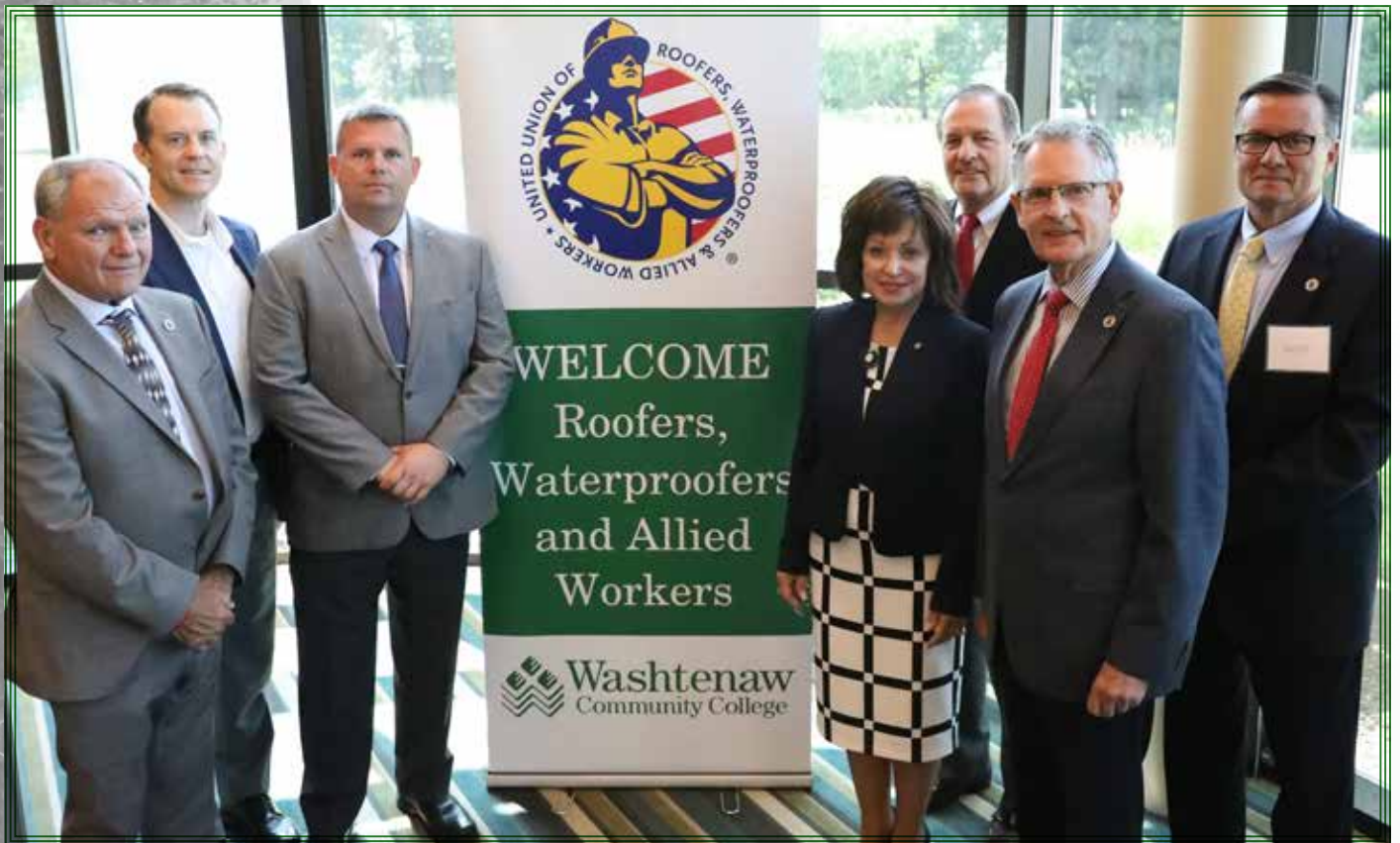


THE JOURNEYMAN

# ROOFER

**& WATERPROOFER**

FOURTH QUARTER • 2019



## ROOFERS & WATERPROOFERS **NATIONAL INSTRUCTOR TRAINING PROGRAM**

LAUNCHING IN 2020 AT WASHTENAW  
COMMUNITY COLLEGE



# ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT KINSEY M. ROBINSON

## A Dream Becomes Reality

NATIONAL TRAINING PROGRAMS ARE THE FUTURE  
WE'VE BEEN WORKING TOWARDS

**T**his issue of *The Journeyman Roofer & Waterproofer* depicts the signing of a historic agreement between the United Union of Roofers, Waterproofers & Allied Workers and Washtenaw Community College in Ann Arbor, Michigan. The agreement paves the way for the Roofers & Waterproofers Research and Education Trust Fund to partner with Washtenaw to hold the annual National Instructor Training Program (NITP) on campus beginning in June 2020. Eventually, a Leadership Training Program will be available to business managers and business agents.

Training is extremely important to our union! Both the International Union and Washtenaw recognize that lifelong learning is an important part of job success.

Training is a career commitment for every member of our union. All members are challenged to adopt a positive attitude and commit to a plan of action where the bar is set high and training is the main focus of their efforts. Training is literally the key building block of a rock-solid foundation for a successful organization.

The need for skilled roofers and waterproofers is only increasing with time. If we intend to compete

resourceful workers in our industry. I anxiously look forward to launching the National Instructor Training Program next summer, and Leadership Training Program in following years.

As 2019 draws to a close and the holiday season nears, we are reminded of all we have been able to achieve this year because of strong and unyielding union beliefs, and the exceptional work ethic of each member of our union. On behalf of International Secretary-Treasurer Jim Hadel and the officers and staff at the International Union, I wish you and your families our best at this special time of year. May the

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**All members are challenged to adopt a positive attitude and commit to a plan of action where the bar is set high and training is the main focus of their efforts.**

I have had the opportunity to witness first-hand the exceptional training facilities on campus and the commitment extended to our union by the Washtenaw staff. I have experienced the professionalism of the men and women who work at Washtenaw, and I have seen the potential for instructor and leadership training to be carried out in one central facility.

and expand our work opportunities, we must provide our members with the most-advanced training available. The National Instructor Training Program at Washtenaw will be a giant step forward for our craft. This program will provide our instructors with the state-of-the-art skills they need to ensure that our members remain the most industrious, most capable and most

love of family and friends bring you warmth, peace and happiness this holiday season. As you kick back to enjoy holiday festivities, please don't forget to keep in your thoughts and prayers our brave and dedicated servicemen and women, who forgo family, friends and the comforts of home while on assignment in hostile countries located halfway around the world. ■

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AND ALLIED WORKERS®**

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**James A. Hadel**  
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- Robert Peterson, *Sixth*
- Michael A. Vasey, *Seventh*
- Michael Stiens, *Eighth*
- Brent R. Beasley, *Ninth*
- Joseph Pozzi, *Tenth*

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**ON THE COVER:**

The Roofers Union will make Washtenaw Community College its home base for instructor training when holding its inaugural National Instructor Training Program June 14-19, 2020.



# TRADES WOMEN TAKE OVER MINNEAPOLIS

*Trades Women Build Nations 2019 Is Bigger Than Ever*

**O**n the morning of Friday, October 4, a local news network in Minneapolis, MN, aired a segment on the weekend's largest event: a conference of women in the building trades being held downtown that was expected to draw over 2,500 participants. The 2019 Trades Women Build Nations conference had made the morning news. For an event that just

a decade had only a few hundred attendees, this was huge.

And it was. This year's event featured a day of service, two formal plenary sessions, a banner parade, and over 25 workshops to educate, empower, and engage the more than 2,800 attendees representing all of the trades, 48 states and ten Canadian provinces. Over 35 sponsors backed the event, providing

not only financial support but more widespread awareness to women's place in the construction trades.

The plenaries were standing-room-only; the inspiring speeches, along with the surprise video of U.S. Supreme Court Justice Ruth Bader Ginsberg, roused the crowd. The workshops were also at full capacity. And, even in the rain, the annual banner parade took over downtown



Minneapolis as thousands of sisters followed a drumline showcasing building trades pride and solidarity and cheering with local banners.

Women from Roofers & Waterproofers Local 2, St. Louis, MO; Local 8, New York, NY; Local 11, Chicago, IL; Local 20, Kansas City, MO; Local 33, Boston, MA; Local 36, Los Angeles, CA; Local 44, Cleveland, OH; Local 49, Portland, OR; Local 74, Buffalo, NY; Local 96, Minneapolis, MN; Local 149, Detroit, MI; and Local 241, Albany, NY, made the trip to Minneapolis to join their union sisters for the weekend. Several first-time attendees were taken under the wings of the many veteran attendees,

and by the end of the weekend a very close-knit group had formed.

The women especially bonded during Saturday's Roofers caucus, a participant-led open discussion that touched on topics such as career planning, maternity issues and leadership opportunities. Another highlight for the Roofers was watching Sister Suzanne Young participate in Sunday's discussion panel, where she relayed her personal story of overcoming challenges to land an apprenticeship with Local 49 and the success she has found in her roofing career.

As the Roofers Union continues to strengthen our commitment to

empowering current and future women members, Trades Women Build Nations remains a critical platform to increase the growth and retention of women among our ranks and leadership. Many women who have attended this conference have made the decision to get more involved in women's outreach—and even run for office—in their local unions.

Next year's conference will be even bigger. TWBN 2020 will be primetime on the national stage in Washington, DC, in the weeks leading up to the 2020 U.S. presidential election. We look forward to working with you to make it a success. ■



# Roofers Union to Launch National Instructor Training Program

AT WASHTENAW COMMUNITY COLLEGE IN 2020



Roofers Pres. Kinsey Robinson and Washtenaw Pres. Rose Bellanca sign the contract kicking off the National Instructor Training Program.



Roofers Trust Exec. Dir. Keith J. Vitkovich delivers remarks on the program's vision.



A fourth international trade union will make Washtenaw Community College and the Ann Arbor, MI, area its home base for instructor training when the United Union of Roofers, Waterproofers & Allied Workers holds its inaugural National Instructor Training Program June 14–19, 2020. Roofers International President Kinsey M. Robinson and WCC President Dr. Rose B. Bellanca held a ceremonial contract signing on August 16 to kick off the partnership.

“Training is a career commitment for every member of the Roofers Union,” said President Robinson. “Members are challenged to adopt a positive attitude and commit to a plan of action where training is the main focus of their efforts. Training is the key building block of a rock-solid foundation for a successful organization.”

The Roofers Union joins the United Association of Plumbers, Fitters, Welders and Service Techs (UA); the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (Ironworkers) and the Operative Plasterers’ and Cement Masons’ International Association (OPCMIA) as international trade unions that call WCC home for summer instructor training programs.

“We are very appreciative that the United Union of Roofers, Waterproofers & Allied Workers chose Washtenaw Community College,” Bellanca said. “We are well-versed in training programs for the skilled trades and are proud to call the UA, Ironworkers and OPCMIA partners; we now are very proud to include the Roofers Union in this distinguished group. It’s a partnership that will succeed because we share the same understanding of the value of lifelong learning.”

Some of the NITP classes will be taught in the Morris Lawrence Building on Washtenaw’s campus.





From left: Int'l Sec'y-Tr. Jim Hadel, Trustee John Embow, Roofers Trust Exec. Dir. Keith J. Vitkovich, WCC Pres. Rose Bellanca, Trustee Chris Cronin, Int'l Pres. Kinsey Robinson and Int'l V.P. Dan O'Donnell.

The Roofers Union established a licensing agreement to adapt and customize the series of train-the-trainer professional instruction courses that representatives from WCC and the University of Michigan helped the UA create for its training program. The curriculum covers learning styles, teaching techniques, lesson plan development, student assessments, success strategies and classroom management, along with trade-specific electives to help instructors become more effective presenters.

According to Executive Director of the Roofers & Waterproofers Research and Education Joint Trust Fund Keith J. Vitkovich, an estimated 100 to 150 instructors are expected to attend the first National Instructor Training Program in June 2020. He called the creation of the program “a huge game-changer for us.”

The union has conducted regional training programs around the country previously, but Vitkovich has long envisioned a national gathering that is better structured and establishes educational standards that can be instituted across the union's nine regional district councils.

“I visited a UA training and knew that was an example of what we needed to be doing,” Vitkovich said. “Add to it that, with WCC, we're dealing with a college that has already worked with the trades and understands what we need. It's like we're swinging the bat and hitting two home runs.”

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

Instructors will attend two courses per year with each one consisting of 22.5 hours. For the first four years, one of the two courses (professional instructor courses) will be a required course, which will then allow each instructor to select one of the below trade-specific safety/technical courses as an elective. Additional courses

will be added each year. More information will be released in the near future, including class descriptions and a site to register for courses. If any local union or JATC has any questions, please contact Executive Director Keith J. Vitkovich at (202) 463-7663. ■

## 2020 Schedule of Events

- › Sunday, June 14, 2020: Registration, Orientation, and Q & A
- › Monday, June 15, 2020:  
Day 1 of Class
  - 8:00 a.m. – 12:05 p.m. Class 1
  - 1:00 p.m. – 5:05 p.m. Class 2
- › Tuesday, June 16, 2020:  
Day 2 of Class
  - 8:00 a.m. – 12:05 p.m. Class 1
  - 1:00 p.m. – 5:05 p.m. Class 2
- › Wednesday, June 17, 2020:  
Day 3 of Class
  - 8:00 a.m. – 12:05 p.m. Class 1
  - 1:00 p.m. – 5:05 p.m. Class 2
- › Thursday, June 18, 2020:  
Day 4 of Class
  - 8:00 a.m. – 12:05 p.m. Class 1
  - 1:00 p.m. – 5:05 p.m. Class 2
- › Friday, June 19, 2020:  
Day 5 of Class
  - 8:00 a.m. – 12:05 p.m. Class 1
  - 1:00 p.m. – 5:05 p.m. Class 2

## Classes

- › Professional Instructor Course
  - Planning, Teaching, and Assessing Effective Lesson Plans: Beginner
- › Elective Courses
  - Computer Skills: Beginner
  - Qualified Signal Person Train the Trainer (required to receive training resources)
  - Competent Person Fall Protection Train the Trainer
  - Single-Ply Train the Trainer
  - Green Technologies Train the Trainer
  - Online Student Training Portal & Training Resource Train the Trainer (required to receive access and utilization of the Online Student Training Portal)



## MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON AUGUST 26, 2019 · NAPA, CA

The meeting was called to order at 8:12 a.m. by President Robinson, followed by the Pledge of Allegiance.

The following officers, representatives and staff were present:

**INTERNATIONAL PRESIDENT:** Kinsey M. Robinson

**INTERNATIONAL VICE PRESIDENTS:**

Douglas H. Ziegler	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 REPRESENTATIVES:**

Gabriel Perea — excused      Jeff Eppenstein

**RESEARCH AND EDUCATION JOINT TRUST FUND:** Keith Vitkovich, Executive Director

**JURISDICTION AND SPECIAL AGREEMENTS:** Mitchell Terhaar, Director

**MARKET DEVELOPMENT DEPARTMENT:**

Jordan Ritenour, Director  
Frank Wall, Assistant Director  
James Scott, Southern Representative  
Fred Gee, Representative

**LEGACY PROFESSIONALS LLP:** Bruce Pavlik, Craig Resch, CPA's

At this time, President Robinson began the meeting by reviewing the week's agenda in addition to reading the board call letter dated May 15,

2019. President Robinson indicated there were five Board cases to be heard this week and briefly reviewed their content.

President Robinson then went on to report on the hours worked to date this year, stating they are slightly higher than last year during the



same time period. He also reported on the membership numbers.

President Robinson reviewed the overall finances of the International, as well as the current breakdown of the per capita tax increase, stating the organization is good shape financially. He then reported on the status of Medical Stop-Loss Program, stating that it is going well. President Robinson discussed the Local Union Liability Insurance program, stating that it went well in its first year.

President Robinson then turned his attention to ReBuild USA and briefly reviewed the results of the Clarity Campaign survey, which was provided to the Executive Board. Following a discussion of the survey results, President Robinson gave an overview of the political environment nationally as well as an overview of the 2020 presidential elections.

President Robinson then discussed the overall status of the National Roofers Health and Welfare Plan, indicating that overall financial status of the Fund was in good shape and no increase was required in the 2019 calendar year. He then went on to discuss the status of both the National Roofing Industry Pension Plan (NRIPP) and National Roofing Industry Supplemental Pension Plan (NRISPP), stating both plans are in good financial positions. He discussed the minimum contribution required by both plans and indicated that local unions with collective bargaining rates under that minimum will have to address this issue immediately. President Robinson reported on the status of pension reform and the PBGC.

President Robinson reported on the request of Local 136 to standardize the initiation fees throughout their jurisdiction to \$250.00. After much discussion, a motion was

made, seconded and carried to approve the request contingent upon approval of the Local's membership.

Secretary-Treasurer Hadel upon the request of President Robinson reviewed the final expenses of the 29<sup>th</sup> Convention held in Las Vegas.

