

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER • 2022



**SKILLS
SHOWCASED**

AT 15TH ANNUAL MIDWEST APPRENTICE COMPETITION



ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT JAMES A. HADEL

Diversity in Recruiting

I recently had the opportunity to attend the Trades Women Build Nations conference in Las Vegas, Nevada. The annual event, sponsored by North America's Building Trades Unions (NABTU), is the largest gathering of tradeswomen in the world. At this year's conference there were over 3,300 registered attendees present, the vast majority being tradeswomen. Every building trades union was represented at the event, with our union represented by almost 40 dedicated roofer and waterproofer women members.

By my mathematical calculations, that was 1.2% of the delegates present. Although the building trades have been a traditionally male-dominated field of work, women are breaking barriers and finding success and equality in the industry. This was very obvious when each individual trade was recognized on the conference floor; several trades were represented by several hundred women. It is obvious by our numbers, 1.2%, that we have work to do in terms of diversity.

I had the opportunity to specifically speak with women members of our union during the conference and at our caucus. We discussed the issues women face entering the trade as well as on the job—issues we need to address if we are going to solve our labor shortage problem. One thing for certain was the women present from our union were very proud to be a part of our union and enthusiastic about assisting in recruiting efforts.

Why is diversity in recruiting so imperative? As I often mention, the amount of work available to our members and signatory contractors is historically high. Our opportunity to grow and strengthen our union and secure better wages and benefits for our members is at

our doorstep. But our membership numbers are flat. Consider the preservation of the pension and health and welfare plans that you spent a lifetime contributing to. Who is going to keep these plans healthy in your retirement years? If we do not seize the opportunity to increase our workforce to staff these projects, we will face the consequences for years to come.

A key to our recruitment strategy has to include outreach to women, Black and Hispanic workers. The next generation of roofers and waterproofer must include more apprentices from underrepresented groups. Outreach should include pre-apprenticeship programs, which have a proven record of actively supporting diversity in building trades careers. A good example of this is NABTU's Multi-Craft Core Curriculum (MC3). Since 2016, apprenticeship readiness programs that used MC3 have enrolled an average of 80% people of color and 18% women. Partnerships with community-based or church-based organizations is another successful strategy to identify and recruit workers from underrepresented groups.

Recruiting workers to meet the demand of our signatory contractors is challenging. The strength of our organization and our ability to improve our members' lives is contingent on our ability to realize growth. Extending our outreach to underrepresented workers is a means to achieve this objective. As always, the Marketing Department under the direction of Jeff Eppenstein is readily available to assist local unions in this endeavor.

Thanks for all you've done in 2022. I'd like to wish each and every member a merry Christmas and a prosperous New Year. ■

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PROUD. PROFESSIONAL. COMMITTED TO EXCELLENCE.®



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AND ALLIED WORKERS®**

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International President Emeritus

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- Thomas Pedrick, *Second*
- Paul F. Bickford, *Third*
- Daniel P. O'Donnell, *Fourth*
- Robert Peterson, *Fifth*
- Michael A. Vasey, *Sixth*
- Michael Stiens, *Seventh*
- Brent R. Beasley, *Eighth*
- Joseph Pozzi, *Ninth*
- Gary W. Menzel, *Tenth*

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ON THE COVER:

Apprentices representing local unions throughout the Midwest gathered to compete in the 15th Annual Midwest Apprentice Competition in Indian Head Park, IL.



Roofers Local 2 Cuts Ribbon on New Office and Training Facility

Article adapted from the Labor Tribune

Roofers and Waterproofers Local 2, St. Louis, MO, celebrated the grand opening of its new office and training center October 20 in Maryland Heights, Missouri. Visitors were given tours of the facilities and treated to food and beverages by Local 2 officers and staff.

Following the completion of nearly year-long renovations, Local 2's new training center joins the ranks among the largest, most up-to-date facilities in the Roofers Union. The state-of-the-art facility includes a classroom, meeting hall, two model buildings to be roofed, and testing pods for apprentices to master different materials and techniques.

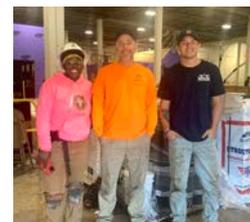
The open house was attended by several officers and staff of the International Union, as well as local union business managers from nearby cities, and Local 2 members. Also in attendance were city and state officials and labor leaders, including St. Louis County



Executive Dr. Sam Page, State Senator Doug Beck, St. Louis Labor Council President Pat White, and St. Louis Building & Construction Trades Council Executive Secretary-Treasurer John Stiffler.

Local 2 President/Business Manager Denny Marshall Jr. stressed the importance of having a facility capable of training the next generation

of roofers and waterproofers. "We have 300 apprentices right now, and we'll take all we can get because we want to supply the contractors," he said. "I want all apprentices that go through Local 2 training to not just be the safest roofers and waterproofers, but the most productive, and problem solvers on the job... the best of the best, nothing less." ■



Local 70's First Journeywoman

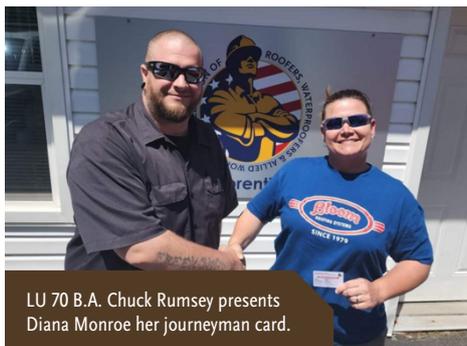
Diana Monroe is the first woman to achieve journey-worker status in Roofers & Waterproofers Local 70, Ann Arbor, MI—and she says she hopes other women will follow.

Sister Monroe is currently the safety director for Bloom Roofing. When she was hired as a roofer the company helped her enroll in the apprenticeship program. She said it never occurred to her four years ago that she would have the opportunity to be the first female to complete the program, which was formed in 1944.

In her position as safety director, Sister Monroe helps workers get good, quality equipment to be able to do their jobs safely. Many appreciate that she takes time and consideration getting them the right harness or the right retractable.

She is also hoping to help lead the way for others, saying they need more women in the field. She acknowledges roofing is a dangerous job, but she believes women can be empowered by getting out and working on the roof, where they are guaranteed equal pay for their work. She knows from first-hand experience that the pay and benefits offered from the union are excellent, and is thankful for a pension that will allow her retire in comfort.

Sister Monroe is grateful for all of the opportunities presented for growth and success at Bloom Roofing. She also thanks Business Agent/Apprenticeship Coordinator Chuck Rumsey and all of her union brothers that helped train her along the way, saying, “I have the best team of union brothers I could ask for.” ■



LU 70 B.A. Chuck Rumsey presents Diana Monroe her journeyman card.



From left: LU 30 Shop Steward Gary Jackson, Int'l Sec'y-Tr. Mitch Terhaar, Int'l V.P. Paul Bickford, Local 30 B.M. and Labor Man of the Year Shawn McCullough, Int'l Rep. Jim Brown and LU 30 Shop Steward Kevin Kendrick.

Local 30 Business Manager Named Labor Man of the Year

On October 29 the Friends of Labor Committee of Laborers Local 332 in Philadelphia held their 34th annual charity dinner where they honored Roofers Local 30 Business Manager Shawn McCullough as Labor Man of the Year. The event was attended by hundreds of people at the Sheraton Philadelphia Downtown, and over \$85,000 of grants and scholarships was awarded to local youth. ■



Kevin King, pictured with his wife Christine, receives the Bill Richardson Union Solidarity Award.

International Rep Receives Solidarity Award

The Labor Educational Political Club Independent held their annual award ceremony on September 23 in Kansas City, Missouri. International Representative Kevin King was honored that night by receiving the Bill Richardson Union Solidarity Award. Brother King “is and always has been a fiery advocate for worker solidarity in Kansas City and beyond,” said the dedication. He is also the past recipient of the Labor Representative of the Year Award from the same club. ■

ROOFERS IN THE NEWS



Employees from Wayne's Roofing out of Sumner, WA, stop by the booth in Las Vegas. From left: Job Moran, Brad Badger, Int'l Pres. Jim Hadel, Darren Witham, and Mike Matson.



Las Vegas Local 162 B.M. Jesus Loya, David Money with Local 162's JATC, Paul McKellar with Eberhard Southwest, Int'l Pres. Jim Hadel, and Dave Stefko with Eberhard Southwest meet up at the Western Roofing Expo.



Richard Tessier, left, and Joel Gonzalez, right, with the Roofers Trust, welcome Mathew McDowall with McDowall Co. and Robert Poutre with Roof Tech.



Pete Schmautz (second from left) with Local 135 signatory contractor Star Roofing in Phoenix visits Gig Ritenour, Jim Hadel and Steven Crim.



Victor Speers and Matt McNamara with Local 20 signatory contractor Cornell Roofing catch up with Int'l Rep. Kevin King at the MRCA show.



Marketing Dir. Jeff Eppenstein, left, and Gig Ritenour, Asst. to the Int'l Pres., right, enjoy talking business with Allan Roger, owner of Texas Union Roofing in Ft. Worth.

Catching Up at Industry Trade Shows

The United Union of Roofers, Waterproofers & Allied Workers, along with the Roofers & Waterproofers Research and Education Trust, sponsored booths at two trade shows over the summer. The

Western Roofing Expo was held in Las Vegas, NV, September 25–26, and the Midwest Roofing Contractors Association held its annual trade show in Ft. Worth, TX, September 28–29. ■



MIDWEST APPRENTICES

BRING SKILLS TO
COMPETITION



More than 35 first-, second- and third-/fourth-year apprentices competed in the 15th Annual Apprentice Competition held at the Chicagoland Roofers Training Center in Indian Head Park, IL, on October 1, 2022.

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, 20, 23, 26, 70, 106, 119, 149, and 150.

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 on 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



The top three winners in each division did an excellent job of performing the skills they have learned in their local apprenticeship programs.



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. We also want to distinguish all of the participating apprentices for their determination and enthusiasm that was on display throughout the competition.

» **First-Year Division**

- 1st place: Jover Garcia, Local 11
- 2nd place: Jaycie Wiedemann, Local 119
- 3rd place: Stephan Czech, Local 70

» **Second-Year Division**

- 1st place: Frank Sul, Local 26
- 2nd place: Miguel Gonzalez, Local 11
- 3rd place: Adrian Haro, Local 26

» **Third- and Fourth-Year Division**

- 1st place: Josh Barnett, Local 2
- 2nd place: Triston Winkowski, Local 11
- 3rd place: Arthur Bernat, Local 11



MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING

HELD ON AUGUST 30, 2022 · NASHVILLE, TN

The meeting was called to order at 8:00 a.m. by President Hadel, followed by the Pledge of Allegiance.

The following officers, representatives and staff were present:

INTERNATIONAL PRESIDENT: James A. Hadel

INTERNATIONAL VICE PRESIDENTS:

Douglas H. Ziegler — absent/excused	Michael A. Vasey
Thomas J. Pedrick — via telephonically	Michael J. Stiens
Paul F. Bickford	Brent R. Beasley
Daniel P. O'Donnell	Joseph F. Pozzi
Robert L. Peterson	Gary W. Menzel

INTERNATIONAL SECRETARY-TREASURER:

Mitchell L. Terhaar

ASSISTANT TO THE PRESIDENT:

Jordan Ritenour

INTERNATIONAL REPRESENTATIVES:

Gabriel Perea James Brown
Kevin King

LEGACY PROFESSIONALS LLP:

Craig Resch, CPA

MARKET DEVELOPMENT DEPARTMENT:

Jeff Eppenstein, Director
Steve Crim, Assistant Director — Western Region
Bill Alexander, Assistant Director — Eastern Region

RESEARCH AND EDUCATION JOINT TRUST FUND:

Keith Vitkovich, Executive Director

GENERAL COUNSEL:

Librado Arreola

At this time President Hadel started by reviewing the agenda for the meeting and reading the board call dated June 29, 2022. He followed by giving an update on President Emeritus John Martini's condition.

President Hadel then called on President Emeritus Kinsey Robinson to give a report on the National Roofing Industry Pension Plan (NRIPP), the National Roofing Industry Supplemental Pension Plan (NRISPP) as well as the National Roofers Union and Employers Joint Health and Welfare Fund.

Brother Robinson reported that the NRIPP is 113% funded as of 2021 with 30,500 participants. The Fund has paid out approximately \$100 million in benefits last year and over a billion since the plan has started. There have been six benefit increases to the plan since 2010. The Plan's investment rate of return is now at 6.5%; it was reduced from 7%. He discussed the concerns for the Plan heading into 2023 with material and manpower shortages.

Brother Robinson continued by reporting on the NRISPP for 2021, stating the Plan had a 11.15%

increase to the benefit as compared to its peer plans of 8.42%. The NRISPP has 8,400 participants and has been a great supplemental plan for the members. He then reported on the National Health and Welfare Plan stating the average contribution is \$5.94 an hour, which is half the national average. The plan is self-funded with a financial reserve of 39 months. The plan has had five contribution holidays since 2010 thus helping to keep more of the members' money in their pockets. The trustees have also agreed to waive the increase to the Plan for

this year and to open an HRA plan of \$1,200 for all the participants.

Brother Robinson ended his report stating that our members receive in most cases better benefits while paying much less, therefore putting more money on their check on top of keeping the cost competitive for our signatory contractors so they can compete in the market.

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

CASE 1753 — Charges preferred by Local Union 37, Pittsburg, PA, against Michael Tharp, #271881 member on withdrawal from Local Union 37.

After carefully reviewing and discussing the case, a motion was made, seconded and carried to find Brother Tharp guilty of violating Article IX, Section 7 of the International Constitution for working for a non-union signatory employer and fined him \$3,500.00.

CASE 1754 — Charges preferred by Local Union 37, Pittsburg, PA, against Jonathan Crawford, #313818 member on withdrawal from Local Union 37.

After a thorough discussion regarding the case, a motion was made, seconded and carried to find Brother Crawford not guilty.

CASE 1755 — Charges preferred by Local Union 37, Pittsburg, PA, against Tristan Tortella, #309054 member on withdrawal from Local Union 37.

After carefully reviewing and discussing the case, a motion was made, seconded and carried to find Brother Tortella guilty of violating Article IX, Section 7 of the International Constitution for working for a non-union signatory employer and fined him \$3,500.00.

President Hadel reported on the Local Union Leadership Training Program (LTP), thanking Executive Director Keith Vitkovich for his help on setting up the Washtenaw Community College registration. He reported that the feedback from the participants has been very positive and the first year was a success with 51 participants completing the program. The goal of the program is to add two new classes each year.

President Hadel then discussed the Leadership Training that is done by Representatives Eric Anderson and Paul Blaski at the local unions. He stated that due to the Covid-19 and traveling restrictions, we are behind schedule with training the new officers. He discussed adding a new training representative and increasing the time spent with each new business manager.

Brother Hadel then reported on a recent program he has created for new business managers that brings them to the International Office for a week to meet the staff and educate them on their duties and responsibilities. There was also a discussion regarding future training at the District Council meetings and ERISA training for trustees and elected officers. In addition, he announced a negotiations class for twenty-five business managers that is scheduled with NABTU this fall in Chicago, IL.

President Hadel reported on the membership growth for 2021. There are five local unions with their highest membership growth since 1996. These locals are 11, 36, 45, 97 and 210. He discussed the importance of recognizing the local unions that achieve these milestones and proudly announced the new John Martini Organizing Award. Every year going forward, any local that hits their highest membership

growth will receive this award. This award will be presented to the business manager at their District Council meetings.

President Hadel reported on the ULLICO stock investment purchase. He stated that both he and General Counsel Arreola had several conversations with the ULLICO stockholders and ULLICO's legal counsel on the purchase of this stock. At this time, due to a change in officer by the stockholders, President Hadel along with our General Counsel recommended that the International should rescind the offer to purchase the stock. Following the discussion, a motion was made, seconded and carried to rescind the offer to purchase the ULLICO stock from the Heat and Frost Insulators Union.

President Hadel discussed the vehicle owned by the International Union that is issued to President Emeritus Kinsey Robinson while he is employed by the International Union. President Hadel has assigned President Emeritus Robinson to represent the International Union on the National Roofers Health and Welfare Fund, National Roofing Industry Pension Fund and the Union Sportsmen's Alliance Boards. President Emeritus Kinsey Robinson has continued to work for the International in this capacity. Therefore, President Emeritus Robinson is using the International vehicle while performing his duties on behalf of the International Union. This vehicle is owned by the International Union and must be insured and maintained by the International Union. After discussion by the Executive Board, upon motion made and seconded, a resolution was unanimously adopted approving the continued payment by the International Union

of the operating and maintenance expenses of the vehicle presently used by President Emeritus Robinson while working for the International Union.

President Hadel then reported on the Burial Benefit. Horizon has been hired to do an actuarial study to determine if we can propose an increase to the Burial Benefit at the next Convention.

At this time President Hadel called upon Secretary-Treasurer Terhaar to review the assignments made since April 1, 2022. Following the review, a motion was made, seconded and carried to approve all of the assignments.

