

THE JOURNEYMAN

# ROOFER

& WATERPROOFER

FOURTH QUARTER • 2023

# ART ON THE ROOF

*Local 70 Roofers Install Patterned Garden Roof  
on KLA Corp. Facility*



# ROOFERTO ROOFER

BY INTERNATIONAL PRESIDENT JAMES A. HADEL

## Our Thirtieth Convention: Leadership Empowering the Future

**W**ith our Thirtieth International Convention concluded, I must express my sincere thanks to the delegates present for their support and faith in me. It is an honor to represent the hardworking men and women that make our union great. I would be in remiss if I didn't thank once again our diligent and hardworking staff who made the event possible.

Speaking of the convention, significant progress was made on behalf of our union. Thirty-three resolutions were introduced, discussed and debated. I was very proud of the way our delegates from across the country took the business of our union seriously and with their focus on the welfare of our membership.

For example, out of respect for those members who have given us a lifetime of support, a resolution was passed granting a lifetime membership to sixty-five-year superannuated members. They no longer will have to pay any financial obligations, and yet will still reap the benefit of membership — a resolution I believe was long overdue.

Delegates also approved increasing the burial benefit (for members in good standing with five or more years' service to our union) to six thousand dollars (\$6,000), providing much needed assistance to families of our members when it is needed the most.

A resolution passed to increase the funding to the Roofers & Waterproofers Research and Education Joint Trust Fund. This funding will guarantee that we have the finances to provide the greatest training resources in the industry, assuring our members are trained to be the most knowledgeable, productive and safest roofers and waterproofers anywhere.

Resolutions were adopted to increase the recruiting of women and minorities into our union, a very important resolution considering the demand for skilled help at all levels. Resolutions also focused on suicide prevention and drug and alcohol addiction, problems that consume the construction industry and need to be addressed.

A resolution was approved addressing our capacity to finance our union for the next five years, giving us the ability to continue assisting our local unions in their recruiting, marketing, and organizing efforts, and protecting our work jurisdiction. A resolution was unanimously approved to support the John C. Martini Organizing Award, recognizing the need to increase our membership numbers. That action was followed by recognizing the local unions that received the award for 2021 and 2022 calendar years.

Numerous other resolutions were approved supporting project labor

agreements, the National Maintenance Agreement, Helmets to Hardhats, Emergency Response Team, technological advancements at the local and JATC levels, and the Union Sportsmen's Alliance — all important resources valuable to our members and union.

The convention schedule included several motivational speakers who spoke on our theme of "Leadership — Empowering the Future," as well as improving recruiting strategies and addressing suicide and addiction. In addition, the Roofers & Waterproofers Research and Education Joint Trust Fund staff hosted an excellent roundtable discussion providing insight into Trust resources, programs, and future goals.

It was an extremely busy but successful week, and I had the opportunity to meet many delegates one-on-one during the course of the week. Their enthusiasm and interest in the convention process gave me strong reassurances that we have the leadership in place for a stronger union. As our convention theme resonated "Leadership — Empowering the Future," I look forward to making sure that leadership at all levels has the knowledge and capability to carry out that theme.

Finally, I wish all of our hardworking members a merry Christmas and a safe and prosperous New Year. ■



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

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Joseph Pozzi, *Seventh*  
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Michael Kujawa, *Ninth*  
Shawn McCullough, *Tenth*

The Journeyman Roofer & Waterproofer is published quarterly by the United Union of Roofers, Waterproofers & Allied Workers. Subscription price \$16.00 per year. Editorial and Publishing office, 1660 L Street N.W., Washington, D.C. 20036-5646. James A. Hadel, Editor. Erin C. McDermott, Assistant Editor. The Editor reserves the right to condense or delete any articles receiving acceptance for publication. Preferred Standard Mail postage paid at Washington, D.C. Copyright 2010 United Union of Roofers, Waterproofers & Allied Workers.

POSTMASTERS ATTENTION:  
Change of address requests  
should be sent to:

THE JOURNEYMAN ROOFER  
& WATERPROOFER,  
1660 L Street N.W., Suite 800,  
Washington, D.C. 20036-5646  
Phone: 202-463-7663



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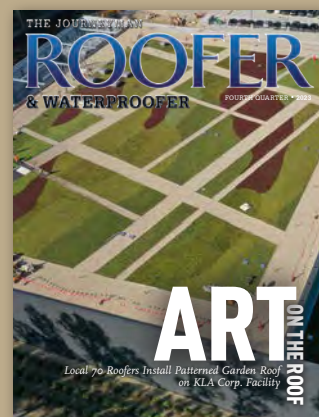
Printed in the U.S.A. on union-made paper.

# ROOFER

THE JOURNEYMAN ROOFER & WATERPROOFER MAGAZINE

www.unionroofers.com ■ Fourth Quarter 2023 ■ Volume 83 ■ Number 4

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**ON THE COVER:**

Roofers and Waterproofers from Local 70, Ann Arbor, MI, install a 34,000 sq. ft. patterned LiveRoof system as part of KLA Corp.'s \$200 million new facility.



# LOCAL 70 ROOFERS INSTALL GROW-TO-PATTERN LIVEROOF

*Patterned Green Roof Requires Over 17,000  
Modules of Diverse Plants*

A talented team of roofing professionals, including Roofers & Waterproofers Local 70, Ann Arbor, MI; CEI Michigan LLC; and green roof system supplier LiveRoof worked together to install 55,000 square feet of roof area on new construction headquarters for KLA Corp. The Ann Arbor construction project included the 34,150-square-foot main garden roof, as well as two smaller green roof areas and patio deck. A PVC

roof system was installed on non-vegetative roof areas.

For this extensive project, plants for the green roof were grown to maturity at LiveRoof's nursery, then labeled, loaded and shipped to the jobsite for installation. Over 17,075 modules were laid out at the nursery before being meticulously transported and methodically placed on the roof.

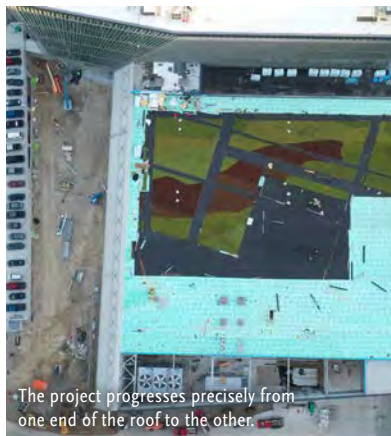
First, the Local 70 crew working for CEI installed a cold-applied

Laurenco waterproofing system. This system performs especially well with water or overburden above it, making it a great choice for the project. After the area was checked for leaks, it was covered with a protection board, two layers of 3-inch GreenGuard insulation, drainage board, and filter fabric.

The roof pattern was then laid out on the roof using utility string. Each area was fitted with metal strip. Installation began at one end



Local 70 crew that completed the green roof for KLA Corp. The foreman on the project was Nick Fader.



The project progresses precisely from one end of the roof to the other.



and moved along the roof so that the team could work its way off the rooftop upon completion. Finally, crews worked systematically to fill in the ballasted areas without leaving tracks in the ballast or damaging the plants. Everything was done by hand in a precise and flawless manner.

A detailed, site-specific safety plan was put in place before work began in order to ensure everyone on the site was protected. Multiple

means of tying off were utilized, including a mobile tie-off cart, permanent anchor davits, guardrails, and warning lines.

The project went off without a hitch thanks to the level of skill and discipline displayed by CEI and its coordination with LiveRoof. With no room for do-overs, the job had to be done correctly the first time. Local 70 Roofers & Waterproofers can take credit for this exceptional work of living art. ■



## WOMEN IN ROOFING & WATERPROOFING

### Anne Morrissey: Pioneering the Roofing Industry as Dedicated Mother, Mentor and Leader

*By Market Development Representative Deborah Chunn*

**I**n a male-dominated field like slate roofing, Anne Morrissey stands out as a trailblazer, breaking barriers and leading the way in Chicago with Roofers & Waterproofers Local 11. Not only is she a highly skilled roofer with nine years of experience, but she is also a devoted mother of four and is respected among her peers. This feature story explores Anne's remarkable journey and highlights her achievements, resilience, and unwavering commitment to her craft.

Anne began her career after her husband, a union plumber, injured his back and was unable to continue working. While looking for work, Anne heard about a lucrative job opening from a close friend—a female flat roofer whose company, Knickerbocker Roofing, was hiring. Anne had worked straight out of high school in the travel and tourism industry for nearly 20 years, and feared her lack of knowledge in roofing, coupled with her age, would affect her ability to get this job. Still she applied, and she was immediately hired. Anne was told that she would be working on steep roofing jobs. This daunting task did not discourage her, although even her friend urged her to switch to flat roofing instead.

One of Anne's early challenges was being one of the few women in her trade that actually installs slate and tile in the roofing industry. She has shown determination and passion for this craft, overcoming gender bias and stereotypes along the way. Local 11 President Gary Menzel praises Anne's work ethic and dedication to the union. "Anne shows up! She shows up for her union, interacts well, and fits in. She counsels some of the younger people and is one of two female slate installers working

for Knickerbocker Roofing. Anne is very passionate and cares about this union," he says. Two of Anne's instructors, Brian Dubin and Kevin Coleman—both advocates for getting women into the roofing industry—stated, "We spend a lot of time to make sure that women succeed, and we welcome any women into our trade."

Roofers Marketing Director Jeff Eppenstein remembers Anne from early on when she was an apprentice, saying she has always been a hard worker. "She attends local union meetings and participates in local union events. Anne represents her local well; she did her classes and knows how to carry herself. Anne has been passionately involved in the national Tradeswomen Build Nations conference and movement, as well as our local activities around the St. Patrick's Day program and the D.A.D.'s Day fundraising campaign for the Diabetes Research Institute."

Anne's role as a leader within her local union does not stop at the job. I have seen Anne mentor a new female member after a union hall meeting and listened to her inspire her. Anne is committed to improving the industry through her activism and influence.

Anne's journey as a nine-year slate-and-tile roofer in Chicago is nothing short of remarkable. She has shattered glass ceilings, inspired fellow roofers, and nurtured a harmonious work-life balance while raising her children. Anne's commitment to her craft, her leadership within the union, and her determination to create a more inclusive industry exemplify her impact and influence. Her story serves as an inspiration to aspiring female roofers, a reminder that with dedication and resilience, anyone can achieve greatness in this great career of roofing. ■



## 50 UNION LEADERS COMPLETE 2023 LEADERSHIP TRAINING PROGRAM

**T**he International Union's Leadership Training Program (LTP) entered its second year with even more classes on offer for local union leadership. Held in conjunction with the National Instructor Training Program (NITP) at Washtenaw Community College in Ann Arbor, MI, the LTP hosted 50 local union officers for educational courses including Cash Receipts Record Training, Labor Law, Computer Skills, Business Communications, and more. Congratulations to the following leaders who completed this year's weeklong course. We hope to see even more attendees at next year's Leadership Training Program, to be held June 24–28, 2024.



- Deborah Chunn, Local 2
- Tommy Hamilton, Local 2
- Todd Heisserer, Local 2
- Mark Canino, Local 9
- Brian Jackson, Local 10
- Rich Coluzzi, Local 11
- Travis Gorman, Local 11
- Kevin King, Local 20
- Pedro Parra, Local 20
- Paul Post, Local 20
- Adam Hoffman, Local 22
- Charles Waddell, Local 23
- Scott Cooper, Local 26
- Thomas Geiger, Local 27
- James Brown, Local 30
- Paul Peterson, Local 30
- Donald Taets, Local 32

- Andres Tinajero, Local 36
- John Flatt, Local 37
- Peter Lang, Local 40
- Salvador Rico, Local 40
- Brandon Burke, Local 42
- Travis Hopkins, Local 49
- Raymundo Gallegos, Local 58
- Fravier Arce, Local 70
- Mark Woodward, Local 70
- Mark Carpenter, Local 74
- Mike Doyle, Local 74
- Chris Miller, Local 96
- Richard Anders, Local 97
- Michael Durham, Local 106
- Joshua Land, Local 119
- Brian Smith, Local 119
- Andrae Richardson, Local 123

- Michael Kujawa, Local 134
- Bill Alexander III, Local 136
- Mike Soroka, Local 142
- Jonathan Crosby, Local 149
- Gary Johnsen, Local 149
- Clinton Grayless, Local 150
- Richard Geyer, Local 153
- Jesus Loya, Local 162
- Charles Gracik II, Local 188
- Mike Baker, Local 189
- Leo Marsura, Local 189
- Charlie Gratton, Local 195
- Zachary Beasley, Local 220
- Michael Rossi, Local 241
- Brent Corbett, Local 248
- Steven Romero-Crim, Local 317

## MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON AUGUST 29, 2023 · BUFFALO, NY

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 – telephonically

Thomas J. Pedrick – telephonically

Paul F. Bickford

Daniel P. O'Donnell – telephonically

Robert L. Peterson

Michael J. Stiens

Brent R. Beasley

Joseph F. Pozzi

Gary W. Menzel

Michael J. Kujawa

**INTERNATIONAL SECRETARY-TREASURER:**

Mitchell L. Terhaar

**RESEARCH AND EDUCATION JOINT TRUST FUND:**

Keith Vitkovich, Executive Director

**ASSISTANT TO THE PRESIDENT:**

Jordan Ritenour

**GENERAL COUNSEL:**

Librado Arreola

**INTERNATIONAL REPRESENTATIVES:**

James Brown

Leo Marsura

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

At this time President Hadel began the meeting by reading the board call letter dated June 2, 2023, submitted by International Secretary-Treasurer Mitchell Terhaar. He also noted a personal appearance by Travis Hopkins on behalf of Local 49, in regards to Case 1756A.

President Hadel reported on the work hours based on the Research and Education hours submitted up to June 27, 2023. The total hours up to date were 11,523,639 which was up by 562,791 hours over the same

period in 2022 and 645,872 hours as of 2021.

At this time President Hadel called upon Secretary-Treasurer Terhaar to review the assignments made since May 1, 2023. Following the review and corrections notated, a motion was made, seconded and carried to approve all of the assignments.

President Hadel reported on the updates to the history book and that the hard copy will be ready for the Convention and will also be

available to the locals electronically if needed. Some of the new history articles that have been added are Research and Education, Union Sportsmen's Alliance (USA), and the Emergency Response Team (ERT) program.

President Hadel called on Secretary-Treasurer Mitch Terhaar to report on the status of the Local 248, Springfield, MA, trusteeship.

Brother Terhaar reported that they have hired Brent Corbett as a part-time organizer. International

Representative Jim Brown has been assisting Brent with the day-to-day operations.

Lastly, Brother Terhaar reported on the conditions of the Trust Funds, their financials, and the upcoming meeting with the Fund professionals to discuss the pension. Due to the Financial Assistance Program run by the PBGC, Local 248 has submitted an application.

President Hadel reported on the transfer of Scott and Washington counties in the state of Virginia between Local 2 and 185. A discussion was had and agreed upon between Business Managers Denny Marshall of Local 2, St. Louis, MO, and Ray Flanagan of Local 185, Charleston, WV, to transfer the two counties to Local 185. President Hadel transferred the counties per the International Constitution Article VIII, Section 2 (e).

President Hadel discussed the International expelled report and expressed his concern. He stated that he would like to start a local outreach program to inquire as to why our longtime members are leaving the trade. The goal is to discover the issue and work on a plan to sustain these members.

President Hadel reported on the International Social Media program. President Hadel has expressed the need to see more frequently updated posts on our media sites. He has been in communication with Washtenaw College, who has provided a proposal to handle the Union's social media accounts.

President Hadel stated that the first recognition article on our 65-year-plus members will be in the third quarter magazine. He asked that the local unions send us as much history on these members as possible. He expressed the importance of honoring these long-time members.

President Hadel reported on the new International membership letter. This letter is now being sent out to all new members thanking them for joining our union and providing them with a summary of the benefits that our union has to offer. President Hadel hopes this will help retain some of the new applicants.

President Hadel added that the staff will begin live testing on the electronic membership applications in January 2024.

President Hadel called on Secretary-Treasurer Mitch Terhaar for his report.

Brother Terhaar handed out an updated CRR status and audit report along with a contract report to the Vice Presidents and International Representatives for their review. He reminded the board that all local unions participating in the 30th International Convention must have their August CRRs to the International Office no later than October 4, 2023. All delegates must be paid through at least August, have a copy of the receipt with them, and must have a government-issued photo ID in order to register as a delegate according to the International Constitution and By-Laws.

Brother Terhaar ended his report by addressing the contracts that will expire in 2023 and the importance of sending the newly signed agreements to the International office along with the increases to wage and fringe benefits.