President Robinson reviewed the upcoming trade show schedule regarding the Midwest Roofing Contractors Association (MRCA), International Roofing Expo, Northeast Roofing Contractors Association and the Western States Roofing Contractors Association.

President Robinson called on Vice President Doug Ziegler to report on the status of Local 162, Las Vegas, Nevada.

Vice President Ziegler reported on the overall status of the trusteeship. He reported work was good at the local and that they had signed two new contractors. Vice President Ziegler also reported on their search for new offices and a training center, stating they hoped to have this resolved soon.

President Robinson called on Vice President Mike Stiens and Southern Representative James Scott to report on the status of Local 136, Atlanta, Georgia.

Vice President Stiens reported the overall status of the local was progressing well. They reported the local was gaining members and the contractors were requesting experienced roofers rather than apprentices. Vice President Stiens and Representative Scott both reported on the status of the Department of Labor audit.

President Robinson called on Vice President Bob Peterson to report on the status of the Local 37, Pittsburgh, Pennsylvania, trusteeship.

Vice President Peterson reviewed the overall condition of the local. He indicated the hiring and placement

process was too burdensome and was streamlined to make it more efficient. He indicated that since May they have processed ninety applicants, and sixty have gone to work. He reported the Department of Labor was presently performing a CAP audit. Vice President Peterson discussed in detail internal issues that need to be addressed at the local.

President Robinson, in the absence of International Representative Perea, reported on the overall progress of the trusteeship of Local 27, Fresno, California. He indicated the local has improved significantly under Representative Perea's direction.

President Robinson then requested Vice President Brent Beasley report on his meeting with Local 32 Business Representative, Luis Rivera. Vice President Beasley provided a detailed report on his meeting with Business Representative Rivera as well as a status report on the local.

President Robinson briefly reviewed the status of the NRCA's Pro-Certification program followed by National Training Director Keith Vitkovich presenting a detailed report on the status of the program.

Secretary-Treasurer Hadel upon the request of President Robinson reviewed all assignments made since April 6, 2019, to August 25, 2019. Following the review and corrections notated, a motion was made, seconded and carried to approve all of the assignments.

President Robinson called on Librado Arreola, International attorney, to discuss legal issues affecting our union. Mr. Arreola reviewed in detail the differences between exclusive versus non-exclusive hiring halls. He then reported on the updated sample dues deduction authorization, which may be used by local unions.

President Robinson reported on a recent court ruling in the ninth Circuit Court of Appeals that held installation of rooftop solar panels is not roofing work under OSHA.

President Robinson went on to report J for Jobs is now an investment option under the International's 401(k) Plan. He also reported on the status of the Union Labor Life Insurance Company (ULLICO) stock owned by the International Union.

President Robinson then called upon International Vice President Mike Stiens and Southern Representative James Scott to report on the status of the TVA. Stiens and Scott reported on the amount of work at the TVA as well as the strong safety initiatives now being required on their facilities.

At this time, Secretary-Treasurer James Hadel reviewed the following cases, which were brought before the Executive Board for their consideration and hearing.

CASE 1738—Appeal by Antonio Garcia, #232585 member of Local 36, Los Angeles, California, from certain action taken against him by Local Union 36.

Business Manager/Financial Secretary-Treasurer Cliff Smith and Local 36 President Alejandro Torres made a personal appearance to provide additional testimony.

After reviewing the written evidence and oral testimony, a motion was made, seconded and carried to deny the appeal but reduced the suspension to two months. Vice Presidents Doug Ziegler and Brent Beasley did not participate.

CASE 1734—Appeal by Frank Mora, #310770, member of Local 36, Los Angeles, California, from certain action taken against him by Local 36.

After reviewing the written evidence received in this case, a

motion was made, seconded and carried to uphold the appeal. Vice Presidents Ziegler and Beasley did not participate.

CASE 1736—Secretary-Treasurer Hadel read a letter dated August 13, 2019, from Local 11 withdrawing the charges against Rogelio Cruz, #311326.

CASE 1737—Request by Local 74, Buffalo, New York, to decrease their existing initiation fee from seven hundred dollars (\$700.00) to three hundred dollars (\$300.00).

After reviewing the case, a motion was made, seconded and carried to approve the request.

President Robinson requested National Training Director Keith Vitkovich to report on training initiatives. Keith began by reporting on the progress of local union responses to the Department of Labor regarding the proposed industry registered apprenticeship programs.

Keith reported on the status of the National Training Program at Washtenaw Community College, discussing the various classes, the structure of the program and potential participation. He then reported on the official signing ceremony at Washtenaw Community College held August 16, stating that area-wide legislative representatives along with President Robinson, Secretary-Treasurer Hadel, Vice President O'Donnell and Trustees Chris Cronin and John Embow attended.

Keith reported on the suicide prevention initiative, stating that it was important to get members information where they can get assistance. Keith also reported that Richard Tessier is now serving on the Advisory Committee on Safety and Health (ACOSH) and on the American National Standard Institute (ANSI). He stated that it is very important for the Research and

Education Trust to have representation on these committees.

President Robinson thanked Local Unions 2, 11, 12, 20, 26, 30, 40, 42, 45, 49, 70, 81, 97, 210, 220, 221 and 241 for their extraordinary efforts regarding the IRAP commenting period. President Robinson discussed the importance of the National Training Program at Washtenaw Community College and discussed the potential of implementing local union leadership training in the future.

At this time, Secretary-Treasurer James Hadel reviewed the following case, which was brought before the Executive Board for their consideration and hearing.

Case 1735—Request by Local 26, Hammond, Indiana, for jurisdiction over the Indiana Counties of Benton, Carroll, Cass, Fountain, Montgomery, Tippecanoe, Warren and White now under the territorial jurisdiction of Local 119, Indianapolis, Indiana. Secretary-Treasurer Hadel read letters dated August 13 and 14 from Local 119 and 26 respectively whereby both local unions agreed that the counties of Benton, Fountain, Warren and White should be transferred to Local 26.

A motion was made, seconded and carried to approve the request. Vice President Joe Pozzi abstained from voting.

President Robinson gave his annual report as a Union Labor Life Insurance Company (ULLICO) board member. He explained how those activities relate to the International's current Conflict of Interest Policy and stated that this position does not cause any conflicts.

President Robinson then asked the Executive Board members, representatives and staff that were present if they had any conflicts to report, in response to the question

relating to the organization's 990. No one had any conflicts to report.

President Robinson reported that Tecta has purchased two additional union contractors this year.

President Robinson called on Mitch Terhaar to report on jurisdictional and special agreement-related issues. Mitch reported on his efforts to finalize the model collective bargaining agreement and constitution and by-laws. He stated once the documents are finalized they will be available online for use by our local unions.

Mitch reported that this year-to-date we have only filed one dispute, which was in regards to roof removal in the San Diego, California area.

Mitch then went on to report on the National Maintenance Agreement (NMA) hours worked last year, which were 346,710, and this year to date, which are 133,000. He gave a brief update on the status of Roth Brothers and the USPO contract. Mitch reported that one hundred and seven (107) project labor agreements (PLAs) have been approved this year. Mitch also discussed the amount of future work on GM, Chrysler and Ford.

President Robinson requested a moment of silence on behalf of Sue Menzel.

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

President Robinson called upon Jordan Ritenour to present a Marketing Department update. Jordan began his report by announcing they had hired two new staff members: Frank Mora and Steve Romero-Crim. In addition, he discussed the use and success of using Facebook to place help wanted ads and the

website as an effective recruiting tool. He reported on the recruiting efforts at Local 37, Pittsburgh, Pennsylvania, and for the Toyota project in Huntsville, Alabama.

Jordan discussed the need and importance of having a pre-employment training covering safety and OSHA-required certifications. A general discussion was held in regards to the development of a pre-training program for new recruits. It was determined that two issues need to be addressed: the development of a pre-employment training program and point of project training. Jordan continued his report by discussing his progress with PNC Bank projects and Technical Assurance Roof Asset Management Program.

President Robinson called on Mitch Terhaar to report on the development of the Emergency Response Team (ERT) program. Mitch discussed the structure of the ERT and how the program would reach out to members' families when a serious injury or fatal accident affects their well-being. He reported on the meetings with the United Steelworkers of America who are assisting us in our endeavor to develop our program. He presented to the Executive Board draft samples of potential handouts and posters that would promote the program.

President Robinson reminded the Executive Board that the Emergency Response Team Program presentation and Chris Czarnick, who will be speaking on recruiting techniques, would be the two key components of the upcoming joint district council meetings.

President Robinson discussed the NRIPP contribution rate for International representatives and staff, indicating that it has been at ten-and-a-half percent for a number of years. After discussing the issue,

a motion was made, seconded and carried to increase the contribution rate to twelve percent effective January 1, 2019.

President Robinson called on Chairman of the Finance Committee, Vice President Ziegler, for a report on finances. Mr. Ziegler reported the Finance Committee met to review on the overall finances of the International Union, the Burial Benefit Fund and the Retiree Health Fund. He reported that a backup staff person to handle payroll was currently being trained.

Mr. Pavlik discussed the Burial Benefit Fund and whether or not it was a restricted asset. Vice President Ziegler requested the auditors, Mr. Bruce Pavlik and Craig Resch, review the June 30, 2019, audit.

After review and discussion, a motion was made, seconded and carried to approve the June 30, 2019, audit as presented.

President Robinson called on Vice President Paul Bickford and Secretary-Treasurer Hadel to review the meeting of the RPELF Committee meeting. Paul reported that the committee approved the new Constitution of the RPELF and approved the minutes of the October 4-5, 2018, meeting. He reported that the committee reviewed the won/lost contributions report dated July 1, 2018, to June 30, 2019.

Secretary-Treasurer Hadel reported that the RPELF directors approved the fiscal year-end audit and the Form 990. After hearing the report, a motion was made, seconded and carried to approve the RPELF Committee report.

President Robinson reviewed the list of largest locals in the country and their efforts to recruit and organize. President Robinson reviewed specific areas in the country where we continue to have ongoing serious

internal issues. He reported on the current environment in the southern California area. A general discussion ensued regarding the issue at hand.

President Robinson reported on jurisdictional-related issues with other trades in specific regions of the country. A general discussion at length was held in regards to developing a strategy to address the issue.

President Robinson called on Secretary-Treasurer Hadel to present his report. Secretary-Treasurer Jim Hadel reported on issues with some local unions' collective bargaining agreements not referencing the Research and Education Joint Trust Fund contribution properly. He also reported the contract language regarding the Trust has been revised which will be forwarded to locals in the near future.

Secretary-Treasurer Hadel reported on his meeting with the Department

of Labor's Voluntary Compliance Representatives. He reported that LM-2/LM-3 late filers have decreased by eight percent in the last year. He also reported on the most common errors.

Jim then went on to report on NABTU's Capital Strategies meeting, stating the presentations were very informative. He stated that the information regarding real estate managers will be forwarded on to local unions in the near future.

Secretary-Treasurer Hadel reported on the status of delinquent audits and contracts. He ended his report by discussing the sample dues authorization check-off, which has been revised and will be forwarded to local unions.

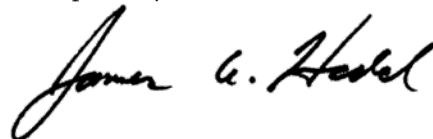
President Robinson asked for a motion to approve all bills for the August 25-29, 2019, Executive Board meeting. A motion was made, seconded and carried to pass the bills

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

President Robinson distributed and read the Burial Benefit resolution restricting the assets of the plan to be used specifically for funeral costs for our deceased members and not being used for any other purpose. A motion was made, seconded and carried to approve the resolution.

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

Respectfully submitted,



James A. Hadel  
International Secretary-Treasurer

## 2020 UNION PLUS SCHOLARSHIP PROGRAM

Online application now available!

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.5 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, 2020



[UnionPlus.org/Scholarships](http://UnionPlus.org/Scholarships)



## Secretary-Treasurer's Letter

BY JIM HADEL, INTERNATIONAL SECRETARY-TREASURER

### One Hundred Years Old and Just Getting Started

**T**he year 2019 may go down in our union's history as a pivotal turning point for a number of reasons. First and foremost, a number of our local unions celebrated their 100-year anniversaries this year. Congratulations to Locals 11, 12, 20, 22, 26, 27, 36, 40, 42, 44, 49, 54 and 74 on reaching such a milestone. It says a lot about the leadership and membership—both past and present—of these organizations.

Organizations, however, do not achieve such success without continually planning and adapting to

establish the Roofers & Waterproofers Research and Education Joint Trust Fund. From its inception, the Trust has made an enormous impact on apprenticeship and foreman training in our industry.

Since 2009 the Trust has delivered 64 foreman training programs and sponsored countless safety and health programs, such as fall protection and competent person training, hazard communication training, signalperson/rigger training, and OSHA 10-hour and 30-hour training. In addition, the Trust has provided instructor training in

previously conducted regional training programs around the country. The concept of assembling all of our instructors at one location will create an improved, structured program, and it will establish standards that can be instituted consistently across the country.

This relatively small investment in our future will be “a huge game-changer for us,” as National Training Director Keith Vitkovich has stated. As chairman of the Research and Education Trust, I believe the NITP is by far the most significant training development in our history. However, we need one hundred percent participation from every JATC across the country. We can no longer accept substandard JATCs in our union.

Secondly, we need to continue investing time and energy on recruiting and retention. Demand for roofers and waterproofers is projected to be even higher in 2020. There is no cure-all solution to recruiting. The locals that have had success will tell you it takes persistence, focus and effort.

Over the past few years, the International Union has placed an emphasis on recruiting and retention, and rightfully so. The need to recruit qualified roofers and waterproofers is a message we hear constantly from our signatory contractors. Recognizing the seriousness of the problem, we responded on an International level.

The Marketing Department, at the direction of President Robinson, has focused a significant amount

**The concept of assembling all our instructors at one location will create an improved program and establish standards that can be instituted consistently across the country.**

market conditions. Continued success will only be achieved if we focus on the key issues that will have the biggest impact on our organization going forward.

As we move forward into 2020, the two most significant issues for us to focus on, in my opinion, are the National Instructor Training Program (NITP) at Washtenaw College, and local union recruiting and retention efforts.

At the 2008 International Convention, the delegates and leadership passed a resolution that would

OSHA 500, 510 and 502, as well as CERTA train-the-trainer classes.

On top of that, enormous resources in terms of time and money are being directed towards curriculum development, with local JATCs now being able to deliver technologically advanced state-of-the-art training to their apprentices.

Starting in 2020, the Research and Education Joint Trust Fund will begin the National Instructor Training Program at Washtenaw Community College in Ann Arbor, MI (see page 4). The Trust has

of its resources into assisting local unions in developing recruiting strategies. In addition to the efforts of Jordan Ritenour and his staff, the International instituted a Recruiting and Retention Committee composed of labor and management representatives, which I chair.

Many recruiting and retention ideas and strategies have been discussed by this committee. Two of the ideas that came from this committee—updating the apprenticeship recruiting brochure and developing a

series of recruiting videos featuring real members from various locals (see page 16)—are completed and available upon request. A third idea, the development of a mentoring training program, is a work in progress. The International will continue providing innovative resources to assist local unions in their recruiting strategies; the real work, however, needs to be done at the local level.

As we approach 2020, raising the bar on apprenticeship training and continuing our efforts in recruiting

should be a priority for every single local. We no longer can accept weak links in the chain—all of our training programs should be consistent, uniform and of high standards. The same holds true for recruiting—we can no longer accept failure as an answer. The future of our union is dependent upon our ability to respond to the signatory contractors with a well-trained workforce.

I'd like to wish everyone a merry Christmas and a prosperous and safe New Year. ■

## Congratulations on 100 Years!

The following local unions of the United Union of Roofers, Waterproofers & Allied Workers celebrated the 100<sup>th</sup> anniversary of their charter in 2019. We commend them on this significant milestone and wish them much success in the next hundred years!

- Local 11, Chicago, IL
- Local 12, Bridgeport, CT
- Local 20, Kansas City, MO
- Local 22, Rochester, NY
- Local 26, Hammond, IN
- Local 27, Fresno, CA
- Local 36, Los Angeles, CA
- Local 40, San Francisco, CA
- Local 42, Cincinnati, OH
- Local 44, Cleveland, OH
- Local 49, Portland, OR
- Local 54, Seattle, WA
- Local 74, Buffalo, NY

## Jurisdictional Photos

### THE JURISDICTIONAL DEPARTMENT NEEDS YOUR PHOTOS

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





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## The Washington Connection

BY MITCH TERHAAR, DIRECTOR OF JURISDICTION AND SPECIAL AGREEMENTS

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### The Picket Line Quandary

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**T**he Roofers and Waterproofers International and our affiliated local unions support the hard-working members of the United Auto Workers in their fight for a fair contract. Many of us have been in their shoes—carrying a strike sign, fighting for a better life for our families. While no one can predict whether a labor union will go on strike, there is always the chance you can find yourself and your contractor in the middle of a labor dispute, as we did at the General Motors plants this year.