President Hadel reported on the International hours worked using the Research and Education hours reported by Wilson-McShane. In the past, the International used the NRIPP hours reported which did not include all local unions. Jim stated that by using the Research and Education hours the numbers reported will be more accurate.

At this time President Hadel called upon Secretary-Treasurer Terhaar to report on the Emergency Response Team (ERT) program.

Brother Terhaar reported that in the 2nd quarter of the Journeyman Roofer and Waterproofer magazine, an ERT business card was inserted in order to bring attention to the ERT program. He stressed the importance of the local unions handing out information and having discussions regarding the program with the members. There are nine responders throughout the United States at this time. Our newest addition is Jose Padilla from Local 40, San Francisco, California. Jose is bilingual and will be a great asset to the program. Lastly, Brother Terhaar continued his report by discussing the new mental health

program. They have been working alongside Mike Middlemen from Advance Health Systems who has been assisting on these calls. The program has already been beneficial to several union members and their families.

At this time President Hadel called on International Assistant to the President Jordan Ritenour for his report.

Brother Ritenour reported on the National Maintenance Agreement (NMA) projects stating there are currently 112 site extensions with the majority being performed throughout the auto industry. In 2021 there were a total of 172 site requests with our roofers working 156,552 hours on those sites. In 2022 the roofers reported 168,368 hours to date. Since inception of the NMA the roofers have a total of 14,793,390 work hours. Under the North America's Building Trades Unions (NABTU) Project Labor Agreements (PLAs) there have been 108 agreements signed this year, with Ohio Building Trades signing the most with 44. Gig reported that they are projecting over \$200 billion worth of work on the Intel Chip Plant and multiple auto battery plants throughout the country which are all to be done under a NMA or PLA. The contractors are estimating a need for 300 roofers or more to man these projects heading into next year.

Gig ended his report by briefly discussing the NABTU Oil Refinery Survey stating that 18 local unions replied that had refineries in their area. NABTU is looking to recapture the work on those projects.

President Hadel then reported on the Union Liability insurance coverage requirements and reminded everyone that the insurance is mandated under the Constitution and

By-Laws. President Hadel stated that the International is spending too much time enforcing the renewals with the Local Unions.

At this time, President Hadel called on Vice President Dan O'Donnell, acting chairman of the Finance Committee to present his report.

Vice President O'Donnell reported that the committee reviewed the financial statements, communication letter and June 30, 2022, annual audit prepared by Legacy Professionals, LLP and presented by Craig Resch. The committee then reviewed the American Express credit card statements and found everything to be in order. The 990 was presented to the board for their review. At this time the committee recommends approval from the full board. A motion was made, seconded and carried to accept the financials as presented.

President Hadel then called on General Counsel Librado Arreola to review the conflict of interest policy of the International as well as the statutory prohibitions enforced by the U.S. Department of Labor.

General Counsel Arreola went over Section 501 of the Labor Management Reporting and Disclosure Act with the Executive Board and reviewed the conflict of interest policy. He then went over the LM-30 and LM-10 filings for labor organizations.

President Hadel then presented his annual Conflict of Interest report stating that there was no conflict of interest for International President Emeritus Robinson and himself from the previous year. President Hadel 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 Hadel called on Vice President Mike Vasey to give the report on Rebuild USA.

Vice President Vasey reported that the Rebuild has invested their resources in targeted states to get pro-labor candidates elected that supported the Rebuilding of America. The hard work and investment has paid off with the signing of the infrastructure bill and the CHIPS and Science Act bill. Brother Vasey then read the Rebuild annual report and discussed the new social media ads that Rebuild has invested in to bring awareness to the pro-labor bills being passed by this administration. Rebuild will also use its social media platform to get their followers out to vote on November 8. They have over a million followers and are growing every day.

President Hadel called on Vice President Bickford to report on the Roofers Political Education and Legislative Fund (RPELF) meeting held on August 31, 2022.

Brother Bickford requested Vice President Pozzi to review the meeting minutes. A motion was made, seconded and carried to approve the minutes of the RPELF Committee meeting as presented. He reported that the financial statements, 990s and the June 30, 2022, annual audit prepared by Legacy Professionals and presented by Craig Resch were reviewed. He ended his report by discussing the win/loss records for the fiscal year. The 990 was presented to the Board for their review. At this time the committee recommended approval from the full board. A motion was made, seconded and carried to accept the financials as presented.

President Hadel called on Executive Director Keith Vitkovich of

the Roofers and Waterproofers Research and Education Trust Fund to give a report on the Trust Fund's initiatives.

Brother Vitkovich reported on the 2022 National Instructor Training program stating that it was a big success for the program and attendees. Out of 99 registered participants, there were 12 cancellations or no shows, 2 participants had to leave due to family emergencies and 84 completed the program. This year they had 10 classes running consecutively that were spread out amongst the campus. Locals that attended were 2, 4, 10, 11, 20, 22, 26, 27, 30, 33, 36, 37, 40, 42, 44, 49, 54, 58, 65, 70, 71, 74, 81, 86, 88, 95, 96, 97, 106, 112, 119, 134, 135, 142, 143, 149, 153, 182, 195, 210, 220, 221, and 317. Vendors consisted of Milwaukee Tools, On Top Safety, Helmets to Hardhats, Union Sportsmen's Alliance, Meta-Media Development, Union Insurance Group and Polyglass.

Brother Vitkovich continued by reporting on the 2023 National Instructor Training Program (NITP) that will be held June 11–16, 2023, at Washtenaw Community College in Ann Arbor, MI. They will be adding more classes to the existing eight. He then informed everyone that the 2024 National Instructor Training Program will be held June 23–28, 2024.

Brother Vitkovich then reported on upcoming events and classes such as Western States Roofing Expo, MRCA, Apprentice Competition in Chicago, Midwest Apprenticeship Conference, CPWR Conference and Foreman Training for Locals 4, 10, 22, 149, 153, 182, 188 and 195.

Brother Vitkovich ended his report by reviewing curriculum development projects such as Roofing & Waterproofing Principles,

Safe Torch Operator and Fire Prevention Certification and translating the Safety & Health training resources into Spanish. A short discussion was had regarding an online Advanced Foreman Training that could be held yearly for the local unions.

President Hadel discussed International apprentice graduation certificates and the process in place when the certificates are issued. Right now there is nothing in place to determine when it is to be issued and he recommends that the International implement guidelines for the issuance of apprentice graduation certificates. After a long discussion, a motion was made, seconded and approved that in order to receive apprentice completion certificates from the International, individuals must meet the following criteria: They must be an active member (not in initiate status), a member in good standing at time of request (not removed, expelled, withdrawn, etc.), certificate completion date/request cannot go back further than two years. All apprenticeship completion certificates requests must contain the members' first and last name, month, date and year the member completed the apprentice program and their membership number.

At this time President Hadel called upon Assistant to the International President Jordan Ritenour to report on the jurisdictional issues.

Brother Ritenour reported that there is a dispute in the Northern California area over the asbestos roof removal with the Laborers' International Union of North America (LIUNA). The laborers' Environmental Contractors Association (ECA) are stepping up their efforts to claim this work. Our local union must take the steps to claim

this work which includes increasing the training and medical testing as part of that curriculum to the apprenticeship programs. We also need to improve the documentation of the asbestos roof removal that our signatory contractors are doing.

President Hadel called upon Assistant to the International President Jordan Ritenour to report on Helmets to Hardhats.

Brother Ritenour reported that H2H has a new director Martin Helms who came on board October 2021. They will be doing a presentation at our joint district council meetings and they are planning to launch a new website October 3, 2022. They said if you are not active with the website you will be removed from the site. The training directors will be emailed when the new site is up and running along with the International. They are looking to start doing geofencing to reach veterans who are leaving service to educate them about the H2H program. There is also a contact map available of regional managers if you would like to contact them directly.

At that time President Hadel called upon Secretary-Treasurer Mitch Terhaar to report on Local 248, Springfield, MA trusteeship.

Brother Terhaar reported on the local's membership numbers and the hours worked at the local to date. He discussed the financial statements of the General Fund and their Investments. He reported on the local Trust Funds and their financial statements. He reported that they are still working with the Trust Fund professionals on the local pension. He reported on the new two-year collective bargaining agreement and the start of the National Roofing Industry Supplemental Pension Plan for the

members. Lastly, they are looking at a few members to help with organizing in the fall.

At this time President Hadel called on Director of Marketing Jeff Eppenstein to report on the marketing and recruiting.

Brother Eppenstein gave an update on the marketing team and the staff changes since the last board meeting. At this time the team has been placed at specific locals in the Ohio Valley area. In these areas the marketing team has been working well with the local unions and the signatory contractors to recruit new members. Eppenstein then reported on a marketing success with Adriana Construction, a new female minority contractor signed by Roofers Local 37. He reported on the progress with PNC banks and the effort being taken to secure the roofing work on over 800 facilities in the southern states. Eppenstein then reported on the marketing efforts in the Puerto Rico area. They used several social media platforms for recruiting and had 50 apply through Indeed, 34 through Facebook and have 9 that are currently being hired. Lastly, he reported on new ways to recruit using the membership applications and the expelled lists.

President Hadel then gave an update on the upcoming trade shows and conferences. The MRCA, September 27 - 29, 2022, in Fort Worth, TX; Western State Roofing Contractors Association, September 24 - 26, 2022, in Las Vegas, NV; NABTU Trades Women Build Nations conference, October 28 - 30, 2022, in Las Vegas, NV; NERCA Convention and Trade Show, February 7 - 9, 2023, in Uncasville, CT; IRE will be March 7-9, 2023, in Dallas, TX, and the NABTU Legislative Conference coming in April 2023.

President Hadel reported on the bi-weekly conference calls with the International Representatives. He discussed the benefits in keeping our representatives up to date by opening up communication between the International staff and local unions and that it has helped stay ahead of the issues that have been raised.

President Hadel reported on the District Council meetings. He asked that the district council officers send out their meeting notifications early for scheduling purposes. He then discussed the district councils looking into zoom technology for their meetings. He feels this could help with attendance for all councils due to overlapping meeting and traveling issues.

President Hadel reported on the International recruitment and retention of members. He stated that since 2003 the International has processed 59,000 applications and yet the membership has not grown in the last 20 years. He feels that this is a discussion the Board needs to have and opened the floor up for ideas. After a long discussion the consensus of the Board was that there is a communication gap with the members. They also feel we need to do orientation with the new members to educate them on the benefits of the union. They wanted to revisit the mentor program to help new members along the way and increase the number of Foreman Training classes. There was also a discussion regarding an electronic payment system in the future.

At this time President Hadel called on Secretary-Treasurer Terhaar for the Secretary Treasurer report.

Brother Terhaar handed out a list of the local unions' financial status, audit reports and CRR reports to

the board for their review. He then reported on the local unions CBAs that still needed to be filed with the DOL.

He then gave the Office of Labor Management Standards (OLMS) compliance report. The report starts out with the LM filing delinquency rate for 2021 for our local unions. Our rate was at 4% for 2021, this was down from 2020 by 4%. We had 74 local unions and district councils file LMs in 2021. They requested us to send in the most current list of new officers for 2022 and went over the local unions that had Constitution and By-Laws changes. We discussed the local unions that needed bond increases for this year and what percentage is need for each local. There were two cap audits performed in 2021, they were for Local 150 and Local 58. They both needed to make changes to their record keeping and fix the violations that they found.

At this time President Hadel called on Vice President Mike Vasey for his report.

Brother Vasey reported that the Mid-States District Council will be having their election at the next council meeting in Virginia Beach, VA. Vasey reported that the Ohio Valley locals are involved with the local and state elections in hope that they can get support for the Roofing License bill that is being held up at this time. Vasey then gave a report on his local unions. The marketing team has been helping with the locals on recruiting but they are having trouble with retaining members due to the other trades and their wage packages.

President Hadel discussed the International transitioning to an electronic application form. He stated that other unions have transitioned to this process and this

could help with incomplete applications being sent to the office. The International will look into the development of the form and how it would work for our union.

At this time President Hadel called on Vice President Peterson for his report.

Brother Peterson reported on Local 149, Detroit, MI, and Local 70, Ann Arbor, MI. He stated that all of their contractors in their area are looking for manpower and are very busy. He then reported on a new product by Sarnafil which is an insulated roof deck that could be claimed by other trades. We may need to add it to our work jurisdiction.

At this time President Hadel called on Vice President Bickford for his report.

Brother Bickford reported that the work in his area is good and that all of his members are working. They do have a material shortage with a couple of contractors causing issues but overall they are busy and work is good.

President Hadel reported that NABTU is doing Davis-Bacon survey training throughout the country with all local unions to educate them on how to properly complete and file the form. A letter will be sent out from our International Office notifying the local union on the time and place of this training. After the training the International office will receive a letter from NABTU on all local unions that have attended the training. President Hadel stressed the importance of our locals attending.

At this time President Hadel called on Vice President Mike Stiens for his report on the status of Local 136, Atlanta, GA, trusteeship and on his area.

Brother Stiens reported on the trusteeship in Local 136 and that

they are working to move the local out of trusteeship by the end of the year. He reported that they are close with a new CBL for the local and hope to have an election for new officers done in December. He reported on his other local unions and went over the numbers of roofers that will be needed in Kentucky and Nashville over the next several years. Lastly, they have negotiated new agreements in several locals this year and work looks good for the members there.

President Hadel introduced Chris Piltz from the Union Sportsmen's Alliance. Chris was invited to give an update on the USA to the board. Chris thanked the International and the board members for their support. The Roofers shoot is next week and they are looking forward to seeing us there. Chris said with the Roofers support the USA have done over 300 conservation projects, generated over \$1.8 million dollars for projects along with volunteering over 50,000 man hours to build these projects. Currently the Roofers have over 17,600 members that belong to the USA. Chris reported on the Get Youth Outdoors program saying the Roofers have been a big part in perfecting this program for the kids and making it a big hit for our youth. Chris closed by thanking the Board again for their support and hard work.

President Hadel reported on the International Roofing Expo (IRE) trade show stating that last year was a big success with the truck and trailer. For the 2023 trade show we plan to have the truck and trailer right next to the International booth, this way we will be able to talk with the contractors that have questions regarding our training. In addition, Local 11 and the Indiana District Council will also have booths.

President Hadel reported on the regional apprenticeship competitions stating that they are still working on the formalities but plan to still move forward. A committee will be appointed to oversee the rules as well as work alongside the district councils to create the list of winners from the regional competitions.

President Hadel reported that the International Representatives are required to complete the International Representative report for all local unions every two years with a copy provided to the International. He stressed the importance of the Representatives encouraging the local unions to participate in their local building trades and the significance of the Roofers and Waterproofers presence at these meetings.

President Hadel reported on a no compete clause and protecting the International training material. He said there are concerns that our training manuals and materials may be used outside of our classrooms. A no compete clause was discussed on the protection of the International apprenticeship training material. General Counsel Arreola stated that the training manuals are protected under copyright laws but that training personnel who leave the local should be instructed to return all training materials. It was also discussed that each local union apprenticeship should have confidentiality policies in place for any trainer or instructor working for them. This would help keep the training material from being used outside of our apprenticeship programs.

At this time President Hadel called on Assistant to the President Jordan Ritenour to report on the Union Sportsmen's Alliance Roofers Twin Cities Shoot at Local 96, Minneapolis, MN.

Brother Ritenour reported that the USA Roofers Shoot this year brought in \$130,000 for conservation and holds the record for the most shooters at a USA shoot with 246. The local unions that have donated so far are Locals 2, 8, 11, 20, 23, 30, 33, 69, 70, 123, 154, 220 and 248. The district councils that donated are Michigan, North Central and Western Region.

At this time President Hadel called on International Representative Kevin King for his report.

Brother King gave a report on the local unions he represents covering the highlight of each local and the issues that they are having. He feels the locals are busy and there is a lot of work coming up in all areas. The business manager at Local 97, Champaign, IL, resigned so they are looking for someone to fill the position. Lastly, they're still working on closing up loose ends at the old Local 92 hall.

At this time President Hadel called on Market Development Representative Bill Alexander for his report.

Brother Alexander reported that he has been working with Local 58, Colorado Springs, CO, to get their audits and CRRs caught up with the International.

At this time President Hadel called on Market Development Representative Steven Crim for his report.

Brother Crim reported that he has been working with Local 317, Baton Rouge, LA, and 135, Phoenix, AZ, to get their audits and DOL documents filed and has been working on manpower needs in the areas.

At this time President Hadel called on International Representative Gabriel Perea for his report.

Brother Perea reported that Local 162 is now out of trusteeship and is

doing well. The business manager is doing great in the position. They are working on online training to help out of town apprentices and will be working on finding a new apprenticeship director. The local will be negotiating a new collective bargaining agreement next year. Locals 27 and 45 are doing good and the business managers are doing a great job running the local unions. Brother Perea stated that he needs to set up a time to get into the Local 91.

At this time President Hadel called on International Representative James Brown for his report.

Brother Brown reported on the local unions he represents covering the highlights of each local and the issues they are having. He had a meeting at Local 34 with a roofing contractor to discuss signing the local agreement. The local is also working on updating their Constitution and By-Laws. He attended the Local 248 union meeting and discussed the new CBA and NRISPP with the members. Lastly, Brother Brown reported that he and Vice President Peterson met with business manager of Local 10 to assist with election issues.