President Hadel then presented his annual Conflict of Interest report stating that there were no changes 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 reported on the National Apprentice Competition. The district councils have been working together with the locals to schedule regional competitions. The winners from each regional competition will take part in the national competition. The national competition has been set for May 2024 at Local 2, St. Louis, MO. President Hadel reported that the Mid-States and North Central have held their competitions. Lastly, he has been working with MetaMedia to have them come and record the national competition.

President Hadel reported on the Close the Deal class held at the Mid-States District Council meeting. This class will help educate our Business Managers and will be added to the Washtenaw Leadership training curriculum next year.

At this time, President Hadel called on Secretary-Treasurer Terhaar to review the following case, which was brought before the Executive Board for their consideration and hearing.

**Case 1756A** — Appeal by Russ Garnett, #231439, member of Local Union 49, Portland, OR, from certain action taken against him by Local Union 49.

After a lengthy discussion, consideration of all evidence, and oral testimony on behalf of the local by Travis Hopkins, the appeal was denied.

An Executive Board hearing was held at the request of International President Hadel in regards to the issues presented concerning the use by Local 26 signatory contractor Korellis Roofing of members from Roofers Local 11. The meeting was conducted in executive session; present were the President,

Secretary-Treasurer, Vice Presidents, Assistant to the President Ritenour and General Counsel Arreola. Vice Presidents Gary Menzel and Joe Pozzi were excused from the meeting. Vice Presidents Gary Menzel, Joe Pozzi and Local 26 Business Manager Marcus Bass separately presented their evidence and were excused from the meeting after their respective presentations. Vice President Peterson and retired Vice President Vasey, who were assigned to investigate this matter, presented the International Executive Board with their findings and opinions.

After considering all the facts, the International Executive Board unanimously came to a decision. Vice Presidents Gary Menzel, Joe Pozzi and Local 26 Business Manager Marcus Bass were notified of the International Executive Board decision. Vice Presidents Menzel and Pozzi did not participate in the deliberation or the decision-making of this matter.

The International Executive Board unanimously decided as follows:

All members working in the jurisdiction of Local 26 for a Local 26 signatory contractor shall become members of Local 26 within 30 days from the date of this decision;

In addition, all internal charges filed by Local 26 members against Local 11 members shall be withdrawn; and

The Local Unions involved shall implement this decision within 30 days from the date of this decision.

The Local Unions involved shall report to the International Executive Board of their compliance with this decision no later than 35 days from the date of this decision.

At this time, President Hadel called on Vice President Bob Peterson, acting chairman of the Finance Committee, to present his report.

Vice President Peterson reported that the committee reviewed the annual audit and draft Form 990 for the year ending June 30, 2023, prepared by Legacy Professionals, LLP and presented by Craig Resch. A motion was made, seconded and carried to approve as presented. The committee then reviewed a list of checks issued and electronic fund transfers for the month of July 2023 along with the American Express charges for the period from July 1, 2022, through June 30, 2023. A motion was made and seconded to approve the payments, to approve the credit card expenditures and to accept the financial statements as presented.

President Hadel called on Vice President Bickford to report on the Roofers Political Education and Legislative Fund (RPELF).

Brother Bickford reviewed the RPELF Committee meeting minutes. A motion was made, seconded and carried to approve the minutes as presented. He reported that the financial statements, draft Form 990, and the June 30, 2023, annual audit were prepared by Legacy Professional and presented by Craig Resch, which documents were then reviewed. The committee then reviewed the win/loss report for the period July 1, 2022 – June 30, 2023. At this time the committee recommended approval from the Board. A motion was made, seconded, and carried to approve the expenditures and to accept the financials as presented.

President Hadel reported on the fund allocation of per capita taxes. In accordance with Article V, Section 3 (a) of the International By-Laws, President Hadel adjusted allocations to the monthly per capita tax, the General Fund, Magazine Fund, Convention Fund and

Roofers Political Education and Legislative Fund effective July 1, 2023.

President Hadel called on General Counsel Librado Arreola to discuss and review Resolutions #1 and #2 with his updates and suggested changes to the Constitution and By-Laws. General Counsel Arreola made the final changes that were discussed at the last meeting and presented them to the board.

President Hadel then reported on Resolutions #20 through #30.

Resolution #20 regarding support for 9(a) language and the efforts to convert all collective bargaining agreements to Section 9(a) status. After a discussion was held, a motion was made, seconded, and the resolution was approved as written.

Resolution #21 regarding support of Women in the Trades to double the number of women in the United Union of Roofers, Waterproofers and Allied Workers. After a discussion was held, a motion was made, seconded, and the resolution was approved as written.

Resolution #22 regarding support for the International Work Dues. After discussion was held, a motion was made, seconded and the resolution was approved as written.

Resolutions # 23 through #30 were discussed and no action was taken.

The resolutions were all referred to the Resolutions Committee.

President Hadel called Executive Administrative Assistant Jamie Zimolong to join the meeting to discuss Convention matters. Sister Zimolong reviewed the scheduling of the Convention including registration times and the Credentials Committee details. She discussed the speakers, events and meeting times for the committees. She concluded with the Convention delegate numbers.

President Hadel called on Executive Director Keith Vitkovich of the Roofers & Waterproofers Research and Education Trust Fund to give his report.

Brother Vitkovich began by presenting thirteen videos that have been produced about the National Instructor and Leadership Training Programs (NITP and LTP). These videos can be utilized by the Research and Education Trust, the International Office, the Marketing Department, and local unions to help with marketing and outreach.

He then reported that the National Instructor and Leadership Training Programs are scheduled for June 23–28, 2024. This year will consist of a rotating menu of additional Train-the-Trainer courses, which provide a wider variety of the instructor's training capabilities.

Lastly, Brother Vitkovich reported that the Research and Education Trust Fund has continued to offer foreman training classes for requesting locals/JATCs. They are currently working on developing three different training programs and will be offering an OSHA 510 course in March.

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

Brother Ritenour reported on the Union Sportsmen's Alliance (USA) Roofers Shoot in Clear Lake, MN. Roofers Local 96 sponsors the event every year and holds the record for most shooters and money collected at one event. Brother Ritenour reminded the board to encourage the locals to support their sister local. There will also be a Union Sportsmen's Alliance dinner held during the Washtenaw National Instructors Training next year in Ann Arbor, MI; as a reminder all proceeds are used for conservation

projects throughout the country. Brother Ritenour reported on an NMA grievance with Niles Industrial Coatings that will be held in October. He lastly discussed the work being performed under the NMA and PLAs.

President Hadel called on Vice President Brent Beasley for his report.

Brother Beasley reported that Locals 36 and 220 have approved a three-year contract. Brother Beasley said there is a lot of work in the area and that they are working to bring the wages up in the area for the waterproofers. Local 162 has also approved their contract and the business manager is doing a good job.

President Hadel called on Vice President Gary Menzel for his report.

Brother Menzel reported on the jurisdictional issues he is facing over solar roof panels and asbestos roof removal in his area. Our signatory contractors must bid on this work and add the solar panel installation to the apprenticeship training. They are still having issues with the certification for boom trucks in the city of Chicago. He stated that they have a contractor signed to the Madison, WI, agreement and the new Wisconsin JATC training center is up and running.

President Hadel called on Market Development Director Jeff Eppenstein to give his report.

Brother Eppenstein reported on the membership numbers and membership applications for 2023. He reported on the ongoing efforts to work with the contractors on recruiting and training to stop other trades from raiding our craft. He stated the partnership with GAF Roofing Academy has been going well with over eighteen (18) events held at various locals. The

new Health & Welfare marketing brochure was handed out to the executive board for review and they have started using them for recruitment. Brother Eppenstein reported on the increased union participation on PNC Bank projects which is an increase from previous years. In closing, the Marketing Department is reaching out to recruit more women into our trade and a committee has been formed to accomplish this goal.

President Hadel called on International Representative Leo Marsura for his report.

Brother Marsura reported that Local 54, Seattle, WA, negotiated a new contract this year and will be electing a new business manager in August. He is working on the prevailing wage rates for the local area. He gave an update on Locals 49, 58, 91 and 153 covering issues and concerns that they are having. He concluded with a report on Local 189, Spokane, WA, and the new organizer's work schedule.

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

Brother King gave a report on the local unions he represents covering issues and concerns that they are having. He said Locals 97, 142 and 143 have purchased new buildings this year. Local 97, Champaign, IL, will be holding elections in September and several locals negotiated new agreements this year. Local 119, Indianapolis, IN, and Local 150, Terre Haute, IN, are teaming up with an organizing program to provide manpower to their contractors.

President Hadel called on International Representative Jim Brown for his report.

Brother Brown gave a report on the local unions he represents covering issues that they are having. He

said that the locals have a lot of work coming up on the East Coast and see the manpower as the biggest hurdle this year. Local 37, Pittsburgh, PA, has purchased a new building that will house its JATC training center. Locals 10, 74 and 203 have elections coming up this year. Local 195, Syracuse, NY, will be hosting the Northeast apprenticeship competition being held November 3–4. He has been working with Local 248's new organizer to help educate him on organizing tactics.

President Hadel called on Vice President Mike Vasey to give his report on Rebuild USA.

Brother Vasey said they are highlighting infrastructure and the apprenticeship programs. They are moving forward with pro-Biden Administration accomplishments. They will be using geo-fencing and target ads to increase followers to focus attention on the repair of the highway section on I-95 outside of Philadelphia all done by union workers; this will make a good story.

Brother Vasey then gave a brief overview of his local unions and the Mid-States District Council. The Business Manager Tim Maxcy of Local 242, Parkersburg, WV, was awarded the John C. Martini award at the district council meeting this year. The Mid-States District Council held its apprenticeship competition with thirteen apprentices, and winners will compete

in the Northeast competition on November 3–4. Local 75, Dayton, OH, has been working with the Dayton Area Building Trades pre-apprentice futures program to add a recruitment tool to the local. Local 134, Toledo, OH, still leads in the number of project labor agreements. The Ohio area has a lot of work at this time, and a lot of that work is still in the beginning stages.

President Hadel called on Vice President Mike Stiens for his report.

Brother Stiens reported on the southern projects. Some of the local members are transferring out of their local and following the out-of-state contractors on these projects. A DOL audit was performed at Local 44, Cleveland, OH, and some recommendations were requested. The business manager is currently working on rectifying the issues brought to their attention.

President Hadel reported on the local unions leadership training. Vice President Pozzi and Kujawa have been facilitating training throughout the country. More time needs to be spent at each local when doing the training to ensure the new business manager understands all of the material. We are also looking for other trainers to assist.

President Hadel discussed an organizing incentive program and the importance of using our membership to organize and to compensate them using incentive programs.

President Hadel read a letter sent to the International office from Brother Paul Blaski.


Brother Blaski is stepping down from the ERT program and as a Leadership Trainer. President Hadel commended Brother Blaski for his dedicated service to the International Union and his work at Local 54, Seattle, WA.

President Hadel reported that he will be sending correspondence requesting each local union provide a list of signatory contractors in order to compile an International contractors list of all union roofing and waterproofing contractors throughout the country.

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

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

Respectfully submitted,



Mitchell L. Terhaar  
International Secretary-Treasurer

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of Roofers, Waterproofers & Allied Workers!



## Secretary-Treasurer's Letter

BY MITCH L. TERHAAR, INTERNATIONAL SECRETARY-TREASURER

### Secretary-Treasurer's Role Explained

**I**would like to take this opportunity to say thank you to all our local union delegates who attended our Thirtieth International Convention for their unanimous support for me as your secretary-treasurer. I am honored. My role in this union, which I take seriously, is highly significant and crucial for the effective functioning of this organization. As the international secretary-treasurer, you must manage the financial operations of the organization and provide administrative support to the union leadership. Here are some specific responsibilities it includes:

sustainability. They ensure that the dues are collected accurately, track membership records, and address any discrepancies or issues related to dues payments.

**3. Compliance and Reporting:** The secretary-treasurer ensures that the union complies with legal and regulatory requirements related to financial matters. They prepare and file necessary financial reports, tax returns, and other documentation mandated by the government or relevant authorities.

**4. Financial Planning and Strategy:** The international secretary-treasurer plays a vital role

They provide regular updates and reports to the union's members, ensuring that they are aware of how their dues are being used and the financial health of the organization.

**6. Auditing and Internal Controls:** The secretary-treasurer collaborates with auditors to conduct regular financial audits to ensure compliance and detect any potential fraud or mismanagement. They also establish and maintain internal controls to safeguard the union's assets and prevent unauthorized use of funds.

Overall, the international secretary-treasurer's job is integral to the union's financial stability, growth, and members' trust. They ensure that the union's finances are managed efficiently, transparently, and in the best interest of the members, contributing to the overall success of the organization.

As we move forward, facing new challenges and opportunities, I want to reaffirm my commitment to representing your interests and fighting for a fair and just work environment. Together, we will continue to advocate for our rights, promote equality, and work towards achieving our collective goals.

Once again, thank you for your unwavering support. It is an honor to serve as your representative, and I am truly grateful for the trust you have placed in me and our union.

Lastly, with the holidays coming up I would like to take this time to wish all of our members and local unions happy holidays and a safe and prosperous 2024. ■

### As the international secretary-treasurer, you must manage the financial operations of the organization and provide administrative support to the union leadership.

**1. Financial Management:** The international secretary-treasurer is responsible for managing the union's finances, including budgeting, accounting, and financial reporting. They ensure that the union's funds are used efficiently and transparently, making sound financial decisions that benefit the members.

**2. Membership Dues:** The secretary-treasurer oversees the collection of membership dues, which are essential for the union's

in developing financial plans and strategies for the union's growth and sustainability. They analyze financial data, identify areas for improvement, and make recommendations to the union leadership on how to optimize resources and achieve financial goals.

**5. Accountability and Transparency:** As a custodian of the union's financial resources, the secretary-treasurer must maintain a high level of accountability and transparency.



# The Washington Connection

BY JORDAN RITENOUR, ASSISTANT TO THE INTERNATIONAL PRESIDENT

## Filing a Labor Grievance: Your Rights and Responsibilities

**I**n the workplace, employees have certain rights and protections under labor laws. One essential aspect of safeguarding these rights is the ability to file a labor grievance. A labor grievance is a formal complaint made by an employee against an employer or management regarding workplace-related issues, such as harassment, discrimination, unfair treatment, wage disputes, or contract violations. We have our local representation to assist if we ever have the need to file a grievance.

Before filing a labor grievance, do everything possible to solve the issue before it gets to the point of needing your business manager to file the grievance on your behalf. If you do file, it is crucial to educate yourself about your rights as an employee and your local's grievance policy. If the local agreement does not have a grievance procedure, you will need to know your company's procedure. Review your employment contract, employee handbook, or any collective bargaining agreement that may be applicable. Familiarize yourself with the specific procedures and deadlines for filing a grievance, as they will vary between companies and locals.

In some cases, it might be possible to resolve the issue informally before initiating a formal grievance. Try discussing your concerns with your foreman or superintendent or have your local representative contact them. Maintain a record of any conversations or actions taken during this stage, as it may be helpful later in the process. Remember,

even if you file a grievance, try to settle it prior to going to the hearing.

If informal resolution attempts prove unsuccessful, or if the issue is severe, gather all the evidence to support your claim. This could include documents, emails, electronic messages, photographs, video, witness statements, or any other relevant evidence that substantiates your complaint. Organize and keep these records in a safe and easily accessible place.

Now that you've attempted informal resolution and collected evidence, follow your local's, company's, or other labor agreement's grievance procedure precisely. Also, always have your local union representative with you at any meeting with management when discussing your grievance.

Typically, filing a grievance will involve the following:

Filing a written complaint. You will need to draft a formal grievance letter detailing the nature of the complaint, the parties involved, specific incidents, relevant dates, and any evidence you have collected. Provide this information to your local union representative.

The company will typically initiate an investigation into your grievance to defend themselves. Cooperate with the investigation process and provide any additional information or evidence requested.

Remember, adhering to the deadlines is crucial.

Be prepared and make sure you attend grievance meetings, where you'll have the opportunity to present your case to relevant parties,

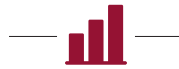
such as management representatives, HR personnel, or a grievance committee. Stay professional and assertive during these meetings, ensuring you communicate your concerns clearly and concisely. This is a business procedure; conduct yourself as a professional.

After presenting your grievance, the company and the local will deliberate on the matter and provide a decision. This decision could involve corrective actions, policy changes, or other measures to address the issue raised. Be patient during this stage, as the investigation and decision-making process may take some time but should be completed in a timely manner.