As we show our support for our fellow brothers and sisters, the work-stop language in some labor agreements can put us in tough positions. The language in these agreements is meant to benefit both parties: for labor it guarantees wages, benefits and good working conditions; for owners and general contractors it ensures there will be no work slowdowns or stoppages.

This spring General Motors agreed to invest \$66 million to re-roof 16 different GM plants under the National Maintenance Agreement (NMA). This is a substantial amount of work for both our signatory contractors and members. In September the UAW went on strike against General Motors and set up strike pickets on all GM plants, which included the plants our members were re-roofing. This put our union and its members in a very difficult position. In the National Maintenance Agreement, Article XXII, Section 1, the work-stop language reads:

*“During the term of this Agreement, there shall be no lockouts by the Employer and no strikes, picketing, work stoppages, slow downs or other disruptive activity for any reason by the Union or by any employee. Failure of the Union, its Local Union or employee to cross any picket line at the Employer’s project site is a violation of this Article.”*

Further, under this article in Section 8h it states:

*“If the employees do not return to work by the beginning of the next regularly scheduled shift following receipt of the Arbitrator’s award, and the International Union and/or its Local Union have not complied . . . the Union and/or the Local Union shall pay the sum of ten thousand dollars (\$10,000.00) as liquidated damages to the affected owner, and shall pay an additional ten thousand dollars (\$10,000.00) per shift for each shift thereafter . . .”*

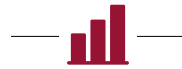
When a complaint is filed with the NMAPC and the employer asserts that our members are refusing to go to work on an NMA site, the Roofers International and local unions must legally respond to that complaint. We must demand our members go to work or be subjected to the \$10,000 fine for every shift they refuse work. Fines this high could be devastating for any local union and cause long-term financial effects on that local. It is important for the local union to respond accordingly and take all precautions when notified of these complaints.

While the union deals with the legal obligation for a work stoppage on an NMA site, the member must too make the right decision. In the National Labor Relations Act, Section 7, it explains the rights the employee has when faced with a legal picket line. Neither the employer nor the union has the right to tell anyone what to do in these situations, but keep in mind that by refusing to work at the request of your employer, he or she can replace you with another employee who is willing to work. These work stoppages do not happen often, but when they do they can test our solidarity.

In closing, I would like to wish all of our members and their families happy holidays. ■

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**The UAW strike against General Motors put our union and its members in a very difficult position.**



## Marketing Issues

BY JORDAN RITENOUR, DIRECTOR OF MARKET DEVELOPMENT

### Social Media Madness

**M**ySpace, Facebook, Vine and many other once-popular social media outlets are already aging or no longer exist. Yes, I know you just set up your Facebook page, but among today's ever-changing social media platforms it is considered old. At our 2013 convention we had a session on the rapidly evolving social media platforms—at that time My Space was old and Facebook was new. Seven of our locals and a handful of our members had Facebook pages in 2013. Today most of our locals and almost all of our members have a Facebook page, and it seems as if we can't live without it.

Now take a second and flash back to the beginning of EPDM, way back in the late 1900s. When rubber first became a product for the roofing industry, the process for putting it on was changing faster than they could write the new specs for installation of it. We were constantly looking for the latest spec book for each product, whether it was Firestone, Carlisle or some other manufacturer's product.

Now fast forward to today's world, the 2000s; we have more single-ply roofing systems than we ever dreamed possible. Social media is going through the same growth as rubber did 30 years ago, changing and expanding faster than the speed of light. Instagram, LinkedIn, Pinterest, Snapchat and Twitter are quickly becoming the favorite means of communication for young people. Twitter has been exploding for the last three years due to a

certain person holding the highest office of our government.

Most of these new social media platforms require you to download their app and agree to their terms. Once you start using them, you will be amazed and surprised by

**Social media is going through the same growth as rubber did 30 years ago.**

who is already using these apps: union members, locals, contractors, manufactures, suppliers, etc. Dare I not mention that your International Office is leading the way? Check out what we have posted on the different social media outlets of Facebook, Instagram, YouTube and Twitter. Change is never easy, but we must change with the times or get left in the past. Social media is here and not going away. Oh it will change, just as the newspapers have changed, but it is going to be here for the long haul.

We must rise to the occasion to carry on our tradition of being a great union that has great local wage and benefit packages. Recruiting young, hard-working roofers and waterproofer is ever challenging. Thinking out of the box must be accepted with open arms. It is time we all wrap our arms around the

many, ever-changing social media outlets; however, be ready to change to the next "Facebook" or whatever new social media fad comes along in the next five or ten years. We must be willing to change with the times so we can continue to reach young men and women. They are the future roofers and union members that will provide the growth to our locals, and who will make contributions to our pensions, maintaining them for our future and current roofers to be able to enjoy a comfortable retirement.

On behalf of the entire Marketing Department, we would like to wish all of our members a Merry Christmas and a prosperous New Year.

As always we are willing to help in any way we can. ■

**Connect with other Union Roofers and Waterproofer and get the latest info on the Roofers Union by following us on social media.**

 **Facebook**  
facebook.com/unionroofers/

 **Instagram**  
instagram.com/roofersunion/

 **Twitter**  
twitter.com/roofersunion

 **YouTube**  
youtube.com/c/UnitedUnionofRoofersWaterprooferAlliedWorkers





# HELPING OUR MILITARY TRANSITION INTO THE BEST CAREERS IN THE CONSTRUCTION INDUSTRY



Connects Men & Women to Challenging Careers in the Construction Industry.

**EARNING POTENTIAL** thru the Best Apprenticeship Training Programs in the Country.

Opportunity to Utilize Your **G.I. BILL** Education Benefits to Supplement Your Income.

**NO EXPERIENCE REQUIRED** – Earn While You Learn.

**BENEFITS PACKAGE** – Medical, Retirement and Pension.

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Roofers & Waterproofers  
Research and Education  
Joint Trust Fund

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



## Recruitment Resources Available for Local Unions

**T**he Roofers & Waterproofers Research and Education Trust Fund has developed new recruitment resources available for local unions and their apprentice programs.

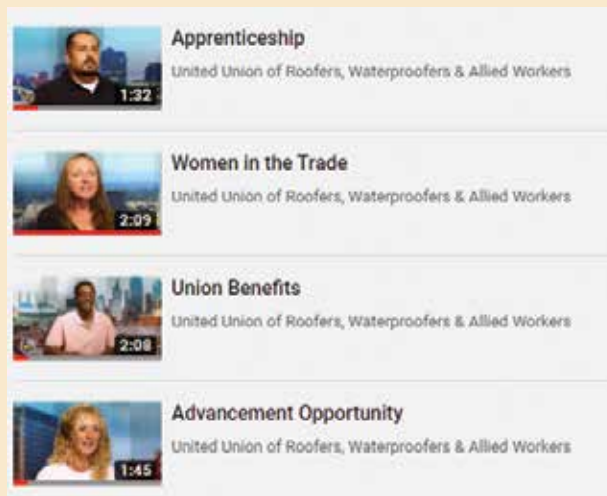
The first resource is a brochure that can be customized with contact information for each local/JATC. The contact info can include the name of the local/JATC, address, phone number, email, and website.

The second resource that has been developed is a video series. Nine videos have been filmed featuring five local members from different parts of the country who have all achieved different career opportunities within our industry. These videos can be viewed by scanning the QR code on the back of the recruitment brochure (see facing page) with a smart device. In addition, JATCs can download the videos from the Training Resource Center, and they can be viewed from the International's YouTube page at [www.youtube.com/c/UnitedUnionofRoofersWaterproofersAlliedWorkers](http://www.youtube.com/c/UnitedUnionofRoofersWaterproofersAlliedWorkers).

The brochure and videos can be utilized in any manner that the local union and/or apprentice program sees fit for recruitment. Brochures can be handed out during the application process and at career fairs, or presented and left with high school counselors. They are also suitable for use at building trades-sponsored education programs. The videos can be shared widely through your social media networks and at job fairs, as just a few examples.

If any local/JATC is interested in ordering these brochures, please contact Executive Director Keith J. Vitkovich at (202) 463-7663. ■

**Our new recruitment brochure can be customized with contact information for each local or JATC.**



### VIDEOS TITLES

- › Getting Started
- › Apprenticeship
- › Women in the Trade
- › Safety on the Job
- › A Good Day on the Job
- › Union Benefits
- › Advancement Opportunity
- › Pride in Your Work
- › Building Blocks to Our Future

### VIDEO PARTICIPANTS

- › Jermaine Butts, Union Organizer, Local 20, Kansas City, MO
- › Suzanne Young, Journeyman, Local 49, Portland, OR
- › Brandon Reese, Service Technician, Local 26, Hammond-Gary, Indiana
- › Josie Cumley, Foreman, Local 185, Charleston, WV
- › Pedro Parra, Apprenticeship Instructor, Local 20, Kansas City, MO



**"My roofing apprenticeship has given me regular work and no-cost benefits. Now I have more career opportunities because of my training."**

## EDUCATION & TRAINING

- All Aspects of Safety / OSHA Training
- Classroom Training
- Hands-on Training
- On-the-Job Training
- State-of-the-art Roofing / Waterproofing Systems
- Industry Related Certifications / Qualification Training
- Continual Upgrade Training
- Math and Blueprint Reading
- Mechanical / Technical Equipment
- Waterproofing / Air Barrier
- Green Building Technology
- Foreman Training



See video accounts about the trade from people working in the field, by scanning the code at left or visiting [appi.pub/roofers/videos.html](http://appi.pub/roofers/videos.html)

**Proud. Professional.  
Committed to Excellence.®**

### Contact:

United Union of Roofers, Waterproofer's & Allied Workers  
1660 L St., NW Suite 800  
Washington, DC 20036  
(202) 463-7663  
[www.unionroofers.com](http://www.unionroofers.com)

## Start Your Career in ROOFING & WATERPROOFING

Learning a trade is your gateway to a whole world of possibilities

Scan QR code with a smart device camera to view recruitment videos.

Contact information can be customized for each local union/JATC.



## COMPETITIVE WAGES

- Great Starting Wages
- Increases as Apprenticeship Progresses
- Journeyworker / Technician Wages after Apprenticeship Completion
- Journeyworker / Technician Wage Increases through CBA agreements
- Foreman Wage Increases
- Roofing is a Profession that is Always in Demand



## CAREER & GROWTH OPPORTUNITIES

Union Roofers and Waterproofer's work alongside experienced tradespeople, learning skills while earning a living wage plus benefits. Roofing/Waterproofing may lead to career opportunities in other areas of our trade.

- Apprentice
- Journeyworker / Technician
- Foreman
- Superintendent
- Sales / Estimating
- Union Contractor
- Union Representative
- Union Officers / Trustees
- Apprenticeship Instructor / Director

**"My job in the roofing industry allows me to have great healthcare benefits for my family. It gives me the expectation of a dignified retirement because of my union-sponsored pension, and many other benefits."**

## BENEFITS OF THE TRADE

- Union Membership
- Living Wage
- No Cost Education and Training
- Excellent Retirement Benefits
- Family Health and Welfare
- Veteran GI Bill Benefits
- Lifetime Skills
- Worker Representation
- Employment Assistance
- Membership Portability
- Diverse Workforce
- Union Sportsmens Alliance
- Union Plus Benefits
- Nationwide Organization
- Mentoring Programs

## GCP Instructor Training in Santa Ana, CA

**O**n September 10, 11 and 12, 19 apprentice instructors from across the country attended a pilot training program at the GCP (formerly Grace) training facility in Santa Ana, CA. The program was designed to give attendees a solid understanding of the science behind below-grade waterproofing and soil contaminate barriers, as well as product application training. Representatives provided hands-on training on three different product types: Silcor (fluid applied), Preprufe (sheet goods) and SCS, an injected system.

GCP trains product applicators on a regular basis, but this was their first time training an entire class of seasoned instructors. It turned out to be an amazing experience; our instructors learned from the GCP trainers, and the trainers learned from our instructors.

The feedback since the event has been extremely positive, with both sides expressing a strong desire to

explore ways to do more of this in the future. Our sincere thanks to GCP for all of the time and energy they put into creating an excellent event, and to Dan Smith from the Bay Area Roofers & Waterproofers Training Center.

Thank you to all of the instructors and their sponsoring committees for attending. Attendees included Joel Gonzalez, Derek Carrington, Richard Tessier and Dan Smith, representing the Roofers & Waterproofers Research and Education Trust; Matthew Wittenborn, Local 2;

Tim Burgess, Local 150; Jesus Jasso, Peter Lang and Gary Samayoa, Bay Area Roofers & Waterproofers JATC; Issac Hernandez, Local 58; Enrique (Rick) Subiono and Mark Kreutzmann, Local 221; Paul Colmenero and Edwin Guzman Jr., San Diego & Imperial Counties JATC; Ray Carpenter, OR & SW Roofers & Waterproofers JATC; Tom Nielsen, Local 162 JATC; Jose Padilla, Local 40; Thomas Geiger, Central Valley Roofers & Waterproofers JATC; and Orlando Castellano, Local 81 Central Valley. ■





Top winners from the three divisions in the Midwest apprenticeship competition.

## Midwest Apprentices Bring Skills to Competition

**M**ore than 50 first-, second- and third/fourth-year apprentices competed in the apprenticeship competition held September 28, 2019, at the Chicagoland Roofers Training Center in Indian Head Park, IL.

Hosted by Roofers Local 11 and the Chicagoland Roofers Joint Apprenticeship, the competition was well-attended and highly competitive. Participating locals included Locals 2, 11, 23, 26, 70, 96, 97, 106, 119, 149 and 182.

Each group of apprentices faced off in events that tested a variety of skills. First-years were tested in safety hazards, material and tool recognition, cutting cant strip, insulation attachment and cutting starters for a 4-ply roof. Insulation application, torching down modified, flashing EPDM curbs, EPDM seams, and Roofers Jeopardy were the challenges for second-year students. Third- and fourth-year apprentices competed in roofers' math, OSHA regulations, crane signaling, setting rolls for a 4-ply roof, heat welding seams and field fabricating pipes, and EPDM field fabricated pipes.

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. We would also like to thank the Chicagoland Roofers Joint Apprenticeship for preparing and hosting this great event.

### › First-Year Division

- 1st place: Drew Dannis, Local 26
- 2nd place: Jereamy Reed, Local 70
- 3rd place: Crus Palmerin, Local 11

### › Second-Year Division

- 1st place: Adam Davis, Local 182
- 2nd place: Landon Smith, Local 182
- 3rd place: Joseph Parsons, Local 2

### › Third- and Fourth-Year Division

- 1st place: Eric Klett, Local 11
- 2nd place: Brittany Civinelli, Local 11
- 3rd place: Ejbum Johnson, Local 96

## Foreman Training Part 2 for Locals 2 and 32

Part 2 of the Foreman Training Program was delivered to members of Local 2, St. Louis, MO, and Local 32, Rock Island, IL, on September 19–20, 2019. The training was organized by Local 2 Apprenticeship Coordinator Matt Wittenborn and consisted of 14 participants.

This was the fourth foreman training program delivered for Roofers and Waterproofers Local 2 in St. Louis, MO. Local 2 is among a number of “repeat” locals that have had the foreman training program delivered more than twice, which is a testament to the quality of the program and the skill of the instructors who deliver it.

Wittenborn on behalf of the Roofers & Waterproofers Research and Education Trust Fund.

- Reading Blueprints and Specifications
- Planning and Starting the Project
- Motivating and Reinforcing Workers
- Leadership Styles
- Documentation and Recording Information

This was the 64<sup>th</sup> foreman training program that has been delivered since its inception. If any local is interested in scheduling either portion of the foreman training program, please contact Executive Director Keith J. Vitkovich at (202) 463-7663. ■

Local 2 and Local 32 attendees, along with their instructors, finish another successful foreman training program.



Students spend time practicing their blueprint-reading skills.

Local 2 members who participated in the training include Antoine Hutti, David Hamilton, Kevin Bond, Nathan Fitzroy, Maczul Rodriguez, Sean Darr, Jacob Brown, Ben Stubbs, Scott Troeckler, Cindy Osborne and Randy Pate. Local 32 members who participated in the training include Luis Rivera, Marty Knapp and Trent Williamson.

The following training modules were delivered by Instructors Richard Tessier, Dan Knight and Matt



Instructor Richard Tessier leads a module on how to motivate workers.

**“Great information! I think this training will help me become a successful leader.”**

# HAZARD ALERT

CPWR  
THE CENTER FOR CONSTRUCTION  
RESEARCH AND TRAINING

## WORKING IN COLD WEATHER A CHILLING DANGER



### When the temperature drops...

During the winter, construction workers face a natural hazard – cold weather. The colder it gets, the more energy you need to use to stay warm. When it is also windy and raining or snowing your body uses even more energy and loses heat faster. Working in cold or freezing temperatures for a long time can lead to health problems.