At this time President Hadel called on Vice President Gary Menzel for his report.

Brother Menzel reported that work in his area has been good and with their organizing in Wisconsin they have picked up work in that area. They have started training in the Wisconsin apprenticeship facility and it is running well. In Illinois they have been focusing on the workers' rights amendment to keep Illinois from ever becoming a right-to-work state. Local 11 has also been working to get the pro-labor supreme court judges elected in the state. The unions need to get their

members educated on pro-union candidates. The Operators in Chicago have full control of all lifting in the City of Chicago which has been an issue for the roofing contractors. Brother Menzel then reported on roofing work being performed by Premier Contracting who is signed with the UBC, he was able to get Local 11 members on this job.

At this time President Hadel called on Vice President Brent Beasley for his report.

Brother Beasley reported on the local unions he oversees and discussed each local's business. Brother Beasley briefly discussed Local 49 and continued his report on Local 220 saying the work is going good and all his members are working. They will be negotiating a collective bargaining agreement next year.

At this time President Hadel called on Vice President Dan O'Donnell for his report.

Brother O'Donnell reported that Local 2 has a lot of work and they are looking for manpower for their contractors. They have moved into their new facility and will be having a grand opening soon. The new business manager is doing a great job there. O'Donnell said he was able to attend the National Instructor Training Program this year and they all did a great job.

At this time President Hadel called on Executive Director Keith Vitkovich of the Roofers and Waterproofers Research and Education Trust Fund to give a report.

Brother Vitkovich reported that the Research and Education Trust Fund has developed a new database for Trust Fund and it can be adopted by the local JATCs. The Trust Fund can set up the JATC with the developer to customize the database specific for them. The database can be set up to keep the records on your apprentice, classroom curriculum, training classes etc. If you are interested in this data program reach out to the Research and Education Trust Fund and they will set you up with the developer.

President Hadel reported on the 2023 International Convention. The office staff has already met to start the dialogue and discussed a theme for the convention. Hadel said he would like to move forward with an Executive Board convention meeting to go over resolutions, speakers and the business of the convention. We are looking at the week of January 23, 2023, to have the meeting.

President Hadel reported on the National Roofing Contractors Association (NRCA) meeting with Executive Director McKay Daniels. They discussed business opportunities between the NRCA and the United Union of Roofers and Waterproofers and how to improve the productivity and quality of the roofing industry to ultimately increase revenue for all the roofing partners. In addition, a meeting will be held with the Western States Roofing Contractors Association (WSRCA) to discuss jurisdictional concerns

regarding the installation of roofing products.

President Hadel reported on the organizing strategies the marketing team has been doing to combat the assault on our members and signatory contractors by the UBC. Our team has been targeting areas that have been affected by the UBC raid. We have added organizers in each of these locals to help fill recruitment needs and get information out to union and non-union roofing contractors in the area. Brother Hadel stressed the importance of our local unions staying ahead of the attack by providing manpower to our signatory contractors and the importance of attending the Building Trades meetings and pre-job meetings and claim all roofing and waterproofing work.

President Hadel asked for a motion to approve all bills for the Executive Board meeting. A motion was made, seconded and carried that the bills and costs deemed necessary and proper relating to the scheduled meeting be approved in accordance with the authority in Article VII, Section 14 of the International Constitution.

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

Respectfully submitted,



Mitchell L. Terhaar
International Secretary-Treasurer



Secretary-Treasurer's Letter

BY MITCH L. TERHAAR, INTERNATIONAL SECRETARY-TREASURER

Where Would We Be Without Unions?

Brothers and Sisters,
 Nearly 150 years ago, the average working individual saw little to no protection regarding their work-life balance and personal health. In the shadow of the Civil War, as America rapidly shifted from a predominantly agricultural economy towards fast industrialization, the growth of an empire sat squarely on the worn-out back of the laborer. Men worked 60 – 75 hours per week minimum. By 1900, 18% of workers in the U.S. were minors under the age of 16. Children were given coveralls and sent deep into the trenches to work. Women were excluded from success. Ultimately, the rich got richer while the poor and employed did the heavy lifting. There was barely awareness of workers' rights or unions. That was until workers began to unite.

As far back as 1794, when the Federal Society of Journeymen Cordwainers (shoemakers) rallied in Philadelphia to fight for fair labor rights, Americans saw that immense power and influence could be found at the hands of a unified audience. With the rapid expansion of unions and collective bargaining, mounting pressure formed on Congress to answer the demand for safer work conditions, fairer wages, and protections for the worker. Esteemed social reformer and abolitionist Frederick Douglass said, "Power concedes nothing without demands." Nothing has rung truer than this in America's pursuit of liberty and justice.

After endless arguments and the tug-of-war between the U.S. government and its citizens, President Franklin D. Roosevelt finally signed the Fair Labor Standards Act of 1938 into law. This act set a precedent for the value of the laborer in America. Because of the hard-fought victory that punctuated the Great Depression, the average American now had a voice at the table. People were no longer kept silent in the workplace. Instead, the worker had power and protection. While many less-impactful lobbyists and organizers came and went, labor unions have weathered the test of time and fought for the average citizen.

These days, the needs for affordable medical care and reasonable worker benefits have been brought to the forefront of labor union conversations. Pro-labor messages are infiltrating corporations across the nation, demanding that workers are given the right to protect their families from mounting medical debt and receive the flexibility in their jobs to meet the needs of the modern-day family.

With one in ten workers in the U.S. belonging to a union, there is a growing number of insured families and protected individuals. According to the Economic Policy Institute (EPI), union-protected workers are 92% more likely than non-union workers to have health benefits. And with the steady increase in medical costs, union alliances like America's Agenda are working to broker partnerships

between unions and employers to control costs and help the worker.

It's no secret that without the protections fought for and won by unions in the federal government and local municipalities, workers would be grossly underpaid, and work-life balances would tilt in favor of business. In 1993, with pressure from workers' rights representation, Congress passed the Family and Medical Leave Act (FMLA) into law. Now workers get protected time off for family matters, such as the birth of a child or tending to a sick relative. The focus of this law is removing the fear of losing your job if more important situations (i.e., family matters) occur. Since 1993, the law has been extended beyond immediate family needs to include those of close associates and next of kin. None of this would have been considered had it not been for the voice of the worker represented at the highest chambers in our great government.

As our nation grapples with rapid modernization and a boom in new industries, one fact will always remain: the growth of our nation's economy rests squarely on the backs of its workers. As 2022 winds down and we look forward to 2023, the Roofers unions have no plans to stop the good fight or pause the struggle to protect America's workers. We have a lot to be thankful for this holiday season, and we can never forget the blood and sweat put in by our forefathers to make our lives better! I want to wish you and your family happy holidays and a prosperous New Year! ■



The Washington Connection

BY JORDAN RITENOUR, ASSISTANT TO THE INTERNATIONAL PRESIDENT

Make Bank on These Upcoming Projects

In my last two articles I have discussed National Maintenance Agreements (NMAs) and project labor agreements (PLAs). I would like to expand on why these two separate but similar types of agreements are so important to us and to the owner.

NMAs, PLAs, and other such agreements guarantee that the bidding opportunities will be done according to a standard that all contractors have to follow. The stan-

dard is similar to prevailing wage requirements but often includes the provision that benefits must be paid to your local benefit plans and JATCs, whereas prevailing wage only requires that the wage and benefits must be paid. Both union and non-union contractors can bid on NMAs, PLAs, and prevailing wage work, but the huge difference with prevailing wage work is that non-union contractors do not have to pay into your benefit and JATC funds, they only have to pay the total package to the worker. When your members need their health insurance, or reach retirement age and need income (pension), they have those benefits. Unfortunately for the non-union worker, they most likely will never have these benefits.

NMAs, PLAs and other such agreements are beneficial to your signatory contractors. When they

of manpower obligation language contained in them, which is a commitment from us to provide the needed skilled manpower. In today's "industrial revolution" and need for skilled manpower everywhere, this is very reassuring to the contractors and owners.

We have an opportunity to build like we have not seen in our lifetime and to leave a lasting effect on our country that has not happened for more than 100 years. Fifty years ago manufacturers were leaving to go overseas to build new plants, while our workers were helping to tear down buildings that they once worked in and on. Now we are rebuilding the manufacturing facilities that we will once again work in and on. Even though they are producing different products, mostly car battery and chip plants, we are seeing the revitalization of the American ingenuity and the American worker. From these new plants will come offshoots of new gas stations, restaurants, grocery stores, retail stores, warehouses, and suppliers. We want and need to be putting on all the roofs of these buildings.

Many of these are mega projects spread across the United States, and we will need to draw from our entire labor force. We are counting on all locals to help man these projects. They will be paying per diem, working six or seven days a week as weather permits, and in many cases offering some tremendous incentive pay to work at these sites. To finish up I will list just a few of the

Contractors will be paying per diem, working six or seven days a week as weather permits, and in many cases offering some tremendous incentive pay to work at these sites. These mega projects are spread across the United States, and we will need to draw from our entire labor force.

bid on a project under an agreement, they are assured they are bidding apples to apples—if non-union contractors decide to also bid on the project, they must meet the same standards of pay and benefits. This prevents non-union contractors from undercutting wages in their race to the bottom. It also helps put our contractors at ease knowing that in the agreements there is normally some type

of manpower obligation language contained in them, which is a commitment from us to provide the needed skilled manpower. In today's "industrial revolution" and need for skilled manpower everywhere, this is very reassuring to the contractors and owners.

large NMA/PLA projects that are coming up. At the peak of the roofing work, many of these projects will have 200–300 roofers on site.

Honda Battery Plant, Jeffersonville, OH – \$4.5 billion project.

Stellantis Battery Plant (formerly Chrysler), Kokomo, IN – \$5 billion. If the project goes well, they will build a mirror building on the other side of the road that they already have approval to build and own the property for.

Ford Battery Plant, Glendale, KY – \$10 billion project. When at its full construction capacity, it will have more construction workers

on site (approximately 10,000) than any project being built in the USA at that time. There will be two identical buildings going up simultaneously.

Ford Battery Plant, Stanton, TN – \$13 billion. Once completed, this will be the largest Ford plant in the world. It is projected to take five years to complete this project.

Intel, Columbus, OH – \$20 billion phase one. Intel has never signed any type of labor agreement in the past, but as I mentioned earlier, having the ability to have the skilled, required manpower is key. Once we do a great job for Intel they

may build up to five phases of similar sized projects, all under some type of PLA. This is a huge project, not to mention all of the offshoot buildings that will be built.

This is a very short list of mega-size projects that are coming, and it doesn't include the cities, counties, states and federal government projects that are going to be built under NMA and PLA type agreements. As you can see, we need all hands on deck. Growth at this time is inevitable if we indeed want to grow.

I would also like to wish everyone a merry Christmas and a prosperous New Year. ■



Marketing Issues

BY JEFF EPPENSTEIN, DIRECTOR OF MARKET DEVELOPMENT

The John C. Martini Organizing Award *Organize! Organize! Organize!*

Leaders will come and leaders will go, but very few will leave the impression that John C. Martini has on the United Union of Roofers, Waterproofers & Allied Workers.

While it is very unfortunate that we lost a great leader this past September, his accomplishments will not be forgotten. John's integrity, dedication and motivation will continue to fuel generations of workers across the country.

International President Emeritus Martini was a proud 64-year member of Local 11, Chicago, IL. John sat in the front row at every

union meeting, which he religiously attended listening closely and questioning every detail. He would donate his time speaking on Saturdays at apprentice class, educating and motivating the new apprentices, and he never missed a chance to organize.

He recruited workers and organized companies across the country with great success. If you were going to put on a roof, John was there to make sure you knew the value of doing it through the union.

When you had the pleasure of speaking with him, you felt like you were the only person in the room.

You also would have heard two phrases—the first was, “Organize! Organize! Organize!” and the second was, “Promise me we will never merge with another organization. I was born a roofer and I want to die a roofer.”

John was laid to rest on Labor Day in a Local 11 union shirt that read “Born a Roofer” on the chest. A union retiree hat with his service pins in full display, flowers from some of the many locals who appreciated the man, and a picture of the “Excellence in Organizing Award” next to his casket. He even demanded a union bumper sticker

be placed on the casket, much to the surprise of his family who said he forbade any of them from placing stickers on their vehicles because it would bring down the resale value.

Personally, I would like to thank John for all the inspiration, encouragement, and guidance he provided throughout my career. Thank you to his wife, Lenore, and family for the support they bring to our Roofers Union family.

John C. Martini Organizing Award Makes Its Debut

To honor his life commitment to our organization, International President James Hadel, with support from the International Executive Board, created the John C. Martini Organizing Award to be received by locals who have achieved a 20-year high in membership growth.

John was able to give his blessing to this award before he passed, and a tear came to his eye when he learned that one of the five locals who received this award was his home Local 11.

I would like to congratulate the first-ever recipients of the John C. Martini Organizing Award for achieving a 25-year high in membership in 2021:

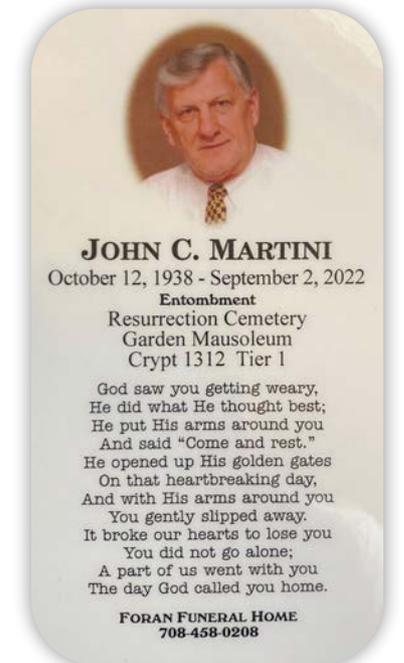
- Local 11, Chicago, IL
- Local 36, Los Angeles, CA
- Local 45, San Diego, CA
- Local 97, Champaign, IL
- Local 210, Erie, PA

I would also like to acknowledge 20 locals who achieved membership growth from the previous year:

- Local 8, New York, NY
- Local 22, Rochester, NY
- Local 23, South Bend, IN

- Local 32, Rock Island, IL
- Local 40, San Jose, CA
- Local 44, Cleveland, OH
- Local 54, Seattle, WA
- Local 70, Ann Arbor, MI
- Local 71, Youngstown, OH
- Local 81, Akron/Canton, OH
- Local 86, Columbus, OH
- Local 135, Phoenix, AZ
- Local 142, Des Moines, IA
- Local 149, Detroit, MI
- Local 153, Tacoma, WA
- Local 154, Nassau-Suffolk, NY
- Local 200, Pocatello, ID
- Local 220, Orange County, CA
- Local 221, Honolulu, HI
- Local 317, Baton Rouge, LA

As the 2022 year ends, we would like to wish our members, contractors and their families a merry Christmas, happy New Year and happy holidays. We look forward to continuing John Martini's legacy by assisting locals in organizing and contributing to our shared success. In John's honor, continue to recruit and organize—we have plenty of work, we have the very best training in the world, and it is our time to grow! ORGANIZE! ORGANIZE! ORGANIZE! ■



Local 97 and Local 11 are among the five local unions that earned the John C. Martini Organizing Award for 2021.

RESEARCH AND EDUCATION TRUST



Roofers & Waterproofers
Research and Education
Joint Trust Fund

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



These Roofers instructors have successfully completed OSHA 500 training and can start (or continue) to teach OSHA Construction Safety and Health Outreach courses.

Trust Fund Provides OSHA 500 Training

During the week of July 25–29, 2022, the Roofers & Waterproofers Research and Education Trust Fund presented an OSHA 500 course at the Chicagoland Training Center in Indian Head Park, IL. The OSHA 500 course is required for member instructors interested in teaching the OSHA 10-hour and 30-hour Construction Safety and Health Outreach courses.

To attend this course, individuals must have a minimum of three years' work-related experience, at least three to five years' safety and health-related experience, and must have completed an OSHA 510 course. All

individuals that complete and pass the OSHA 500 must take an OSHA 500 or 502 every four years to continue as outreach instructors.

This class was instructed by Master Trainers Richard Tessier and James Currie with the Research & Education Trust Fund. Members who successfully completed the OSHA 500 course are Jose Jasso Soto, Gary Samayoa Barraza, and Omar Maldonado Vallejo, Local 95; Anthony Bergeson, Local 54; Marty Headtke, Research & Education Trust Fund; Michael Klamann, Local 182; Emmanuel Silva, Local 11; Rick Baird, Local 149; and Andrew Richmond, Local 96. ■

Foreman Training Going Strong

Staff and instructors with the Roofers & Waterproofers Research and Education Trust Fund have been working hard to keep up with demands for Foreman Training 1 and Foreman Training 2 programs. The programs, delivered across the country, have been extremely successful in teaching foremen the extra skills their jobs require. Many locals have requested multiple training sessions.

