcglobal.net

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

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

123 | HOUSTON

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

123 | SAN ANTONIO

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

UTAH**91 | SALT LAKE CITY**

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

VERMONT**248 | VERMONT**

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

VIRGINIA**30 | NORTHERN VIRGINIA**

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

WASHINGTON**54 | BELLINGHAM**

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

54 | SEATTLE

Meets – 2800 First Ave., 1st Wed. each month. **B.M. Steve Hurley**, 2800 First Ave., Rm. 105, Seattle, WA 98121. Phone (206) 728-7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail: office@rooferslocal54.com

189 | SPOKANE

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

189 | YAKIMA

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

153 | TACOMA

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

WEST VIRGINIA**185 | CHARLESTON**

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

242 | PARKERSBURG

Meets – 728 Tracewell Rd., 2nd Mon. each month. **B.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. Mark Conroy, B.R. Nick Brenner, 9174 Isanti St. NE, Blaine, MN 55449. Phone (763) 230-7663. Fax (763) 230-7670. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | FONDULAC AREA

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

65 | MILWAUKEE

Meets – 16601 W. Dakota St., 2nd Mon. each month. **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. **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

11 | MADISON AREA

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

96 | WAUSAU

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

WYOMING**81 | CHEYENNE-CASPER**

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

Item	Product	Size	Qty	Price	Total
1	POLY MESH SHIRT				
	LIGHT BEIGE	XL - 2X - 3X - 4X		\$25.00	
	STONE	2X			
2	"LEGACY" ROOFERS UNION RINGS				
	10K GOLD			Call for Price	
	GOLD PLATED			\$260.00	
	STERLING SILVER			\$260.00	
3	"MODERN" ROOFERS UNION RINGS				
	10K GOLD			Call for Price	
	GOLD PLATED			\$260.00	
	STERLING SILVER			\$260.00	
4	PEEL AND STICK LOGOS				
	A. NEW! MODERN LOGO			\$2.00	
	B. HARD HAT/BUMPER STICKER COMBO			\$1.00	
5	SWEATSHIRT	XL		\$35.00	
6	ROOFERS WRIST WATCHES				
	A. MEDALLION FACE			\$130.00	
	B. 14K/DIAMOND			\$210.00	
7	COTTON TWILL ROOFERS HAT				
	A. RED w/ BLACK			\$20.00	
	B. BLACK w/ YELLOW				

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. **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, 2019.)

▪ All Prices Include Shipping ▪ **Grand Total:** _____

SHOW YOUR UNION PRIDE...



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:
Light Beige — XL, 2X, 3X, 4X
Stone — 2X

\$25



2. ROOFERS' UNION RINGS – LEGACY DESIGN

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

3. ROOFERS' UNION RINGS – MODERN DESIGN

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



4. PEEL AND STICK ROOFERS' UNION LOGOS

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

5. "BLAZING" ROOFERS SWEATSHIRT

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

Sizes: XL



...WITH ROOFERS UNION LOGO STICKERS AND BUMPER STICKERS!



6. MEN'S AMERICAN TIME QUARTZ WRIST WATCHES

A. w/Union logo medallion face.



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



A. Red w/ Black



B. Black w/ Yellow

7. ROOFERS HATS

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

Season's Greetings

FROM

United Union of Roofers, Waterproofers and Allied Workers

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Jamie Zimolong

Admin. Asst.

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