### What are the health risks and symptoms?

Health Risk:	Symptoms:
Hypothermia	Your temperature drops to 95°F or lower (a normal temperature is 98.6°F). You: <ul style="list-style-type: none"><li>▶ Shiver and stomp your feet to stay warm</li><li>▶ Feel unusually tired</li><li>▶ Lose coordination</li><li>▶ Become confused</li><li>▶ Lose consciousness</li></ul>
Frostbite	Your skin freezes and becomes: <ul style="list-style-type: none"><li>▶ Red with gray/white patches</li><li>▶ Numb – you cannot feel the area</li><li>▶ Blistered (in serious cases)</li></ul>
Trench Foot	Your foot is: <ul style="list-style-type: none"><li>▶ Tingly/itchy</li><li>▶ Red and blotchy</li><li>▶ Swollen and/or numb – you cannot feel your foot</li></ul>

SOURCES: OSHA Cold Stress Guide <https://www.osha.gov/SLTC/emergencypreparedness/guides/cold.html>  
NIOSH Fast Facts: Protecting Yourself from Cold Stress <https://www.cdc.gov/niosh/docs/2010-115/pdfs/2010-115.pdf>

#### If you think you are in danger:

Contact your supervisor. Contact your union.  
Call OSHA 1-800-321-6742

Find out more about construction hazards.  
To receive copies of this Hazard Alert and cards on other topics, call 301-578-8500 or visit [www.cpwr.com](http://www.cpwr.com)

### Protect Yourself In Three Steps:

## 1 Dress for the weather...

OSHA recommends wearing:<sup>1</sup>

- ▶ Inner and outer layers that will keep you dry;
- ▶ A hat or hood that covers your ears, and a knit mask (if needed);
- ▶ Waterproof and insulated gloves; and
- ▶ Waterproof and insulated boots.

Carry extra clothes in case the ones you are wearing get wet.

<sup>1</sup>OSHA Winter Weather Preparedness [https://www.osha.gov/dts/weather/winter\\_weather/beprepared.html](https://www.osha.gov/dts/weather/winter_weather/beprepared.html)



PHOTO COURTESY OF  
THE NATIONAL INSTITUTE FOR  
OCCUPATIONAL SAFETY AND HEALTH

## 2 Drink the right liquids...

To avoid becoming dehydrated, drink plenty of warm, sweet liquids, such as:

- ▶ Sports drinks
- ▶ Soups
- ▶ Sugar water

Avoid liquids with caffeine, such as:

- ▶ Coffee
- ▶ Tea
- ▶ Soda
- ▶ Hot chocolate

Do not drink alcohol. Caffeine and alcohol cause your body to lose heat.

## 3 Be proactive and alert...

When working in a cold environment for a long period of time:

- ▶ Learn the signs and symptoms of cold weather illnesses and injuries.
- ▶ Take frequent breaks in a warm area.
- ▶ Work in pairs so you and your coworker can spot the danger signs.
- ▶ Notify your supervisor and get medical help immediately if you or another worker has symptoms of hypothermia or another cold-related illness or injury.
- ▶ Remember – 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.

### Learn more about how to work safely in cold weather.

Visit the Occupational Safety and Health Administration (OSHA):



Visit the National Institute for Occupational Safety and Health (NIOSH):



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

## IS YOUR COMPANY READY TO CHANGE THIS?

### TAKE ACTION TO INTEGRATE MENTAL HEALTH & SUICIDE PREVENTION INTO YOUR WORKPLACE CULTURE

- Bring corporate attention to building a caring culture in consideration of mental health
- Provide resources for employees dealing with a mental health issue/personal crisis
- Assess readiness of the company to assist suicidal employees
- Build protective factors
- Prepare for crisis response



Get the **Needs Analysis & Integration Checklist**, along with many other helpful tools, from the Resources section of [www.preventconstructionsuicide.com](http://www.preventconstructionsuicide.com)

HELP IS WITHIN REACH



Information and resources at [www.preventconstructionsuicide.com](http://www.preventconstructionsuicide.com)



The National Suicide Prevention Lifeline at 1-800-273-TALK (8255) or [suicidepreventionlifeline.org](http://suicidepreventionlifeline.org)

CRISIS TEXT LINE |

Text HELLO to 741741

Free, 24/7, Confidential  
[www.crisistextline.org](http://www.crisistextline.org)



## Cancer Screenings? Always a Very Good Idea!



**K**nowledge is important. More specifically, knowing about your health is very important. That's why it's good to include health screenings as part of your overall approach to wellness.

Health screening comes in a variety of forms—from blood pressure and cholesterol to mammograms and colonoscopies. The primary goal of any health screening is to find diseases or other significant medical conditions early while they are easier and less expensive to treat. This applies with cancer detection. By the time symptoms appear, cancer may have begun to spread and be harder to treat. So it's important that abnormal tissue and/or cancer be found early. Fortunately, several screening tests have been shown to detect cancer early and reduce the chance of an individual dying from that cancer.

Our members should be proactive when it comes to monitoring their health and choosing to get screenings. However, many are not, even though there are positive aspects to being screened, and the vast majority of screenings are covered by our Plan at 100% when they are performed by a Cigna OAP network provider. The Plan also covers 100% of in-network routine physical exams and many screening laboratory charges.

For your convenience, here is a list of some important cancer-detecting tests you should consider\*:

- 】 **Colorectal Cancer Tests:** It is recommended that men and women undergo colorectal screening testing starting at age 50 to establish a baseline. Thereafter, follow-up testing should take place every five years.
- 】 **Mammograms (Women):** Women in their 40s may want to consider talking with their doctors about when to start getting mammograms and how often to get them. It is recommended that women between age 50 and 74 get a screening mammogram (to look for breast cancer) once every two years. If you have a family history or other concerns about breast cancer, discuss with your doctor whether to begin screening at an earlier age.
- 】 **Osteoporosis Tests (Women):** It is recommended that women undergo a bone density test at age 65 to screen for osteoporosis (thinning of the bones) and to determine if cancer has metastasized or spread to the bones. If you are between the ages of 60 and 64 and weigh 154 lbs. or less, talk to your doctor about whether you should be tested.

】 **Pap Smears (Women):** It is recommended that pap smear testing start at age 21 (or earlier, if sexually active) as a way to detect cervical cancer. Your doctor will recommend the frequency with which you should obtain a pap smear thereafter.

】 **Prostate Cancer Screening (Men):** Talk to your doctor about the possible benefits and harms of prostate cancer screening if you are considering having a prostate-specific antigen (PSA) test or digital rectal examination (DRE). Your doctor can help you decide which test is right for you.

Since the Plan covers up to 100% for certain preventive screenings, it's a wonder such important benefits are going unused—especially when it could mean the difference between life and death.

We recommend that you take advantage of the preventive benefits offered by your Plan. If you have not already done so, make an appointment with your Cigna OAP network primary care physician to get your 2019 annual physical and needed screenings.

If you have questions regarding your preventive care benefits, contact Cigna at (800) 768-4695. For a complete list of covered preventive screenings and their requirements, visit [www.healthcare.gov/coverage/preventive-care-benefits/](http://www.healthcare.gov/coverage/preventive-care-benefits/). ■

*\*Information provided by the U.S. Preventive Services Task Force and NIH Institutes.*



National Roofers Union  
& Employers Joint  
Health & Welfare Fund

**APPROVED NRIPP PENSION APPLICATIONS**  
AT THE MEETING OF AUGUST 22–23, 2019

<b>PARTICIPANT NAME</b>	<b>TYPE OF RETIREMENT</b>	<b>LOCAL UNION</b>	<b>PARTICIPANT NAME</b>	<b>TYPE OF RETIREMENT</b>	<b>LOCAL UNION</b>
Gary J. Albreth	Unreduced	37	Gary Kramer	Early	20
Michael J. Allen	Late	220	James P. Krupa	Early	195
James Altman Jr.	Unreduced	2	Stan Kudearoff	Disability	49
Nelson Alvarado	Early	12	Daniel G. Lange	Early	96
Eric G. Anderson	Unreduced	136	David Larsen	Normal/QDRO	162
Frank M. Bardaro	Early	143	Kevin LeBerth	Early	22
Douglas Beans	Normal	54	Edward Lewis	Early	136
Charles Begley	Unreduced	37	Ossiel Lopez	Early	95
Patrick Behe	Normal	37	Ben Lorta	Disability	81
Lee Bellamy Jr.	Early	119	Faustino Lovato	Normal	123
Duncan Benney	Normal	54	Ray Loveday	Normal	2
John Bichner Jr.	Early	96	Gerald Luethmers	Late	96
Eugene Bogden	Unreduced	71	Dennis M. Martinez	Early	27
Dennis Butler	Late	20	Patrick McCluskey	Normal	142
Tracy Cahill	Early	11	Ronnie McDonald	Unreduced	147
Manuel Castillo Jr.	Early	11	Patrick McKenna	Late	33
Thomas Chizek	Normal	142	Blake McKinnon	Early	54
Patrick Clooney	Late	2	Agustin Meza	QDRO	11
James Collins	Normal	143	Jeff S. Miller	Unreduced	11
Douglas Conner	Unreduced	71	Danial Mills	Early	54
William Dachtile	QDRO	22	Lynn Moles	Unreduced	185
Jim Dennis	Early	81	Alan Moore	Early	22
Dennis R. Dewhirst	Early	153	Shelby Moredock	Late	119
Mark Dudek	Early	20	Stephen Mormino	Early	2
Rodney Eckhardt	Early	54	Ronald E. Murphy Sr.	Disability	23
Ruben Eldridge	Late	136	Ronald E. Myers	Normal	2
Roger Evans	Unreduced	23	William R. Nelson	Early	30
Richard Firestone Sr.	Disability	2	Rayburn Newman	Late	136
Chris Fisher Jr.	Normal	81	Rick Nikkila	Late	49
Carlos Gamez Andrade	Disability	36	Thomas Oiler	Early	147
Gregorio Gonzalez	Early	143	Luis Oliveira	Disability	33
Larry Hardig Jr.	Early	2	Martin Perez	Unreduced	81
Buster N. Harrell Jr.	Early	143	Bernard Phillips	Normal	81
Gary Harris	Normal	20	John Pierzinski	Late	96
James Harris	Late	40	Leslie Pinto	Late	36
Michael Henry	Early	11	Charles Quiroz	Late	189
Jesus L. Hernandez	Disability	220	Mark T. Randles	Early	92
Edward A. Hixson	Early	189	James B. Richardson	Unreduced	11
Thomas Hoefler	Normal	96	Daniel Rivera	Disability	40
David G. Hughey	Early	49	Jose R. Rodriguez	Early	44
Eddie Ivey	Early	22	Cenobio Romero	Early	11
Paul R. Izzo	Early	11	William D. Rusho Jr.	Early	149
Randall Johnson	Unreduced	210	David T. Sacunas	Disability	37
Dan Jorgenson	Unreduced	96	Frank A. Salvage Jr.	Unreduced	11
Paul Karpinski	Unreduced	96	Jorge Sanchez	Normal	27
Fred Koening	Early	11	John T. Scalf	Early	2

**CONTINUED – APPROVED NRIPP PENSION APPLICATIONS**  
AT THE MEETING OF AUGUST 22–23, 2019

<b>PARTICIPANT NAME</b>	<b>TYPE OF RETIREMENT</b>	<b>LOCAL UNION</b>	<b>PARTICIPANT NAME</b>	<b>TYPE OF RETIREMENT</b>	<b>LOCAL UNION</b>
Matthew Schaffer	Early	54	Thomas Tedder	Early	150
Steven J. Schmitt	Unreduced	65	Terrence Threet	Disability	49
Joel P. Schooley	Normal	91	Gary S. Thompson	Normal	119
Joseph Senske	Early	96	Charles Timm	Early	65
Roger D. Severson	Early	96	Bruce Tomlinson	Early/QDRO	23
Derold Shackelford	Early	123	Robert Trabold	Unreduced	22
Jeff S. Shook	Unreduced	44	Steven Vidmar	Unreduced	65
Scott Stanistreet	Unreduced	195	Russell E. Warren Jr.	Unreduced	30
Steven G. Stewart	Disability	49	Ron Weidenbacher	Normal	182
Robert Sunderland	Unreduced	185	Charles Woodard	Disability	92

**APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS**  
AT THE MEETING OF AUGUST 22–23, 2019

<b>PARTICIPANT NAME</b>	<b>LOCAL UNION</b>	<b>PARTICIPANT NAME</b>	<b>LOCAL UNION</b>	<b>PARTICIPANT NAME</b>	<b>LOCAL UNION</b>
Juan Alejos	65	Michael Griffin Sr.	23	Efrain Perez	123
David Berwald	96	Robert Kjerstad	96	Gary R. Riley	135
Patrick Brenot	210	Aubrey McBride	11	Samuel Rodriguez	11
Osmo Brkic	2	Carl McMunn	2	Frankie Shelton	20
William Cole	136	Samuel Minchue	2	William Sowell	2
Jack Fisher	69	Nicholas Neavear	69	Danny Stukins	92
Andres Garcia	91	Richard Nelson	40	Jerry Wallace	136
Willie Grace	2	Richard Nims	241		

## New Opportunity for Members to Increase Their NRIPP Benefit

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

## Your Assistance Is Needed

### Help Us Find Missing Pension Participants/Beneficiaries of the Pacific Coast Roofers Pension Plan

The Pacific Coast Roofers Pension Plan (“PCR” or “Fund”) is required by the U.S. Department of Labor to search for PCR participants, or their next of kin, who may be entitled to a benefit from the PCR Pension Plan. The Fund Office searches for missing participants with assistance from the International Union and the Local Unions. A list of PCR participants whom the Fund Office is currently attempting to locate is shown below. To increase the probability of locating as many PCR participants or next of kin as possible, we are asking you to review the list of names and provide any current contact information to the Fund Office.

We have included the participant/roofer names, the last date that the Fund Office received contributions on their behalf from their employer in the roofing industry,

their ages and their last known registered Local Union affiliation. Unfortunately, in some instances the participant has passed away and so we are searching for his/her closest relative.

*If you believe you know the whereabouts of any listed participant, or next of kin, please reach out to the Fund Office toll free at (800) 748-6417 and ask to speak to a PCR representative or reach out directly to Lupe Zambrano at (408) 288-4551.* Alternatively, if you know the participant, or next of kin, please feel free to provide him or her with the Fund Office telephone number so he or she may contact the Fund Office directly to determine eligibility for a benefit. We appreciate your review of the listing and any assistance you may be able to offer. ■

#### List of Missing Pension Participants

LOCAL UNION	NAME	AGE	LAST YEAR WORKED
36	Acosta, Reyes	64	1989
36	Brock, Harry M.	67	1991
36	Brown, Leaman W.	63	1989
36	Castillo, Rosario	68	2011
36	Davis, Robert	64	1988
36	Gallo, Refugio	65	2006
36	Hendrich, David	67	1987
36	Maldonado, David	63	2016
36	Martinez, Jose L.	67	2008
36	Medrano, Victor J.	67	1987
36	Mitchell, Larry W.	75	2007
36	Moya, Steven	66	1990
36	Palacio, Robert	69	1987
36	Peacher, Rodney L.	70	1987
36	Renteria, Heriberto	68	2017
36	Rosales, Rafael	70	1990
36	Rounds, Gary	65	2001
36	Ruano, Jorge A.	65	1987
36	Russell, James	81	1973
36	Smyres, Randy	67	1987

LOCAL UNION	NAME	AGE	LAST YEAR WORKED
36	Valles, Filiberto	70	2007
36	Velasquez, George	67	2006
36	Walsh, Robert	74	1992
36	Wolfe, Michael S.	68	2006
40	Curry, Steven	63	1987
40	Felix, Terry	67	2013
40	Hawkins, Daniel	65	1999
40	Loader Jr., Louis	64	2007
40	McDaniel, Alan	63	2006
40	Mira, Jose	64	2009
40	Munoz, Jesus	68	2008
40	Naderi, Parviz Ned	75	2018
40	Reyes, Mauro	66	2012
40	Rivera, Daniel	63	2017
40	Rodriguez, Transito	78	2010
49	Evans, Charles	66	2015
49	Hussey, Dan	63	2001
49	Ibarra, Hector	67	2009
49	Lebrun, Thomas	75	1997
49	Looney, Emily	67	2016

LOCAL UNION	NAME	AGE	LAST YEAR WORKED
49	Pankowski, Jerry	77	1982
81	Beasley, Charles R.	65	1987
81	Cardenas, Alfredo	62	2014
81	Cervantes Sr., Adam	73	1991
81	Christmann, Marlon	64	2011
81	Contreras, Jose	64	2014
81	Escalante, Bernardin	63	1996
81	Ferreira, Mark	64	2013
81	Fleming, Westley	63	2004
81	Grant, Michael	64	2013
81	Guerrero, Benjamin	64	1986
81	Hunnicut, William	64	2007
81	James, Christopher	63	1988
81	Ligon, Barry	64	2009
81	Little, Gerald	69	1980
81	Malia, Charles A.	67	1993
81	Manzanares, Santos	69	2000
81	Marquez, Samuel Ray	68	1986
81	Martinez, Joseph	69	1987
81	Miles, Jerry	62	2003
81	Patterson, Charles	66	2007
81	Paulsen, Vance	96	1975
81	Ramirez, Jose	68	2011
81	Rodriguez, Ramon	65	2005
81	Stiles, Jerry	77	1983
81	Taylor, Bruce D.	66	1998
81	Wakerling, Michael	63	1994
81	Weber, Randal W.	66	2000
81	Wells, John	73	1984
81	White Jr., Jack	74	1975
95	Arnold, Robert P. III	63	1989

LOCAL UNION	NAME	AGE	LAST YEAR WORKED
95	Brentlinger, Todd	69	1989
95	Campos, John	71	1987
95	Cano, Art	70	1985
95	Castillo, Sam	83	1977
95	Christoffer, Craig	71	1999
95	De La Rosa, Leonard	64	1995
95	Deutinger, Steve	66	1991
95	Galindo, Anthony	76	2016
95	Gumataotao, George	66	1987
95	Hernandez, Alfred	67	1990
95	Hernandez, Pablo	66	2004
95	McGinley, Dennis	70	1983
95	Miguel, Richard	66	1990
95	Montgomery, Audy	64	1992
95	O'Hagin, David O.	73	1978
95	O'Neal, Clayton	66	1982
95	O'Neal, Gary	70	1993
95	Osorno, Mo	68	1986
95	Rosas, Larry	69	1989
95	Stringer, Paul	63	1986
95	Talavera, Marcos	67	2008
95	Tapia, Manuel	68	2000
220	Barnett, Drew	63	1987
220	Calderon, David	86	1977
220	Clinard, James	69	1988
220	Cleghorn, George	84	1971
220	Hannigan, Harold	67	1984
220	Lofton, John M.	70	1990
220	McLaughlin, David	68	1986
220	Ramirez, Henry M.	69	1994

## 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.nripf.com](http://www.nripf.com) or call 800-595-7209 for information.*



## Kansas City Local 20 Celebrates 100 Years

**R**oofers & Waterproofers Local 20, Kansas City, MO, turned 100 years old this year and commemorated the occasion with style. A celebration was held

on September 28 at the Argosy Casino, where officers, members and guests gathered and toasted their proud union. ■





Imogene and Joe Wiederkehr enjoy the Local 20 anniversary party.