Foremen are more than just supervisors; they also coach and teach. They need to adjust to different styles and cultures of their crew, and they need to motivate by example. In addition, they organize the crew to function at its highest level and deal with conflict and discipline effectively. Thanks to the Trust's Foreman Training Program, hundreds of Roofers Union foremen are now armed with the skills and knowledge needed to effectively perform these functions.



Local 10, Newark, NJ

Foreman Training was presented at Roofers Local 4, Newark, NJ, on October 12–13, 2022. This was a Foreman Training Part 1 class and was instructed by Marty Headtke, Dan Knight and Joel Gonzalez. Participants included Geoffrey McSween, Carl Bager Jr., Richard Stewart, Matthew Ali, Darius Tucker, Kervyns Laurent, Eban Frederick, Shakiyl Blakely, Colin Cunliffe, Timothy Lombardi, Nickolas Alvarado, Thomas McDermott, David Boulton, Rostislav Kisel, and Lasana Sinera.



Local 153, Tacoma, WA

Foreman Training at Roofers Local 153, Tacoma, WA, was held October 26 - 27, 2022. This was a Foreman Training Part 2 class and was instructed by Richard

Tessier, James Currie and Marty Headtke. Participants included Terry Combs, Alfredo Ramirez, Dyllen McCa-rver, Ricoberto Roman, Sam Snyder, Kyle Walsh, William Knight, Robin Wright, Alex Till, Nick Till, James Saldivor, Floyd Lanoue, Sokhan Chea, and Joseph Jones.



Foreman Training Part 1 (The Role of the Foreman) Subjects

- Communication Skills
- Problem Solving
- Roofers Math & Measurements
- Safety Skills
- Teaching Skills
- Anti-Harassment in the Workplace

Foreman Training Part 2 (Managing the Project and the Workforce) Subjects

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

The programs consistently receive positive feedback from members, business managers and contractors. Many participants point out that the combination of classroom and hands-on training makes it particularly effective.

Business managers and/or apprenticeship coordinators can contact Executive Director Keith J. Vitkovich at (202) 463-7663 or keithv@unionroofers.com for more information or scheduling. We recommend scheduling well in advance, as this is a very popular class and availability is minimal. ■

Start Planning! 2023 National Instructor Training Program

The Roofers & Waterproofers Research and Education Trust Fund's third annual National Instructor Training Program (NITP) at Washtenaw Community College in Ann Arbor, MI, will be held June 11 - 16, 2023.

Instructors attend two college credited courses per year, with each one consisting of 22.5 hours. For an

individual's first five years, one of the two courses (professional instructor courses) will be required for everyone to attend, which will then allow each instructor to select one trade-specific safety/technical courses as an elective. Additional courses will be added to the list every year.

All local union apprenticeship programs are encouraged to

participate so they can provide the best, nationally approved training within our industry for our members and contractors.

If any local/JATC has any questions concerning the National Instructor Training Program, please contact Executive Director Keith J. Vitkovich at keithv@unionroofers.com or (202) 463-7663.



Classes

Professional Instructor Courses

- Planning, Teaching, and Assessing Effective Lesson Plans: Beginner
- Planning, Teaching, and Assessing Effective Lesson Plans: Intermediate
- Planning, Teaching, and Assessing Effective Lesson Plans: Advanced
- Public Speaking (recommended to be taken in the third year instead of an elective course)

Elective Courses

- Computer Skills: Beginner
- Computer Skills: Intermediate
- Qualified Signal Person Train the Trainer
- Qualified Rigger Person Train the Trainer
- Competent Person Fall Protection Train the Trainer
- National Single-Ply Certification Qualified Evaluator Train the Trainer
- Infectious Control Risk Assessment (ICRA) Train the Trainer

Class Schedule

Sunday, June 11, 2023

- Registration, vendors, orientation, and opening remarks

Monday, June 12, 2023: 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 13, 2023: 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 14, 2023: 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 15, 2023: 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 16, 2023: Day 5 of Class

- 8:00 a.m. – 12:05 p.m. *Class 1*
- 1:00 p.m. – 5:05 p.m. *Class 2*

HAZARD ALERT



SOLVENTS



What is a Solvent?

Solvents are chemicals used to thin or dissolve paint, grease, epoxies, adhesives, and coatings. There are many different types of solvents. Some are found under their chemical name and some are added to products.

Common chemical names:

- ▶ 1-Bromopropane
- ▶ Acetone
- ▶ Benzene
- ▶ Denatured alcohols
- ▶ Methyl ethyl ketone (MEK)
- ▶ n-Hexane
- ▶ Perchloroethylene
- ▶ Petroleum distillates (naptha, mineral spirits, gasoline, kerosene)
- ▶ Toluene
- ▶ Trichloroethylene
- ▶ Xylene

Common products containing solvents:

- ▶ Adhesives
- ▶ Cleaners
- ▶ Degreasers
- ▶ Epoxies & resins
- ▶ Lubricants
- ▶ Paints & coatings
- ▶ PVC glue
- ▶ Thinners

For more information about chemicals, see NIOSH's Pocket Guide to Chemical Hazards <https://www.cdc.gov/niosh/npg/>

What is the risk?

According to NIOSH, solvents are hazardous to your health when:

- ▶ **Breathed in** – Solvents can evaporate quickly into a vapor. Inhaling the vapor can irritate or burn your nose, throat and lungs. You can smell solvents that have a strong odor, but some have no odor.
- ▶ **Touched** – Solvents can irritate the skin causing dryness and cracks. **Do not wash your hands with a solvent.**
- ▶ **Swallowed** – Solvents that get into your mouth and stomach can irritate or burn your mouth, throat, stomach and intestine. Wash your hands before eating or drinking.

Solvents can get into your bloodstream when they are breathed in, touched or swallowed. Once in your blood, they can travel throughout your body causing serious health effects. In the short term, they can make you feel dizzy, sleepy, nauseous, or give you a headache. Long term exposure to solvents can damage your nervous system, reproductive system, liver, kidneys, respiratory system, and cause cancer.

Solvents are also flammable. If they catch on fire, you can be burned.

Source: The National Institute for Occupational Safety & Health (NIOSH) <https://www.cdc.gov/niosh/topics/organsolv/>

If you think you are in danger:
Contact your supervisor. Contact your union.
Call OSHA 1-800-321-6742

Protect Yourself...

1 Get Training

OSHA* requires employers to train their employees about chemical hazards they will be exposed to on the job, give them safety data sheets (SDS), and label products.

The SDS tells you what chemicals are in a product and how hazardous they are with Category 1 being the most hazardous.

*Source: OSHA's Hazard Communication Standard – 1910.1200 <https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.1200>

2 Prevent exposure

Ask your employer if there is a water-based product that can be used instead. If safer products are not available, a ventilation system should be used near the source to remove solvent vapors before they reach your breathing zone. Fans can help ventilate the area, but they do not remove the hazard.

Use caution when working in a confined space. Your employer is required to provide proper ventilation and to assign a competent person to make sure the space is safe.* Check with the competent person before starting work.

*OSHA's Confined Spaces in Construction: <https://www.osha.gov/confinedspaces/>

3 Wear personal protective equipment

OSHA requires employers to provide and maintain protective equipment for chemical hazards.¹ Wear gloves and respiratory protection for the solvent you are using, as well as long sleeves and eye protection.

Use a NIOSH-approved respirator. Cartridges are color coded. For example, organic vapor cartridges are black and used with organic solvents.² Paper and HEPA respirators DO NOT protect against solvents. OSHA requires employers to provide respirators and have a Respiratory Protection program in place.³

¹ OSHA's Criteria for Personal Protective Equipment Standard – 1926.95

² OSHA's General Respiratory Protection Guidance for Employers and Workers (https://www.osha.gov/dts/shib/respiratory_protection_bulletin_2011.html)

³ OSHA's Respiratory Protection Standard – 1910.134

Learn More:

- ▶ **Regulations:** Occupational Safety and Health Administration (OSHA) – Solvents (<https://tinyurl.com/OSHA-Solvents>)
- ▶ **Organic Solvents Information:** The National Institute for Occupational Safety & Health (NIOSH) (<https://tinyurl.com/NIOSH-Solvents>)
- ▶ **Identify Safer Cleaning Products:** Environmental Protection Agency (<https://cleangredients.org/>)
- ▶ **Respirator and Cartridge Types:** OSHA's General Respiratory Protection Guidance for Employers and Workers (<https://tinyurl.com/OSHA-RespiratorCartridges>)
- ▶ **ChooseHandSafety.org:** A one stop source for information on skin disorders and hand injuries.
- ▶ **Selecting Glove Types for Solvent Use:** Local Hazardous Waste Management in King County, Washington (<https://tinyurl.com/Gloves-4Solvents>)



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HAZARD ALERT

CPWR
THE CENTER FOR CONSTRUCTION
RESEARCH AND TRAINING

AERIAL LIFTS



If used right...

An aerial lift can prevent falls and reduce the risks for back, neck and shoulder injuries caused by working at or above shoulder level by positioning you where you need to work.



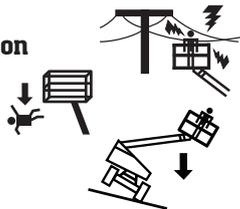
A scissor lift (left), a cherry picker (middle), and a bucket truck (right).

But there are different types of aerial lifts including scissor lifts, bucket trucks, and cherry pickers. The down lever on one can be the up lever on another model.

If not used right, the results can be deadly.

Major causes of deaths are...

- **Electrocution**
- **Falls**
- **Tipovers**



Construction workers die each year while using aerial lifts.

If you think you are in danger:

Contact your supervisor.
Contact your union.

Call OSHA
1-800-321-OSHA

To learn more:

- ▶ Visit www.StopConstructionFalls.org
- ▶ Download the NIOSH Aerial Lift Hazard Recognition Simulator
<https://www.cdc.gov/niosh/topics/falls/aeriallift.html>



To receive copies of this Hazard Alert and cards on other topics:

call **301-578-8500** or visit **www.cpwr.com**

Before you use the lift ...



PHOTO COURTESY OF SUNBELT RENTALS

1 Get training

Your employer must make sure every authorized lift operator is trained by a qualified person* experienced with the model of aerial lift being used. Once trained, follow manufacturer instructions.

**A qualified person is someone who by knowledge, training and experience has successfully demonstrated their ability to resolve problems relating to the project. (Source: OSHA)*



PHOTO COURTESY OF KIEWIT POWER CONSTRUCTORS

2 Wear a full body harness

If your lift is struck by another vehicle, you can be thrown from the lift. Using proper fall protection will keep you from a serious or fatal fall. You must use a lanyard attached to an engineered anchor in the basket or on the boom. Do not attach it to the guardrail.



3 Check for overhead power lines

Do a pre-job walk-through to look for power lines. Ask your supervisor if the electrical wires or power lines have been de-energized. Unless you are a qualified electrical worker, stay a **minimum of 10 ft away from all power lines.***

** OSHA FactSheet - Aerial Lifts
<https://www.osha.gov/Publications/aerial-lifts-factsheet.html>*

Before operating an aerial lift...

- Check operating and emergency controls.
- Make sure the base controls are working so that someone on the ground can lower the lift if you are unable to work the controls.
- Look for potential hazards such as potholes, bumps, or debris.
- Set out riggers, brakes, and wheel chocks—even if on a level surface.

While operating an aerial lift...

- **Always** wear full fall protection.
- **Always** close lift-platform chains or doors, and check guardrails.
- **Do not** climb on or lean over guardrails.
- **Do not** exceed load limits.

Leadership Training Program to Be Held June 11–16, 2023



Cash Receipts Record (CRR) Training, one of the courses offered through the LTP, provides valuable information for all local union business managers and financial secretaries.

The Roofers International’s Leadership Training Program (LTP) for local union leaders is scheduled for the week of June 11–16, 2023. It will be held at Washtenaw Community College in Ann Arbor, Michigan, in conjunction with the National Instructor Training Program (NITP).

At the International, we feel we owe it to our membership to provide the training and education that helps make our leaders proficient in their representational duties. This program was launched in 2022 and was completed by 51 union leaders representing 38 local unions. Thanks to all the leaders who participated in order to better serve the members of their locals. The following attendees successfully completed the 2022 courses:

- | | | | |
|--|--|---|--|
| » Local 2 <ul style="list-style-type: none">• Tommy Hamilton• Todd Heisserer• Deborah Chunn | » Local 36 <ul style="list-style-type: none">• Jesus Portilla• Andres Tinajero• Raul Duenas | » Local 81 <ul style="list-style-type: none">• Orlando Castellon | » Local 143 <ul style="list-style-type: none">• Ronald Martin |
| » Local 11 <ul style="list-style-type: none">• Travis Gorman• Emmanuel Silva• Rich Coluzzi Jr. | » Local 37 <ul style="list-style-type: none">• John Flatt | » Local 95 <ul style="list-style-type: none">• Daniel Garcia | » Local 149 <ul style="list-style-type: none">• Jonathan Crosby |
| » Local 20 <ul style="list-style-type: none">• Steve Gercone | » Local 40 <ul style="list-style-type: none">• Salvador Rico | » Local 96 <ul style="list-style-type: none">• Juan Velasco• Nathan Miller | » Local 150 <ul style="list-style-type: none">• Clinton Grayless |
| » Local 23 <ul style="list-style-type: none">• Charles Waddell | » Local 42 <ul style="list-style-type: none">• Brandon Burke | » Local 97 <ul style="list-style-type: none">• Darrell Harrison | » Local 153 <ul style="list-style-type: none">• Richard Geyer |
| » Local 26 <ul style="list-style-type: none">• Scott Cooper | » Local 49 <ul style="list-style-type: none">• Travis Hopkins• Creek Owen• Russ Garnett | » Local 106 <ul style="list-style-type: none">• Michael Durham | » Local 162 <ul style="list-style-type: none">• Jesus Loya |
| » Local 30 <ul style="list-style-type: none">• Brian Pleis• Tom Jones• James Brown | » Local 54 <ul style="list-style-type: none">• Dave Benson | » Local 112 <ul style="list-style-type: none">• John Nicks | » Local 182 <ul style="list-style-type: none">• Brian Cosgrove |
| » Local 32 <ul style="list-style-type: none">• Donald Taets | » Local 65 <ul style="list-style-type: none">• Taylor Nelson | » Local 119 <ul style="list-style-type: none">• Brian Smith | » Local 188 <ul style="list-style-type: none">• Mark Murphy |
| » Local 33 <ul style="list-style-type: none">• Tony Demelo | » Local 70 <ul style="list-style-type: none">• Mark Woodward | » Local 123 <ul style="list-style-type: none">• Andrae Richardson | » Local 195 <ul style="list-style-type: none">• Charles Gratton |
| | » Local 74 <ul style="list-style-type: none">• Mark Carpenter• David Yonkosky• Michael Doyle | » Local 134 <ul style="list-style-type: none">• Michael Kujawa | » Local 241 <ul style="list-style-type: none">• Michael Rossi |
| | | » Local 136 <ul style="list-style-type: none">• William Alexander III | » Local 242 <ul style="list-style-type: none">• Tim Maxcy |
| | | » Local 142 <ul style="list-style-type: none">• Mike Soroka | |

The Leadership Training Program is open to all business managers, financial secretaries/treasurers, business agents, and local union marketing representatives and organizers. We strongly encourage all local unions to send representatives to this important training. New courses are added each year, so leaders are able to attend even if they have already completed the program. Information regarding class descriptions and registration will be forthcoming.