If you disagree with the outcome of the grievance process, check your local's policy to see if you have the right to appeal the decision or have an arbitrator hear your case. If an appeal process exists, follow the necessary steps to request a review of your case.

Filing a labor grievance is a fundamental right for employees to ensure a fair and just working environment. By understanding your rights, following the grievance procedure, and providing well-documented evidence, you increase the chances of achieving a satisfactory resolution. Remember that each local has unique deadlines, policies and protocols, so always review your local's guidelines. Advocating for your rights through the grievance process helps maintain a healthy and respectful workplace for all employees.

Merry Christmas and happy New Year to all. ■



## Marketing Issues

BY JEFF EPPENSTEIN, DIRECTOR OF MARKET DEVELOPMENT

### Roofers & Waterproofers Will Not Tolerate Discrimination or Harassment

**A**t the 30<sup>th</sup> International Convention that convened October 9, 2023, in Las Vegas, there were 33 resolutions presented. Every resolution was

discussed and debated in committee meetings, then voted upon by all delegates present during the general sessions. These resolutions address concerns and set a positive path

forward to best serve our members and strengthen our organization. I would like to address Resolution #31 — Anti-Discrimination and Harassment.

#### RESOLUTION #31 Anti-Discrimination and Harassment

TO THE DELEGATES ASSEMBLED AT THE THIRTIETH CONVENTION, UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS, LAS VEGAS, NEVADA

##### GREETINGS:

**WHEREAS**, bullying is repeated, intentional behavior that is intended to hurt, threaten, intimidate or undermine another person, and can take many forms, including physical, verbal or non-verbal conduct;

**WHEREAS**, discrimination is unfair treatment or prejudicial behavior towards individuals or groups based on certain characteristics such as race, gender, age, religion, sexual orientation, disability, or nationality, and can take many forms, including but not limited to, verbal abuse, exclusion from opportunities, unequal treatment, and violence;

**WHEREAS**, harassment is any behavior that is unwanted, offensive or abusive, and has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them, and can take many forms, including physical, verbal or non-verbal conduct;

**WHEREAS**, bullying, discrimination, or harassment that is based on another person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law is especially heinous and will not be tolerated and must be eradicated;

**WHEREAS**, bullying, discrimination, or harassment in the workplace can have serious and long-lasting

effects on both the individuals who are targeted and the overall work industry;

**WHEREAS**, The United Union of Roofers, Waterproofers and Allied Workers Union and its subordinate Local Unions have always worked closely with its management partners concerning issues affecting the workplace, recognizing that labor-management cooperation is the key to developing and maintaining a strong and healthy industry.

**WHEREAS**, by adopting the following Policy Statement our Organization can reinforce its commitment to creating a safe and respectful environment for all individuals;

**IN RECOGNITION OF THE FOREGOING PRINCIPLES**, Union of Roofers, Waterproofers and Allied Workers Local 11 ("Local 11") calls upon the United Union of Roofers, Waterproofers and Allied Workers ("International Union") to resolve as follows:

1. The International Union affirms its commitment to promoting equality, diversity and preventing all forms of bullying, discrimination, and harassment among individuals and entities under its control.

2. The International Union calls upon all its members, employees, local union officers, signatory contractors, vendors, and other persons or entities associated with the organization to join in its efforts to eradicate all forms of workplace bullying, discrimination, and harassment.

3. The International Union adopts the following Policy Statement, consistent with the AFL-CIO's Code of Conduct which states:

"The United Union of Roofers, Waterproofers and Allied Workers Union and its subordinate Local Unions are committed to providing all its employees and members a workplace free from bullying, discrimination, and harassment. This Union does not discriminate against or allow any action to be taken against any individual based on their race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other basis prohibited by law, or based on the employee's protected activity under the anti-discrimination statutes. This Union emphatically reaffirms that it will not tolerate bullying, discrimination, or harassment in any form. This prohibition covers any activity in the workplace, regardless of whether the bullying, discrimination, or harassment is committed by a union officer, union

member, union employee, or nonemployees such as a vendor, consultant, or employee or officer of an affiliate, or invitee to a Union-sponsored activity, event or meeting. Our organization calls on all individuals and organizations to join us in adopting this statement and to take active steps towards promoting an inclusive and respectful environment."

4. The International Union shall require that each one of its subordinate Local Unions to read the Policy Statement at least once yearly at a monthly membership meeting of its choosing, and that an officer of that Local Union shall certify to the International Union via letter that it has been read in such fashion.

We hereby affirm our commitment to creating an inclusive and welcoming community where all individuals can thrive and feel valued.

Submitted by:

Local Union No. 11 – Chicago, Illinois  
/s/Gary Menzel, Business Manager

The resolution to address discrimination and harassment in our union is crucial for the growth and success of our organization. It is disheartening to witness workers being harassed and discriminated against to the point of quitting, resulting in a retention problem within our trade. This issue not only affects individuals directly, but it also has detrimental consequences for our union as a whole.

One of the harmful effects of discrimination and harassment is the emotional and psychological impact it has on victims. Anxiety, depression, low self-esteem, and even PTSD can result from such mistreatment, significantly impacting their well-being, job performance, and overall quality of life.

Furthermore, a hostile work environment created by discrimination and harassment can lead to decreased productivity. Employees become distracted, disengaged, and focused on their own safety rather than their work tasks. This decrease

in efficiency affects the overall progress of construction projects and can hinder our union's ability to successfully complete them.

Moreover, discrimination and harassment contribute to high turnover rates and increased absenteeism. Employees who experience such mistreatment are more likely to leave their jobs, seeking employment elsewhere. Additionally, the stress-related illnesses they may develop can lead to more sick days or time off work. These factors further disrupt the efficiency and smooth running of construction sites.

Teamwork and collaboration are essential in the construction industry. However, discrimination and harassment disrupt these vital aspects of work. Diminished communication, lack of trust, and breakdown of cooperation can occur, making it difficult to successfully complete projects.

Safety on construction job sites is of utmost importance. Unfortunately, discrimination and

harassment can increase safety risks. A toxic work environment creates distractions, lack of focus, and decreased adherence to safety protocols, putting everyone at risk of accidents or deliberate sabotage.

In addition, a company's reputation can suffer from being associated with discrimination and harassment. Construction companies known for mistreating their workers struggle to attract and retain talented individuals. Negative word-of-mouth spreads quickly, affecting the company's ability to secure new projects and ultimately impacting its financial success.

To address this issue, Resolution #31 provides a path for the International, district councils, and locals. It is crucial for employers to establish clear policies against discrimination and harassment and provide training on respectful workplace behavior. Encouraging open communication and promptly addressing any reports of mistreatment are also essential steps. By creating a safe and inclusive work

environment, we not only benefit the well-being of our workers, but also contribute to the success of our construction projects.

In conclusion, the resolution to address discrimination and harassment in our union is critical for our growth and prosperity. It is essential to consider the harmful effects of discrimination and harassment,

such as the emotional and psychological impact on victims, decreased productivity, increased turnover and absenteeism, damaged teamwork and collaboration, safety risks, and reputation damage. By implementing clear policies, providing training, and fostering open communication, we can create a safe and inclusive work environment that benefits both

our workers and the success of our construction projects.

During this holiday season let us all remember the golden rule to treat people the way you would like to be treated, and with that I would like to extend a warm and welcome merry Christmas, happy holidays, and may you and your family have the best New Year ahead! ■

## ARE YOU FOLLOWING THE ROOFERS & WATERPROOFERS UNION ON SOCIAL MEDIA?

IF NOT, YOU'RE MISSING OUT ON THE LATEST HAPPENINGS AND NEWS  
ABOUT YOUR BROTHERS AND SISTERS—AND YOUR UNION.

### WEBSITE

[WWW.UNIONROOFERS.COM](http://WWW.UNIONROOFERS.COM)

### INSTAGRAM

[INSTAGRAM.COM/ROOFERSUNION](https://www.instagram.com/ROOFERSUNION)

### TWITTER

[TWITTER.COM/ROOFERSUNION](https://twitter.com/ROOFERSUNION)

### FACEBOOK

[FACEBOOK.COM/UNIONROOFERS](https://www.facebook.com/UNIONROOFERS)

### YOUTUBE

[YOUTUBE.COM/@ROOFERSUNION1](https://www.youtube.com/@ROOFERSUNION1)

ACCESS ALL OUR SOCIAL MEDIA  
ACCOUNTS WITH ONE SCAN!

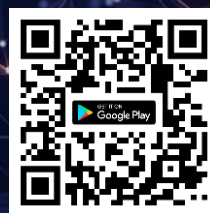


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## ROOFERS UNION APP



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# 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



## 2023 National Instructor Training Program

**T**he Roofers & Waterproofers 2023 National Instructor Training Program (NITP) at Washtenaw Community College in Ann Arbor, MI, June 11-16, 2023 was a big success and will continue to grow and become more successful each and every year. This was the third year for the NITP.

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

and increase our work opportunities, we must provide our members with the most advanced training available, which begins with the training and information provided to our local union JATC instructors.

The Research and Education Trust Fund had previously provided regional instructor training sessions and now with the NITP we have the capabilities to provide an annual

nationally accredited instructor training program at one central location bringing all instructors together from around the country.

Instructors attend two college-credited courses per year, with each one consisting of 22.5 hours. For the first five years, one of the two courses (professional instructor courses) will be a requirement, then allowing each instructor to pick one trade specific elective.

## 2023 NITP Courses Offered

### 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

### Elective Courses

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



The Research and Education Trust Fund would like to thank the following professors and instructors for their dedication and tireless efforts in making the NITP a huge success.

From the Roofers & Waterproofers Research and Education Trust: Richard Tessier, James Currie, Marty Headtk, Dan Knight, Joel Gonzalez, Derek Carrington, Matt Wittentborn, Dan Smith, and John Ochap.

From Washtenaw Community College: Jason Gribble, Gail Houghton, Kristi Cundiff, Jason Withrow, Brenda Said-Wright, Megan Gore, and Antoinette Hopper.

The Research and Education Trust Fund would like to acknowledge the following local JATC student instructors for their participation and successfully completing their courses this year.

### Local 2

- Christopher Loveless
- Arturo Martinez

### Local 4

- Carl Bager Jr
- Geoffrey McSween

### Local 10

- Richard Silva
- Edward Bonchek

### Local 11

- Kevin Coleman
- William Smith
- Brian Dubin

- Austin Keller

- Brady Keller

- Brandon Grise

- Johnathan Hagerman

- Aramis Melecio

- Robert Arrezola

- Joshua De La Rosa

- Nate Tell

- Jacob Wren

### Local 12

- Martin Veronneau

### Local 20

- Ryan Anderson

- Josh Rogers

- Matt Lloyd

### Local 22

- Gaetan Beauchamp

- Ondrae Florence

### Local 26

- Jeremy Adams

- Juan Villalpando

- Adam Barrientez

### Local 27

- Bryan Ortiz

- Thomas Geiger

- Frank Mora

### Local 33

- William Lutz

- Brian Morin

- James Everett

### Local 36

- Lupe Corral

- Steven Corral

### Local 37

- Michael Hughes

### Local 42

- Heath Griesmann

# RESEARCH AND EDUCATION TRUST

## » Local 44

- Jacob Wallace
- Michael Stanley

## » Local 45

- Fonfilio Lopez
- Jesus Varela III

## » Local 49

- Jason Barthel
- Dustin Smith

## » Local 54

- Anthony Bergeson

## » Local 58

- Anthony Beard

## » Local 65

- Travis McKenna

## » Local 70

- Chuck Rumsey

## » Local 71

- Cory Anderson Sr.

## » Local 74

- Sean Bernas

- Christopher Miller

- Carmen Spataro

## » Local 81

- Juan Palma Pedroza

## » Local 95

- Jose Jesus Jasso Soto
- Gary Samayoa

## » Local 96

- Juan Velasco
- Bryan Stolze
- Mike Yzaguirre
- Andrew Richmond

## » Local 97

- Woodrow Sarver
- David Baker

## » Local 106

- Matt Williams

## » Local 112

- Justin Tansky
- Josh Eades

## » Local 119

- Kelly Austin

## » Local 123

- Albert Salazar

## » Local 134

- James Fellers

## » Local 135

- Armando Terrazas

## » Local 142

- Dan Ferch

## » Local 143

- Lucas McCartney Sr.

## » Local 149

- Thomas Jaranowski
- Tyler Sloat
- Dean Kucharski
- Rick Baird

## » Local 153

- Ryan Weichert

## » Local 162

- David Money

## » Local 182

- Mike Klaman

## » Local 188

- Christopher Sparks

## » Local 195

- Christopher Jones
- William Rathbun

## » Local 210

- Winston McKelvey
- Josh Blakeslee
- Jeremy Hornaman

## » Local 220

- Jose Alvarado
- Brandon Rodgers

## » Local 221

- Enrique Subiono
- Sparky Luning
- Marshall Ahloo
- Christopher Rivera
- Ikaika Naehu-Freitas

## » Local 241

- Lucia Martinez
- Jeremy Knapp





The 2024 NITP will take place at Washtenaw Community College June 23–28, 2024. This year will consist of more required courses, elective courses, participants and vendors. We appreciate the participating local JATCs support and look forward to seeing everyone in 2024.

## 2024 NITP Courses

### Professional Instructor Courses

- Planning, Teaching and Assessing for the Trade Teacher: Beginner
- Planning, Teaching and Assessing for the Trade Teacher: Intermediate
- Planning, Teaching and Assessing for the Trade Teacher: Advanced
- Course Planning and Problem Solving

### Elective Courses

- Apprenticeship Program Standards and Policies class
- Hazard Communication and RF-Radiation Train the Trainer
- Competent Person in Fall Protection Train the Trainer
- First-Aid, CPR and AED Train the Trainer
- OSHA 500
- Computer Skills for the Trade Teacher: Beginner
- Computer Skills for the Trade Teacher: Intermediate

If you have any questions concerning the National Instructor Training Program contact Keith J. Vitkovich, Executive Director and Dean of Students at [keithv@unionroofers.com](mailto:keithv@unionroofers.com).

## Learn More About the Courses Offered at NITP and LTP!

This year, throughout the week, the courses being presented at Washtenaw for the National Instructor Training Program and Leadership Training Program were professionally filmed for a complete video series covering the objectives of each class.

To learn more about what's offered through these two programs, go to [nitp.appi.pub](http://nitp.appi.pub) or scan this QR code to view a complete list of videos covering each class that was offered in 2023. ■



**SCAN HERE**

to go to [nitp.appi.pub](http://nitp.appi.pub)



Thank you to the following vendors that participated during registration demonstrating innovative new items that can help all JATCs across the country:

- Helmets to Hardhats (H2H)
- MetaMedia Training International
- On Top Safety
- Firestone/Elevate
- Milwaukee
- PolyGlass
- Union Insurance Group
- Union Sportsmen's Alliance
- Seal Corp USA
- Emergency Response Team (ERT)



## Geoffrey McSween Joins Trust

**T**he Roofers & Waterproofers Research and Education Joint Trust is proud to announce that Geoffrey McSween, current lead curriculum developer at Roofers Local 4 JATC, has accepted a new position working on curriculum development and training with the Roofers & Waterproofers Research and Education Joint Trust Fund.

Geof has demonstrated a high level of commitment and dedication to learning, incorporating, and implementing the newest technologies and teaching strategies while instructing foreman classes at various local JATCs and apprentice classes at his home local. He shows promise in his ability to adapt and update various curricula to meet the most current industry standards needed for our trade, and we are certain that he will continue to be a driving force in curriculum development and an asset to all roofers apprenticeship programs. As of October 15, 2023, Geof has been working with the Research and Education Trust Fund in a much larger capacity as a full-time employee.

Geof began his roofing career in 2011 after having lived in three different countries and eight different states while learning a variety of trades and skills. He was first sent out with Chris Andersen Roofing and had never received a layoff. He was tasked with running

small crews even as an apprentice and was eventually running a 25-man crew.

When he was offered the shop steward position, he accepted. Shortly thereafter, he was offered a part-time apprentice instructor position with Roofers Local 4, Newark, NJ, where he acquired a wealth of knowledge about grant writing from Apprentice Coordinator William Millea, and at the beginning of 2023, Geof was awarded a grant that promoted him to a full-time instructor.

We are proud to say that Geof has excelled in all courses endeavored. Whether through the National Instructor Training Program, CPWR or other trade-related organizations, he has acquired credentials such as OSHA outreach instructor, Qualified Signal Person Trainer and Qualified Rigger Person Trainer, just to name a few. In addition, Geof has extensive computer skills, which is a much needed asset. When asked for a comment about this new position, he simply stated, "I'm excited for this opportunity to help us grow," and we look forward to having Geof McSween as an addition to our team. ■



Geof McSween is the newest face at the Research and Education Trust.