## Local 20 Honors Joseph A. Wiederkehr

Initiated into Local 20 in 1949, Joseph Wiederkehr has had a long and distinguished career with both the local and the International. He served as business manager of Local 20 starting in 1968. He briefly served as international president but returned to Local 20 to continue leading locally. In his honor, Local 20 officers dedicated the local's building to Brother Wiederkehr and paid tribute to him at the anniversary event. ■



Officers of Local 20 and the International Office surprise Brother Wiederkehr with a dedication and plaque for his distinguished career with the local.



Roofers Local 195 members and family members march together in the Labor Day parade.

## New York State Labor Day Parade

Officers and members of Roofers Local 195, Syracuse, NY, joined other trades of the Central New York Area Labor Federation for the annual Labor Day parade. The parade takes place on the New York State Fairgrounds and also features classic cars and Harleys. ■



## Chicago Roofers Celebrate Labor Day

Roofers & Waterproofers Local 11, Chicago, IL, got a crowd together to join the city's Labor Day march. Officers, members and their families carried signs saying "Proud Home of a Union" and a banner honoring the local's recent 100-year anniversary. ■



Characters such as Scabby the Rat, Greedy Pig and Fat Cat represent anti-worker corporate greed that unions have historically fought against.



Local 11 families gather for Labor Day.



A large turnout of Roofers & Waterproofers Local 2, St. Louis, MO, members marched in the annual Labor Day parade through downtown St. Louis.

## Honoring Labor in St. Louis

With the St. Louis Arch in the background, dozens of Local 2 members and their families took part in this year's Labor Day parade. Proudly carrying the Local 2 and American flags, participants continued the tradition of community members marching together in tribute to labor's legacy. ■





From left: Scott Johnson, Linda Knox, Chuck Lavelle, Jeff Mullins, Bill Franklin, and Nancy Weibel are sworn in by Kinsey Robinson.

## Mid-States Officers Sworn In

**N**ewly elected officers of the Mid-States District Council of Roofers were sworn in by International President Kinsey Robinson. The council is led by President Bill Franklin, Local 44, Cleveland, OH;

Treasurer Nancy Weibel, Local 71, Youngstown, OH; Chuck Lavelle, Local 44; Linda Knox, Local 88, Akron, OH; Jeff Mullins, Local 185, Charleston, WV; and Scott Johnson, Local 210, Erie, PA. ■

## Pin Party for Local 2 Members

**R**oofers Local 2, St. Louis, MO, held a luncheon October 5 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:** Matt Brendel, Robert Cartwright, Gary Hayes and Jerry Vaughn

**25 years:** Leslie Banes, Paul Mumper, Steven Prince, Patrick Riley, Dwane Thomas and Larry Ward

**30 years:** Elvis Bell, Ricky Friend, William Guthrie, Levertis Peterson and Jeffery VanHorn

**35 years:** John Lillicap, Danny McEwing, Thomas Powell, John Stewart and Gary Wyland

**40 years:** Joseph Cordes, Ronald DeLisle, William Dunning, Timothy Pogue, Randall Roy Jr., Gary Stepka and James Wilder

**45 years:** Andrew Guccione and Joseph Kehrer

**50 years:** Carter Day and Darryl Valperts ■



B.M. Dan O'Donnell (left) and Sec'y-Tr. Dennis Marshall Jr. honor Adelbert King for 60 years of service.



Back row from left: B.M. Dan O'Donnell (40 yrs), Timothy Hodges (35 yrs), William Engelmann (25 yrs), Robert Rhodes (40 yrs), Timothy Brown (30 yrs), Eugene Trtan (20 yrs), Mark Smith (20 yrs), Danny Grimmer (40 yrs), Lester Christie (20 yrs), Thomas Mitchell (20 yrs), Richard Bateman (25 yrs), Michael Taube (40 yrs), Andrew Juengel Jr. (40 yrs), John Thessen (40 yrs), Robert Kehrer (45 yrs), Herman Hoff Jr. (30 yrs) and Sec'y-Tr. Dennis Marshall Jr. Front row from left: Adelbert King (60 yrs), Donald Hulsey Sr. (50 yrs), George House (50 yrs), Joe Gregg (55 yrs) and Daniel Schwab (50 yrs).



Local 210 member Josh Perschka receives his journeyman card.



Chad White has it made, now that he has his journeyman card.

## Local 210 New Journeymen

Congratulations to Josh Perschka and Chad White—they are the latest two to journey out of the Local 210, Erie, PA, apprenticeship program. ■



The Local 97 members working for University of Illinois's new roofing shop replace a roof on campus.

## U. of Illinois, Union Strong

University of Illinois has a new roofing shop, and it's operated by a talented crew of Local 97, Champaign, IL, roofers. Foreman Shane Carr says: "We maintain campus, as well as do roof replacements. This roof here is 6 inches of ISO and DensDeck mopped down with good ole hot asphalt. The membrane will be .060 TPO grey. This is the biggest job in the shop's history. It was a complete tear-off and a mopped-down vapor barrier. The drains have been retro-fitted with the OMG SpeedTite drain inserts. We have literally rebuilt this shop in the last 13 months. We are few but we are mighty." ■



Brother Jim Currie (right) receives 50-year awards from Pres. Robinson.

## Master Trainer Honored for 50 Years' Service

Jim Currie, member of Roofers Local 10, Paterson, NJ, and master trainer for the Roofers & Waterproofers Research and Education Trust, was honored for 50 years of service. He received his 50-year clock, card and pin presented by International President Kinsey Robinson during the opening remarks at the Mid-States Apprentice Competition. ■



From left: Gary Atencio, Int'l Pres. Robinson, Shawn Waitkus and Wilson Diaz get a view from inside the Int'l Office in downtown D.C. The three hard-hatted men are employees of Kalkreuth Roofing who performed roof maintenance on the building.

## Union Roofers Coincidentally Roof International Office Building

**W**hen the highrise office building that houses the Roofers International Office was undergoing some roof maintenance, officers and staff were

pleased to learn that only the best roofers were hired for the job. Employees of signatory contractor Kalkreuth Roofing spent a week on the jobsite in downtown

Washington, DC, and when they were wrapping up the job they were invited to tour the office and meet with International President Kinsey Robinson. ■



The newest journeymen of Local 97 are given their membership oath.

## Local 97 Grads

**P**ictured from left are the newest members of Local 97, Champaign, IL: Tyler Baire, Rich Hill, Cordell Jones, Derek Ponton, William Davis, Aaron Stauffer and Justin Pettyjohn. Congratulations, journeymen. ■

## Assistant to the International President Robert J. Krul Passes

Assistant to the International President Bob Krul passed away August 30, 2019. Bob was a 47-year member of Roofers Local 74 in Buffalo, NY. He served with distinction in the United States Air Force. After discharge from active duty, Bob began his roofing career working in Niagara Falls and Buffalo and eventually became the leader of the Local 74 apprenticeship program.

Bob's talents were recognized by the International Union, and he was soon appointed the national apprenticeship director in Washington, DC. Bob was then appointed to oversee all training efforts at the International Union, including the Research and Education Trust. In 2006 Bob was appointed assistant to the international president, a position he held until retirement from the Roofers Union in 2009. During his tenure with the Roofers Union he also served as president of the National Maintenance Agreement Policy Committee. After his retirement from the Roofers Union, Bob went on to work on behalf of all building trades union men and women, serving in the position of assistant to the president of NABTU.

Bob spent his entire lifetime working tirelessly on behalf of roofers and waterprooferers and all working families throughout the United States. Bob was a faithful friend, great father, doting grandfather and a kind and loving husband. The officers, staff and members of the United Union of Roofers and all of organized labor send our sincere condolences to his wife Florence, son Robbie, daughter Lisa and extended family. ■



Bob Krul was well known throughout the union building trades and will be dearly missed by many.

## Labor History

Roofers Local 150, Terre Haute, IN, Business Manager Clinton Grayless and International Representative Jeff Eppenstein stop at the home of historic Labor pioneer Eugene V. Debs. The house is on the campus of Indiana State University in Terre Haute and features many of Debs's possessions and other labor-related artifacts. ■



LU 150 B.M. Clint Grayless (left) and Int'l Rep. Jeff Eppenstein at the Eugene V. Debs home.

## Local 188 Recruitment Effort Gets Results

To respond to the increasing number of workers needed and the decreasing number of applicants, Local 188 in Wheeling, WV, decided it was time to try some new recruiting techniques.

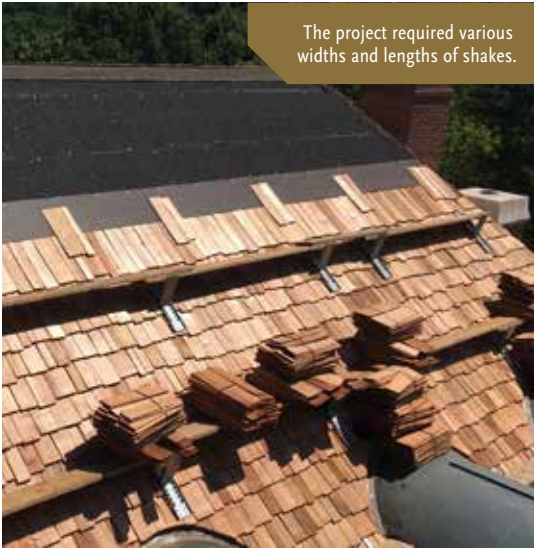
For years Local 188 has recruited new members through word of mouth, job fairs, local job services and strategically placed flyers. However, over the last few years the old way was not bringing in enough applicants to match the increased workload in the industry. This led Local 188 to expand their recruiting to more visual areas.

The local has increased its presence on social media platforms and job search sites to reach the younger, more "connected" worker. They also increased their local presence by placing signs announcing employment along roads and shopping centers throughout the Ohio Valley. This effort has led to a total of 82 initiates since they began their campaign in March of this year! ■



Planting yard signs throughout the region is just one of the new tactics that Roofers Local 188 has used this year to greatly increase its number of new applicants.

The project required various widths and lengths of shakes.



## Local 23 Wood Shake Job

Local 23, South Bend, IN, signatory contractor Midland Engineering finished this picture-perfect wood shake job over the summer. The job not only required technical skill from Local 23 members applying the roof, but ran into an extra challenge resulting from the neatly landscaped areas around the home.

The private residence had a 108-square cedar shake roof installed with new copper valleys, pans, drip edge and chimney caps. During the project it was critical to maintain



A unique scaffolding solution keeps all materials from touching the ground surrounding the owner's pool.

the landscaping and patio around the pool. Scaffolding had to be engineered to transport roof material away from the work area without the possibility of using the ground. Scaffolding was designed in a ramp system to transport material to the

laydown area. The wood shake itself was various widths and lengths.

Foreman Mike Graberek and crew did a fantastic job of finding a work-around to the challenge presented, and proceeded to install a stunning cedar shake roof for the client. ■

Local 23 members apply cedar shakes to a private residence.



The finished roof is picture-perfect.



Yakima and Pasco, WA, area apprentices looking good, from left: Jose Sandoval, Efren Diaz Jr., Frank Gonzales, Jose Lopez, Edwardo Garcia, Edgar Avila, Keith Ellenberger, Isaiah Harris, Daniel Perez, Juan Villanueva, Rosendo Castaneda, Rafael Lua, William Wait, Roberto Vences, Jorge Yepez and Kyle Ellenberger.



Spokane, WA, area apprentices Jacob Bowman, Don Swanson, Spencer Pearson, Chris Martin, James Zubaugh and Max Chavez get a picture after class.



Efren Diaz Jr., Edgar Avila and Dylan Cox are Certa torch-down graduates out of the Yakima, WA, area working for M.G. Wagner.

## Local 189 Apprentices Thrive

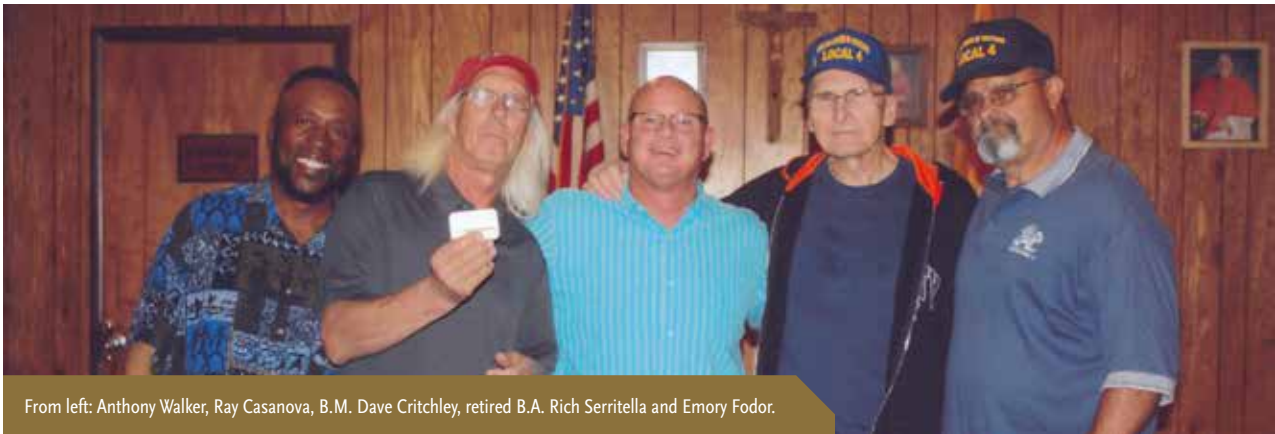
**R**oofers and Waterproofers Local 189, Spokane, WA, has a thriving and growing apprenticeship program that is training members across Washington to be the most highly skilled roofers around. ■

## Lucky Shotgun Winner

**I**nternational President Kinsey Robinson congratulates Local 88, Akron-Canton, OH, Business Manager Barbara Dixon on being the winner of the raffle drawing for a Winchester 870 shotgun during the joint District Council meeting held in Pittsburgh, PA. The Northeast District and Mid-States District Councils met for a day of presentations on recruiting and emergency response team training. Barbara is a skeet shooter and competes in the Roofers Convention sporting clays tournament. ■



LU 88 B.M. Barbara Dixon left the district council meeting with a new Winchester.



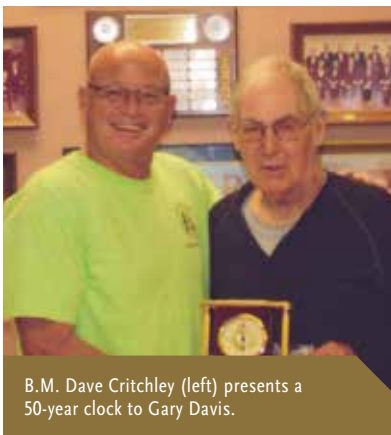
From left: Anthony Walker, Ray Casanova, B.M. Dave Critchley, retired B.A. Rich Serritella and Emory Fodor.