APPROVED NRIPP PENSION APPLICATIONS AT THE MEETING OF AUGUST 22, 2022

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Mark Achterhof	Normal	65	Albert V. Garnica	Normal	81
Ernesto Anchimanya	Late	10	John Gibson	Unreduced	195
Michael K. Bacon	Early	96	Brian Gluth	Unreduced	26
Douglas L. Bailey	Normal	23	William E. Gobel	Early	96
Ruben Barbosa	Late	11	Jose A. Gonzalez Garcia	Early	96
Martin Barnett	Disability	22	Carlos Gonzalez Tule	Unreduced	95
Luis Barreno	Late	11	Dale H. Graves	Early	96
David J. Bartol	Early	96	James J. Griffin	Normal	142
Michael Benedict	Unreduced	96	Suzanne Gross	Normal	22
Steven J. Beliveau	Early	33	Kenneth J. Gustin	Normal	70
Paul M. Blackard	Disability	220	Jorge M. Gutierrez	Normal	81
Jesus Bocanegra	Early	36	Carlos Guzman	Late	40
Ricardo Bocanegra	Early	95	Anthony A. Haler Sr.	Late	119
Charles D. Boyd	Unreduced	44	Mark E. Hammond	Unreduced	37
Danny S. Boyle	Early	20	Kenneth Hawkins	Late	22
Henry Bugaj Jr.	Normal	188	Shawn M. Hedrick	Early	241
Jeffrey Cain	Late	11	Jose A. Hernandez Rivas	Unreduced	11
John M. Capilli	Early	10	Robin M. Hickman	Late	37
Gary Card	Late	27	Norman S. Hironimus	Unreduced	11
Gabriel Cardona	Normal	40	Timothy J. Hodges	Unreduced	2
Danny J. Chapman	Late	96	Phillip L. Hogsett	Normal	189
John R. Cole	Late	37	Leopoldo Horta Mendoza	Early	36
Rodney Condon	Early	49	Robert Hoskins Jr.	Late	86
Rodney Corey	Disability	96	Darrel Hutchison	Disability	106
Thomas Creighton	Unreduced	96	Michael Imundo	Normal	11
Anthony Delmonaco	Normal	12	Tyrone B. Jackson	Late	30
Daniel Denbo	Late	54	Eleuterio Jauregui	Late	81
Milton D. DeOliveira	Unreduced	12	Robert V. Jensen	Early	96
Steven W. Detert	Late	182	James S. Jent	Late	119
Arthur V. Dietz	Early	11	Jose L. D. Jimenez	Normal	123
Joseph Doise	Early	11	Julio Jimenez	Early	81
Steven Doucette	Disability	37	Timothy E. Johnson	Disability	185
Phillip R. Duffek	Late	54	Jeffrey P. Jones	Early	2
Eugene Dukes	Late	42	Roger A. Jones	Early	69
Jessie Edwards	Early	317	James L. Jordan	Early	2
Phillip V. Embry	Disability	106	John R. King	Normal	2
Roy Entendencia	Late	91	Kelly L. King	Early	49
Leopoldo Esteban	Late	45	Phil King	QDRO	185
Ricky Ewer	Normal	96	Samuel W. Kinzey	Late	210
Michael Fayne	Late	44	Michael D. Kosche	Early	11
Ronald L. Fones	Late	32	James E. LaFontaine	Disability	241
David A. Forstie	Late	135	Samuel K. Langsi	Early	65
Vincent A. Gallegos	Early	20	Dennis B. Lapre	Unreduced	65
Frank M. Garcia	Disability	54	Casimiro Lazo-Arias	Late	20
Jesse Garcia	Normal	11	Angelica Leal Ramirez	Early	11
Raul T. Garcia	Late	135	Dereck L. Lee	Normal	2
Rafael Garcia Quezada	Early	81	Mark E. LeMere	Early	12
Robert W. Gardner	Normal	135	Patrick J. Lennon	Unreduced	33

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS
AT THE MEETING OF AUGUST 22, 2022

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
David S. Ling	Early	210	Harry A. Ragusin	Unreduced	11
Jesus A. Lopez	Early	40	Jeff Ray	Early	119
Carlos D. Loya	Early	36	Dennis H. Rensing	Late	2
Edwin Lugo Sr.	Early	33	Randall Robbins	Unreduced	95
David A. Majestic	Unreduced	11	Michael S. Rodefer	Early	65
Patricia Martinez	Late	49	Jesus R. Rodriguez	Late	11
James A. Marvel	Early	11	Silvano Rodriguez	Late	81
Kevin McCarthy	QDRO	11	Frank J. Roman	Late	189
Dan McLendon	Normal	123	Daniel D. Rose	Normal	96
Alan K. McDaniel	Late	40	Joseph E. Rotell	Early	71
Richard L. McNeely	Normal	106	Gary K. Rounds	Late	36
Simon Medina Cervantes	Unreduced	45	Roy L. Roxlau	Late	32
Gilberto Mendez	Disability	81	Martin J. Ruiz	Normal	95
Jose M. Mendoza	Early	36	Nicolas Ruiz	Early	162
Jerry L. Miles	Normal	81	Norman Runser	Late	210
Larry P. Miller	Normal	188	James W. Sabat	Early	37
Phillip M. Miller	Late	119	Tomas Sedano	Disability	54
Patrick J. Milligan	Unreduced	81	Raymond Sielfleisch	Early	2
Steven E. Miner	Unreduced	2	Donald A. Simmons	Early	44
Jose J. Munoz	Unreduced	11	Christopher Skrzynecki	Early	11
Jessie L. Nettrour	Early	23	Rodney Smith	Normal	96
Douglas W. Noell	Unreduced	81	William D. Smith II	Early	195
Alan L. Opyt	Early	11	William M. Stephens	Unreduced	37
Moises Ortega	Early	11	Steven L. Theis	Normal	96
Dean V. Ortman	Normal	135	Holland Thompson	Early	242
Michael D. Palomo	Disability	95	Michael Ulm	Normal	26
Rory Parker	Early	136	Felix G. Vargas	Early	12
Timothy Parsons	Early	185	Robert Vigh	Early	10
Justin Pearson	Unreduced	49	Barry G. Von Gulner	Early	65
John Perry	Late	86	Kenneth Wedenfeller	Normal	136
Ronald L. Pershall	Early	32	John J. Wertman	Early	20
Anthony Petergal	Unreduced	210	Tony F. Whitley	Early	40
Leslie E. Pounds	Early	71	Mark J. Wilson	Early	65
Peter M. Pribila	Early	37	Patrick Wissing	Early	42

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.

APPROVED NRISPP PENSION APPLICATIONS
AT THE MEETING OF AUGUST 22, 2022

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Michael Alcalá	20	Larry Garrett	2	Thomas Neilly	58
Greg Backes	2	James B. Henning	11	Edward Pinkston	317
Ruben Barbosa	11	Lori Holloway	49	Kenneth Pohlmann	96
Max Beabout	135	Richard Hoover	54	Kenneth Pohlmann	96
Eduardo Bruno Reyes	220	Bruce J. Interrante	11	Donald Polk	106
Daniel Campbell	119	Johnny Johnson	136	Jeffrey Richardson	149
Robert Carlson	32	Lee M. Johnson	119	Frank Rukavena	96
Stephen Cheatham	23	David A. Kirk	106	Larry Robb	11
Phillip Coleman	20	Kevin N. La Plant	2	John Santimarino	188
Mark Conner	220	Robert P. Lasiloo	91	Gregory Schaefer	42
Ildefonso Cruz	11	George A. Lucas	188	Denis Scholz	65
Johnny Daniel	40	Salvador Matus	119	James R. Schoolcraft	185
Faber D. Deimler Jr.	30	Eddie T. McNight	136	Carl M. Swanson	96
William Erickson	96	Alan J. Meiser	37	Dennis Thacker	106
Samuel Estrada	81	Rafael Mendiola	11	Robert B. Whitmire	11
Fred Evans	119	Charles B. Middleton	195	Timothy Young	11
Carlo Fusco	8	Moses Miles Jr.	123	Gary Zadai	188

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 or call 800-595-7209 for information.

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INTERNATIONAL
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Thomas Pedrick

Paul F. Bickford

Daniel P. O'Donnell

Robert Peterson

Michael A. Vasey

Michael Stiens

Brent R. Beasley

Joseph Pozzi

Gary W. Menzel



United Union of Roofers, Waterproofers & Allied Workers®

AFFILIATED WITH NORTH AMERICA'S BUILDING TRADES UNIONS

November 15, 2022

Dear Brothers and Sisters:

This is to notify you that International President James A. Hadel has called for a meeting of the International Executive Board to convene in session in Scottsdale, AZ, beginning on January 24, 2023, until their completion of business.

During this time, all matters, trials and appeals, which are properly brought before the International Executive Board for their consideration and hearing, will be acted upon.

Any matter which you desire to present for consideration to the International Executive Board, and which it has jurisdiction over, may be presented by you in person during this meeting. In the event you are unable to be present in person, you may raise such matter with the International Executive Board by mailing it to the International Secretary-Treasurer.

With kindest regards, I am

Fraternally yours,

Mitchell L. Terhaar
International Secretary-Treasurer



Proud. Professional. Committed to Excellence.®



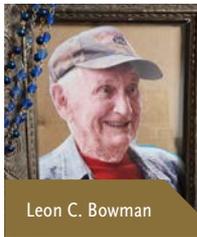
These Local 142 members recently took their membership oath.

Local 142 Members Sworn In

Five members of Roofers Local 142, Des Moines, IA, were sworn in at the local union meeting on Sept 27. Pictured from left are Adam Wright, Alex Moreno, Anthony McFerrin, Timothy Schwartz, and Jesus Martinez. We'd like to officially welcome you to the Roofers and Waterproofers Union. ■

Union's Third-Oldest Member Died

Leon C. Bowman, age 98 of LaSalle, MI, passed away October 11, 2022. He was a 67-year member of Local 134, Toledo, OH, and was the third-oldest living member of the Roofers Union before he passed.



Leon C. Bowman

Leon honorably served his country in the U.S. Army during WWII from 1943 to 1945 and was awarded the Purple Heart, European African Middle Eastern Theater Ribbon, and the Good Conduct Medal for his bravery and patriotism to our country. He became a member of Local 134 in 1955 and was employed by Enterprise Roofing in Toledo for many years. ■

Local 142 Roofs Warehouse

Members of Roofers Local 142, Des Moines, IA, have been busy installing a massive TPO roof on this warehouse located in Grimes, IA. ■



Building Trades Council Secretary Honored

One of our very own recently received recognition for his long-time service to his local building trades council. Mark Martinez received an award from Pierce County Building Trades Council for his 15 years of service being the executive secretary. Brother Martinez is a 43-year member and former business rep for Roofers Local 153, Tacoma, WA. ■



Mark Martinez is honored for his service to the Pierce County Building Trades.



Tacoma Roofers Rock at Job Fair

Korsmo Construction hosted its inaugural job fair on August 18 at Silas High School in Tacoma, WA. Roofers & Waterproofers Local 153 produced several hands-on mock-ups for the attendees to try. The Roofers demoed shingles, RhinoBond, and hand welding. They were also the biggest attraction there with their booth. More than 50 employers attended the event, which was geared towards students and adult job seekers. ■

Texas Union Roofers at GM Plant

A crew of Roofers with Local 123, Dallas, TX, working for Texas Union Roofing finish up new construction on a General Motors Assembly Plant in Fort Worth. They installed a 180-square mechanically attached PVC roof and are pictured heat welding the laps with the robot and completing wall flashing. ■

Marketing Dir. Jeff Eppenstein, Alberto Salazar (proj. mgr.), Manuel Juarez, Emmanuel Moth, Javier Juarez, Antonio Ramirez, Alfonso Hoyos, Santos Gomez, Javier Jepsos and B.M. Gig Ritenour.



Labor Day Celebrated in Detroit

Roofers & Waterproofers Local 149 in Detroit, MI, once again went all out in celebration of Labor Day this year. The local hosted a picnic that included games, food, drinks and plenty of giveaways. Michigan's Attorney General Dana Nessel even stopped in for the event. ■



Contract Negotiations Class

In an effort to secure the best possible collective bargaining agreements for Union Roofers & Waterproofers, the International in conjunction with North America's Building Trades Unions (NABTU) offered a class in contract negotiations for local union leaders. The class was held at Roofers Local 11 in Chicago and was attended by Brian Cosgrove, John Flatt, Mike Soroka, Dave Benson, William Alexander III, Tim Maxcy, Charles Gratton, Scott Cooper, Salvador Rico, Michael Durham, James Brown, Travis Hopkins, Steven Crim, Tristan Lundblad, Derek Carrington, Kevin Guertin, Brian Jackson, Gerardo Morales, Jeffrey Mullins, Joshua Land, Nick Siciliano, and Sal Giovanniello. ■

OUT-DOOR LIFE

Florida Fishing

Emloyees of the Roofers & Waterproofers Research and Education Trust went for some R&R in Florida, where they spent a day fishing off Clearwater. They were successful in reeling in a couple dozen Spanish mackerel and some barracuda.

Marty Headtke, Jim Currie, Keith Vitkovich, and former Safety Director John Barnhard with their haul.



A Lifetime of Hunting

Jim Dow, 50+ year member at Local 97, Champaign, IL, shares this picture of the collection of Illinois bucks that he and his son have harvested over the years. Brother Dow was initiated May 4, 1971.

Jim Dow proudly shows his collection of bucks from over the years.



Fishing on the Kenai

International Secretary-Treasurer Mitch Terhaar took a trip to the Kenai River in Soldotna, Alaska. The Kenai is famous for its fishing opportunities, as hundreds of thousands of salmon return home each summer. He ended up with a pretty nice catch of salmon.

Mitch Terhaar happy with his salmon.



Indiana Buck

Shannon Reecer from Hinshaw Roofing shot this 180 inch buck in Kirclin, IN, using a rifle. Brother Reecer is a member of Local 119, Indianapolis, IN.



Annual 'Get Youth Outdoors Day' Celebrates 10 Years

More than 60 youths learned about firearms safety, conservation, and the union trades while experiencing the thrill of the shooting sports firsthand Sunday, Sept. 11, during the Union Sportsmen's Alliance (USA) 10th Annual Get Youth Outdoors Day at Wild Marsh Sporting Clays in Clear Lake, Minnesota. It was the largest turnout ever for the event.

Thirteen volunteers representing the Roofers International, Roofers Local 96, Iron Workers Local 512, and Electrical Workers Local 292 provided safety instruction and hands-on introductions to sporting clays, rimfire rifles and archery.

"We had about 25 first-time shooters this year, but we had a great outpouring of volunteers to provide them with one-on-one instruction," said Kinsey Robinson, Roofers International president emeritus who helped launch the annual event 10 years ago. "One kid asked to keep an empty shotgun shell, and then all the kids wanted them. They were running around with them like they were trophies, and the parents were so appreciative of the event and volunteers."

All supplies including eye and hearing protection, firearms, and ammunition were provided at no charge. After the event, youths enjoyed a picnic-style lunch with their mentors, and many won outdoor gear in a variety of giveaways.

"The Roofers International leadership team helped spearhead the USA's very first Get Youth Outdoors Day in 2012, and it has become a cornerstone of the USA's community outreach program, leading to similar events in other cities," said USA CEO and Executive Director Walt Ingram. "We can't thank our union volunteers enough for helping instill these youths with a love of the outdoors, shooting sports and conservation."

The event capped USA's 12th Annual Roofers Twin Cities Sporting Clays Shoot, which was also a record-breaking event. The shoot drew 256 participants, just beating USA's all-time shoot attendance record of 248 set at the Twin Cities shoot last year. This event also set a new record of more than \$21,000 for day-of fundraising.



Roofers International President Emeritus Kinsey Robinson and his wife Mona provided first-time youth shooters with a hands-on introduction to sporting clays shooting.



Local 210 brotherhood supporting Forest and Desiree Vannucci on their wedding day.

"Family" Wedding

In a different type of outdoor activity, Forest Vannucci with Local 210, Erie, PA, married his bride, Desiree, on August 20. They are pictured outdoors with a large group of Local 210 members who attended. His father, Brother Richard Vannucci (far left, in suspenders), is also a Union Roofer. Congratulations!



Nice haul for these Detroit retirees!

Retired Detroit Brothers

Roofers Local 149, Detroit, MI, retired members Gaines (Sunny) Williams III, Jim Hughes, and John Bryson enjoy their time off doing some salmon fishing in Ludington, MI.



The finished project at H. Roe Bartle Scout Reservation.

Giving Back to Boy Scouts

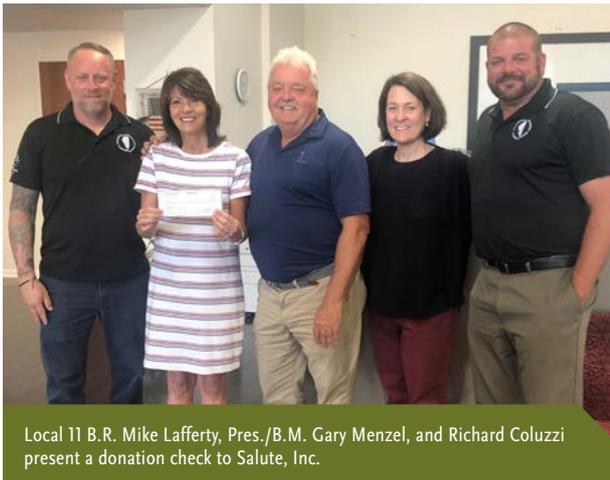
On a brisk and beautiful Saturday morning, members and officers of Roofers Local 20, Kansas City, MO, gave up part of their day to give back to the Boy Scouts. Paul Newberry, Local 20 member and lifelong Scouter, was contacted by the H. Roe Bartle Scout Reservation in need of a shingle roof replacement for one of their buildings. Paul brought the matter up during a union meeting asking for some assistance.

Journeyman Brad Robinson, Organizer Pedro Parra, Business Agent Paul Post, and helper Griffin Post stepped up to manage the task of reroofing the shelter. Danny Boyle Jr., retired journeyman, and signatory owner Sabina R. Boyle of Delta Innovative Services

donated all materials for the project at the request of superintendent Roscoe Fetters. Thank you to the members of Local 20 and Delta Innovative Services for their dedication to giving back. ■



Local 20 volunteers reroofed a building at a Boy Scout camp.



Local 11 B.R. Mike Lafferty, Pres./B.M. Gary Menzel, and Richard Coluzzi present a donation check to Salute, Inc.

Local 11's Charitable Foundation Keeps Giving

The Chicago Roofers & Waterproofers Charitable Foundation is a non-profit organization that makes donations primarily to help childhood cancer patients and veterans in need. These donations impact the research and care needed to support the wellbeing of people who are affected by serious health issues.