## Richard Tessier Retiring from Trust



After years of threatening to quit, Richard Tessier finally fulfills his dreams of retiring.

**A**fter nearly four decades of dedicated service to the roofing industry, Richard Tessier is set to retire in December of 2023. Richard's illustrious career began in 1984 when he entered the roofing trade, taking his first steps at Berwald Roofing Co. in North St. Paul, Minnesota. He honed his skills as an apprentice, then journeyman, until ultimately

ascending to the position of foreman, where he demonstrated his leadership for many years.

In 2007, Richard embarked on a new chapter in his career as the apprenticeship coordinator for Local 96 Joint Apprenticeship Training Committee (JATC). His dedication for education soon led him to a different

role in 2014 when he was appointed as the director of curriculum development for the Research & Education Joint Trust Fund.

Throughout his tenure, Richard continued to expand his influence and expertise, taking on the role of director of safety in 2018, as well as serving a two-year term on the Federal Advisory Committee on Construction Safety and Health. He proudly reflects on his role in helping shape the organization into what it is today, witnessing tremendous advancements. He cherishes fond memories, like the day he and Jim Currie became the first two roofers in history to attain OSHA Master Trainer status, and the initiation of the National Instructor Training Program.

As Richard prepares for retirement, his legacy is one of dedication, innovation, and the relentless pursuit of safety and excellence and maybe a corny joke here and there. Richard's tireless efforts have not only contributed

to the growth and development of the roofing apprenticeship training sector, but have also left a mark on the world of construction safety and health. His retirement is a well-earned moment of reflection, as he leaves a lasting impact on the roofing industry and safety professionals.

Richard's influence and accomplishments will continue to shape the future of roofing apprenticeships, trainers, and roofing safety. As he looks forward to retirement, he

plans to assist the Trust in a smaller amount. He will also look to spend more time with his wife, Sandy, his kids and grandchildren, home projects and mowing his lawn, as well as remaining a full-time member of the "Florida Sunshine Boys" Golf and Fish Team, cherishing a well-deserved chapter of relaxation and enjoyment.

Thank you, Richard, for your time and dedication. Happy retirement! ■

## Free Online Resource to Help Strengthen Jobsite Safety Climate

By Dr. Linda M. Goldenhar, Director, Research and Evaluation  
CPWR — The Center for Construction Research and Training

Over the past two decades, the construction industry has come to realize that if employers understand members' shared perceptions about the effectiveness of the company's safety management practices, policies and procedures used on the jobsite—also known as a safety climate—they are better able to proactively identify and improve problematic jobsite issues that may lead to adverse outcomes.

To support small- and medium-sized construction companies in improving their safety climate, CPWR — The Center for Construction Research and Training developed a FREE Safety Climate Assessment Tool for small employers (S-CAT<sup>sc</sup>) with assistance from the United Union of Roofers, Waterproofers & Allied Workers and other partners. The assessment tool for small contractors is based on the full Safety Climate Assessment Tool (S-CAT) and allows companies to assess their needs according to eight leading safety climate indicators:

- Demonstrating management commitment
- Aligning and integrating safety as a value
- Ensuring accountability at all levels

- Improving supervisory leadership
- Empowering and involving employees
- Improving communication
- Training at all levels
- Encouraging owner/client involvement.

In January 2022, CPWR took it a step further and rolled out a new online resource called the Safety Climate-Safety Management Information System, or SC-SMIS ([www.scsmis.org](http://www.scsmis.org)), to help companies easily find and access FREE safety management tools and resources to strengthen any of the safety climate indicators that need improvement based on the S-CAT<sup>sc</sup> results. The SC-SMIS gives construction companies of any size the ability to engage in continuous safety climate and safety management improvement by:

- Assessing safety climate maturity across eight leading indicators using the reliable and valid S-CAT or conduct a needs assessment using the S-CAT<sup>sc</sup>;
- Accessing a large repository and downloading evidence-informed safety management resources to target low-scoring indicators;
- Developing a plan to put the resources into action; and

- Scheduling reminders to conduct follow-up assessments to measure improvement.

Since the official roll out January 1, 2022, more than 16,500 individuals from across the world have visited the site, over 700 companies have created accounts, and the safety management resources in the repository have been downloaded over 80,000 times.

*"For what a contractor would expect to pay for a comprehensive safety climate evaluation and mitigation plan, the Safety Climate-Safety Management Information System is a valuable tool available for all. As a mid-size, general contractor, we have been able to supplement our own systems and approaches with industry-tested, scientifically backed resources, and enhance our organization's overall safety program."*

— Midsize general contractor ■



## APPROVED NRIPP PENSION APPLICATIONS

### AT THE MEETING OF AUGUST 21, 2023

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Jose Aguirre	Unreduced	36	Michael B. Griffith	Unreduced	97
Jeffrey Anzalone	Disability	44	Michael Halderman	Early	42
Rick Arnett	Late	119	Houston L. Harmon	Normal	2
Stanley Awkward	Late	30	William D. Hasser	Early	96
William Bagley	Late	220	Raymond E. Heasley III	Disability	210
Jeffrey Baisley	Late	36	Donald W. Heller	Early	44
Leslie R. Ballance	Normal	20	Michael J. Hendsel	Unreduced	49
Anthony C. Benedetta	Normal	188	Jose Hernandez	Late	11
Jackie Brandhurst	Normal	195	Ritchie Hiner	Normal	81
David Brollier	Late	189	William C. Holder	Unreduced	210
Darrell Brown	Normal	317	Kenneth D. Howes	Early	36
Lanny Burnham	Late	119	Glen A. Janovsky	Early	96
James A. Bush	Early	185	Michael C. Juran	Normal	30
Randon Campbell	Early	95	Michael R. Kelley	Late	49
Roberto Carrillo	Normal	81	Bussie Theodore Kemp	Early	20
Rodolfo Casillas	Disability	49	Phil E. King	Early	185
Jose T. Constanza	Late	96	Cory M. Kohan	Early	11
Marcelino Castro	Normal	45	Raymond Kollasch	Normal	26
Guy Chinowth III	Late	142	Zygmunt Kowalski	Unreduced	10
Joseph Clark	Early	54	Michael A. Kropelnicki	Normal	153
Troy Clark	Early	119	Michael E. L'Hote	Disability	2
Paul Colmenero	Late	45	Rende O. Langlois	Unreduced	11
Phillip Cook	Normal	20	James L. Lankford	Late	142
Joseph Cornely	Early	44	Charles C. LaVelle	Early	44
Eric G. Cook	Early	119	James B. Lembke	Unreduced	11
Derrick L. Courtland	Early	2	Jeffrey E. Lilley	Unreduced	96
Jeffrey Curtin	Early	153	Jose C. Llamas	Early	220
Mark Dailey	Unreduced	242	Jorge Lopez-Oregel	Late	36
Wayne Denlinger	Late	189	Kenneth J. Lucas	Unreduced	11
Max Deskin	Early	49	Gavino Luerra Jr.	Late	45
Henry Dunn	Late	136	Thomas R. Mackin	Unreduced	2
Dennis P. Elwell	Early	22	Julian Marquez	Early	143
Martin Enriquez-Penaran	Early	36	Jose D. Martinez	Late	95
Salvador Estrada	Late	36	Roberto Martinez	Early	2
Eugene Fisher	Late	54	Dominic Massaro	QDRO	22
Gary Fish	QDRO	210	Wilden Masuch	QDRO	142
Tina M. Franklin	QDRO	11	Enrique Maya Soto	Late	11
Celso Garcia	Late	11	Bryan Meyers	Normal	10
Roberto P. Garcia Torres	Unreduced	11	Kenneth G. Miller	Unreduced	26
Manuel C. Goncalves	Early	12	Joseph L. Miller Jr.	Disability	149
Harold G. Gowing	Normal	49	William Mitchell	Normal	188
Manuel Guerra Chavez	Early	142	Efrem T. Neguse	Normal	162
Edwin E. Grider	Normal	69	Jon O. Neslund	Early	11

**CONTINUED – APPROVED NRIPP PENSION APPLICATIONS**  
AT THE MEETING OF AUGUST 21, 2023

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Max E. Newsom Jr.	Normal	189	George Scallions	Normal	23
Eugene Norberg	Normal	136	William Schader	Early	20
James Oakman	Normal	96	David Schantek	Normal	65
Kevin M. Overson	Normal	153	Marco Sepulveda	Normal	162
Robert J. Pabst Jr.	Early	26	Louis Severe	Unreduced	119
Henry B. Patterson	Unreduced	26	Bobby Sexton	Early	2
William E. Peterson	Unreduced	37	AB Simon	Late	123
Wayne A. Phillips	Late	188	Merton A. Simons	Normal	210
Terry A. Phillips	Disability	185	Johnnie D. Smith	Unreduced	23
Ray Pinon	Early	95	James P. Smith Jr.	Normal	150
Allen E. Pretz	Early	182	Fabrizio Succi	Disability	33
Craig M. Ragusin	Normal	11	Jonathan D. Swinney	Early	2
Eugene Randa	Disability	96	Carmelo Tabanico	Early	27
Daniel J. Rath sack	Normal	96	Dywane Thomas	Unreduced	2
Troy L. Rauch	Normal	189	Robert C. Tober	Late	149
Tony M. Reddington	Late	119	Soliga L. Ulavale Jr.	Normal	54
Jay E. Refieuna	Late	11	Roy Wetherell	Normal	143
Eric C. Reifschneider	Early	44	Michael J. Williams	Early	20
Robert Richardson	Unreduced	195	Willie J. Williams	Normal	20
Emigdio Robles	Unreduced	81	Kim M. Winkelmann	QDRO	2
Jose M. Rodriguez	Late	36	Kenneth Wollschleger	Early	44
Jesus Rosario	Late	12	Allen Yocks	Normal	2
Leopoldo Ruiz	Unreduced	40	Martin Zavala	Unreduced	11
Richard L. Runion	Late	242	Steven Zichler	Normal	20

**APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS**  
AT THE MEETING OF AUGUST 21, 2023

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
David W. Alletag	2	Jose Herrera	11	Mark R. Rice	32
Tommie Beckley	20	Kurt J. Howe	49	Peter Scandrolì	11
Ernest Brinkley	2	Roger Irwin	96	Ralph Silva	81
Ray Brown	189	Leroy Johnson	317	Richard Shepard	11
Richard J. Divishek	182	Glendell Keeler	220	Robert Smith	33
Robbie Ealy	136	Fred W. Koenig	11	Samuel Smith	135
Willard French	2	Ralph L. McKinney Jr.	210	Roy Vincent	123
Felix G. Goins Jr.	135	Jose Mendoza	49	Aljeran Wright	143
Michael L. Green	20	Laurence J. Mirabella	11	Richard G. Zweig	26
Anthony Haler	119	Ronald E. Myers	2		



## St. Louis Roofers Pin Party

**R**oofers & Waterproofers Local 2, St. Louis, MO, held its annual pin party on October 21. The local held a luncheon honoring members receiving pins for 20 or more years of continuous good standing, as well as retirees. The following Local 2 members earned their service pins in 2023:

**20 Years:** Nick Abeln, Troy Adams, Gregory Biebel, Joseph Biebel, Thomas Biebel Sr., Robert Franey, Michael Jakab, Trevor Kehrer, Jerome Kern, Christopher Kolze, Charles Mattingly, Jerry McHugh, Steve Steward, Mathew Walter, and Brian Welsch.

**25 Years:** Kevin Belli, Chad Eversgerd, Todd Heisserer, Jerrod Lewis, John Marsh Jr., and Randy Wilson.

**30 Years:** Kenneth Costello, Vince Graye, Michael Henry, Kevin Hovis, Terry Larsen, Thomas McKiddy, Mark Roberts, Curtis E. Smith, Larry Tate, Gene Voelker, Stan Wilken, and Willie Williams.

**35 Years:** Timothy Jolley, Denny Marshall Jr., and Bobby Sexton Jr.

**40 Years:** Thomas Brumitt, Mark Engelmann, Charles Menz, and Vincent South.

**45 Years:** Michael DeLisle, Daniel Knight, Lawrence Ontis, Bobby Roby, and Robert Stanton.

**55 Years:** Anthony Martinez and Oscar Scholl Sr.

**65 Years:** Todd Beckman ■



Tommy Hamilton and Denny Marshall visit Todd Beckman to present him with his 65-year pin—congratulations!

Field Rep. Todd Heisserer, Fin. Sec'y Tommy Hamilton, 20-year member Robert Franey, and B.M. Denny Marshall Jr.



Todd Heisserer, Jerrod Lewis, and John Marsh Jr. receive their 25-year pins.



Michael Henry, Larry Tate, Gene Voelker, Willie Williams, Terry Larsen, Kenneth Costello, and Curtis E. Smith are pictured receiving their 30-year pins.



Timothy Jolley, Bobby Sexton Jr., and Denny Marshall Jr. earn pins for 35 years of service.



Daniel Knight, Bobby Roby, and Robert Stanton are 45-year members.



Anthony Martinez and Oscar Scholl Sr. are awarded for 55 years of service.



## Local 8 Members Waterproof Super Skyscraper

**R**oofers & Waterproofers Local 8, New York, NY, are involved in much of the world-class construction taking place in Manhattan. Though there's not a roof yet, members are at work on JPMorgan's new global headquarters on Park Avenue. The new super skyscraper is going to be 1,388 feet above street level, to be completed in 2025. Wolkow Braker Roofing Corp. is the roofer of record, and they are also performing all interior waterproofing. Local 8 members are installing Tnemec waterproofing coatings in every mechanical room from the ground up—just about every floor! ■



V.P. Mike Stiens (right) receives 50-year awards from Local 42 B.M. Rodney Toole.

## V.P. Hits 50-Year Mark

**I**nternational Vice President Mike Stiens was presented his 50-year engraved card, pin and clock at his home local's July meeting. Brother Stiens became a member of Local 42, Cincinnati, OH, in January 1973. ■

## Hot Felt Job

**L**ocal 30 Steward Kevin Kendrick submitted these pictures of his crew applying a hot felt job for Palomino Roofing Company. Also on the job were foreman Ryan Smith and apprentices David Mora and Irwin Zamora. ■





Richard Moore receives a 20-year pin.



Raymundo Benitez receives a 20-year pin.



Darren Witham celebrates 25 years of service.



Darryl Franklin is recognized for 25 years.

## Pins for Tacoma Members

**R**oofers & Waterproofers Local 153 in Tacoma, WA, handed out service pins at the October 5 member meeting. Congratulations to these four members celebrating 20 and 25 years of service. ■



## Jefferson City Labor Day Parade

**M**embers of Local 20, Kansas City, MO, in the Jefferson City area gathered for Jefferson City Central Labor Council's 45<sup>th</sup> annual Labor Day parade. The popular parade featured fun, floats, bands, and lots of candy for union members and their families. ■

## Second-Oldest Roofers Union Member Turns 100

**E**ugene Conti's nephew, Ambrose Conti, wanted to honor his uncle in the Journeyman Roofer magazine for being what he suspected was one of the union's oldest members. Ambrose was correct: at 100 years old, Eugene Conti is currently the second-oldest living member of the Roofers Union.

Brother Conti joined the union on February 4, 1946, and is a member of Local 8, New York, NY. He is the second of four generations of Roofers! "Eugene is still living by himself, does his own yard work, and cooks for himself," says his nephew Ambrose (who is also a member).

Eugene is proud of his union heritage and is pictured wearing a Roofers hat and jacket and showing off one of his many service pins. With 77 years of service, Brother Eugene Conti deserves a union strong THANK YOU from all of us here and around the country for making this union great!



Eugene Conti



Brother Conti holds on to a dues receipt from 1960.

## Scholarship Winner Says Unions Ensure Wage Equality

**J**ulia Welchance, daughter of Local 45 office manager Yesenia Welchance, was the winner of the John S. Lyons Memorial Foundation Scholarship Program for union members and their dependents. She was awarded at the 41<sup>st</sup> Annual John S. Lyons Memorial Banquet in San Diego, which was attended by Local 45, San Diego, CA, Business Manager Paul Colmenero and other employees of Local 45.