Andy Galcik and Charlie Barabus are honored for 50 years. From left: Pres. Rob Critchley, Brother Galcik, B.M. Dave Critchley, Brother Barabus and his wife, Sharon.



Local 4 B.A. Ed Sembler (right) receives awards for 35 years of service from B.M. Dave Critchley.



B.M. Dave Critchley (left) presents a 50-year clock to Gary Davis.



Celebrating service awards are, from left, Charlie Quinn, Curtis Butler, Jimmy Weingardner, B.M. Dave Critchley and Rec. Sec'y Ken Post.

## New Jersey Local 4 Pins Members

**R**oofers Local 4, Newark, NJ, Business Manager Dave Critchley has been busy presenting service awards to longtime members of the local. This year Local 4 had the honor of celebrating three golden anniversaries—Gary Davis, Charlie Barabus and Andy Galcik have each attained 50 years of membership. Also receiving pins were Curtis Butler (30 years), Ed Sembler

(35 years), Anthony Walker (35 years), Ray Casanova (40 years), Rich Serritella (40 years), Emory Fodor (40 years), Charlie Quinn (40 years), Jimmy Weingardner (40 years) and Ken Post (40 years). The membership of Local 4 would like to congratulate and thank these brothers for their dedication and hard work that helps make Local 4 and the union movement strong in New Jersey! ■



Local 10 grads, bottom row from left: Appr. Dir. Rich Silva, R. Castillio, Roy Granados and Franklin Tenorio. Back row from left: B.M. Nick Strauss, Jesse Rodrigues, Inst. Brian Jackson, Dennis Perez and Edward Bonchek.

## Local 10 Spring Graduates

**R**oofers Local 10, Paterson, NJ, graduated a great group of apprentices this year. Congratulations to R. Castillio, Roy Granados, Franklin Tenorio, Jesse Rodrigues, Dennis Perez and Edward Bonchek on your new journeyman cards. ■

## Safety First!

**L**ocal 119, Indianapolis, IN, Instructor Kelly Austin put on an OSHA 10 class for some members of the local. The local has been working hard to recruit and train its members to be the best in town. ■



Local 119 Instructor Kelly Austin uses resources from the Roofers & Waterproofer Training Resource Center to assist in teaching the OSHA 10 class.



Receiving pins are Charles Middleton (55 yrs), Gino Piazza (20 yrs), Vernon Kelley (30 yrs), Dennis Therrien (45 yrs) and Marc Denicola (20 yrs).

## Annual Clambake for Local 195 Members

**R**oofers Local 195, Syracuse, NY, members gathered for their annual clambake at the Spinning Wheel restaurant in North Syracuse. Along with the great food and fun games, several members received their service pins at the outing. ■



Local 11 B.A. Travis Gorman, WI State AFL-CIO Pres. Stephanie Bloomingdale, Int'l Rep. Jeff Eppenstein, Local 65 B.M. Taylor Nelson and Local 96 Org. Nick Brenner.

## Wisconsin Roofers

**R**oofers representatives working in the Wisconsin area attended the 2019 Wisconsin State AFL-CIO Convention where, with other attendees, they brainstormed the challenges facing the Wisconsin labor movement. ■



# WIN A VANCOUVER ISLAND FISHING TRIP

carhartt 



Carhartt and Union Sportsmen's Alliance have once again teamed up to provide one lucky union member and a guest with a once-in-a-lifetime fishing trip to Vancouver Island, BC fishing for salmon, halibut, red snapper, and other species.

ENTER TO WIN  
[UNIONSPORTSMEN.ORG/CARHARTT](http://UNIONSPORTSMEN.ORG/CARHARTT)

## GRAND PRIZE PACKAGE – 1 WINNER

*\$15,000 value*

- All-inclusive 4-day trip for 2 at Serengeti Fishing Charters in Port Hardy, Vancouver Island, BC
- \$5,000 Cash for travel, taxes, and spending money
- \$2,000 Carhartt gift card to purchase clothing for your trip

## RUNNER-UP PACKAGE - 3 WINNERS

\$500 Carhartt gift card to be used on-site or in-store

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

Deadline: January 31, 2020



# OUT-DOOR LIFE

## Start Them Young

**P**ictured are Rylan Phipps and Nolan Phipps after a crisp fall morning in the deer blind with their father Sam Phipps of the Union Sportsmen's Alliance and a UA member. They saw lots of deer, but no shooters.

Rylan and Nolan Phipps hunt for deer with Dad.



## Double Bull Elks

**L**eo Marsura, business manager of Local 189, Spokane, WA, and Al Marsura, retired member and past president of Local 189, pose with their bull elks taken in Eastern Washington. Al shot his elk with a 30-06 and Leo used a 7 mm Remington Magnum.

Leo and Al Marsura each got a bull elk in Eastern Washington last season.



## Trophy Bull Elk

**L**ocal 189, Spokane, WA, member D.J. McNeal bagged this outsized 7x7 bull elk in Eastern Washington along the Northern Idaho border. Congratulation D.J. on your tremendous trophy.

D.J. McNeal bags an impressive 7x7 bull elk.

## Massive Muskie

**B**rother Wayne Price with Roofers Local 210, Erie, PA, caught this 55" muskie on Chautauqua Lake on a trip with his fishing buddy, a Carpenter out of Buffalo.

Wayne Price, left, reels in a 55" muskie on Chautauqua Lake in western New York.





## Boston Member Snags Black Bear

**R**etired Local 33, Boston, MA, member Charles Morse lives in Heron, MT, where he spends a good deal of his free time hunting. He took this nice, nearly 400 lb. black bear with a compound bow during this September's archery season.

Charles Morse gets his black bear with a compound bow.



Keith Vitkovich, Jim Currie and John Barnhard bond over a great catch on their recent Clearwater fishing trip.



Pres. Kinsey Robinson, retired Local 20 Sec'y-Tr. Tom Cash, Local 20 Exec. Bd. member Steve Gercone, Mona Robinson, I.V.P. Brent Beasley and Roofers Local 2 member Larry Tate participate in the Boilermakers' annual USA shoot.

## Florida Good Life

**K**eith Vitkovich, Local 26, Hammond-Gary, IN; Jim Currie, Local 10, Paterson, NJ; and John Barnhard, Local 74, Buffalo, NY, show off their catch of Spanish mackerel taken off the coast of Clearwater, FL. Keith is executive director, Jim is a master trainer, and John is retired and past executive director of the Roofers Research and Education Trust.

## Roofers Support Boilermakers' Annual Shoot

**D**oing their part to support the Union Sportsmen's Alliance and another union craft, a team representing the United Union of Roofers, Waterproofers & Allied Workers attended the 11th Annual Boilermakers Kansas City Sporting Clays Shoot. The wildly popular event, held in Kansas City, set an all-time USA fundraising record, grossing over \$220,000.

## Good Day on the River

**L**ocal 11, Chicago, IL, Business Representative Travis Gorman went fishing on the Wisconsin River and came back with this nice muskie.



Travis Gorman fishes for muskie on the Wisconsin River.

# 9<sup>TH</sup> ANNUAL

# Twin Cities Sporting Clays Shoot



1

**1** Military veterans at the Roofers shoot. A large contingent of vets attend the shoot each year.

**2** Local 96 team of Lisa O'Neill, Daniel O'Neill, David O'Neill, Brad Sibell and Aaron Sibell took 2nd Place B.

**3** Blue course winners: "HOA Roofer" Local 96 B.M. Mark Conroy, "HOA Local 96" Bryon Kuglin and Pres. Robinson.

**4** Green course "HOA Local 96" winner Aaron Sibell with L.U. 96 B.M. Mark Conroy and Pres. Kinsey Robinson.

## Union Members Shoot to Support Conservation

**E**ven now in its ninth year, the Roofers Twin Cities Sporting Clays Shoot continues to break records every year. Hosted by the Roofers International and Roofers Local 96, this year's shoot once again broke its all-time fundraising record for this event. Held September 14 at Wild Marsh Sporting Clays in Clear Lake, MN, the shoot serves as the Roofers Union's signature annual fundraising event for USA. Sporting clays enthusiasts from local building trades unions packed the venue

for a day of friendly competition, food and fun—all for a good cause.

Participation helps raise imperative funds to support Union Sportsmen's Alliance's conservation mission, which it could not accomplish without events like this and the widespread support of its union and corporate partners. Funds raised at this annual event, for example, allowed the 8<sup>th</sup> Annual Get Youth Outdoors Day to be held at no cost to participants (see next page). ■



2



3



4



## Union Volunteers Introduce Youth to the Outdoors

**S**miles were contagious as labor union volunteers introduced youth to conservation, hunting and the shooting sports on September 15 during the Union Sportsmen's Alliance (USA) 8<sup>th</sup> Annual Get Youth Outdoors Day at Wild Marsh Sporting Clays in Clear Lake, MN.

Organized by the USA and supported by a coalition of labor union, industry and conservation partners, the event gave 38 boys and girls ages 9 to 17 a personal introduction to wildlife conservation, dog training, archery, trap shooting, riflery and other outdoor topics through hands-on activities and demonstrations conducted by union volunteers.

The event was also 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.

All supplies including eye and hearing protection, firearms and ammunition were provided at no charge. Youth and their families also enjoyed a picnic-style lunch with their mentors.

The event was part of Work Boots on the Ground—the USA's flagship conservation program—and sponsored by partners including Roofers International, NSSF, Roofers Local 96, BAC Local 1, Central MN BCTC and other local union groups.

"These kids are the future of conservation and our outdoor traditions," said Roofers International President Kinsey Robinson, who attended the event and personally coached dozens of young shooters on the sporting clays range. "Those of us who've

been blessed to enjoy hunting, fishing and shooting our entire lives owe it to the next generation to give them the same opportunities." ■





## Report of International Vice President **Tom Pedrick**

I begin this report in New York, NY, where I attended a Roofers Local 8 benefit funds trustee meeting. I also met with Local 8, New York, NY, Business Manager Nick Siciliano to review collective bargaining agreement language. In Philadelphia, PA, I attended a Local 30 benefit funds trustee meeting. While in Philadelphia I met with Local 30 Business Manager Shawn McCullough and two area contractors to go over procedures for working in another local's jurisdiction.

In Long Island, NY, I met with Local 154 Business Manager Sal Giovanniello about a joint picket line with Roofers Local 8. I also attended a Local 154 benefit funds trustee meeting. On to Chicago, IL, I attended an International Roofers & Waterproofers Labor-Management meeting.

Next in Rochester, NY, I met with Local 22 Business Manager Steve Lambert and area representatives and contractors to discuss working conditions in the area.

I then traveled to Pittsburgh, PA, to attend a joint Mid-States and Northeast District Council meeting hosted by the International and both councils. While in Pittsburgh I met with Local 9, Hartford, CT, Business Manager Mark Canino and Local 12, Bridgeport, CT, Business Manager Butch Davidson to go over two contractors in both their areas bidding on various projects. I also met with Local 33, Boston, MA, Business Manager and International Vice President Paul Bickford and Local 248, Springfield, MA, Business Manager Eric Elliott to review benefit plan options.

I met with 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 to inquire about supplying manpower to an area signatory contractor who has work in all three areas of jurisdiction. I spoke to Local 210, Erie, PA, Business Manager Scott Johnson about a roofing company coming to the area using non-qualified roofers to attempt to complete a project with no success.

I spoke to Local 10, Paterson, NJ, Business Manager Nick Strauss and Local 241, Albany, NY, Business Manager Mike Rossi about upcoming work in these areas. I conclude my report in Local 30, Philadelphia, PA, where I met with Local 30 business agents. In closing, I would like to wish everyone a merry Christmas and a happy and prosperous New Year. ■



## Report of International Representative **Gabriel Perea**

I begin my report in San Diego, CA, where I checked in with Local 45 Business Manager Paul Colmenero. Vice President Doug Ziegler and I then met with a contractor who is considering expanding his operation into areas outside of California. We started negotiation talks and I have been keeping in touch with the president of the company. We continue to work towards an agreement that benefits all parties involved.

My next trip was to Las Vegas where I assisted Vice President Ziegler in searching for a building to purchase for Local 162. Over the past year we have been looking for a suitable

building to service the membership and quit paying rent on a building that was not well suited for a union.

I then headed to Fresno, CA, to assume my duties as the appointed trustee of Local 27. I continue to do the day-to-day work of running the local union. We have made some small improvements since my last report; however, things are definitely changing for the better. We have a competent office manager who has the ability and knowledge to attend to and service the membership. We have also continued to make the necessary improvements to the apprenticeship program. The past few months I have attended the health and welfare trust meetings, the JATC committee and trust

meetings and assisted with teaching apprenticeship classes as needed.

I then made a trip to Chicago to attend the joint District Council meeting and meetings on recruitment and retention development. It was a good meeting with a presentation given by Chris Czarnik to help recruit and retain more roofers into the union workforce.

I then headed back to Fresno where I took care of some unfinished business with the Division of Apprenticeship Standards for California. We recently went through an audit for procedures. Our training program had some minor changes that needed to be corrected with our apprenticeship files. I continue to assist the members with any

contract issues or other problems as they come up from time to time.

I once again made my way back to Las Vegas where I helped the office secretary with some administrative duties and spoke with Raul Galaz about union issues and organizing efforts. I also had a short meeting

with Tom Nielsen at the apprenticeship office. We were all informed by Vice President Ziegler that the offer that was made on the new building was accepted by the seller. Local 162 now has a union building with plans for the apprenticeship program to rent space for the training program.

The work overall is still very good in most of the West. As we head into the holiday season I would like to end my report by wishing all of the union members and their families happy holidays, and I hope the new year brings prosperity and happiness. ■



## Report of International Representative **Jeff Eppenstein**

**I** begin my report at Local 92, Decatur, IL, where Business Manager Ted Clark and I completed the local's quarterly financial reports and discussed the local's JATC program. I then attended the 15th annual Local 11 member appreciation BBQ with over 100 members and officers enjoying the food and festivities. Next I attended the Chicago Roofing Contractors Associations' Industry Day. While in the area I also attended the DuPage Building Construction Trades annual event.

Next I traveled to Local 143, Oklahoma City, OK, to assist Eric Anderson in training the new office secretary on the International's Cash Receipts Record (CRR) and the office banking QuickBooks. Also Business Manager Ron Martin and I finalized the vacation fund trust agreement and new dues check-off authorization cards.

Next I attended the Illinois District Council with Locals 2, 11, 32, 69, 92, and 97. This meeting was filled with information on the new pro-labor initiatives implemented by Democratic Gov. JB Pritzker, such as statewide PLAs on all capital development projects and the debarment of longtime prevailing wage violator anti-union National Roofing. This is another example of how politics play a critical

role in our union's survival. If you want safe jobsites, fair wages, employer-sponsored health care and pensions, we need to VOTE for labor-friendly candidates.

On to Des Moines, IA, where I met with Local 142 Business Manager Ray Slack and Local 20 Business Manager Kevin King and then with the owners and members of McDowell Roofing to finalize the transferring of the Nebraska territory.

During this quarterly report I attended two Local 11 Executive Board meetings. I then traveled to Local 96 in Minnesota to visit the new JATC facility and work with local officers to recruit, train and retain members. Back in Local 11 I attended the Kankakee Building Construction Trades annual event before traveling to Local 150 and Local 119. From there I attended the Indiana District Council and the health and welfare trustee meeting with Locals 23, 26, 42, 106, 119 and 150. I made a visit to Local 106, Evansville, IN, to meet with Business Manager Bill Alexander and Business Agent Mike Durham to review office policies as well as contract negotiations with Kalkrueth Roofing and upcoming work in the area.

Back in Chicago I attended the Boys and Girls Club of Chicago fundraiser, Lake County Building Trades, McHenry Building Trades, the Southland Friends of Labor

and Local 11's regular monthly meeting. I then traveled to southern Illinois to work with Locals 92, 97 and 112 on recruiting and training. From there I traveled to California to attend the International Executive Board meeting. While there I was assigned by President Kinsey Robinson to conduct the two-year audits of the 15 locals in my jurisdiction.