Recently officers of Roofers Local 11, Chicago, IL, presented a donation check of \$15,000 to Salute, Inc., an organization that works to save military families from homelessness through rent and mortgage payments that prevent eviction or foreclosure. ■

ROOFERS & WATERPROOFERS ERT

Emergency Response Team



Emergency
Assistance
833-499-0153

OUR MISSION

The mission of the United union of Roofers and Waterproofers and Allied Workers' Emergency Response Team is to provide assistance to union members, their families, and their co-workers in the event of catastrophic accidents, disabling injuries, and fatalities, as well as to provide direction for legal counsel.

OUR PURPOSE

- Represent members during emergencies
- Assist families and co-workers of members
- Provide follow-up support for both the families and members
- Act as liaison between families, employers and local unions
- Help victims and families secure legal representation if necessary
- Serve as victim advocates
- Coordinate support for victims and families





Report of International Representative **Gabriel Perea**

I started out my report in Washington State attending the Western States Council meetings. It was good to see all the other business agents and to share what's going on throughout the western locals. These meetings are so important to help newly elected officers and delegates understand how things work in other areas. I also attended the statewide apprenticeship council meeting. This support group provides alternative training curriculum and new ideas to improve apprenticeship programs.

After that assignment I attended the Western Roofing Expo in Las Vegas, NV, where I met with a lot of union and non-union roofers and contractors. I have continued to work closely with the elected

officers in Local 162 in Las Vegas. Local 162 is doing a good job adjusting now that they are out of trusteeship. I have stayed active with their apprenticeship committee, which has allowed me to assist the newly elected business manager and apprenticeship coordinator with training-related issues. I have also been working with Tim Adrian on organizing efforts for the area. Next I was off to Washington State to address a jurisdictional dispute over roof decking and vapor barrier. That issue was resolved for now.

As we head into the end of the year, many of our local unions in the west are having nominations and elections. If and when there is regime change, we need to embrace the new leaders and help them understand that there are a lot of

union leaders willing to help them with unfamiliar issues.

We must also stay mindful of the attack by the carpenters to claim our work and understand that the only union that should be doing our work is us. The Roofers Union has protected roofers and waterproofers for over a hundred years. We have one of the best pension plans with the NRIPP, so don't buy the lies about other unions wanting to do roofing—it's my belief they just want your pension. As union members we need to stand together and be part of the solution and not fold under misinformation and lies put out by others who don't care about Union Roofers.

I would like to close my report by wishing all our union Brothers and Sisters a happy holiday season and a prosperous New Year. ■



Report of International Representative **Jim Brown**

I begin my report with my visit to Local 30, Philadelphia, PA, where I met with Business Manager Shawn McCullough and assisted the local with negotiating a new contract and contract language for the local's Baltimore jurisdiction areas. I then traveled to Nassau-Suffolk, NY, where I met with Local 154 Business Manager Sal Giovannello. We discussed the need for manpower and the difficulty organizing in the area.

From there I traveled to Westville, NJ, to meet with International Marketing Director Jeff Eppenstein, Local 30 Business Manager Shawn McCullough, Local 30 Representative Brian Pleis and the marketing

reps to go over organizing efforts in NJ and PA.

On to Syracuse, NY, where I met with Local 195 Business Manager Charlie Gratton. We discussed the new Micron Data Chip Center project PLA—an \$89 billion project that is projected to last nine years—and how we can meet the manpower needs for the project. I spoke with Local 74 Business Manager Nick Gechell about the local's upcoming special election.

Moving on to Springfield, MA, I met with Secretary-Treasurer/Local 248 Trustee Mitch Terhaar to assist with the local's trusteeship. While there I attended the Springfield Building Trades Council meeting. Next I traveled to Wheeling, WV, where I attended a labor-management

meeting; while there I attended a contractor charity event.

I then traveled to Philadelphia, PA, where I met with Shawn McCullough to discuss the upcoming Northeast District Council meeting in Atlantic City. I also spoke with Local 30 Business Representative Kenny Devenney about organizing a non-union contractor. Back to Springfield, MA, as deputy trustee I attended a labor-management meeting with a Local 248 contractor and assisted the local with daily operations.

Next I traveled to Hartford, CT, to meet with Local 9 Business Manager Mark Canino to discuss the work outlook and the opportunity for growth of the local. Moving on to

Cumberland, MD, I met with Local 34 Business Manager Ray Baer to review the local's constitution and by-laws. I then traveled to Nashville, TN, where I attended the International Executive Board meeting. Then it was back to Philadelphia where I met with Local 30 Business Manager Shawn McCullough to discuss the new PLA on public school work in Philadelphia.

Next, I traveled to Chicago where I attended the joint district council meeting and apprenticeship competition hosted by Local 11. It was a great event seeing the apprentices put their skills on display. Back to Philadelphia where I attended the Baltimore/Washington trustees meeting. I then traveled to New York City where I met with Local 8 Business Manager Nick Siciliano to review the work

outlook and upcoming PLA projects in the city. From there I returned to Chicago where I attended classes on contract negotiations.

I conclude my report in Philadelphia. I attended the Friends of Labor event, where Local 30 Business Manager Shawn McCullough was honored as "Man of the Year" for the Philadelphia Building and Construction Trades Council. ■



Report of International Representative **Kevin King**

I begin this report in Local 97, Champaign, IL, working with Business Manager Darrell Harrison on the 401k that the members of Local 92 had before it was merged with Local 97. I then headed to Nashville to attend the International Executive Board meeting. After the meeting I ended up back in Local 97 where the business manager resigned. I stayed there until a new business manager was appointed and then oversaw the nominations of the offices of business manager and president. It was a white ballot. Congratulations to Richard Anders for being elected as the new business manager.

My next stop was in Chicago to attend the visitation and funeral of the unfortunate passing of International President Emeritus John Martini. President Emeritus Martini was a big advocate of organizing and he will be sorely missed by this union.

I next visited Local 97 in Champaign to work with new Business Manager Richard Anders. We went over the responsibilities of the position and also reviewed some policies that need to be put in place. I then headed to Local 106 in Evansville,

IN, to work with Business Manager Mike Durham. We discussed manpower issues coming up in the Kentucky area and also talked about ongoing issues with signatory contractor Kalkreuth Roofing.

Next, I attended the Midwest Roofing Contractors Association convention in Fort Worth, TX, where I helped work the booth the International had there. Right after that, I attended the joint district council meeting in Chicago. At the meeting there was a very good presentation put on by the Helmets to Hardhats organization. Also, Joshua Land with Local 119 gave a very informative presentation on recruiting using Indeed. President Hadel discussed the importance of attending the annual International Roofing Expo in order to recruit, network, and promote our training.

I then headed back to Local 97 to work with Business Manager Richard Anders. We were able to sign a non-union contractor to a one-job agreement and hope we can sign them to a full agreement. I also worked on finalizing the 401k paperwork from Local 92.

Next, I attended the Midwestern Apprenticeship Coordinator

Conference. This conference had presentations by the Department of Labor, an attorney that represents JATC programs, and an auditor going over things coordinators and trustees need to be aware of when running an apprenticeship program. I highly recommend all trustees and apprenticeship coordinators attend this conference or one similar.

My final stop was in Indianapolis, IN, to work with Local 119 Business Manager Brian Smith. We worked on a brochure to pass out to non-union contractors. We then discussed how to do research on contractors and how to use that information in an organizing campaign.

Finally, please continue to keep providing manpower for your contractors. ■





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

Charles Waddell, *President*
Local Union #23
1345 Northside Blvd.
South Bend, IN 46615
(574) 288-6506

Marcus Bass, *Secretary*
Local Union #26
25 W. 84th Ave.
Merrillville, IN 46410
(219) 756-3713

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

Ben Anderson, *President*
Local Union #96
17226 Lincoln St. NE
Ham Lake, MN 55304
(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

NORTHWEST

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

Richard Geyer, *Secretary*
Local Union #153
3049 S. 36th St., Rm. 213
Tacoma, WA 98409
(253) 474-0527

Newly Elected Mid-States Officers

The Mid-States District Council of Roofers recently held elections and swore in the new officers. Congratulations to (from left) Mike Kujawa, Bill Franklin, Nancy Weibel, Linda Knox, John Flatt and Jeff Mullins on being elected. ■



International V.P. Mike Vasey, left, swears in the newest officers of the Mid-States District Council.



Int'l Sec'y-Tr. Mitch Terhaar, Kelli Johnson, Mark Johnson and Jordan Ritenour at the Roofers International Office.

Ohio State Rep Visits Int'l Office

Ohio State Representative Mark Johnson and his wife Kelli recently stopped by the International Office during their travels to Washington, DC. He represents Ohio's District 92, where Assistant to the International President Jordan Ritenour resides.

Rep. Johnson is the former business manager for the Tri-State Building and Construction Trades Council, and he continues to advocate for the 20,000 construction workers in the council's three-state region. It was an honor welcoming this labor ally to our union's home. ■

RPELF Program Gets Pro-Union Leaders Elected!

Amber Waldref has won her bid for Spokane County Commissioner, District 2. She won 55% of the vote with a little help from the Roofers Political Education and Legislative Fund (RPELF) and Roofers Local 189, Spokane, WA. RPELF provides funds to local unions for use in supporting candidates in local and state elections who are sympathetic to labor's views.

Amber served on the Spokane City council for eight years. She has always been a friend to the unions and an advocate for living wages and affordable housing. ■



Amber Waldref won her election for Spokane County Commissioner.

Pennsylvania Governor-Elect Is Union Supporter

In October, Local 210, Erie, PA, Business Manager Scott Johnson attended a function for Josh Shapiro, the Pennsylvania attorney general who at the time was running for governor. The event was held at the Plumbers Local 27 training center. Shapiro toured the facility and spoke with multiple trades union leaders about how he supports the union building trades and their apprenticeship programs. He won the election in November, and our Pennsylvania members can look forward to his advocacy of worker-friendly policies. ■



Scott Johnson, left, gave Josh Shapiro a union-made Local 210 hat while he was campaigning for governor.

Honoring Those Who Made Our Union Great

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

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

below, take the time to thank him or her for their service and dedication to our Union.



50 Years

Local 23	David L. Hoffman
Local 36	Samuel A. Riggi
Local 44	Larry F. Cumpston
Local 44	James R. Keller
Local 44	Joseph J. Oliver
Local 44	Gene R. Pasquale Jr.
Local 44	Richard D. Zirke
Local 65	Wayne T. Keller
Local 69	Donald D. Davis
Local 154	Elliot Bulak
Local 154	Thomas D. Ledwith Jr.
Local 154	Thomas C. Stubbolo

55 Years

Local 20	John D. Cawood
Local 20	Roger G. Clymer
Local 20	Harold Gabelsberger
Local 44	William R. Foster
Local 44	Robert Kunath
Local 44	Dennis Popik
Local 65	Thomas E. Mitchell
Local 70	Arthur M. Gale
Local 154	Stephen T. Miller
Local 195	John W. Miller Sr.

60 Years

Local 20	Donald L. Ball
Local 20	Elvie R. Mauck
Local 65	Theodore A. Herrmann
Local 154	Amos E. Denton
Local 154	William Evans
Local 195	Peter G. Laneve Jr.

65 Years

Local 65	Heinrich N. Reis
Local 119	Ronnie Dugger
Local 154	Richard E. McKinney

**DO SOMETHING TODAY
THAT YOUR FUTURE
SELF WILL THANK YOU
FOR TOMORROW**

*BUILD YOUR FUTURE IN THE
CONSTRUCTION INDUSTRY*

Register Today: helmetstohardhats.org

LOCAL	AMOUNT
2 Saint Louis, MO	\$99,181.72
4 Newark, NJ	\$19,474.43
8 New York, NY	\$248,185.55
9 Hartford, CT	\$24,631.89
10 Paterson, NJ	\$13,990.06
11 Chicago, IL	\$280,204.16
12 Bridgeport, CT	\$28,482.21
20 Kansas City, KS	\$73,757.89
22 Rochester, NY	\$26,889.41
23 South Bend, IN	\$19,149.24
26 Hammond, IN	\$26,199.79
27 Fresno, CA	\$25,627.62
30 Philadelphia, PA	\$108,268.91
32 Rock Island, IL	\$7,531.00
33 Boston, MA	\$78,347.85
34 Cumberland, MD	\$1,918.54
36 Los Angeles, CA	\$89,118.20
37 Pittsburgh, PA	\$20,415.20
40 San Francisco, CA	\$35,431.46
42 Cincinnati, OH	\$18,869.34
44 Cleveland, OH	\$38,483.13
45 San Diego, CA	\$21,909.35

LOCAL	AMOUNT
49 Portland, OR	\$53,566.13
54 Seattle, WA	\$27,036.79
58 Colorado Springs, CO	\$10,298.67
65 Milwaukee, WI	\$33,845.68
69 Peoria, IL	\$18,662.62
70 Ann Arbor, MI	\$39,013.07
71 Youngstown, OH	\$7,654.14
74 Buffalo, NY	\$32,655.17
75 Dayton, OH	\$8,548.26
81 Oakland, CA	\$99,556.02
86 Columbus, OH	\$10,466.92
88 Akron, OH	\$12,163.37
91 Salt Lake City, UT	\$12,646.55
95 San Jose, CA	\$28,093.87
96 Minneapolis, MN	\$123,254.06
97 Champaign, IL	\$10,932.68
106 Evansville, IN	\$18,956.02
112 Springfield, IL	\$11,352.51
119 Indianapolis, IN	\$25,482.28
123 Fort Worth, TX	\$7,758.70
134 Toledo, OH	\$15,615.16
135 Phoenix, AZ	\$6,565.56

LOCAL	AMOUNT
136 Atlanta, GA	\$9,169.51
142 Des Moines, IA	\$13,030.85
143 Oklahoma City, OK	\$9,627.31
149 Detroit, MI	\$77,231.17
150 Terre Haute, IN	\$5,243.62
153 Tacoma, WA	\$32,562.79
154 Nassau-Suffolk, NY	\$6,926.22
162 Las Vegas, NV	\$43,980.18
182 Cedar Rapids, IA	\$9,099.86
185 Charleston, WV	\$11,841.39
188 Wheeling, WV	\$15,828.29
189 Spokane, WA	\$15,037.00
195 Syracuse, NY	\$23,012.65
200 Pocatello, ID	\$1,377.31
203 Binghamton, NY	\$8,442.81
210 Erie, PA	\$21,461.19
220 Orange County, CA	\$66,058.54
221 Honolulu, HI	\$16,467.69
241 Albany, NY	\$22,109.49
242 Parkersburg, WV	\$10,910.80
248 Springfield, MA	\$4,946.44
317 Baton Rouge, LA	\$3,729.41

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
84823	Leon C. Bowman	134	98
92981	John H. Cummings	37	90
93348	Robert F. Spears	11	85
94590	John C. Martini	11	83
98375	Alfredo M. Saldivar	81	89
103821	George Lillibridge	33	86
115628	John A. Myers	11	81
117561	Richard A. Miller	20	79
119035	Joe Q. Gregg	2	81
120130	Leo Stroessenreuther	10	82
120776	Earl J. Kelley	134	78
121344	Henry Davila	54	83
123042	Bruce J. Interrante	11	75
133709	Stephen J. Kovzel	12	75
135303	Larry J. Hanegmon	32	75
141740	Henry Palmucci	12	83
145007	Robert L. Eade	22	73
145726	James O. Dollard	33	79
154122	Terry B. Markham	11	74
154588	Robert P. Brendel	2	75
158252	Robert R. Stalbaum	26	68
161205	Edward H. Webb	23	78
170866	Gordon Gauthier	65	64

MEMBER NO.	NAME	LOCAL NO.	AGE
173345	Manfred A. Weppler	154	84
206889	Michael A. Thielitz	54	72
218184	Art Oldham	150	69
232930	Jackie L. Herzog	2	70
234684	Larry B. Smith	54	81
235249	Michael Richards	54	60
235580	Felix G. Vargas	12	59
242974	Oscar Rosales	20	65
261059	Edward A. Mumper	2	57
271394	William Szymanski	10	48
278801	Patrick W. Meffert	88	72
285686	Kevin A. Laplant	2	35
290290	Jerry L. Claxton	97	59
306520	Juan A. Hernandez	96	51
313470	Romeo S. Amaya	36	52
316071	Colby J. Stepanek	182	32
321076	Craig M. Delgado	12	42
325433	Victor M. Matias	8	33
329644	Timothy J. Nichols	203	35
330308	Johnny Castro	74	41
331133	Tyrel Z. Caldwell	70	38
333094	Stephen A. Durgin	30	58



REPORT OF INDEPENDENT AUDITORS

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

Qualified Opinion

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, 2022 and 2021, 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.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements referred to above 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, 2022 and 2021, 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 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 \$862,089 and \$796,665 as of June 30, 2022 and 2021, respectively, and the change in net assets would have increased (decreased) by \$65,424 and (\$44,163) respectively, for the years then ended.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the International Union and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting described in Note 2, and for 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' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Legacy Professionals LLP

Westchester, Illinois
August 18, 2022

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**
STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS
MODIFIED CASH BASIS
JUNE 30, 2022 AND 2021