Julia received a \$2,500 scholarship and will be attending San Diego State College this fall, majoring in criminal justice. She is a vocal supporter of labor unions. "Julia has proven to be an incredible volunteer, participating in phone banking and lit drop among other events," said Paul Colmenero. In her essay, Julia writes that "because unions jointly negotiate wages and pay scales that are visible to all workers and apply to workers in the same job equally, they are a special way to close the gender pay gap and ensure equitable pay for women." ■



Local 45 office manager Yesenia Welchance, daughter Julia Welchance, and B.M. Paul Colmenero.



## Buffalo Local 74 Roofers Get the Jobs Done

**W**hen it's not snowing, Roofers Local 74 crews are hard at work to keep Buffalonians dry and protected. ■

## Roofing for the Carpenters

**S**howing the world that we are skilled roofing professionals, Roofers Local 30 planted a union flag on top of the Carpenters training facility that they just finished roofing. Members of Local 30, Philadelphia, PA, working for Smith Roofing company were awarded the project over the summer. ■



## Des Moines Roofers Show Labor Pride

**R**oofers Local 142 members and family show their support of labor at the 2023 Labor Day parade in Des Moines, IA. ■



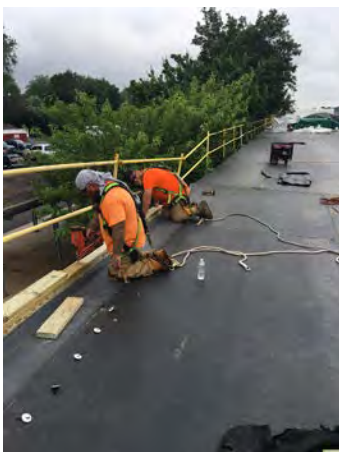
Griswold Middle School gets a new roof thanks to the talented members of Local 9.



Local 9 Roofers on the job at East Hartford High School.

## School Work for Local 9 Roofers

**R**oofers Local 9, Hartford, CT, kept busy this summer re-roofing the schools of Hartford. ■



Recent graduate Luis Palma (right) with his father, Valley JATC lead instructor Juan Palma.



Manuel Sambrano recently graduated to journeyman and is pictured here with Orlando Castellon.



Leroy Silva (right) displays his certificate along with B.R. Morgan Nolde.

## Oakland Grads

**L**ocal 81, Oakland, CA, highlights its recent graduates of the Valley Roofers & Waterproofers JATC. ■

## Johns Hopkins Job in Baltimore

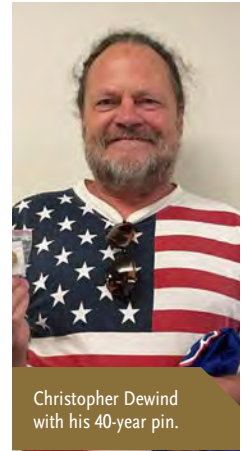
**M**embers of Local 30, Philadelphia, PA, installed a PVC roofing system at Johns Hopkins University in Baltimore, MD, for Kalkreuth Roofing. ■



Left to right: Francisco Osorio, Edil Chaves, Tiara Jones, Elder Osorio, Martin Albarado, Edgar Torres and Local 30 B.A. Ernest Washington.



Richard Stiehler receives his 20-year pin.



Christopher Dewind with his 40-year pin.



William Dachille celebrates 25 years.



Willie James earned his 55-year pin.



Frank Fisher with a 45-year member pin.



Phil Halla shows off his 25-year card and pin.

## Local 22 Members Receive Service Pins

**R**oofers Local 22, Rochester, NY, would like to give recognition to several members who received pins this year for their long-term service to the union. ■



## Busting Clays and Building (Bird) Houses

*For 11 years, the USA's Twin Cities Get Youth Outdoors Day has been a smashing success. And this year's event was another record-breaker.*

By PJ DelHomme

**W**hen volunteer Mark Conroy heard the man speak, he couldn't quite place the accent. "I finally had to ask him where he was from, and the guy was from Australia," says Conroy, Roofers Local 96 Business Manager. The man had just moved to Minnesota, saw the event on Facebook and brought his two teenage daughters to the Union Sportsmen's Alliance (USA) 11th Annual Twin Cities Get Youth Outdoors Day at Wild Marsh Sporting Clays. Neither daughter had ever shot a shotgun or bow and arrow. By the end of the event, they wanted to shoot in a trap league.

Conroy was one of dozens of volunteers from the Roofers International, Roofers Local 96, Iron Workers International, Iron Workers Local 512 and Cigna who spent their Sunday helping youth learn about the outdoors—from firearm safety to shooting .22 rifles to archery to building and painting birdhouses.

"I didn't realize how much of an effect the youth event had on these kids until I brought my grandson," says Brother Conroy. "The first thing he did when I brought him home from the event was hang up his target in his room. This year my granddaughter also participated. The smiles and excitement were a testament to the event's impact, especially when the kids were asked if they broke any clays. And they did!"

The event broke last year's attendance record with nearly 100 youth aged 9–17, and the stoke was off the charts. "The energy was very high. It was great to see the excitement," says TJ Delaney, a member of Sheet Metal Workers Local 10 and volunteer team leader for the event.

The sporting clays are always a popular attraction because many of the youth come from the inner city and don't have an opportunity to participate in outdoor activities. To ensure a safe and educational event, union members volunteer alongside shooting coaches from the community and local high schools to help the rookies and veteran shooters alike.

USA Board Chairman and Roofers International President Emeritus Kinsey Robinson and his wife Mona have been volunteers at the event since getting it off the ground 11 years ago. "This is such a great event and a great program," Robinson says. "Part of our (USA's) mission is to get kids involved in the outdoors. This is an extension of that mission. We talk to them about gun safety, the trades and conservation. These kids walk out of here understanding that if we take care of the environment, it's going to be there for future generations."

After lunch at the end of the event, every kid went home with a raffle prize, thanks largely to Minnesota native and USA Events Coordinator Eric Bakken. "I take a lot of pride in events in my home state, so I figured if I was leading this one, I was going to do it big," he says.

The event was held the day after the annual Roofers Twin Cities Sporting Clays Shoot, which continues to stand as one of USA's most-attended and highest fundraised shooting events each year. ■





## Directory of District Councils

### WESTERN REGIONAL

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

**Salvador Rico, 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

**Tyler Krogen, President**  
Local Union #96  
17226 Lincoln St. NE  
Ham Lake, MN 55304  
(763) 230-7663

**Steve Gercione, 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

**Leo Marsura, President**  
Local Union #189  
1727 E. Francis, #4  
Spokane, WA 99208  
(509) 327-2322

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

## Minutes of the Indiana District Council

The meeting of the Indiana Roofers District Council was held August 10, 2023, at Roofers Local 119, Indianapolis, IN.

### International Reports

**Assistant to the President Gig Ritenour** reported on Davis Bacon rates. He urged attendees to disseminate the Emergency Response Team phone number and prioritize safety-oriented photos for the convention. He announced the national apprenticeship competition would be held May 6 - 10 in St. Louis, with cash prizes and meals included. Members were reminded to ensure timely submission of CRRs. He noted that Ohio holds the highest number of PLAs, particularly in Toledo.

**International Vice President Joe Pozzi** shared insights on energy conservation bids and the importance of engagement in Davis Bacon surveys. He also mentioned

his support to other locals in leadership training and contract matters.

**International Representative Kevin King** reported on a recent conference, highlighting discussions on marijuana reform and the Inflation Reduction Act. Contractors were urged to explore tax breaks through the Act. Rep card signings before contract commencement were advocated, and updating local constitution and bylaws was stressed.

**Director of Market Development Jeff Eppenstein** presented membership statistics, with a total of 22,598 members and 209 new members this year. He discussed PNC projects; Texas, Florida, and Alabama issues; Kalkreuth Roofing, and successful campaigns. He stressed female roofers' recruitment and mentorship programs for member retention and highlighted successful GAF recruiting events.

**Asst. Director of Market Development Bill Alexander** addressed job opportunities, particularly Schreiber and Christen Detroit projects at Ford. An organizing campaign for new contractors was introduced.

**International President Jim Hadel** discussed the importance of mentorship for member encouragement and retention, and ways to retain membership and engage contractors. He discussed efforts to educate members about Carpenters trusteeship and noted a large loss of members by UBC. He reported on membership numbers and hours worked, indicating growth and positive trends.

### Reports of Delegates

**Marcus Bass, Local 26**, presented the financial report, which was approved. He also reported on contractor issues.

**Scott Cooper, Local 26**, discussed successes in overturning a job to a

union contractor and efforts in contractor recruitment.

**Ron Stiles, Local 75**, noted the completion of jobs, steady recruitment, and apprenticeship efforts.

**Michael Durham, Local 106**, shared insights on job updates and successful CBA signings.

**Clinton Grayless, Local 150**, introduced a new hierarchy chart,

recruitment numbers, and efforts in recruitment and training.

**Brian Smith, Local 119**, addressed recruitment, NMA projects, and attendance at the AFL-CIO convention.

**Charles Waddell, Local 23**, highlighted raises' positive impact on retention and efforts towards training and a major battery plant project.

**Rodney Toole, Local 42**, discussed workforce issues, female apprenticeship, and adherence to training requirements.

The meeting adjourned at 3:20 p.m.

Recorded by,  
Joshua Land,  
Recording Secretary to the Council

## Minutes of the Northwest District Council

The meeting of the Northwest District Council of Roofers was held October 7, 2023, in Las Vegas, NV.

### Reports of Guests and Delegates

**Travis Hopkins, Local 49**, said the JATC, some contractors and Local 49 joined together to purchase an ad campaign with Oregon Live that has produced more than 100 apprentices. The local will continue the campaign for another year to better evaluate the productivity. Local 49 has experienced large hour gains and is planning its first-ever new member welcome dinner. He further discussed the local's retention efforts and membership goals. He reviewed major upcoming projects in Oregon. The local is actively seeking an organizer to recruit contractors on the east side of the Cascades where most of the green projects and data storage facilities are located.

**Richard Geyer, Local 153**, said the local has hired a part-time organizer and a full-time instructor for hands-on evaluations and journeyman testing. They implemented quality control, safety, and training jobsite visits for the new instructor to use at jobsites to help keep track of members and contractor needs. Local 153's apprenticeship program has been approved for grants to upgrade technology at

the training facility. The local signed a new contractor in August 2023.

**Leo Marsura, Local 189**, said the local is going through a transition stage. Mike Baker was approved to take over as apprenticeship coordinator. They have expanded the apprenticeship program to pick up two counties in Southwest Washington and will be entering into a joint training program with the OR & SW WA Apprenticeship Program. They are sending journeymen and apprentices to work on a PLA in the Quincy, WA, area for Microsoft. This will keep some members busy through November. Work is starting to wind down in the Spokane area. Central Washington seems to be working pretty steady at this time.

**Soledad Velasquez, Local 91**, said the year is going great and everyone is working. Utah Tile and Roofing is still working on Temple Square, and members are still working at the Salt Lake International Airport and a few schools. Local 91 is always looking to recruit new members and contractors to grow the local.

**Raymundo Gallegos, Local 58**, said contractors are having to use subcontractors because of manpower issues. Local 58 currently has two contractors and is working on signing more contractors within their jurisdiction. Their contractors have a few

upcoming projects that should keep the membership working through the winter into next year; most of the work will be on the military base.

**International President James Hadel** presented the John C. Martini Organizing Award to Local 45 and Local 153. He encouraged the locals to increase membership and recruitment. He gave a brief report on the upcoming 30<sup>th</sup> International Convention.

**International Secretary-Treasurer Mitch Terhaar** gave a short report and thanked the local unions that have turned in their audit reports on time. He asked that when a local gets a raise and has a new wage sheet, please turn it in to the International Office.

Nominations and elections were held. Leo Marsura was nominated to be president. Travis Hopkins was nominated to be vice president. Richard Geyer was nominated to be financial secretary-treasurer. Soledad Velasquez was nominated to be trustee. Ray Gallegos was nominated to be trustee. All positions were won by white ballot.

The next meeting will be held January 9, 2024, via Zoom. There being no further business, the meeting was adjourned at 2:30 p.m.

Respectfully submitted,  
Richard Geyer  
Secretary to the Council



## Report of International Representative **Jim Brown**

**I** begin my report in Springfield, MA, at Local 248, where I worked as deputy trustee of the local and assisted with the administrative operations of the local. I discussed with Local 248's organizer Brent Corbett the importance of organizing a plan of action to recruit women to the membership rolls. My next stop was in Westville, NJ, at Local 30's apprenticeship training center and office complex. There I met with Local 30 Business Manager Shawn McCullough, President Brian Pleis and Clark Shiley. We reviewed contract language in the Washington/Baltimore CBAs.

Off to Cumberland, MD, where I attended the Western Maryland Building Trades Council meeting. From there I traveled to Frostburg, MD, to make a site visit to meet Local 34 Business Agent Ray Baer and members of Local 34 working at Frostburg University. I captured some photos of the members installing a Garland roofing system for the convention.

My next stop was in Baltimore, MD, where I met with Local 30 Business Agent Ernest Washington. We met with the lead organizer of Anne Arundel Connecting Together (ACT), a non-profit organization looking to work with the trades to establish pre-apprenticeship opportunities. Next I traveled to Capitol Heights, MD, to meet with a non-union contractor as part of our organizing efforts in the area.

I spoke with Pittsburgh, PA, Local 37 Business Manager John Flatt about having all the locals in the northeast participate in the upcoming apprenticeship competition. I also spoke with Local 195 Business Manager Charlie Gratton on preparing for the competition that will be hosted at Local 195's training center in Syracuse, NY. I would like to thank John, Charlie and all the northeast locals for all the time and effort they put into this event.

Off to Buffalo, NY, where I attended the International Executive Board meeting. I spoke with Local 241 Business Manager Mike Rossi, who was engaged in a job

action against a bad player. We discussed the rules of a job action. My next stop was in Highland Park, VA, where I attended a DOL/OLMS workshop on conducting audits. I also discussed Local 203's upcoming election with Business Manager Philip Lester.

Returning to Springfield, MA, I worked on administrative duties of Local 248. I also reviewed the apprenticeship standards of the JATC and reviewed with Organizer Brent Corbett the Foundation for Fair Contracting reports to target area projects to effectively police the area. Back in Philadelphia I engaged with Local 30 officers and members at the local's union meeting.

My next stop was in Las Vegas, NV, where I attended our International Executive Board meeting and our 30th International Convention. I end my report in Westville, NJ, where I met with Local 30 Business Manager Shawn McCullough to go over responsible contractor language on a public works projects in Pennsylvania. I wish all a safe holiday season. ■



## Report of International Representative **Kevin King**

**I** begin my report heading to Local 32, Rock Island, IL, to meet with Business Manager Don Taets. We met with the trustees on the JATC to discuss the upcoming class schedule and the funding of the apprenticeship. We discussed manpower concerns and avenues to make sure we supply the contractors with the necessary manpower they need.

Next, I went to Ann Arbor, MI, to attend the Leadership Training Program. This is a great program for all leaders to attend and learn more about responsibilities as a union representative and improve your skillset. All local leaders should attend this program.

My next stop was in Local 143, Oklahoma City, OK, to help Business Manager Ron Martin with contract negotiations. We were able to get the contracts done and the

members ratified the contracts. I then attended the Mid America Labor Management conference where President Hadel was the keynote speaker. The conference focused on the recruiting and retention of workers.

I then headed to Local 97, Champaign, IL, to meet with Business Manager Richard Anders. I met with the executive board to go over their responsibilities, and I attended the union meeting where nominations

for officers took place. After that, I went to Local 119, Indianapolis, IN, to work with Business Manager Brian Smith. Then I attended the Illinois District Council meeting.

Next, I headed to Minneapolis, MN, Local 96 to work with Business Manager Mark Conroy. We attended the North Dakota Building Trades meeting. I headed to Local 11 after that to attend the joint district council meeting.

Next up, I attended the International Executive Board meeting in Buffalo, NY. After attending that I went to Kansas City, MO, Local 20 to work with Business Manager Steve Gercone regarding manpower concerns on some big

upcoming projects. I then returned to Local 97 to go over the election results and meet with the new Business Manager-elect Jason York. We reviewed his duties as business manager and what to expect when he takes over. I also met with Business Manager Richard Anders regarding the upcoming transition and his responsibilities when he leaves office.

My next stop was in Local 143 to attend the Oklahoma State Building Trades meeting with Business Manager Ron Martin. We met with the state labor commissioner and had a great conversation about the local JATC program and what's needed to get it reregistered with the state.