I conclude my report at Local 96 in Minnesota where I attended the Minnesota Building Trades D.A.D.s Day event and the Union Sportsmen's Alliance shoot hosted by Roofers and Waterproofers Local 96. With over 225 shooters participating it was a great day, raising a record amount of funds to support conservation all across the country. In closing, I would like to wish everyone a very happy holiday season and a successful New Year. Together let us all work safe, work hard, train hard and always remain #UnionStrong! ■



## Honoring Those Who Made Our Union Great

**W**ith 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	Carter R. Day
Local 2	George A. House
Local 2	Donald R. Hulsey
Local 2	Daniel C. Schwab
Local 2	Darryl L. Valperts
Local 150	Charles R. Wells

### 55 Years

Local 2	Joe Q. Gregg
Local 20	Rex G. Barnes
Local 20	Paul C. Brandt
Local 20	Richard A. Miller
Local 26	Leonard T. Schwartz
Local 195	Charles B. Middleton

### 60 Years

Local 2	Adelbert L. King
Local 26	Jerry L. Needham
Local 195	Francis A. Alsante



## Directory of District Councils

### WESTERN REGIONAL

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

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

### ILLINOIS

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

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

### INDIANA

**Joe Pozzi, President**  
Local Union #26  
25 W. 84th Ave.  
Merrillville, IN 46410  
(219) 756-3713

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

### MICHIGAN

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

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

### MID-STATES

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

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

### NORTH CENTRAL STATES

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

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

### NORTHEAST

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

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

### NEW JERSEY

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

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

### NORTHWEST

**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



LOCAL	AMOUNT
2 Saint Louis, MO	\$84,304.52
4 Newark, NJ	\$22,198.33
8 New York, NY	\$201,634.85
9 Hartford, CT	\$19,668.47
10 Paterson, NJ	\$19,964.24
11 Chicago, IL	\$287,689.50
12 Bridgeport, CT	\$17,613.48
20 Kansas City, KS	\$82,577.83
22 Rochester, NY	\$30,019.50
23 South Bend, IN	\$19,206.69
26 Hammond, IN	\$25,914.08
27 Fresno, CA	\$12,617.65
30 Philadelphia, PA	\$112,881.70
32 Rock Island, IL	\$8,628.01
33 Boston, MA	\$81,707.86
34 Cumberland, MD	\$3,449.96
36 Los Angeles, CA	\$87,141.93
37 Pittsburgh, PA	\$30,662.39
40 San Francisco, CA	\$51,705.65
42 Cincinnati, OH	\$21,417.44
44 Cleveland, OH	\$41,572.27
45 San Diego, CA	\$14,521.57
49 Portland, OR	\$64,707.14

LOCAL	AMOUNT
54 Seattle, WA	\$24,657.12
58 Colorado Springs, CO	\$12,080.02
65 Milwaukee, WI	\$36,281.10
69 Peoria, IL	\$19,343.90
70 Ann Arbor, MI	\$36,255.85
71 Youngstown, OH	\$10,502.36
74 Buffalo, NY	\$32,680.13
75 Dayton, OH	\$10,824.65
81 Oakland, CA	\$80,018.99
86 Columbus, OH	\$7,907.28
88 Akron, OH	\$13,069.20
91 Salt Lake City, UT	\$16,691.52
92 Decatur, IL	\$4,469.60
95 San Jose, CA	\$35,175.84
96 Minneapolis, MN	\$138,656.79
97 Champaign, IL	\$10,379.54
106 Evansville, IN	\$14,842.48
112 Springfield, IL	\$10,280.30
119 Indianapolis, IN	\$31,222.10
123 Fort Worth, TX	\$4,873.16
134 Toledo, OH	\$13,781.24
135 Phoenix, AZ	\$16,529.11
136 Atlanta, GA	\$15,220.90

LOCAL	AMOUNT
142 Des Moines, IA	\$5,713.66
143 Oklahoma City, OK	\$13,572.49
149 Detroit, MI	\$72,355.57
150 Terre Haute, IN	\$7,337.46
153 Tacoma, WA	\$31,921.95
154 Nassau-Suffolk, NY	\$23,250.89
162 Las Vegas, NV	\$25,291.71
182 Cedar Rapids, IA	\$10,015.32
185 Charleston, WV	\$12,796.53
188 Wheeling, WV	\$16,519.97
189 Spokane, WA	\$19,190.61
195 Syracuse, NY	\$15,339.23
200 Pocatello, ID	\$806.74
203 Binghamton, NY	\$11,058.96
210 Erie, PA	\$23,735.35
220 Orange County, CA	\$35,316.24
221 Honolulu, HI	\$33,166.57
241 Albany, NY	\$22,885.86
242 Parkersburg, WV	\$14,806.19
248 Springfield, MA	\$5,268.71
317 Baton Rouge, LA	\$2,872.72

## IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
84131	Richard B. Hachey	33	89
92793	Louis J. Venditti	11	96
95408	Cecil W. Johnson	95	86
96258	John Repko	12	94
99240	Andrew Sepski	37	97
100108	Neal P. Hunt	81	87
117603	Nelson R. Tracy	149	75
128048	David R. McIntosh	44	85
128474	Pasquale Carlucci	12	92
128767	John S. Donnelly	30	85
132400	Frank N. Carini	30	88
132430	Philip J. Curran	4	95
134446	Edward H. Shank	30	81
135758	Jose Pereira	33	85
150331	Robert J. Krul	74	74
150409	William R. Marcum	119	79
153176	Raymond Bedford	42	67
159406	Aubrey G. McBride	11	76

MEMBER NO.	NAME	LOCAL NO.	AGE
165709	Charles T. Putz	37	76
168065	Alphonso Francis	9	89
181733	Melvin L. Renfro	119	63
184821	James C. Ebersole	30	79
188601	Barry L. Heffner	30	79
238169	Jack D. Hewitt	30	72
240450	Jerry F. Petrucci	30	50
243849	Samuel Minchue	2	67
254911	Jeffery V. Bottoms	153	49
269000	Jacob D. Parris	200	74
274024	Bruce Corcoran	30	62
286565	William J. Garvey	30	63
294958	John J. Nuckles	188	59
301777	Roland W. Peters	2	52
309732	Robert A. Gaughan	11	66
313218	Cameron A. Baker	37	26
325863	Eric S. Craig	70	42



## 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, 2019 and 2018, and the related statements of revenue, expenses and changes in net assets - modified cash basis for the years then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

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

### ***Auditors' Responsibility***

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

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

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

***Basis for Qualified Opinion***

The International Union has elected not to consolidate in its financial statements the accounts of its affiliate, Roofers' Political Education and Legislative Fund (RPELF). If the financial activity of its affiliate had been consolidated in the financial statements, total assets and net assets would have increased by \$800,826 and \$857,615 as of June 30, 2019 and 2018, respectively, and the change in net assets would have decreased by \$56,789 and \$21,291 respectively, for the years then ended.

***Qualified Opinion***

In our opinion, except for the effects of not consolidating RPELF as discussed in the *Basis for Qualified Opinion* paragraph, the financial statements referred to in the first paragraph present fairly, in all material respects, the assets, liabilities and net assets of United Union of Roofers, Waterproofers and Allied Workers as of June 30, 2019 and 2018, 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.

***Emphasis of Matter***

As discussed in Note 2 of the financial statements, during the year ended June 30, 2019, the International Union implemented relevant components of new accounting guidance that improves the presentation of information regarding net assets and liquidity. Our qualified opinion is not modified with respect to that matter.

*Legacy Professionals LLP*

Westchester, Illinois

August 26, 2019

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

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

JUNE 30, 2019 AND 2018

	2019					2018	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
<b>ASSETS</b>							
CASH ON HAND AND IN BANKS	\$ 88,522	\$ -	\$ 5,581	\$ -	\$ 10,359	\$ 104,462	\$ 833,489
RECEIVABLE FOR REMODELING COSTS	-	-	-	-	-	-	358,900
INTERFUND RECEIVABLE (PAYABLE)	(58,611)	-	44,455	11,382	2,774	-	-
<b>INVESTMENTS</b>							
Money market funds	1,344,448	65,732	583,571	184,541	10,044	2,188,336	2,591,266
Certificates of deposit	150,000	100,000	-	-	450,000	700,000	2,125,125
U.S. Treasury, Government Agency and municipal obligations	12,239,839	1,245,286	6,827,987	-	-	20,313,112	19,082,733
Corporate obligations	887,685	-	-	-	-	887,685	1,146,578
Corporate stocks	1,938,517	-	6,138,289	-	-	8,076,806	6,226,182
Mutual funds	-	147,846	300,323	-	-	448,169	448,169
Group annuity contract separate account	-	331,327	331,534	-	-	662,861	639,932
Mortgage investment trust	2,498,105	-	-	-	-	2,498,105	2,427,363
Real estate investment trust	267,984	-	553,547	-	-	821,531	770,205
Total investments	19,326,578	1,890,191	14,735,251	184,541	460,044	36,596,605	35,457,553
<b>PROPERTY AND EQUIPMENT</b>							
Furniture and equipment	437,769	-	-	4,156	6,928	448,853	371,446
Leasehold improvements	685,119	-	-	-	-	685,119	604,823
Automobiles	30,277	-	-	-	-	30,277	30,277
	1,153,165	-	-	4,156	6,928	1,164,249	1,006,546
Less accumulated depreciation and amortization	(375,674)	-	-	(4,156)	(6,928)	(386,758)	(287,678)
Net property and equipment	777,491	-	-	-	-	777,491	718,868
<b>OTHER ASSETS</b>							
Group annuity contract - deferred compensation plan	-	2,081,855	-	-	-	2,081,855	1,964,922
Prepaid insurance	16,268	-	-	-	-	16,268	48,848
Deposits	14,685	-	-	-	-	14,685	109,805
Total other assets	30,953	2,081,855	-	-	-	2,112,808	2,123,575
Total assets	\$ 20,164,933	\$ 3,972,046	\$ 14,785,287	\$ 195,923	\$ 473,177	\$ 39,591,366	\$ 39,492,385
<b>LIABILITIES AND NET ASSETS</b>							
<b>LIABILITIES</b>							
Deferred compensation plan	\$ -	\$ 2,081,855	\$ -	\$ -	\$ -	\$ 2,081,855	\$ 1,964,922
Deferred leasehold allowance	315,856	-	-	-	-	315,856	350,308
Other	-	-	-	-	-	-	500
Total liabilities	315,856	2,081,855	-	-	-	2,397,711	2,315,730
<b>NET ASSETS WITHOUT MEMBER RESTRICTIONS</b>							
Undesignated	19,849,077	-	-	-	-	19,849,077	18,720,245
Designated	-	1,890,191	14,785,287	195,923	473,177	17,344,578	18,456,410
Total net assets without member restrictions	19,849,077	1,890,191	14,785,287	195,923	473,177	37,193,655	37,176,655
Total liabilities and net assets	\$ 20,164,933	\$ 3,972,046	\$ 14,785,287	\$ 195,923	\$ 473,177	\$ 39,591,366	\$ 39,492,385

*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, 2019 AND 2018

	2019					2018	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofers and Waterproofers Fund	Convention Fund	Total	Total
<b>MEMBERSHIP ACTIVITIES</b>							
Revenue							
From affiliates							
Per capita taxes	\$ 3,616,063	\$ -	\$ 678,007	\$ 178,817	\$ 421,497	\$ 4,894,384	\$ 4,898,337
International work dues	3,449,437	-	-	-	-	3,449,437	3,406,672
Initiation and reinstatement fees	393,696	-	-	-	-	393,696	376,511
Supplies	6,231	-	-	-	-	6,231	4,747
Other	950	-	-	-	-	950	870
Total revenue from affiliates	7,466,377	-	678,007	178,817	421,497	8,744,698	8,687,137
Other membership related revenue	138,781	-	-	16	79,590	218,387	173,871
Total revenue	7,605,158	-	678,007	178,833	501,087	8,963,085	8,861,008
Expenses							
Salaries, per diem and travel expenses	3,883,074	-	16,000	15,000	48,667	3,962,741	3,864,059
Affiliation fees	305,402	-	-	-	-	305,402	287,643
Administrative expenses	2,327,397	-	41,238	573	323	2,369,531	2,139,450
Contributions to Roofers' Political Education and Legislative Fund	64,626	-	-	-	-	64,626	63,018
Educational expenses	4,150	-	-	-	-	4,150	4,300
Meetings and conferences	148,022	-	-	-	29,109	177,131	194,122
Organizing assistance and expenses	95,316	-	-	-	-	95,316	47,075
Burial benefits	-	-	963,137	-	-	963,137	1,021,921
Roofers magazine expenses	-	-	-	163,602	80,504	244,106	199,806
International convention	-	-	-	-	1,635,716	1,635,716	11,262
Total expenses	6,827,987	-	1,020,375	179,175	1,794,319	9,821,856	7,832,656
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	777,171	-	(342,368)	(342)	(1,293,232)	(858,771)	1,028,352
INVESTMENT EARNINGS - net of related expenses	351,661	51,157	459,454	165	13,334	875,771	971,090
CHANGE IN NET ASSETS	1,128,832	51,157	117,086	(177)	(1,279,898)	17,000	1,999,442
<b>NET ASSETS WITHOUT MEMBER RESTRICTIONS</b>							
Beginning of year	18,720,245	1,839,034	14,668,201	196,100	1,753,075	37,176,655	35,177,213
End of year	\$ 19,849,077	\$ 1,890,191	\$ 14,785,287	\$ 195,923	\$ 473,177	\$ 37,193,655	\$ 37,176,655

See accompanying notes to financial statements.

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

**NOTES TO FINANCIAL STATEMENTS**

JUNE 30, 2019 AND 2018

**NOTE 1. ORGANIZATION**

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

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Method of Accounting and Financial Presentation** - The International Union prepares its financial statements using the modified cash basis of accounting. Except for the recognition of depreciation and amortization, multiple year insurance premiums, the deferred compensation annuity contract, deferred leasehold allowance, and 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 based on the existence or absence of member restrictions. Net assets available for use in general operations and not subject to member restrictions are classified as net assets without member restrictions. The International Union has no net assets with member restrictions.

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

**New Accounting Pronouncement** - In August 2016, the Financial Accounting Standards Board issued Accounting Standards Update (ASU) No. 2016-14, *Presentation of Financial Statements of Not-for-Profit Entities*, which was effective for the International Union's financial statements for the year ended June 30, 2019. Although the International Union's financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than generally accepted accounting principles (GAAP), the International Union is nonetheless required to provide any relevant disclosures for items for which GAAP would require disclosure, or convey the substance of any such items required by GAAP. The ASU included changing the classification of net assets from three classes of net assets to two classes: net assets with member restrictions and net assets without member restrictions. The ASU also requires disclosures regarding the liquidity and availability of the International Union's resources. The implementation of this guidance did not have a significant impact on the International Union's financial statements.

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**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 \$40,982 and \$25,781 for the years ended June 30, 2019 and 2018, respectively. Amortization expense for the years ended June 30, 2019 and 2018 was \$63,046 and \$14,360 respectively.

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

**Reclassifications** - Certain prior year amounts have been reclassified to conform to the presentation for the current year. At June 30, 2018, the International Union had elected to net the incentive allowance received from its landlord towards the cost of its leasehold improvements. As a result of the reclassification, total property and equipment increased by \$358,900 and a corresponding liability for the lease incentive of \$350,308 after related amortization was recorded. There was no effect on net assets in total or the change in net assets as a result of the reclassification.

**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 26, 2019, 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, 2019 and 2018:

	<u>2019</u>		<u>2018</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 2,188,336	\$ 2,188,336	\$ 2,591,266	\$ 2,591,266
Certificates of deposit	700,000	700,000	2,125,125	2,122,614
U.S. Treasury, Government Agency and municipal obligations	20,313,112	19,713,979	19,082,733	18,026,313
Corporate obligations	887,685	866,143	1,146,578	1,061,696
Corporate stocks	8,076,806	12,571,203	6,226,182	9,867,461
Mutual funds	448,169	936,525	448,169	907,995
Group annuity contract separate account	662,861	665,627	639,932	640,866
Mortgage investment trust	2,498,105	2,583,686	2,427,363	2,394,600
Real estate investment trust	821,531	877,702	770,205	795,944
Total	<u>\$ 36,596,605</u>	<u>\$ 41,103,201</u>	<u>\$ 35,457,553</u>	<u>\$ 38,408,755</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).

U.S. Treasury obligations and 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.



### NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

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.

Investments in the group annuity contract separate account, mortgage investment trust and real estate investment trust are valued at the net asset value per share, used as a practical expedient to estimate fair value. The net asset value is based on the fair value of the underlying investments held by the fund less its liability. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported net asset value.

The underlying assets of the group annuity contract separate account 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.

The underlying assets of the mortgage investment trust consist primarily of residential mortgage-backed obligations. Redemptions are available on a monthly basis without notice.

The underlying assets of the real estate investment trust 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, 2019 and 2018. 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 \$18.88 and \$16.46 at December 31, 2018 and 2017, respectively. The total book value for the International Union's shares is estimated to be \$643,430 and \$560,957 at June 30, 2019 and 2018, 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.