	2022					2021	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
ASSETS							
CASH ON HAND AND IN BANKS	\$ 5,854	\$ -	\$ 20,601	\$ -	\$ 59,039	\$ 85,494	\$ 1,762,269
LOANS TO LOCAL UNIONS	17,425	-	-	-	-	17,425	-
INTERFUND RECEIVABLE (PAYABLE)	(57,750)	-	3,637	15,716	38,397	-	-
INVESTMENTS							
Money market funds	1,553,947	304,896	1,841,423	264,789	8,680	3,973,735	1,898,292
Certificates of deposit	500,000	-	-	-	1,476,056	1,976,056	1,990,369
U.S. Treasury, Government Agency and municipal obligations	15,957,987	1,034,697	13,815,168	-	593,717	31,401,569	23,221,668
Corporate obligations	948,776	-	156,231	-	-	1,105,007	1,105,007
Corporate stocks	1,946,756	-	5,400,541	-	-	7,347,297	13,315,850
Mutual funds	-	301,425	-	-	-	301,425	265,281
Group annuity contract separate account	802,450	360,406	360,638	-	-	1,523,494	703,651
Mortgage investment trust	2,706,754	-	-	-	-	2,706,754	2,642,633
Total investments	<u>24,416,670</u>	<u>2,001,424</u>	<u>21,574,001</u>	<u>264,789</u>	<u>2,078,453</u>	<u>50,335,337</u>	<u>45,142,751</u>
PROPERTY AND EQUIPMENT							
Furniture and equipment	536,731	-	-	4,156	6,928	547,815	524,183
Leasehold improvements	685,119	-	-	-	-	685,119	685,119
Automobiles	118,609	-	-	-	-	118,609	118,609
	<u>1,340,459</u>	<u>-</u>	<u>-</u>	<u>4,156</u>	<u>6,928</u>	<u>1,351,543</u>	<u>1,327,911</u>
Less accumulated depreciation and amortization	(704,591)	-	-	(4,156)	(6,928)	(715,675)	(599,674)
Net property and equipment	<u>635,868</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>635,868</u>	<u>728,237</u>
OTHER ASSETS							
Group annuity contract - deferred compensation plan	-	-	-	-	-	-	2,517,396
Prepaid insurance	16,605	-	-	-	-	16,605	49,809
Deposits	14,685	-	-	-	5,000	19,685	19,685
Total other assets	<u>31,290</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,000</u>	<u>36,290</u>	<u>2,586,890</u>
Total assets	<u>\$25,049,357</u>	<u>\$2,001,424</u>	<u>\$21,598,239</u>	<u>\$ 280,505</u>	<u>\$2,180,889</u>	<u>\$51,110,414</u>	<u>\$50,220,147</u>
LIABILITIES AND NET ASSETS							
LIABILITIES							
Deferred compensation plan	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,517,396
Deferred leasehold allowance	212,500	-	-	-	-	212,500	246,952
Other liabilities	1,002	-	-	-	-	1,002	-
Loan payable	-	-	-	-	-	-	647,425
Total liabilities	<u>213,502</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>213,502</u>	<u>3,411,773</u>
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Undesignated	24,835,855	-	-	-	-	24,835,855	23,344,274
Designated	-	2,001,424	21,598,239	280,505	2,180,889	26,061,057	23,464,100
Total net assets without member restrictions	<u>24,835,855</u>	<u>2,001,424</u>	<u>21,598,239</u>	<u>280,505</u>	<u>2,180,889</u>	<u>50,896,912</u>	<u>46,808,374</u>
Total liabilities and net assets	<u>\$25,049,357</u>	<u>\$2,001,424</u>	<u>\$21,598,239</u>	<u>\$ 280,505</u>	<u>\$2,180,889</u>	<u>\$51,110,414</u>	<u>\$50,220,147</u>

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**
STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS
MODIFIED CASH BASIS
YEARS ENDED JUNE 30, 2022 AND 2021

	2022					2021	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofers and Waterproofers Fund	Convention Fund	Total	Total
MEMBERSHIP ACTIVITIES							
Revenue							
From affiliates							
Per capita taxes	\$ 3,646,374	\$ -	\$ 670,142	\$ 240,386	\$ 544,032	\$ 5,100,934	\$ 5,383,049
International work dues	3,468,985	-	-	-	-	3,468,985	3,583,826
Initiation and reinstatement fees	300,807	-	-	-	-	300,807	365,005
Supplies	2,783	-	-	-	-	2,783	4,467
Other	745	-	-	-	-	745	530
Total revenue from affiliates	<u>7,419,694</u>	<u>-</u>	<u>670,142</u>	<u>240,386</u>	<u>544,032</u>	<u>8,874,254</u>	<u>9,336,877</u>
Forgiveness of Small Business							
Administration loan	647,425	-	-	-	-	647,425	-
Other membership related revenue	143,213	-	-	16	-	143,229	202,472
Total revenue	<u>8,210,332</u>	<u>-</u>	<u>670,142</u>	<u>240,402</u>	<u>544,032</u>	<u>9,664,908</u>	<u>9,539,349</u>
Expenses							
Salaries, per diem and travel expenses	4,301,949	-	16,000	15,000	-	4,332,949	3,570,122
Affiliation fees	288,508	-	-	-	-	288,508	291,699
Administrative expenses	2,610,251	-	51,162	-	72	2,661,485	2,446,357
Contributions to Roofers' Political Education and Legislative Fund	102,146	-	-	-	-	102,146	104,985
Educational expenses	65,974	-	-	-	-	65,974	17,688
Meetings and conferences	206,223	-	-	-	-	206,223	8,945
Organizing assistance and expenses	48,427	-	-	-	-	48,427	95,788
Burial benefits	-	-	1,279,806	-	-	1,279,806	1,155,425
Roofers magazine expenses	-	-	-	198,257	-	198,257	203,819
International convention	-	-	-	-	-	-	1,321
Total expenses	<u>7,623,478</u>	<u>-</u>	<u>1,346,968</u>	<u>213,257</u>	<u>72</u>	<u>9,183,775</u>	<u>7,896,149</u>
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	586,854	-	(676,826)	27,145	543,960	481,133	1,643,200
INVESTMENT EARNINGS - net of related expenses	<u>904,727</u>	<u>78,946</u>	<u>2,602,405</u>	<u>312</u>	<u>21,015</u>	<u>3,607,405</u>	<u>5,254,718</u>
CHANGE IN NET ASSETS	1,491,581	78,946	1,925,579	27,457	564,975	4,088,538	6,897,918
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Beginning of year	<u>23,344,274</u>	<u>1,922,478</u>	<u>19,672,660</u>	<u>253,048</u>	<u>1,615,914</u>	<u>46,808,374</u>	<u>39,910,456</u>
End of year	<u>\$ 24,835,855</u>	<u>\$ 2,001,424</u>	<u>\$ 21,598,239</u>	<u>\$ 280,505</u>	<u>\$ 2,180,889</u>	<u>\$ 50,896,912</u>	<u>\$ 46,808,374</u>

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

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2022 AND 2021

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 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. The modified cash basis of accounting is a basis of accounting other than accounting principles generally accepted in the United States of America (GAAP). 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.

Investments - Investments are recorded at cost. Gains and losses are recognized only when securities are sold or upon maturity.

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 \$56,318 and \$50,473 for the years ended June 30, 2022 and 2021, respectively. Amortization expense was \$66,216 for each of the years ended June 30, 2022 and 2021.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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.

Revenue and Revenue Recognition - Revenue is primarily derived from per capita taxes, work dues and initiation fees. Under GAAP, revenue derived from per capita taxes, work dues and initiation fees should be recognized over the period to which the per capita taxes, work dues and initiation fees relate. As previously described, the International Union recognizes revenue using the modified cash method of accounting, and therefore, revenue is generally recognized when received.

Per capita taxes and work dues are paid monthly at rates set by the International Union constitution and by-laws. Initiation fees are nonrefundable and paid at the time the member joins the affiliated local union, with the minimum initiation fee paid to the International Union being \$25 or 10% of the local union's initiation fee, whichever is greater.

The International Union carries out its purpose described in Note 1 across the United States of America.

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 18, 2022, 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, 2022 and 2021:

	<u>2022</u>		<u>2021</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 3,973,735	\$ 3,973,735	\$ 1,898,292	\$ 1,898,292
Certificates of deposit	1,976,056	1,975,994	1,990,369	2,002,007
U.S. Treasury, Government Agency and municipal obligations	31,401,569	29,744,075	23,221,668	23,098,284
Corporate obligations	1,105,007	1,028,858	1,105,007	1,087,667
Corporate stocks	7,347,297	7,963,381	13,315,850	17,635,301
Mutual funds	301,425	276,291	265,281	334,362
Group annuity contract separate account	1,523,494	1,507,564	703,651	702,040
Mortgage investment trust	2,706,754	2,488,135	2,642,633	2,768,803
Total	<u>\$ 50,335,337</u>	<u>\$ 48,958,033</u>	<u>\$ 45,142,751</u>	<u>\$ 49,526,756</u>

Corporate stocks include shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 at both June 30, 2022 and 2021. For nonmarketable securities, no readily available market exists. Due to the lack of an available trading market, as characterized by a willing buyer and seller engaging in an exchange transaction, the nonmarketable securities are considered to be illiquid investments. The book value per share of stock as of December 31, 2021 and 2020, was \$31.35 and \$29.10 respectively, as determined by taking the total capital accounts and dividing by the total shares issued and outstanding on those dates. Total book value for the International Union's shares was \$1,068,408 and \$991,728 at June 30, 2022 and 2021, respectively. There is a high degree of subjectivity in estimating book value and such values do not purport to represent the fair value of these investments.

Investment securities are exposed to various risks such as interest rate, market and credit risks. In addition, for the investment in the mortgage investment trust, the investment manager is required to value the underlying investments at estimated fair values using various subjective techniques. Due to the level of risk associated with these 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 amounts reported in the statements of assets, liabilities and net assets.

NOTE 4. DESCRIPTION OF FUNDS AND PER CAPITA TAXES

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

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

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

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

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

The International Union's per capita tax rate is \$19.10 per month plus work dues of \$0.14 per hour worked. The work dues are allocated entirely to the General Fund. For 2022 and 2021, the monthly per capita tax was allocated, as determined by the International President, as follows:

General Fund	\$ 16.00
Journeyman Roofer and Waterproofing Fund	0.95
Convention Fund	<u>2.15</u>
Total	<u>\$ 19.10</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, 2022 and 2021 is outlined in the following table. Plans that are considered to be significant are required to be identified. 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		2022	2021	
		2022	2021	2022	2021	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2022	Green as of 1/1/2021	\$ 338,822	\$ 320,495	12/31/2021

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, 2022 and 2021 totaled \$791,568 and \$751,911 respectively, including \$306,178 and \$298,162 respectively, in contributions on behalf of retirees.

The majority of these 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, 2022 and 2021 totaled \$72,551 and \$70,199 respectively.

NOTE 7. DEFERRED COMPENSATION PLAN

The International Union had established a voluntary deferred compensation (salary reduction) plan that was fully funded by participant contributions. The value of these contributions plus accumulated earnings was \$2,517,396 as June 30, 2021. During the year ended June 30, 2022, the final remaining participant retired and an annuity was purchased for their benefit under the plan.

NOTE 8. BURIAL BENEFITS

Burial benefits for members are provided for by the by-laws 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>\$ 128,124</u>

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, 2022 and 2021 were \$38,040 and \$37,296 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, 2022 and 2021 was \$102,146 and \$104,985 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2022 and 2021.

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, 2022 that exceeded the balance insured by the FDIC by approximately \$188,000. The International Union has not experienced any losses in uninsured balances and believes it is not exposed to 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 and money market funds 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 described in Note 4, financial assets associated with the Retiree Fund, Burial Benefit Fund, Journeyman Roofer and Waterproofing Fund and the Convention Fund are available for those specified purposes.

The International Union has various sources of liquidity at its disposal, primarily including cash held in checking accounts and money market funds. 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 not designated for specified purposes may be made available if necessary. The International Union expects to receive per capita taxes, work dues and initiation fees each year, which are available to meet annual cash needs for general expenditures.

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%.

Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$278,487 and \$290,975 as of June 30, 2022 and 2021, respectively, has not been recorded in these modified cash basis financial statements.

NOTE 13. OPERATING LEASE (CONTINUED)

As of June 30, 2022, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2023	\$ 358,469
2024	367,442
2025	376,630
2026	386,033
2027	395,699
Thereafter	<u>473,760</u>
Total	<u>\$ 2,358,033</u>

Total rental expense for the years ended June 30, 2022 and 2021 was \$327,008 and \$322,846 respectively, which is net of an amortization of a leasehold allowance of \$34,452 for each year. The monthly rent payment at July 1, 2022 was approximately \$29,376.

NOTE 14. NET INVESTMENT EARNINGS

Net investment earnings for the years ended June 30, 2022 and 2021 were as follows:

	2022			
	Interest/ Dividend Income	Realized Gains	Expenses	Net Investment Earnings
General Fund	\$ 534,393	\$ 436,404	\$ (66,070)	\$ 904,727
Retiree Fund	38,873	48,215	(8,142)	78,946
Burial Benefit Fund	457,091	2,240,419	(95,105)	2,602,405
Journeyman Roofer and Waterproofer Fund	312	-	-	312
Convention Fund	<u>24,116</u>	<u>-</u>	<u>(3,101)</u>	<u>21,015</u>
Total	<u>\$ 1,054,785</u>	<u>\$ 2,725,038</u>	<u>\$ (172,418)</u>	<u>\$ 3,607,405</u>

	2021			
	Interest/ Dividend Income	Realized Gains (Losses)	Expenses	Net Investment Earnings
General Fund	\$ 569,109	\$ (192,571)	\$ (44,312)	\$ 332,226
Retiree Fund	43,327	(32,256)	(6,275)	4,796
Burial Benefit Fund	447,733	4,518,572	(69,805)	4,896,500
Journeyman Roofer and Waterproofer Fund	446	-	-	446
Convention Fund	<u>23,306</u>	<u>-</u>	<u>(2,556)</u>	<u>20,750</u>
Total	<u>\$ 1,083,921</u>	<u>\$ 4,293,745</u>	<u>\$ (122,948)</u>	<u>\$ 5,254,718</u>

NOTE 15. LOAN PAYABLE

The International Union received a \$647,425 unsecured loan through the Paycheck Protection Program, a program implemented by the U.S. Small Business Administration (SBA) under the Coronavirus Aid, Relief, and Economic Security Act (CARES Act). The loan bears interest at 1% per annum, with the first six months of interest deferred, has a term of five years, and is guaranteed by the SBA. The loan was forgiven in whole by the SBA in a letter dated December 2021.

NOTE 16. COMMITMENT

The International Union has an agreement with a hotel to host its convention in October 2023. Either party may cancel the agreement based on written notice to the other party and payment of a cancellation fee. The fee ranges from \$177,662 up to \$444,155 depending on the date of cancellation.

NOTE 17. IMPACT OF COVID-19 AND NEWLY ENACTED LEGISLATION

As a result of the spread of the COVID-19 coronavirus, economic uncertainties have arisen which could negatively impact the International Union, though the impact and duration are unknown as of the date of the report.

Several major legislative relief packages were enacted in response to the coronavirus outbreak, which among other things contain numerous emergency funding, tax and regulatory provisions. The International Union continues to evaluate the impact of newly enacted legislation on its operations and cash flows. As described in Note 15, the International Union received loan proceeds under provisions of the CARES Act.