I then headed to Las Vegas to attend the executive board meetings and help get ready for the International Convention. The speakers at the convention did a great job of relaying the message of how important good leadership is in our union, as well as the importance of recruiting and retaining new members to our organization no matter their race, religion, or gender. Congratulations to President Hadel, Secretary-Treasurer Mitch Terhaar, and the entire executive board on being re-elected/elected to your positions. It is well-deserved and earned! I look forward to working with all of you over the next several years. ■



## Report of International Vice President **Mike Vasey**

**I** start this report in Local 44, Cleveland, OH, attending the executive board meeting and reviewing oversight responsibilities. I attended the regular meeting of members, swore in newly elected officers, and reviewed finances with Financial Secretary John Wasilko.

Then I traveled to Columbus, OH, for the Local 86 executive board meeting. I reviewed oversight responsibilities, attended the member meeting, and reviewed finances and area updates with members. Next I worked with Mid-States Council locals to provide a list of signatory solar panel installers to Assistant to the President Gig Ritenour.

As assigned by President Hadel, I traveled to Local 42, Cincinnati, OH, to review Labor Department CAP audit results and recommendations with Business Manager Rodney Toole. I attended the executive

board meeting. I attended the member meeting with wage increase distribution decided on and area finances reviewed.

I returned to Columbus, OH, Local 86 to review information from the Honda Battery Plant tripartite meeting with Business Manager Marvin Cochran. The following week we worked on recruiting through Building Futures and attended the Intel Chip Plant tripartite meeting with Bechtel Corp.

In Cleveland, OH, I attended the Local 44 welfare fund trust meeting to select a new healthcare consultant. I attended the Mid-States Apprentice Competition at the Local 44 training center. Congratulations to all the winners and competitors. I then traveled to Parkersburg, WV, for Local 242's executive board meeting and member meeting where I reviewed finances.

As assigned by President Hadel, I traveled to Buffalo, NY, to attend the International Executive Board

meeting to review and finalize convention resolutions. Next I traveled to Cleveland, OH, Local 44 to attend executive board and regular meetings. Then I traveled to Dayton, OH, Local 75 for the member meeting to review finances and area projects.

In Columbus, OH, I attended the Local 86 joint pension trust meeting for a legal presentation with local trustees to consider a hybrid evergreen plan for the fund. In Cleveland I attended the Local 44 joint pension and health and welfare trustees meeting.

I then traveled to Local 88, Canton, OH, for the executive board meeting and a special member meeting for officer nominations. All officers were elected under acclamation, and I swore in the new officers in attendance. Congratulations and thanks for stepping up and serving Local 88.

I finish this report attending the ReBuild USA meeting with Clarity

Campaigns, the organization's political research arm. The results were less than positive, and we have our work cut out for us to educate our membership on the

present administration's positive effect on unions and working people in general.

Thank you to all the officers and members for your constant hard

work. You are without a doubt the hardest-working men and women in the trades. Merry Christmas and a happy, prosperous New Year to all! ■



## Report of International Vice President **Brent Beasley**

**A**s a member of the Los Angeles/Orange County Building Trades Council, I kicked off August by attending an executive board meeting, followed by a State Building Trades Joint Apprenticeship Council meeting. The following week I joined my colleagues for a L.A./O.C. Building Trades meeting, where we discussed strategies for advancing our cause. I then attended the Orange County Labor Federation Solidarity Leadership Awards Gala. The next day was the quarterly meeting of the Apprenticeship Readiness Fund, where we brainstormed ways to implement the Multi-Craft Core Curriculum program in local learning institutions.

I then flew to San Jose for the Pacific Coast Roofers Pension Program meeting and participated in a meeting with Congressman Adam Schiff, who is running for Senate in California. The Orange County Labor Federation held their Committee on Political Education (COPE) interviews the following week. These interviews serve as a crucial step in endorsing political candidates who align with

our mission. At the end of August I flew back to attend the International Executive Board meeting.

In early September we took a moment to reflect and appreciate the sacrifices made by previous generations on Labor Day. We got together for a Labor Night event at Angels Stadium in Anaheim along with other members of the building trades. The following week included a labor-management trust gathering to discuss workers' compensation, and a Los Angeles/Orange County Building Trades meeting which addressed local construction projects and political issues.

Wrapping up the week was the Western Roofing Expo in Las Vegas, where we connected with industry professionals and area contractors at our booth. Back in Orange County I attended Local 220's monthly membership meeting. I also participated in the IBEW Southern California Sporting Clays Shoot the following weekend.

October brought the highly anticipated International Convention in Las Vegas, NV. We gathered to share our knowledge and experiences, with the ultimate goal of improving

the roofing industry for our members and attracting new workers to join our ranks. The convention was a valuable opportunity to connect and learn from each other, returning home with a renewed sense of purpose and camaraderie. And as we reconvened with our local executive board and general members, we continued to discuss and address important matters impacting our union.

It's time to give credit where credit is due—to our brothers and sisters in the UAW who have stood strong in their strike for fair wages and better working conditions after years of sacrifices as their industry struggled to recover from the 2008 financial crisis. Their perseverance paid off, and UAW reached contracts that will increase veteran worker pay by 33%, eliminate tiered pay systems, and put an end to the exploitation of "temporary help" workers who are paid lower rates. This victory serves as a powerful reminder that when we come together, the strength of collective bargaining can triumph over even the largest corporations. So let's stand in solidarity and say it loud: Union Strong! ■



## Report of International Representative **Leo Marsura**

**I** start my report in Portland, OR, where I met with Matt Lambert, the new organizer for Local 49. We

visited several jobsites and talked with several non-union employees. We reviewed how to file safety complaints and reported on two jobs where safety violations imposed

imminent danger. We visited every contractor for Local 49. I would like to thank new Business Manager Travis Hopkins for inviting Jordan Ritenour and myself to the Union

Sportsmen's Alliance dinner; it was an incredible event.

Later I attended the Oregon State Building Trades convention where I met several new contacts from the trades. I then traveled to Local 58 in Colorado Springs, where I met with Business Manager Ray Gallegos. We went over policies and discussed the apprenticeship program. We traveled around to jobsites and talked to non-union employees. We met with several union members at the contractor's place of business.

I then traveled to Local 91 in Salt Lake City, UT, where I met Business Manager Soledad Velasquez and their new office assistant, Anastasia Cuevas. We met with the president of Utah Tile and Roofing who explained there would be a new owner in the near future and that they would remain a union contractor.

I then traveled to Local 54, Seattle, WA, where I attended the executive

board meeting and discussed executive board oversight and policies. New Business Manager Eddie Ramos and I attended a trades collaboration meeting with Richard Geyer from Local 153, Tacoma, WA, and Mike Baker from Local 189, Spokane, WA. Along with several other trades we handed out 2,000 flyers to union carpenters in the Seattle and Tacoma areas asking them to contact their leadership and ask why they're stealing other trades' work and not organizing non-union carpenters. The majority of union carpenters that we spoke to are not happy with the direction or leadership of the union. We are hoping to expand this in other areas and push back on the carpenters' attack on the union roofing industry and other union trades.

In Spokane, WA, Local 189, Mike Baker and I attended the compliance review for the apprenticeship

program, and he was approved by the state of Washington to become the apprenticeship coordinator. He will also work as trainer. We reviewed policies and executive board oversight, as well as contracts for Eastern and Central Washington and all of Montana.

I then worked the booth at the Western Roofing Expo in Las Vegas. It was my first time, and it was interesting to interact with all the contractors and manufacturers in the roofing industry. I end this report at the 30th International Convention in Las Vegas, where I attended the Northwest District Council meeting and joint district council meeting with the Western District Council. I also worked on the Resolutions Committee. It was one of the best conventions we have had, and we are moving in the right direction to secure future work and grow our membership. ■



# Jurisdictional Photos

THE JURISDICTIONAL DEPARTMENT NEEDS YOUR PHOTOS

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

Please email to [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

## 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 94.39% 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.

### Local 88 Backs Mayor Through RPELF

**R**oofers Local 88 was proud to endorse William Sherer II for mayor of Canton, OH. Brother Sherer is a lifelong union member and is the business manager for Ironworkers Local 550—a role his father and grandfather also held. This

experience has helped him appreciate how good-paying jobs with benefits, like those of Roofers Local 88, can positively impact the community.

Local 88 presented Sherer an endorsement check funded through the Roofers Political Education and

Legislative Fund (RPELF). The Fund helps get leaders elected who will fight to strengthen union rights and enact policies that work for the 99%. In the November election Sherer dominated his opponent, earning 68% of votes cast. ■

Local 88's E Board presents an endorsement check to William Sherer. Back row: Linda Knox, Ray Kellar, and Jeremy Thompson. Front row: B.M. James Moyers, William Sherer, Josh Burleson, and Gordon Welch III.



June Garcia, Rafael Marcedes, Mark Goodwin Jr., Daysan Jones, Nicolas Rivera, Basil Gardener, and Paul Hyslop

### Responsible Contractor Language

**L**ocal 30, Philadelphia, PA, signatory contractor ARC Roofing was awarded the city borough building in Chester County with Responsible Contractor Ordinance (RCO) language. This requirement means the contractor must prove a legitimate apprentice training school that is recognized with the Department of Labor.

RCO language gives union contractors the upper hand, as non-union contractors cannot generally meet the requirement to provide Registered Apprenticeship training. This job is the first project in the history of all unions where this language was used. It is another added tool when it comes to bidding for our contractors. ■

### Chillicothe Mayor Meets with Roofers

**A**ssistant to the President Gig Ritenour and Local 86, Columbus, OH, Business Manager Marvin Cochran Jr. met with Chillicothe, OH, mayor Luke Feeney in October to present him an RPELF check for his upcoming election. He was attempting to be re-elected for his third time. “We also discussed upcoming roofing projects and the opportunities to bid those projects,” said Ritenour. Feeney fended off two challengers to win re-election in November. ■



Gig Ritenour, Luke Feeney and Marvin Cochran.



UNION SPORTSMEN'S ALLIANCE **ALL-NEW** YOUTUBE SERIES

# OUTDOOR SURVIVAL

The great outdoors is just that—great. But it comes with a set of unique risks, challenges, and obstacles. In this SMART Tips & Tricks 8-video series, host Jason Smith shares the skills he acquired as a Special Forces combat medic and primitive skills instructor to help you stay safe, sound, and found the next time you head into the wild.



 **WATCH ANYTIME AT [YOUTUBE.COM/UNIONSPORTSMEN](https://www.youtube.com/unionsportsmen)**

**Subscribe to the Union Sportsmen's Alliance YouTube channel to receive notifications when new videos are posted.**



## Honoring Those Who Made Our Union Great

**W**ith a sense of gratitude, *The Journeyman Roofer & Waterproofer* magazine publishes the names of members who have received service pins from their Local Unions since the previous

magazine for 50 or more years of continuous membership.

Our long-term members fought for and struggled for the benefits that made our union great and we now enjoy. We appreciate all that

these members have done and still do to further the goals of working people and their families. Next time you see a member listed below, take the time to thank him or her for their service and dedication to our Union.

### 50 Years

Local 10	Robert Currie
Local 49	Lawrence E. Bjork
Local 49	Jerry E. Garger
Local 49	Daniel Holladay
Local 49	Eugene R. Lennick
Local 49	Richard D. Porter
Local 69	James R. Clark
Local 70	Florencio Gonzalez
Local 70	Marvin K. Wynn
Local 195	Robert W. Precourt
Local 195	Robert M. Purcell

### 55 Years

Local 2	Anthony Martinez
Local 2	Oscar W. Scholl Sr.
Local 40	James F. Young
Local 49	Melvin R. Siemers
Local 69	George D. Braden
Local 150	Robert E. Rusin
Local 195	Gerald W. Crouse

### 65 Years

Local 2	Todd J. Beckman
Local 49	Robert C. Meyer

### 75 Years

Local 37	Clyde L. Knepp
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### 60 Years

Local 195	Robert O. Wetherwax
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## Outstanding Recognition: Our 65+ Year Members

### ROBERT ANDERSON, LOCAL 96

**B**ob Anderson is 89 years old and was born and raised in Milaca, MN. He worked on a poverty farm growing up and started roofing in 1949 at the age of 15. He was initiated into Local 96, Minneapolis, MN, on May 12, 1952, and has 71 years of good standing.

During his years of roofing he worked for Kruckenberg Roofing, Central Roofing, John A. Dalsin, and Curran V. Nielson Co. He worked as a helper, kettleman, tanker driver, and foreman. He remembers working on a lot of schools, but working on a large mining facility in Aberdeen, SD, was a career highlight. He retired in 1996 at the age of 62. He says the biggest changes in the industry over the span of his career have been the benefits (especially the annuity), and safety. "Back in the day, there weren't hand rails on jobs," he said.

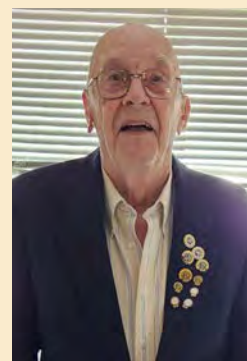
Brother Anderson used to bowl and do a lot of fishing at the cabin he owned for 60 years. Nowadays, he goes to the casino with his nephews. He is proud that he typically wins more money at the casino than them, because

he goes in on max bets. He also earned several bowling trophies, and he bowled a 279. After 66 years of marriage, his wife, Wilma, passed away in 2020. He has four sons and three grandchildren.

When asked what advice he would offer to apprentices and people getting started in our trade, Bob replied, "Be careful. You can never be too careful."

We thank Bob for his attention to safety, and for his 71 years of service to the United Union of Roofers, Waterproofers & Allied Workers!

Local union leaders may submit their 65+ year members to be featured on this page. Contact [roofers@unionroofers.com](mailto:roofers@unionroofers.com) for more information. ■



LOCAL	AMOUNT
2 Saint Louis, MO	\$85,641.10
4 Newark, NJ	\$18,325.77
8 New York, NY	\$247,545.00
9 Hartford, CT	\$26,538.35
10 Paterson, NJ	\$9,211.73
11 Chicago, IL	\$299,135.81
12 Bridgeport, CT	\$31,800.74
20 Kansas City, KS	\$82,801.67
22 Rochester, NY	\$38,940.06
23 South Bend, IN	\$23,261.64
26 Hammond, IN	\$25,624.54
27 Fresno, CA	\$29,571.93
30 Philadelphia, PA	\$147,432.51
32 Rock Island, IL	\$12,954.13
33 Boston, MA	\$77,554.63
34 Cumberland, MD	\$2,738.60
36 Los Angeles, CA	\$88,817.61
37 Pittsburgh, PA	\$19,609.59
40 San Francisco, CA	\$34,873.46
42 Cincinnati, OH	\$17,740.52
44 Cleveland, OH	\$39,288.62
45 San Diego, CA	\$25,732.33

LOCAL	AMOUNT
49 Portland, OR	\$49,195.27
54 Seattle, WA	\$26,442.88
58 Colorado Springs, CO	\$5,410.61
65 Milwaukee, WI	\$36,050.49
69 Peoria, IL	\$20,698.08
70 Ann Arbor, MI	\$58,194.78
71 Youngstown, OH	\$14,704.03
74 Buffalo, NY	\$32,668.40
75 Dayton, OH	\$9,711.02
81 Oakland, CA	\$137,346.40
86 Columbus, OH	\$13,444.96
88 Akron, OH	\$11,697.62
91 Salt Lake City, UT	\$24,109.57
95 San Jose, CA	\$42,081.44
96 Minneapolis, MN	\$130,809.81
97 Champaign, IL	\$18,389.74
106 Evansville, IN	\$24,273.71
112 Springfield, IL	\$11,563.65
119 Indianapolis, IN	\$27,601.91
123 Fort Worth, TX	\$8,361.00
134 Toledo, OH	\$14,385.83
135 Phoenix, AZ	\$9,076.70

LOCAL	AMOUNT
136 Atlanta, GA	\$6,883.80
142 Des Moines, IA	\$10,344.67
143 Oklahoma City, OK	\$11,590.58
149 Detroit, MI	\$58,628.62
150 Terre Haute, IN	\$8,852.30
153 Tacoma, WA	\$32,677.39
154 Nassau-Suffolk, NY	\$32,941.09
162 Las Vegas, NV	\$34,083.82
182 Cedar Rapids, IA	\$16,326.61
185 Charleston, WV	\$13,029.30
188 Wheeling, WV	\$12,341.69
189 Spokane, WA	\$17,898.90
195 Syracuse, NY	\$21,658.19
200 Pocatello, ID	\$2,344.16
203 Binghamton, NY	\$9,583.57
210 Erie, PA	\$21,946.64
220 Orange County, CA	\$57,276.49
221 Honolulu, HI	\$24,817.29
241 Albany, NY	\$23,980.14
242 Parkersburg, WV	\$16,588.32
248 Springfield, MA	\$5,346.39
317 Baton Rouge, LA	\$3,997.05

## IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE
53229	Jesse L. Yates	143	96
78779	John A. Karavetos	33	88
87936	Edward G. Raulukaitis	9	91
94219	Heinrich N. Reis	65	89
100158	Clifford V. Hackbarth	96	83
112514	Norman Hajduk Sr.	134	79
116765	Stanley Kushay	154	90
119886	Roman L. Schmalz	11	79
124354	Juan Urquiza	36	85
127943	Edward Parham	11	82
133642	Donald J. Bratton	11	87
144687	James J. Cannon	30	79
144957	Donald W. Nuckolls	20	92
146174	Daniel P. Niemet	74	77
147309	Eugene R. Schneider	81	78
147438	Raymond Wargo	149	84
152967	Wayne T. Keller	65	85
157443	John W. Payne	30	71
159658	Theodore E. Kane	96	77
165579	David A. Jones	112	66
169468	Kenneth R. Tressler	149	80
177485	Paul J. LaMantia	37	74

MEMBER NO.	NAME	LOCAL NO.	AGE
183241	Steven J. Nicgorski	30	64
191052	John G. Benner	30	64
195398	William H. Anderson	30	73
200471	Charles W. Norcross	96	70
201692	Charles Richardson	40	73
224632	Wayne A. Pelletier	4	63
227887	Albert Montoya	220	61
236138	Waco E. Dohn	20	82
236685	Michael Kranzusch	11	71
240447	John Lorman	30	66
251975	Edward McNevin	9	70
257976	Peter Tamburro	30	62
286493	Mark A. Rudolph	11	68
295099	Dennis R. Mayers	74	66
297982	Alonzo Brown	30	70
304280	Ruben Gonzalez	11	37
309072	Ronald Lee Pyles	143	62
315494	Scott D. Seibert	37	60
329354	Joshua P. Bergeron	96	34
331574	Wendel Algarin	9	40
338507	Isidro Rivera	9	53
339543	Victor M. Bonilla	96	60

## 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, 2023 and 2022, 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, 2023 and 2022, 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 \$833,956 and \$862,089 as of June 30, 2023 and 2022, respectively, and the change in net assets would have increased (decreased) by (\$28,133) and \$65,424 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; and
- 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.