**NOTE 3. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)**

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

The following table summarizes the fair values, by market sectors, of certain investment categories as of June 30, 2019 and 2018:

	<u>2019</u>	<u>2018</u>
U.S. Treasury, Government Agency and municipal obligations:		
U.S. Government Agencies	\$ 3,937,132	\$ 5,197,597
U.S. Treasury obligations	4,182,476	-
Municipal and state	<u>11,594,371</u>	<u>12,828,716</u>
Total	<u>\$ 19,713,979</u>	<u>\$ 18,026,313</u>
Corporate stocks:		
Consumer discretionary	\$ 1,054,830	\$ 474,497
Consumer staple	926,428	875,910
Energy	1,017,174	862,420
Financial	2,510,198	2,081,016
Health care	2,412,084	1,914,051
Industrial	1,959,873	1,817,850
Information technology	542,652	586,081
Insurance	643,430	560,957
Materials	383,336	222,019
Telecommunication services	725,057	305,431
Other	<u>396,141</u>	<u>167,229</u>
Total	<u>\$ 12,571,203</u>	<u>\$ 9,867,461</u>
Mutual funds - equities:		
Energy	\$ 45,387	\$ 55,319
Financial	51,496	48,048
Healthcare	54,676	49,890
Petroleum	112,140	148,620
Technology	<u>672,826</u>	<u>606,118</u>
Total	<u>\$ 936,525</u>	<u>\$ 907,995</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 net assets of the Burial Benefit Fund are unavailable to be used for general expenditures of the International Union.

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

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

The International Union's per capita tax rate is 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 2019 and 2018, 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, 2019 and 2018 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		2019	2018	
		2019	2018	2019	2018	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2019	Green as of 1/1/2018	\$ 281,613	\$ 286,379	12/31/2018

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, 2019 and 2018 totaled \$727,770 and \$692,881 respectively, including \$275,189 and \$248,438 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, 2019 and 2018 totaled \$71,508 and \$68,958 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, 2019 and 2018, the amount of participant contributions plus investment earnings (including the fair value adjustment) of the deferred compensation plan was \$2,081,855 and \$1,964,922 respectively. During the year ended June 30, 2018, a distribution of \$63,071 was made from the trust to a retired employee. 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 Plan (NRIPP), the National Roofers Union and Employers Joint Health and Welfare Fund, and the Roofers and Waterproofers Research and Education Joint Trust Fund (the Trust Fund). The International Union provides certain administrative services to NRIPP for which the International Union receives monthly fees. Total fees received during the years ended June 30, 2019 and 2018 were \$52,056 and \$57,588 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, 2019 and 2018 was \$64,626 and \$63,018 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2019 and 2018.

**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, 2019 that exceeded the balance insured by the FDIC by approximately \$87,000. 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. LIQUIDITY AND AVAILABILITY OF RESOURCES**

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

For purposes of analyzing resources available to meet general expenditures over a 12 month period, the International Union considers all expenditures related to the programs and activities for the collective representation of its members, as well as the conduct of services undertaken to support those activities, to be general expenditures.

As of June 30, 2019, the International Union held \$1,703,646 of financial assets available within one year of the financial statement date, consisting of cash held in checking accounts and money market funds. The financial assets of the burial benefit fund are not included in this amount as these assets are unavailable for general expenditures of the International Union. As part of its liquidity management, the International Union invests cash in excess of daily requirements in an investment portfolio as described in Note 3. Although the International Union does not intend to spend from its investments, amounts may be made available if necessary.

#### **NOTE 13. OPERATING LEASE**

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

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 years ended June 30, 2019 and 2018, a total of \$53,237 and \$212,947 respectively, of monthly rent was abated. Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$290,543 and \$224,816 as of June 30, 2019 and 2018, respectively, has not been recorded in these modified cash basis financial statements.

**NOTE 13. OPERATING LEASE (CONTINUED)**

As of June 30, 2019, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2020	\$ 332,844
2021	341,171
2022	349,712
2023	358,469
2024	367,442
Thereafter	<u>1,632,121</u>
Total	<u>\$ 3,381,759</u>

Total rental expense for the years ended June 30, 2019 and 2018 was \$237,199 and \$118,975 respectively, which is net of an amortization of a leasehold allowance of \$34,452 and \$8,592 respectively. The monthly rent payment at July 1, 2019 was \$27,282.

**NOTE 14. NET INVESTMENT EARNINGS**

Net investment earnings for the years ended June 30, 2019 and 2018 were as follows:

	2019			
	Interest/ Dividend Income	Realized Gains (Losses)	(Expenses)	Net Investment Earnings
General Fund	\$ 648,874	\$ (252,951)	\$ (44,262)	\$ 351,661
Retiree Fund	62,395	(4,421)	(6,817)	51,157
Burial Benefit Fund	513,748	22,643	(76,937)	459,454
Journeyman Roofer and Waterproofing Fund	165	-	-	165
Convention Fund	<u>14,615</u>	<u>-</u>	<u>(1,281)</u>	<u>13,334</u>
Total	<u>\$ 1,239,797</u>	<u>\$ (234,729)</u>	<u>\$ (129,297)</u>	<u>\$ 875,771</u>

	2018			
	Interest/ Dividend Income	Realized Gains (Losses)	(Expenses)	Net Investment Earnings
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 Waterproofing Fund	238	-	-	238
Convention Fund	<u>13,454</u>	<u>-</u>	<u>(1,168)</u>	<u>12,286</u>
Total	<u>\$ 1,174,611</u>	<u>\$ (58,302)</u>	<u>\$ (145,219)</u>	<u>\$ 971,090</u>



**NOTE 15. FUNCTIONAL EXPENSES**

The financial statements report expenses that may be attributed to more than one program or supporting function. Expenses are allocated based on estimates of time and effort. The International Union has estimated its expenses by function for the years ended June 30, 2019 and 2018 as follows, in approximate amounts:

	<u>2019</u>	<u>2018</u>
Contract negotiation and administration	\$ 717,700	\$ 658,000
Union administration	3,548,600	3,580,000
Legislative and political activities	250,400	223,000
Organizing	1,712,000	1,495,000
Community or charitable activities	160,500	115,000
Meetings and conferences	620,000	680,000
International convention	1,792,200	11,000
Burial benefit program	<u>1,020,400</u>	<u>1,071,000</u>
Total	<u>\$ 9,821,800</u>	<u>\$ 7,833,000</u>

## ALABAMA

### 123 | BIRMINGHAM-MOBILE 🏠

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

## ALASKA

### 189 | ANCHORAGE 🏠

Meets – on call. B.M., Fin. Sec. & Tr. **Leo Marsura**, 1727 E. Francis, #4, Spokane, WA, 99208. Phone (509) 327-2322. Fax (509) 327-2194. E-mail: [roofers189@gmail.com](mailto: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. E-mail: [phoenixroofers135@gmail.com](mailto:phoenixroofers135@gmail.com)

### 135 | TUCSON 🏠

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

## ARKANSAS

### 20 | LITTLE ROCK (Ft. Smith Area) 🏠

Meets – IBEW Local #700, 2914 Midland Blvd., Ft. Smith, 1st Wed. each month. B.M. **Kevin King**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: [office@rooferslocal20.com](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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. **Scott Cotter**, 150 Executive Park Blvd., Ste. 3625, San Francisco, CA 94134-3309. Phone (415) 508-0261. Fax (415) 508-0321. E-mail: [Rooferslocal40@gmail.com](mailto:Rooferslocal40@gmail.com) Website: [www.rooferslocal40.org](http://www.rooferslocal40.org)

## 95 | SAN JOSE 🏠

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

## 81 | STOCKTON 🏠

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

## 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: [isaac@rooferslocal58.com](mailto:isaac@rooferslocal58.com)

### 81 | DENVER 🏠

B.M. **Douglas H. Ziegler**, Fin. Sec. **Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: [roofers@pacbell.net](mailto:roofers@pacbell.net)

## 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](mailto:butch@rooferslocal12.com)

### 9 | HARTFORD

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

## DELAWARE

### 30 | NEW CASTLE

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

## DISTRICT OF COLUMBIA

### 30 | WASHINGTON 🏠

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

## FLORIDA

### 136 | ATLANTIC COAST 🏠

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

### 123 | GULF COAST 🏠

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

## GEORGIA

### 136 | ATLANTA 🏠

Meets – 374 Maynard Ter. SE, 3rd Wed. each month. Trustee **Michael Stiens**, 374 Maynard Ter. SE, Box #4, Atlanta, GA 30316. Phone (404) 373-7081. Fax (404) 373-0926. E-mail: [rooferslocal136atl@gmail.com](mailto:rooferslocal136atl@gmail.com) Website: [www.roofersandwaterprooferslocal136.com](http://www.roofersandwaterprooferslocal136.com)

## HAWAII

### 221 | HONOLULU

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

## IDAHO

### 189 | BOISE 🏠

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

### 189 | LEWISTON 🏠

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

### 200 | POCATELLO 🏠

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

## ILLINOIS

### 97 | CHAMPAIGN 🏠

Meets – 3301 N. Boardwalk Dr., 3rd Thurs. each month at 5:00 p.m. B.M. **Darrell Harrison**, P. O. Box 6569, Champaign, IL 61826. Phone (217) 359-3922. Fax (217) 359-4722. E-mail: [darrell@rooferslocal97.com](mailto: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](mailto:info@roofersunion.net) Website: [www.rooferslocal11.com](http://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. Cell (217) 620-8953. Fax (217) 422-8955. E-mail: [ted@rooferslocal92.com](mailto: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](mailto:info@roofersunion.net)

**69 | PEORIA**

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

**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](mailto: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](mailto: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](mailto:john@rooferslocal112.com)

**INDIANA****119 | ANDERSON**

Acting **B.M. & Fin. Sec. Josh Land**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: [rooferslocal119@indyroofers.com](mailto:rooferslocal119@indyroofers.com) Website: [www.indyroofers.com](http://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: [office@roofers106.com](mailto:office@roofers106.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](mailto:roofers26@sbcglobal.net)

**119 | INDIANAPOLIS**

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

**119 | LAFAYETTE**

Meets – 2702 S. Foltz St., Indianapolis, 1st Tues. each month. **Acting B.M. & Fin. Sec. Josh Land**, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: [rooferslocal119@indyroofers.com](mailto:rooferslocal119@indyroofers.com) Website: [www.indyroofers.com](http://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](mailto: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](mailto: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](mailto: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](mailto:bob@rooferslocal182.com), [info@rooferslocal182.com](mailto:info@rooferslocal182.com) Website: [www.roofers-local182.com](http://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](mailto:bob@rooferslocal182.com), [info@rooferslocal182.com](mailto:info@rooferslocal182.com) Website: [www.roofers-local182.com](http://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](mailto:bob@rooferslocal182.com), [info@rooferslocal182.com](mailto:info@rooferslocal182.com) Website: [www.roofers-local182.com](http://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](mailto: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](mailto: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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://www.rooferslocal20.com)

**KENTUCKY****106 | LOUISVILLE**

**B.M. William Alexander III**, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: [BA2483@yahoo.com](mailto:BA2483@yahoo.com)

**106 | PADUCAH**

**B.M. William Alexander III**, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: [BA2483@yahoo.com](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:ericjelliott86@gmail.com)

**MICHIGAN****70 | ANN ARBOR**

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

**70 | BATTLECREEK-KALAMAZOO AREA**

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

**70 | GRAND RAPIDS AREA**

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

**70 | LANSING AREA**

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

**70 | JACKSON AREA**

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

**70 | MUSKEGON AREA**

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

**149 | DETROIT**

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

**149 | PORT HURON AREA**

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

**149 | FLINT**

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

## 149 | SAGINAW-BAY CITY AREA 🏠

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

## 149 | TRAVERSE CITY AREA 🏠

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

## 149 | MARQUETTE 🏠

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

## MINNESOTA

### 96 | MINNEAPOLIS-ST. PAUL 🏠

Meets – 9174 Isanti St. NE, 1st Wed. each month at 7:00 p.m. B.M., Fin. Sec. & Tr. Mark Conroy, B.R. 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](mailto:mark@rooferslocal96.com), [gene@rooferslocal96.com](mailto:gene@rooferslocal96.com), [kelly@rooferslocal96.com](mailto:kelly@rooferslocal96.com) Website: [www.rooferslocal96.com](http://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](mailto:mark@rooferslocal96.com) Website: [www.rooferslocal96.com](http://www.rooferslocal96.com)

### 96 | BRAINERD AREA 🏠

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

### 96 | DULUTH-IRON RANGE AREA 🏠

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

## MISSISSIPPI

### 123 | JACKSON AREA 🏠

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

## MISSOURI

### 2 | ST. LOUIS 🏠

Meets – 2920 Locust St., 1st Wed. each month. Pres. & B.M. Dan O'Donnell, 2920 Locust St., St. Louis, MO 63103. Phone (314) 535-9683. Fax (314) 535-6404. E-mail: [odonnellocal2@sbcglobal.net](mailto:odonnellocal2@sbcglobal.net) Website: [www.stlouisunionroofing.com](http://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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://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](mailto: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](mailto: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](mailto:roofers189@gmail.com)

## NEBRASKA

### 20 | OMAHA 🏠

B.M. Kevin King, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: [office@rooferslocal20.com](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://www.rooferslocal20.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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:rooferslocal241@gmail.com)

### 203 | BINGHAMTON

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

### 74 | BUFFALO

Meets – 2800 Clinton St., 1st Wed. Feb., Apr., June, Aug., Oct. and Dec. B.M. Nicholas Gechell, 2800 Clinton St., W. Seneca, NY 14224. Phone (716) 824-7488. Fax (716) 824-7490. E-mail: [rooferslocal74@outlook.com](mailto: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](mailto: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. Trustee Tom Pedrick, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. Website: [www.rooferslocal22.com](http://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](mailto:local195@rooferslocal195.com) Website: [www.rooferslocal195.com](http://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](mailto:rooferslocal136atl@gmail.com) Website: [www.roofersandwaterprooferslocal136.com](http://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](mailto:mark@rooferslocal96.com) Website: [www.rooferslocal96.com](http://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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:rooferslocal75@sbcglobal.net)

**134 | TOLEDO**

Meets – 4652 Lewis Ave., 3rd Thurs. each month except July & Aug. **B.M. & Fin. Sec. Mike Kujawa**, 4652 Lewis Ave., Toledo, OH 43612. Phone (419) 478-3785. Fax (419) 478-1201. E-mail: [rooferslocal134@bex.net](mailto: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](mailto: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: [ron@rooferslocal143.com](mailto:ron@rooferslocal143.com)

**OREGON****49 | EUGENE**

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

**PENNSYLVANIA****210 | ERIE**

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

**30 | HARRISBURG**

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

**30 | PHILADELPHIA**

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

**30 | READING & ALLENTOWN**

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. **B.M. Shawn McCullough**, 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. **Trustee Robert Peterson**, 230 Lincoln Ave., Bellevue, PA 15202. Phone (412) 766-5360. Fax (412) 766-5363. E-mail: [roofers.local37@verizon.net](mailto: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](mailto:paul@rul33.com)

**TENNESSEE****136 | NASHVILLE**

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

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

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, 3010 I 30, Mesquite, TX 75150. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:rooferslocal153@qwestoffice.net) Website: [www.rooferslocal153.com](http://www.rooferslocal153.com)

**WEST VIRGINIA****185 | CHARLESTON**

Meets – 3130 7th Ave., last Sat. of month bi-monthly starting Jan. except Nov./Dec. **B.R. & Fin. Sec. Jeffrey A. Mullins**, 3130 7th Ave., Charleston, WV, 25312. Phone (304) 346-9234. Fax (304) 346-9623. E-mail: [roofers185@suddenlink.net](mailto: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](mailto:rooferslocal242@frontier.com)

**188 | WHEELING**

Meets – 2003 Warwood, 4th Sun. each month. **B.M., Fin. Sec. & Tr. Mark Murphy**, 2003 Warwood Ave., Wheeling, WV 26003. Phone (304) 277-2300. Fax (304) 277-2331. E-mail: [roofers188@comcast.net](mailto: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](mailto:mark@rooferslocal96.com) Website: [www.rooferslocal96.com](http://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](mailto:mark@rooferslocal96.com) Website: [www.rooferslocal96.com](http://www.rooferslocal96.com)

**65 | MILWAUKEE**

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

**65 | RACINE-KENOSHA AREA**

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

**11 | MADISON AREA**

**Pres. & Fin. Sec. Gary Menzel**, 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: [info@roofersunion.net](mailto: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](mailto:mark@rooferslocal96.com) Website: [www.rooferslocal96.com](http://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](mailto:roofers@pacbell.net)

## 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 95.40% of the regular dues for members. Again, please note that dues and fees can be changed only by members. If you choose not to join the Union or choose to resign your current Union membership, you will have no say in setting the amount of dues and fees.

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

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

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

An independent appeal procedure shall be established with the American Arbitration Association, pursuant to its Rules for Impartial Determination of Union Fees, to resolve challenges to the calculation of the fair share fee. 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.

# THE ROOFERS UNION **ONLINE STORE**

IS OPEN FOR **BUSINESS!**

VISIT US TODAY AT [WWW.UNIONROOFERS.COM/STORE](http://WWW.UNIONROOFERS.COM/STORE)



**Now you can visit our new online store to view all merchandise available** for members of the United Union of Roofers, Waterproofers & Allied Workers.

- ★ Place your order online with a credit or debit card.
- ★ Inventory is instantly updated, so you will always know if your color and size is available.
- ★ New products will be added throughout the year, so check back often to see what's new.

# Seasons Greetings

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*Admin. Asst.*

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