NOTE 18. FUNCTIONAL EXPENSES

The financial statements report expenses that may be attributed to more than one program or supporting function. Expenses are allocated based on direct identification as well as estimates of time and effort. The International Union has estimated that on a functional classification its expenses would be allocated as follows for the years ended June 30, 2022 and 2021:

	2022									
	Program Services					Supporting Services				
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Total Supporting Services	Total Expenses
Salaries, per diem and travel	\$ 1,494,922	\$ 1,402,245	\$ 16,000	\$ 52,284	\$ 151,448	\$ 73,242	\$ 3,190,141	\$ 850,783	\$ 1,142,808	\$ 4,332,949
Employee benefits	449,367	331,354	-	19,468	46,610	16,962	863,761	289,382	357,246	1,221,007
Affiliation fees	105,418	66,952	-	15,899	11,504	3,626	203,399	71,451	85,109	288,508
Office and other expenses	143,845	178,712	1,339	6,187	68,267	4,557	402,907	113,835	131,095	534,002
Professional fees	33,276	-	13,676	369	-	3,144	50,465	85,818	117,486	167,951
Emergency response program	-	-	-	-	23,308	-	23,308	-	-	23,308
Donations and contributions	-	-	-	-	-	86,697	86,697	-	-	86,697
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	102,146	-	-	102,146	-	-	102,146
Depreciation and amortization	46,526	29,556	-	2,193	5,085	1,605	84,965	31,540	37,569	122,534
Meetings and conferences	97,442	-	-	49,145	-	1,305	147,892	-	58,331	206,223
Payroll and other taxes	83,458	76,601	-	2,952	7,688	3,714	174,413	47,488	64,179	238,592
Organizing expenses and assistance	45,427	3,000	-	-	-	-	48,427	-	-	48,427
Rent	112,855	71,690	36,147	5,320	12,334	3,894	242,240	76,505	91,128	333,368
Roofers magazine expenses	-	-	-	-	198,257	-	198,257	-	-	198,257
Burial benefits	-	-	1,279,806	-	-	-	1,279,806	-	-	1,279,806
Total	\$ 2,612,536	\$ 2,160,110	\$ 1,346,968	\$ 255,963	\$ 524,501	\$ 198,746	\$ 7,098,824	\$ 1,567,162	\$ 2,084,951	\$ 9,183,775

	2021										
	Program Services					Supporting Services					
	Member Representation and Organizing	Local Union Servicing and Assistance	Burial Benefits	Legislative and Political Activities	Member Outreach	Community and Charitable Activities	Total Program Services	Management and General	Total Supporting Services	Total Expenses	
Salaries, per diem and travel	\$ 1,172,768	\$ 1,127,138	\$ 16,000	\$ 18,289	\$ 132,325	\$ 13,879	\$ 2,480,399	\$ 935,845	\$ 153,878	\$ 1,089,723	\$ 3,570,122
Employee benefits	389,776	312,332	-	7,581	49,423	4,065	763,177	356,837	43,256	400,093	1,163,270
Affiliation fees	94,562	68,966	-	12,260	13,357	922	190,067	92,075	9,557	101,632	291,699
Office and other expenses	110,091	115,846	1,037	2,777	61,091	1,021	291,863	110,575	12,445	123,020	414,883
Professional fees	22,736	-	13,074	288	-	641	36,739	73,299	14,601	87,900	124,639
Donations and contributions	-	-	-	-	-	100,952	100,952	-	-	-	100,952
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	104,985	-	-	104,985	-	-	-	104,985
Depreciation and amortization	39,115	28,534	-	1,118	5,519	387	74,673	38,060	3,956	42,016	116,689
Meetings and conferences	7,752	-	-	-	-	306	8,058	-	887	887	8,945
Payroll and other taxes	73,315	68,776	-	150	7,301	840	150,382	55,833	9,512	65,345	215,727
Organizing expenses and assistance	90,779	5,009	-	-	-	-	95,788	-	-	-	95,788
Rent	98,376	71,766	35,727	2,813	13,879	972	223,533	95,724	9,949	105,673	329,206
Roofers magazine expenses	-	-	-	-	203,819	-	203,819	-	-	-	203,819
Burial benefits	-	-	1,155,425	-	-	-	1,155,425	-	-	-	1,155,425
Total	\$ 2,099,270	\$ 1,798,367	\$ 1,221,263	\$ 150,261	\$ 486,714	\$ 123,985	\$ 5,879,860	\$ 1,758,248	\$ 258,041	\$ 2,016,289	\$ 7,896,149

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 Plus 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 94.08% 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 58, 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 (name) will provide the objecting employee a summary of major categories of expenditures showing how the fair share fee was calculated. Upon receiving the notice of the calculation of chargeable expenditures, an objecting individual has 30 days to file a challenge in writing with the Union's Secretary-Treasurer at (address) 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.

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

ALASKA

189 | ANCHORAGE 🏠

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

ARIZONA

135 | PHOENIX 🏠

Meets – 1917 E. Washington St., monthly, as called. Pres. **Armondo Terrazas**, 1917 E. Washington St., Phoenix, AZ 85034. Phone (505) 203-5595. E-mail: stevenc@unionroofers.com

135 | TUCSON 🏠

Pres. **Armondo Terrazas**, Phone (505) 203-5595. E-mail: stevenc@unionroofers.com

ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area) 🏠

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

CALIFORNIA

27 | FRESNO 🏠

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 1st Tues. each month. B.M., Fin. Sec. & Tr. **Thomas Geiger**, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: tgeiger@rooferslocal27.com

27 | BAKERSFIELD 🏠

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 1st Tues. each month. B.M., Fin. Sec. & Tr. **Thomas Geiger**, 5537 E. Lamona Ave., Ste. 1, Fresno, CA 93727. Phone (559) 255-0933. Fax (559) 255-0983. E-mail: tgeiger@rooferslocal27.com

36 | LOS ANGELES 🏠

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

81 | OAKLAND 🏠

Meets – 8400 Enterprise Way, Ste. 122, 2nd Wed. each month. B.M. **Douglas H. Ziegler**, Fin. Sec. **Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

220 | ORANGE COUNTY 🏠

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

220 | RIVERSIDE 🏠

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

81 | SACRAMENTO 🏠

Meets – 2840 El Centro Rd., Ste. 117, 3rd Mon. each month at 7:30 p.m. B.M. **Douglas H. Ziegler**, Fin. Sec. **Dean Wolf**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505 or (916) 646-6754. Fax (510) 632-5469. E-mail: rooferunion81@gmail.com

45 | SAN DIEGO 🏠

Meets – 3737 Camino del Rio S., Ste. 208, 3rd Thurs. each 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: PaulC@roofers45.org

40 | SAN FRANCISCO 🏠

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

95 | SAN JOSE 🏠

Meets – 2330A Walsh Ave., Santa Clara, 2nd Mon. each month. B.M. **Robert Rios**, Fin. Sec. & Tr. **Daniel Garcia**, 2330A Walsh Ave., Santa Clara, CA 95051. Phone (408) 987-0440. Fax (408) 988-6180. E-mail: 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: rooferunion81@gmail.com

COLORADO

58 | COLORADO SPRINGS 🏠

Meets – 404 N. Spruce St., 2nd Mon. each month. B.A. **Ray Gallegos Jr.**, 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: ray@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: rooferunion81@gmail.com

CONNECTICUT

12 | BRIDGEPORT 🏠

Meets – 19 Bernhard Rd., 3rd Wed. each month. B.M., Fin. Sec. & Tr. **Kevin Guertin**, 19 Bernhard Rd., North Haven, CT 06473. Phone (203) 772-2565. Fax (203) 772-2574. E-mail: kevin@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

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 Website: www.roofersandwaterprooferlocal136.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

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 Website: www.roofersandwaterprooferlocal136.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. Phone (808) 847-5757. Fax (808) 848-8707. E-mail: rooferslocal221@gmail.com

IDAHO

189 | BOISE 🏠

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

189 | LEWISTON 🏠

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

200 | POCATELLO 🏠

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

ILLINOIS

97 | CHAMPAIGN 🏠

Meets – 3301 N. Boardwalk Dr., 3rd Thurs. each month at 5:00 p.m. B.M. **Richard Anders**, 3301 N. Boardwalk Dr., Champaign, IL 61822. Phone (217) 359-3922. E-mail: richard@rooferslocal97.com

11 | CHICAGO 🏠

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

97 | DECATUR 🏠

Meets – 3301 N. Boardwalk Dr., 3rd Thurs. each month at 5:00 p.m. B.M. **Richard Anders**, 3301 N. Boardwalk Dr., Champaign, IL 61822. Phone (217) 359-3922. E-mail: richard@rooferslocal97.com

11 | LASALLE 🏠

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

69 | PEORIA 🏠

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

32 | ROCK ISLAND 🏠

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

32 | GALESBURG AREA 🏠

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

112 | SPRINGFIELD

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

INDIANA**119 | ANDERSON**

B.M. Brian Smith, 2702 S. Foltz St., Indianapolis, IN 46241. Phone (317) 484-8990. Fax (317) 484-8993. E-mail: brian@indyroofers.com Website: www.indyroofers.com

106 | EVANSVILLE

Meets – 1201 Baker Ave., 4th Mon. each month. **B.M. Michael Durham**, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

26 | HAMMOND-GARY

Meets – 25 W. 84th Ave., Merrillville, IN, 1st Mon. each month. **B.M. Marcus Bass, B.R. Scott Cooper**, 25 W. 84th Ave., Merrillville, IN 46410. Phone (219) 756-3713. Fax (219) 756-3715. E-mail: roofers26@sbcglobal.net

119 | INDIANAPOLIS

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

119 | LAFAYETTE

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

23 | SOUTH BEND

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

150 | TERRE HAUTE

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

IOWA**32 | BURLINGTON**

B.M. & F.S. Donald Taets, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890.

142 | SIOUX CITY

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

182 | CEDAR RAPIDS

Meets – 701 Oakland Rd. NE, 2nd Wed. each month at 7:00 p.m. **B.M. Brian Cosgrove**, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com Website: www.roofers-local182.com

182 | WATERLOO AREA

B.M. Brian Cosgrove, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com Website: www.roofers-local182.com

182 | DUBUQUE AREA

B.M. Brian Cosgrove, 701 Oakland Rd. NE, Cedar Rapids, IA 52402. Phone (319) 373-2575. Fax (319) 373-0289. E-mail: brian@rooferslocal182.com Website: www.roofers-local182.com

142 | DES MOINES

Meets – 3802 6th Ave., 4th Tues. each month 5:30 p.m. **B.M., Fin. Sec. & Tr. Mike Soroka**, 3802 6th Ave., Des Moines, IA 50313. Phone (515) 244-7017. Fax (515) 244-7404. E-mail: mike@rooferslocal142.com

142 | MASON CITY

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

KANSAS**20 | KANSAS CITY**

Meets – 6321 Blue Ridge Blvd., 4th Mon. each month at 6:00 pm. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | WICHITA AREA

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

20 | TOPEKA

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

KENTUCKY**106 | LOUISVILLE**

B.M. Michael Durham, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

106 | PADUCAH

B.M. Michael Durham, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: M.Durham@roofers106.com

LOUISIANA**317 | BATON ROUGE**

Meets – Every third Thurs. of the month, or as called. **Pres. Toby Carter**, PO Box 74572, Baton Rouge, LA 70874. Phone (225) 355-8502. E-mail: rooferslocal317@gmail.com

MAINE**33 | BANGOR**

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

MARYLAND**30 | BALTIMORE**

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

34 | CUMBERLAND

Meets – 11521 Milnor Ave., Cumberland, last Fri. every even month. **B.A. Ray Baer**, 22712 New Shawnee Rd. SW, Westernport, MD 21562. Phone (240) 727-2428. E-mail: raybaer67@gmail.com

MASSACHUSETTS**33 | BOSTON**

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

33 | NEW BEDFORD AREA

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

248 | SPRINGFIELD

Meets – 55 Main St., last Tues. each month. **Trustee Mitch Terhaar**, 55 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: mitcht@unionroofers.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

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

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

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

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

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

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

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. Tristan Lundblad, B.R. Tyler Krogen**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | ST. CLOUD AREA 🏠

Meets – 1903 4th St., N. St. Cloud, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Tyler Krogen**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | BRAINERD AREA 🏠

Meets – location varies, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Ben Anderson**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | DULUTH-IRON RANGE AREA 🏠

Meets – 2002 London Rd., Duluth, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Ben Anderson**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.roofers-local96.com

96 | SOUTHEASTERN MINN. AREA 🏠

Meets – location varies, on call only. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: 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

MISSOURI

2 | ST. LOUIS 🏠

Meets – 45 Worthington Access Dr., 1st Wed. each month. **Pres. & B.M. Denny Marshall Jr.**, 45 Worthington Access Dr., Maryland Heights, MO, 63043. Phone (314) 535-9683. Fax (314) 535-6404. E-mail: dcorvettekid@gmail.com Website: www.stlouisunionroofing.com

20 | JEFFERSON CITY 🏠

Meets – Carpenters Hall, 230 W. Dunklin, 2nd month of each quarter at 7:00 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com Website: www.rooferslocal20.com

20 | SPRINGFIELD AREA 🏠🔗

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

20 | ST. JOSEPH AREA 🏠

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

MONTANA

189 | BILLINGS 🏠

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

189 | BUTTE 🏠

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

189 | MISSOULA 🏠

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

NEBRASKA

20 | OMAHA 🏠

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

NEVADA

162 | LAS VEGAS 🏠🔗

Meets – 590 S. Boulder Hwy., 1st Thurs. each month. **B.M. Jesus Loya-V.**, 590 S. Boulder Hwy., Henderson, NV 89015. Phone (702) 453-5801. Fax (702) 453-0426. E-mail: loya@rooferslocal162.org

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: rooferunion81@gmail.com

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**, 409 Crown Point Rd., Westville, NJ 08093. Phone (856) 349-7548. 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@roofers4.org

10 | PATERSON 🏠

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

30 | TRENTON

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

NEW MEXICO

123 | ALBUQUERQUE 🏠🔗

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

123 | LOS ALAMOS 🏠🔗

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

NEW YORK

241 | ALBANY 🏠

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

203 | BINGHAMTON

Meets – American Legion Post 401, 263 Front St., Owego, 2nd Wed. each month. **B.A., Fin. Sec. & Tr. Philip Lester**, 32 W. State St., Ste. 206, Binghamton, NY 13901. Phone (607) 722-4073. Fax (607) 237-0143. E-mail: 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

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 Giovannello**, 370 Vanderbilt Motor Pkwy., Ste. 1, Hauppauge, NY 11788-5133. Phone (631) 435-0655. Fax (631) 435-0262. E-mail: union@rooferslocal154.com

8 | NEW YORK CITY

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

22 | ROCHESTER 🏠

Meets – 280 Metro Park, 3rd Wed. each month. **B.M. Marty Jerome**, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. E-mail: mjromelocal22@gmail.com Website: www.rooferslocal22.com

195 | SYRACUSE 🏠

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

NORTH CAROLINA

136 | CHARLOTTE 🏠

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

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

B.M., Fin. Sec. & Tr. Mark Conroy, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

OHIO

88 | AKRON & CANTON 🏠

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

42 | CINCINNATI 🏠🔗

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

44 | CLEVELAND 🏠

Meets – 1651 E 24th St., 2nd Mon. each month. **B.M. Chuck Lavelle**, 1651 E. 24th St., Cleveland, OH 44114. Phone (216) 781-4844. Fax (216) 781-7663. E-mail: roofers44cl@sbcglobal.net

86 | COLUMBUS 🏠

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

75 | DAYTON 🏠

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

134 | TOLEDO 🏠🔗

Meets – 4652 Lewis Ave., 3rd Thurs. each month 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

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: Rooferslocal71@gmail.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

OREGON**49 | EUGENE**

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

49 | PORTLAND

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

PENNSYLVANIA**210 | ERIE**

Meets – 4901 E. Lake Rd., 1st Thurs. each month. **B.M., Fin. Sec. & Tr. Scott Johnson**, 7454 Edinboro Rd., Erie, PA 16509. Phone (814) 453-4503. Fax (814) 455-4340. E-mail: bzmgr210@gmail.com Website: 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**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325.

37 | PITTSBURGH

Meets – 230 Lincoln Ave., Bellevue, 4th Mon. each month except June, July, Aug. & Dec., **B.M., Fin. Sec. & Tr. John D. Flatt**, 230 Lincoln Ave., Bellevue, PA 15202. Phone (412) 766-5360. Fax (412) 766-5363. E-mail: rep@rooferslocal37.com

30 | SCRANTON

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

RHODE ISLAND**33 | PROVIDENCE**

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

TENNESSEE**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

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

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

123 | HOUSTON

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

123 | SAN ANTONIO

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

UTAH**91 | SALT LAKE CITY**

Meets – 2261 South Redwood Rd., 2nd Tues. each month. **B.M. Soledad Velasquez**, 2261 S. Redwood Rd., Ste. N., Salt Lake City, UT 84119. Phone (801) 972-6830. Fax (801) 975-9003. E-mail: soledad_local91@yahoo.com

VERMONT**241 | VERMONT**

B.M., Fin. Sec. & Tr. Michael Rossi, 890 3rd St., Albany, NY 12206. Phone (518) 489-7646. FAX No. (518) 489-7647. E-mail: rooferslocal241@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. Dave Benson, 30245 148th Ave. SE, Kent, WA, 98042. Phone (206) 728-7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail: dave@rooferslocal54.com

54 | SEATTLE

Meets – 30245 148th Ave. SE, 1st Wed. each month. **B.M. Dave Benson**, 30245 148th Ave. SE, Kent, WA, 98042. Phone (206) 728-7654. JATC (206) 728-2777. Fax (206) 448-3362. E-mail: dave@rooferslocal54.com

189 | SPOKANE

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

189 | YAKIMA

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

153 | TACOMA

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

WEST VIRGINIA**185 | CHARLESTON**

Meets – 3130 7th Ave., every other month Jan. through Sept. **B.R. & Fin. Sec. Ray Flanagan**, P.O. Box 911, Charleston, WV, 2532. Phone (304) 346-9234. Fax (304) 346-9623. E-mail: rooferslocal185@gmail.com

242 | PARKERSBURG

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

188 | WHEELING

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

WISCONSIN**96 | EAU CLAIRE**

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

96 | FONDULAC AREA

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: 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

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

11 | MADISON AREA

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

96 | WAUSAU

B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Nick Brenner, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: mark@rooferslocal96.com Website: www.rooferslocal96.com

WYOMING**81 | CHEYENNE-CASPER**

B.M. Douglas H. Ziegler, Fin. Sec. Dean Wolf, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: roofersunion81@gmail.com

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Season's Greetings

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