***Auditors' Responsibilities for the Audit of the Financial Statements (continued)***

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 21, 2023

**UNITED UNION OF ROOFERS, WATERPROOFERS  
AND ALLIED WORKERS**  
**STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS**  
**MODIFIED CASH BASIS**  
JUNE 30, 2023 AND 2022

	2023					2022
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofing Fund	Convention Fund	Total
<b>ASSETS</b>						
CASH ON HAND AND IN BANKS	\$ 38,896	\$ -	\$ 38,769	\$ -	\$ 252,124	\$ 329,789
LOANS TO LOCAL UNIONS	13,775	-	-	-	-	13,775
INTERFUND RECEIVABLE (PAYABLE)	(121,111)	-	57,627	18,904	44,580	-
INVESTMENTS						
Money market funds	462,664	25,744	140,013	212,725	29,385	870,531
Certificates of deposit	-	-	-	-	2,394,305	2,394,305
U.S. Treasury, Government Agency and municipal obligations	11,675,255	744,741	10,452,577	-	-	22,872,573
Corporate obligations	5,323,931	264,938	4,032,126	-	-	9,620,995
Corporate stocks	2,511,265	548,717	5,744,691	-	-	8,804,673
Mutual funds	-	-	-	-	-	-
Group annuity contract separate account	842,282	378,873	379,120	-	-	1,600,275
Mortgage investment trust	2,780,727	-	-	-	-	2,780,727
Total investments	23,596,124	1,963,013	20,748,527	212,725	2,423,690	48,944,079
PROPERTY AND EQUIPMENT						
Furniture and equipment	545,460	-	-	4,156	6,928	556,544
Leasehold improvements	685,119	-	-	-	-	685,119
Automobiles	172,528	-	-	-	-	172,528
	1,403,107	-	-	4,156	6,928	1,414,191
Less accumulated depreciation and amortization	(803,977)	-	-	(4,156)	(6,928)	(815,061)
Net property and equipment	599,130	-	-	-	-	599,130
OTHER ASSETS						
Prepaid insurance	90,426	-	-	-	-	90,426
Deposits	14,685	-	-	-	21,354	36,039
Total other assets	105,111	-	-	-	21,354	126,465
Total assets	\$24,231,925	\$ 1,963,013	\$20,844,923	\$ 231,629	\$ 2,741,748	\$50,013,238
<b>LIABILITIES AND NET ASSETS</b>						
LIABILITIES						
Deferred leasehold allowance	178,048	-	-	-	-	178,048
Other liabilities	250	-	-	-	-	250
Total liabilities	178,298	-	-	-	-	178,298
NET ASSETS WITHOUT MEMBER RESTRICTIONS						
Undesignated	24,053,627	-	-	-	-	24,053,627
Designated	-	1,963,013	20,844,923	231,629	2,741,748	25,781,313
Total net assets without member restrictions	24,053,627	1,963,013	20,844,923	231,629	2,741,748	49,834,940
Total liabilities and net assets	\$24,231,925	\$ 1,963,013	\$20,844,923	\$ 231,629	\$ 2,741,748	\$50,013,238

**UNITED UNION OF ROOFERS, WATERPROOFERS  
AND ALLIED WORKERS**  
**STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS**  
**MODIFIED CASH BASIS**

YEARS ENDED JUNE 30, 2023 AND 2022

	2023					2022	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofers and Waterproofers Fund	Convention Fund	Total	Total
<b>MEMBERSHIP ACTIVITIES</b>							
Revenue							
From affiliates							
Per capita taxes	\$ 3,646,117	\$ -	\$ 669,830	\$ 240,386	\$ 544,032	\$ 5,100,365	\$ 5,100,934
International work dues	3,778,624	-	-	-	-	3,778,624	3,468,985
Initiation and reinstatement fees	361,902	-	-	-	-	361,902	300,807
Supplies	4,299	-	-	-	-	4,299	2,783
Other	735	-	-	-	-	735	745
Total revenue from affiliates	7,791,677	-	669,830	240,386	544,032	9,245,925	8,874,254
Forgiveness of Small Business							
Administration loan	-	-	-	-	-	-	647,425
Other membership related revenue	129,469	-	-	16	7,527	137,012	143,229
Total revenue	7,921,146	-	669,830	240,402	551,559	9,382,937	9,664,908
Expenses							
Salaries, per diem and travel expenses	4,666,968	-	16,000	15,000	-	4,697,968	4,332,949
Affiliation fees	292,793	-	-	-	-	292,793	288,508
Administrative expenses	2,881,274	-	60,311	1,385	72	2,943,042	2,661,485
Contributions to Roofers' Political Education and Legislative Fund	102,020	-	-	-	-	102,020	102,146
Educational expenses	136,313	-	-	-	-	136,313	65,974
Meetings and conferences	299,961	-	-	-	-	299,961	206,223
Organizing assistance and expenses	66,467	-	-	-	-	66,467	48,427
Burial benefits	-	-	895,983	-	-	895,983	1,279,806
Roofers magazine expenses	-	-	-	273,193	-	273,193	198,257
International convention	-	-	-	-	42,865	42,865	-
Total expenses	8,445,796	-	972,294	289,578	42,937	9,750,605	9,183,775
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	(524,650)	-	(302,464)	(49,176)	508,622	(367,668)	481,133
INVESTMENT EARNINGS - net of related expenses	(257,578)	(38,411)	(450,852)	300	52,237	(694,304)	3,607,405
CHANGE IN NET ASSETS	(782,228)	(38,411)	(753,316)	(48,876)	560,859	(1,061,972)	4,088,538
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Beginning of year	24,835,855	2,001,424	21,598,239	280,505	2,180,889	50,896,912	46,808,374
End of year	\$24,053,627	\$ 1,963,013	\$20,844,923	\$ 231,629	\$ 2,741,748	\$49,834,940	\$50,896,912

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

**NOTES TO FINANCIAL STATEMENTS**

JUNE 30, 2023 AND 2022

**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 \$63,448 and \$56,318 for the years ended June 30, 2023 and 2022, respectively. Amortization expense was \$66,216 for each of the years ended June 30, 2023 and 2022.

## 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.

**Leases** - The International Union recognizes lease expense when rent payments are made, in accordance with the modified cash basis of accounting. Under GAAP, a right-of-use asset and lease liability would be recognized, and the liability for deferred lease incentives would be deducted from the carrying amount of the right-of-use asset. The International Union has included in the accompanying financial statements informative disclosures about the International Union's operating lease, including its terms, monthly lease payments and a maturity analysis of lease liabilities, showing the undiscounted cash flows on an annual basis for the remaining years of the lease term.

**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 21, 2023, 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, 2023 and 2022:

	<u>2023</u>		<u>2022</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 870,531	\$ 870,531	\$ 3,973,735	\$ 3,973,735
Certificates of deposit	2,394,305	2,394,305	1,976,056	1,975,994
U.S. Treasury, Government Agency and municipal obligations	22,872,573	21,694,766	31,401,569	29,744,075
Corporate obligations	9,620,995	9,380,848	1,105,007	1,028,858
Corporate stocks	8,804,673	10,898,547	7,347,297	7,963,381
Mutual funds	-	-	301,425	276,291
Group annuity contract separate account	1,600,275	1,560,318	1,523,494	1,507,564
Mortgage investment trust	2,780,727	2,432,654	2,706,754	2,488,135
Total	<u>\$ 48,944,079</u>	<u>\$ 49,231,969</u>	<u>\$ 50,335,337</u>	<u>\$ 48,958,033</u>

Corporate stocks include shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 at both June 30, 2023 and 2022. 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, 2022 and 2021, was \$31.35 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 at June 30, 2023 and 2022, 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 2023 and 2022, 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, 2023 and 2022 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				
		2023	2022	2023	2022	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2023	Green as of 1/1/2022	\$ 374,093	\$ 338,822	12/31/2022

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, 2023 and 2022 totaled \$862,519 and \$791,568 respectively, including \$289,681 and \$306,178 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, 2023 and 2022 totaled \$79,734 and \$72,551 respectively.

## NOTE 7. 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, 2022 by Horizon Actuarial Services, LLC (Horizon). In its report dated November 9, 2022, Horizon reported that at June 30, 2022, the fund surplus of \$2,272,798 was determined as follows:

Present value of future burial benefits	\$ 22,461,270
Present value of future plan expenses	<u>1,347,676</u>
Subtotal	23,808,946
Less:	
Estimate of fair value of fund	(20,838,602)
Present value of future member contributions	<u>(5,243,142)</u>
Fund surplus	<u>\$ 2,272,798</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):

Mortality Active - RP-2017 Mortality Tables with Blue Collar Adjustment projected generationally with 50% of Scale MP-2017 with a 40% margin for contingencies

Mortality Retirees - RP-2017 Annuitant Mortality Tables with a one year set forward projected generationally with 50% of Scale MP-2017, with a 40% margin for contingencies applied

#### **NOTE 8. 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, 2023 and 2022 were \$38,796 and \$38,040 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, 2023 and 2022 was \$102,020 and \$102,146 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2023 and 2022.

#### **NOTE 9. 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 10. 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 times during the year that exceed the insured limit. The International Union has not experienced any losses in uninsured balances and believes it is not exposed to significant credit risk concerning cash.

#### **NOTE 11. 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 Waterproofer 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 with a combined balance of \$1,200,320 and \$4,059,229 at June 30, 2023 and 2022, respectively. 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 12. OPERATING LEASE**

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

Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$257,242 and \$278,487 as of June 30, 2023 and 2022, respectively, has not been recorded in these modified cash basis financial statements.

**NOTE 12. OPERATING LEASE (CONTINUED)**

As of June 30, 2023, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2024	\$ 367,442
2025	376,630
2026	386,033
2027	395,699
2028	405,605
Thereafter	68,154
Total	<u>\$ 1,999,563</u>

Total rental expense for the years ended June 30, 2023 and 2022 was \$333,587 and \$327,008 respectively, which is net of an amortization of a leasehold allowance of \$34,452 for each year. The monthly rent payment at July 1, 2023 was approximately \$30,112.

**NOTE 13. NET INVESTMENT EARNINGS**

Net investment earnings for the years ended June 30, 2023 and 2022 were as follows:

	2023			
	Interest/ Dividend <u>Income</u>	Realized (Losses) <u>(Losses)</u>	<u>Expenses</u>	Net Investment Earnings
General Fund	\$ 653,492	\$ (835,200)	\$ (75,870)	\$ (257,578)
Retiree Fund	52,579	(75,801)	(15,189)	(38,411)
Burial Benefit Fund	524,720	(893,456)	(82,116)	(450,852)
Journeyman Roofer and Waterproofing Fund	300	-	-	300
Convention Fund	<u>57,463</u>	<u>-</u>	<u>(5,226)</u>	<u>52,237</u>
Total	<u>\$ 1,288,554</u>	<u>\$ (1,804,457)</u>	<u>\$ (178,401)</u>	<u>\$ (694,304)</u>

	2022			
	Interest/ Dividend <u>Income</u>	Realized Gains <u>Gains</u>	<u>Expenses</u>	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 Waterproofing 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>

## NOTE 14. 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 15. 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 16. 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, 2023 and 2022:

	2023											
	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	Governance	Total Supporting Services	Total Expenses	
Salaries, per diem and travel	\$ 1,514,347	\$ 1,434,806	\$ 16,000	\$ 21,208	\$ 156,537	\$ 105,273	\$ 3,248,171	\$ 943,122	\$ 506,675	\$ 1,449,797	\$ 4,697,968	
Employee benefits	490,160	368,355	-	9,056	54,095	23,856	945,522	346,365	129,717	476,082	1,421,604	
Affiliation fees	95,664	64,250	-	24,301	11,196	4,215	199,626	70,855	22,312	93,167	292,793	
Office and other expenses	193,322	239,309	1,562	17,250	39,618	7,859	498,920	131,641	33,214	164,855	663,775	
Professional fees	9,983	-	21,961	1,918	-	994	34,856	77,157	52,210	129,367	164,223	
Emergency response program	-	-	-	-	9,861	-	9,861	-	-	-	9,861	
Donations and contributions	-	-	-	-	-	88,817	88,817	-	-	-	88,817	
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	102,020	-	-	102,020	-	-	-	102,020	
Depreciation and amortization	45,849	30,808	-	934	5,381	2,023	84,995	33,972	10,697	44,669	129,664	
Meetings and conferences	101,425	-	-	51,844	-	887	154,156	-	145,805	145,805	299,961	
Payroll and other taxes	85,240	79,701	-	1,205	8,038	5,042	179,226	53,532	28,706	82,238	261,464	
Organizing expenses and assistance	66,467	-	-	-	-	-	66,467	-	-	-	66,467	
Rent	107,189	72,025	36,810	2,183	12,580	4,729	235,516	79,422	25,009	104,431	339,947	
Roofers magazine expenses	-	-	-	-	273,193	-	273,193	-	-	-	273,193	
International convention	-	-	-	-	-	-	-	-	42,865	42,865	42,865	
Burial benefits	-	-	895,983	-	-	-	895,983	-	-	-	895,983	
Total	\$ 2,709,646	\$ 2,289,254	\$ 972,316	\$ 231,919	\$ 570,499	\$ 243,695	\$ 7,017,329	\$ 1,736,066	\$ 997,210	\$ 2,733,276	\$ 9,750,605	

## NOTE 16. FUNCTIONAL EXPENSES (CONTINUED)

	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	Governance	Total Supporting Services
Salaries, per diem and travel	\$ 1,494,922	\$ 1,402,245	\$ 16,000	\$ 52,284	\$ 151,448	\$ 73,242	\$ 3,190,141	\$ 850,783	\$ 292,025	\$ 1,142,808
Employee benefits	449,367	331,354	-	19,468	46,610	16,962	863,761	289,382	67,864	357,246
Affiliation fees	105,418	66,952	-	15,899	11,504	3,626	203,399	71,451	13,658	85,109
Office and other expenses	143,845	178,712	1,339	6,187	68,267	4,557	402,907	113,835	17,260	131,095
Professional fees	33,276	-	13,676	369	-	3,144	50,465	85,818	31,668	117,486
Emergency response program	-	-	-	-	23,308	-	23,308	-	-	-
Donations and contributions	-	-	-	-	-	86,697	86,697	-	-	-
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	102,146	-	-	102,146	-	-	-
Depreciation and amortization	46,526	29,556	-	2,193	5,085	1,605	84,965	31,540	6,029	37,569
Meetings and conferences	97,442	-	-	49,145	-	1,305	147,892	-	58,331	58,331
Payroll and other taxes	83,458	76,601	-	2,952	7,688	3,714	174,413	47,848	16,331	64,179
Organizing expenses and assistance	45,427	3,000	-	-	-	-	48,427	-	-	-
Rent	112,855	71,690	36,147	5,320	12,334	3,894	242,240	76,505	14,623	91,128
Roofers magazine expenses	-	-	-	-	198,257	-	198,257	-	-	-
Burial benefits	-	-	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	\$ 517,789	\$ 2,084,951
										\$ 9,183,775

## ALABAMA

### 123 | BIRMINGHAM-MOBILE

Meets – quarterly as called by B.M. B.M., Fin. Sec. & Tr. **Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

## ALASKA

### 189 | ANCHORAGE

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

## ARIZONA

### 135 | PHOENIX

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

### 135 | TUCSON

Pres. **Armondo Terrazas**, Phone (505) 203-5595. E-mail: [stevenc@unionroofers.com](mailto: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 Gercione**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: [office@rooferslocal20.com](mailto:office@rooferslocal20.com)

## CALIFORNIA

### 27 | FRESNO

Meets – 5537 E. Lamona Ave., Ste. 1, Fresno, 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](mailto: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](mailto: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](mailto:rooferslocal36@att.net)

### 81 | OAKLAND

Meets – 8400 Enterprise Way, Ste. 122, 2nd Wed. each month. B.M. **Doug Ziegler**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: [rooferunion81@gmail.com](mailto: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](mailto:rooferslocal220@yahoo.com)

### 220 | RIVERSIDE

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

### 81 | SACRAMENTO

Meets – 2840 El Centro Rd., Ste. 117, 3rd Mon. each month at 7:30 p.m. B.M. **Doug Ziegler**, 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](mailto: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](mailto:PaulC@roofers45.org)

### 40 | SAN FRANCISCO

Meets – 150 Executive Park Blvd., Ste. 3625, 3rd Thurs. each month. B.M. **Peter Lang**, 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: [plangrooferslocal40@gmail.com](mailto:plangrooferslocal40@gmail.com) Website: [www.rooferslocal40.org](http://www.rooferslocal40.org)

### 95 | SAN JOSE

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

### 81 | STOCKTON

B.M. **Doug Ziegler**, 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](mailto: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](mailto:ray@rooferslocal58.com)

### 58 | DENVER

B.A. **Ray Gallegos Jr.**, 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: [ray@rooferslocal58.com](mailto:ray@rooferslocal58.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](mailto: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](mailto:markc@rooferslocal9.com)

## DELAWARE

### 30 | NEW CASTLE

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

## DISTRICT OF COLUMBIA

### 30 | WASHINGTON

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

## FLORIDA

### 136 | ATLANTIC COAST

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

### 123 | GULF COAST

Meets – quarterly as called by B.M. B.M., Fin. Sec. & Tr. **Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

## GEORGIA

### 136 | ATLANTA

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

## HAWAII

### 221 | HONOLULU

Meets – Moanalua Elem. School, Cafetorium, 1337 Mahiole St., Honolulu, quarterly or on call. B.M., Fin. Sec. & Tr. **Vaughn Chong**, 2045 Kam IV Rd., Ste. 203, Honolulu, HI 96819. Phone (808) 847-5757. Fax (808) 848-8707. E-mail: [rooferslocal221@gmail.com](mailto: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](mailto:roofers189@gmail.com)

### 189 | LEWISTON

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

### 200 | POCATELLO

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

## ILLINOIS

### 97 | CHAMPAIGN

Meets – 410 S. City Line Rd., 1st Thurs. each month. B.M. **Jason York**, 410 S. City Line Rd., PO Box 469, Newman, IL 61942. Phone (217) 359-3922. E-mail: [jason@rooferslocal97.com](mailto:jason@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](mailto:info@roofersunion.net) Website: [www.rooferslocal11.com](http://www.rooferslocal11.com)

### 97 | DECATUR

Meets – 410 S. City Line Rd., 1st Thurs. each month. B.M. **Jason York**, 410 S. City Line Rd., PO Box 469, Newman, IL 61942. Phone (217) 359-3922. E-mail: [jason@rooferslocal97.com](mailto:jason@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](mailto:info@roofersunion.net)

### 69 | PEORIA

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

### 32 | ROCK ISLAND

Meets – 101 31st Ave., 1st Thurs. each month at 7:00 p.m. B.M. & F.S. **Donald Taets**, 101 31st Ave., Rock Island, IL 61201. Phone (309) 737-1890. Fax (309) 786-7490. E-mail: [Office@rooferslocal32.com](mailto: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](mailto: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](mailto: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](mailto:brian@indyroofers.com) Website: [www.indyroofers.com](http://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](mailto:M.Durham@roofers106.com)

### 26 | HAMMOND-GARY

Meets – 25 W. 84th Ave., Merrillville, IN, 1st Mon. each month. **B.M. Marcus Bass**, 25 W. 84th Ave., Merrillville, IN 46410. Phone (219) 756-3713. Fax (219) 756-3715. E-mail: [mbass26@sbcglobal.net](mailto:mbass26@sbcglobal.net), [roofers26@sbcglobal.net](mailto: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](mailto:brian@indyroofers.com) Website: [www.indyroofers.com](http://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](mailto:brian@indyroofers.com) Website: [www.indyroofers.com](http://www.indyroofers.com)

### 23 | SOUTH BEND

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

### 150 | TERRE HAUTE

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

## IOWA

### 32 | BURLINGTON

**B.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**, 1465 NE 69th Pl., Ste. 75, Ankeny, IA 50021. Phone (515) 214-1942. Fax (515) 214-1943. E-mail: [mike@rooferslocal142.com](mailto: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](mailto:brian@rooferslocal182.com) Website: [www.roofers-local182.com](http://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](mailto:brian@rooferslocal182.com) Website: [www.roofers-local182.com](http://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](mailto:brian@rooferslocal182.com) Website: [www.roofers-local182.com](http://www.roofers-local182.com)

### 142 | DES MOINES

Meets – 1465 NE 69th Pl., 4th Tues. each month. **B.M., Fin. Sec. & Tr. Mike Soroka**, 1465 NE 69th Pl., Ste. 75, Ankeny, IA 50021. Phone (515) 214-1942. Fax (515) 214-1943. E-mail: [mike@rooferslocal142.com](mailto:mike@rooferslocal142.com)

## 142 | MASON CITY

Meets – on call. **B.M., Fin. Sec. & Tr. Mike Soroka**, 1465 NE 69th Pl., Ste. 75, Ankeny, IA 50021. Phone (515) 214-1942. Fax (515) 214-1943. E-mail: [mike@rooferslocal142.com](mailto: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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://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](mailto:office@rooferslocal20.com) Website: [www.rooferslocal20.com](http://www.rooferslocal20.com)

### 20 | TOPEKA

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

## KENTUCKY

### 106 | LOUISVILLE

**B.M. Michael Durham**, 1201 Baker Ave., Evansville, IN 47710. Phone (812) 424-8641. Fax (812) 425-6376. E-mail: [M.Durham@roofers106.com](mailto: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](mailto: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](mailto:rooferslocal317@gmail.com)

## MAINE

### 33 | BANGOR

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

## MARYLAND

### 30 | BALTIMORE

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

### 34 | CUMBERLAND

Meets – 115 W. Harrison St., 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](mailto: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](mailto:paul@rul33.com)

### 33 | NEW BEDFORD AREA

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

## 248 | SPRINGFIELD

Meets – 55 Main St., last Tues. each month. **Trustee Mitch Terhaar**, 55 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: [mitcht@unionroofers.com](mailto: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](mailto:office@rooferslocal70.com)

### 70 | BATTLECREEK-KALAMAZOO AREA

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

### 70 | GRAND RAPIDS AREA

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

### 70 | LANSING AREA

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

### 70 | JACKSON AREA

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

### 70 | MUSKEGON AREA

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

### 149 | DETROIT

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

### 149 | PORT HURON AREA

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

### 149 | FLINT

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

### 149 | SAGINAW-BAY CITY AREA

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

### 149 | TRAVERSE CITY AREA

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

### 149 | MARQUETTE

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

## MINNESOTA

### 96 | MINNEAPOLIS-ST. PAUL

Meets – 9174 Isanti St. NE, 1st Wed. each month at 7:00 p.m. **B.M., Fin. Sec. & Tr. Mark Conroy, B.R. Tyler Krogen**, 17226 Lincoln St. NE, Ham Lake, MN 55304. Phone (763) 230-7663. E-mail: [mark@rooferslocal96.com](mailto:mark@rooferslocal96.com) Website: [www.rooferslocal96.com](http://www.rooferslocal96.com)

## 96 | ST. CLOUD AREA

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

## 96 | BRAINERD AREA

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

## 96 | DULUTH-IRON RANGE AREA

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

## 96 | SOUTHEASTERN MINN. AREA

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

## MISSISSIPPI

### 123 | JACKSON AREA

Meets – quarterly as called by B.M. B.M., Fin. Sec. & Tr. Gig Ritenour, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto: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](mailto:dcorvettekid@gmail.com) Website: [www.stlouisunionroofing.com](http://www.stlouisunionroofing.com)

### 20 | JEFFERSON CITY

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

### 20 | SPRINGFIELD AREA

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

### 20 | ST. JOSEPH AREA

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

## MONTANA

### 189 | BILLINGS

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

### 189 | BUTTE

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

### 189 | MISSOULA

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

## NEBRASKA

### 20 | OMAHA

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

## NEVADA

### 162 | LAS VEGAS

Meets – 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](mailto:loya@rooferslocal162.org)

### 81 | RENO

B.M. Doug Ziegler, 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](mailto: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](mailto: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: [info@roofers10.com](mailto:info@roofers10.com)

### 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, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

### 123 | LOS ALAMOS

B.M., Fin. Sec. & Tr. Gig Ritenour, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

## NEW YORK

### 241 | ALBANY

Meets – 890 3rd St., 2nd Fri. each month. B.M., Fin. Sec. & Tr. Michael Rossi, 890 3rd St., Albany, NY 12206. Phone (518) 489-7646. FAX No. (518) 489-7647. E-mail: [BMST@Rooferslocal241.com](mailto:BMST@Rooferslocal241.com)

### 203 | BINGHAMTON

Meets – American Legion Post 401, 263 Front St., Owego, 2nd Wed. Jan., April, July & Oct. 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](mailto:bingrlu203plbm@gmail.com)

### 74 | BUFFALO

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

## 154 | NASSAU-SUFFOLK

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

## 8 | NEW YORK CITY

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

## 22 | ROCHESTER

Meets – 280 Metro Park, 3rd Wed. each month. B.M. Adam Hoffman, 280 Metro Park, Rochester, NY 14623. Phone (585) 235-0080. Fax (585) 235-1977. E-mail: [mjermelocal22@gmail.com](mailto:mjermelocal22@gmail.com) Website: [www.rooferslocal22.com](http://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](mailto:cgratton@rooferslocal195.com) Website: [www.rooferslocal195.com](http://www.rooferslocal195.com)

## NORTH CAROLINA

### 136 | CHARLOTTE

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

## NORTH & SOUTH DAKOTA

### 96 | NORTH DAKOTA & SOUTH DAKOTA

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

## OHIO

### 88 | AKRON & CANTON

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

### 42 | CINCINNATI

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

### 44 | CLEVELAND

Meets – 1651 E. 24th St., 2nd Mon. each month. B.M. Bill Franklin, 1651 E. 24th St., Cleveland, OH 44114. Phone (216) 781-4844. Fax (216) 781-7663. E-mail: [Roofers44jw@sbcglobal.net](mailto:Roofers44jw@sbcglobal.net)

### 86 | COLUMBUS

Meets – 1613 Feddern Ave., 2nd Tues. each month. B.M. & Fin. Sec. Marvin Cochran Jr., 1613 Feddern Ave., Grove City, OH 43123. Phone (614) 299-6404. Fax (614) 299-6453. E-mail: [roofers86@sbcglobal.net](mailto:roofers86@sbcglobal.net)

### 75 | DAYTON

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

### 134 | TOLEDO

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

## 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](mailto:Rooferslocal71@gmail.com)

## OKLAHOMA

### 143 | OKLAHOMA CITY 🏠🔧

Meets – 9622 NE 23rd St., Ste. A, 2nd Mon. each month. **B.M., Fin. Sec. & Tr. Ronald Martin**, 9622 NE 23rd St., Ste. A, Oklahoma City, OK 73141. Phone (405) 524-4243. Fax (405) 524-5859. E-mail: [ron@rooferslocal143.com](mailto:ron@rooferslocal143.com)

## OREGON

### 49 | EUGENE 🏠

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

### 49 | PORTLAND 🏠

Meets – 5032 SE 26th Ave., 2nd Thurs. each month. **B.M. & Fin. Sec. Travis Hopkins**, 5032 SE 26th Ave., Portland, OR 97202. Phone (503) 232-4807. Fax (503) 232-1769. E-mail: [travish@roofersunionlocal49.com](mailto:travish@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](mailto:bzmgr210@gmail.com)  
Website: [www.rooferslocal210.com](http://www.rooferslocal210.com)

### 30 | HARRISBURG

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

### 30 | PHILADELPHIA

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

### 30 | READING & ALLENTOWN

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

### 37 | PITTSBURGH 🏠

Meets – 1340 Greensburg Rd., 4th Mon. each month except June, July, Aug. & Dec., **B.M., Fin. Sec. & Tr. John D. Flatt**, 1340 Greensburg Rd., Lower Burrell, PA, 15068. Phone (412) 766-5360. Fax (412) 766-5363. E-mail: [rep@rooferslocal37.com](mailto: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](mailto:paul@rul33.com)

## TENNESSEE

### 136 | NASHVILLE 🏠🔧

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

## TEXAS

### 123 | DALLAS-FT. WORTH 🏠🔧

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

### 123 | HOUSTON 🏠🔧

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

### 123 | SAN ANTONIO 🏠🔧

Meets – quarterly as called by **B.M. B.M., Fin. Sec. & Tr. Gig Ritenour**, PO Box 867, Spring Branch, TX 78070. Phone (740) 649-6578. Fax (866) 889-2774. E-mail: [gigr@unionroofers.com](mailto:gigr@unionroofers.com)

## UTAH

### 91 | SALT LAKE CITY 🏠🔧

Meets – 2261 South Redwood Rd., 2nd Tues. each month. **B.M. Soledad Velasquez**, 2261 S. Redwood Rd., Ste. N., Salt Lake City, UT 84119. Phone (801) 972-6830. Fax (801) 975-9003. E-mail: [soledadvlocal91@yahoo.com](mailto:soledadvlocal91@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: [BMST@Rooferslocal241.com](mailto:BMST@Rooferslocal241.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. Eddy Ramos**, 30245 148th Ave. SE, Kent, WA, 98042. Phone (206) 728-7654. E-mail: [businessmanager@rooferslocal54.net](mailto:businessmanager@rooferslocal54.net)

### 54 | SEATTLE 🏠

Meets – 30245 148th Ave. SE, 1st Wed. each month. **B.M. Eddy Ramos**, 30245 148th Ave. SE, Kent, WA, 98042. Phone (206) 728-7654. E-mail: [businessmanager@rooferslocal54.net](mailto:businessmanager@rooferslocal54.net)

### 189 | SPOKANE 🏠

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

### 189 | YAKIMA 🏠

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

### 153 | TACOMA 🏠

Meets – Hall “D” IBEW Bldg. 3049 S. 36th St., Thurs. following 1st Tues. each month. **B.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](mailto:Richard@rooferslocal153.com) Website: [www.rooferslocal153.com](http://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](mailto: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](mailto: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](mailto: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](mailto:mark@rooferslocal96.com)  
Website: [www.rooferslocal96.com](http://www.rooferslocal96.com)

### 96 | FONDULAC AREA 🏠

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

### 65 | MILWAUKEE 🏠

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

### 65 | RACINE-KENOSHA AREA 🏠🔧

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

### 11 | MADISON AREA 🏠

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

### 96 | WAUSAU 🏠

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

## WYOMING

### 81 | CHEYENNE-CASPER 🏠

**B.M. Doug Ziegler**, 8400 Enterprise Way, Ste. 122, Oakland, CA 94621. Phone (510) 632-0505. Fax (510) 632-5469. E-mail: [rooferunion81@gmail.com](mailto:rooferunion81@gmail.com)

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# Season's Greetings

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