

NABTU PRESIDENT MCGARVEY: Good morning.

("Good morning" from the delegation.)

Greetings to all of my Roofer friends and all the rest of the members of the Roofers and Waterproofers.

We send our best regards from all of us at North America's Building Trades Unions, Secretary-Treasurer Brandon Bishop and our Governing Board of Presidents for a successful convention.

Thank you to your President, Jim Hadel, your International Secretary, Mitch Terhaar, and all of the Roofer Vice Presidents, many long-time friends up on this podium and I see my old friend, Kinsey Robinson, my mentor and my auditor.

Thank you, Kinsey. It's great to see you.

And thank all of you here today representing the tens of thousands of Roofer Union members participating in regional councils across the country. It's great to be here in Vegas and to report to you. Your support, activism and engagement truly make a difference for all of the building trades, all of our members in our entire industry.

We applaud your leadership across the country with our councils to ensure the highest standards of craftsmanship, professionalism on every project we undertake and we appreciate the Roofers' International leadership and staff for all of their work on our boards and our committees in Washington, D.C.

Their work and support on our committees are critical to the work you are leading your locals and with our councils in the field. Your collaboration with NABTU and the work over the years have moved generations of workers and their families into the middle class. We are in the business of changing lives. That's what we do.

Each of you here today, whether you are in training, union management or out in the

field, you are uplifting communities, changing the trajectory of thousands of lives of hard-working families and driving progress and prosperity in our country.

We cannot let up, especially now. So much has changed in our nation, our industry, our contractors and our building trades unions in just the last few years. The monumental impact of recent federal legislation on infrastructure in our industry as your president said is unprecedented.

Between just the bipartisan Infrastructure Law the Inflation Act and the CHIPS and Science Act, we are looking at nearly \$4 trillion in federal investment to rebuild America's infrastructure and economy while creating family-sustaining union careers for the infrastructure generation. The largest and most diverse generation of roofers and building trades members in our history.

Because of all of this federal investment, we find ourselves at a pivotal moment in history where the stars have aligned and presented us with an incredible opportunity for growth, progress and prosperity. We must mobilize members.

We must engage them more often and in more ways.

And Brothers and Sisters, we must grow our membership.

We all know that our skilled workforce drives our industry forward. With the increased work that is coming our way, in order to meet the increased demand across North America, it is on us to increase the number of people in the workforce development pipeline.

The non-union side is ready and waiting for us to fail. We cannot let that happen. We need to be ready to capitalize on this moment.

Each of you in this audience has an impact on this future. All of us need to be poised to lead and deliver on these vital projects, especially because of the strength and capacity of our workforce development model.

The unionized construction sector and our partners have always recognized the importance of investing in our most valuable asset, our skilled and dedicated member workforce.

And Brothers and Sisters, we put our money behind our words. Through the rigorous training programs, our registered apprenticeship

system and continuing education have ensured that our members are equipped with the knowledge and expertise required to meet the demands of the modern construction industry.

We must market ourselves like never before. Think about it. It's our commitment to developing a highly skilled and safe workforce, which has set us apart and positioned us as the standard bearers of excellence.

Over the last 20 years, our joint apprenticeship programs have registered 40,000 more women and nearly 300,000 more people of color in North America than the non-union sector. This cannot be the best kept secret any longer. We have to get the word out.

In your engagement with folks, especially those not yet in support of the trades, let it be known that we invest nearly \$2 billion annually of our own money, not government money, in a workforce development and registered apprenticeship system that continues to be the gold standard for providing you with this group of highly skilled diverse workers.

Give them a sense of our capacity. If

we were a K through 12 school district, we would be the fifth largest school district in the United States. If we were a state university system, we would be third largest after University of California and SUNY, New York. The unionized construction industry is two-thirds of the registered apprenticeship system. The only group that is second to us is the U.S. military. Almost all construction apprentices are trained in our programs.

Brothers and Sisters, you know that our registered apprenticeship model is the gold standard for construction workforce training. Over the last five years, we have registered over 75,000 apprentices annually and with the Infrastructure, CHIPS and IRA, those apprenticeship numbers will grow exponentially, if we do this right. To get this right, it will take all of us working together with intentionality, commitment and resources to recruit and retain more people among our ranks. Especially more women, communities of color, indigenous people, veterans and the justice involved need to be in our ranks. We need them and we need them now.

Our diversity efforts are leading the industry. Earlier this year we unveiled a first of its kind study that gave the entire industry in the U.S. a benchmark which we will all be held to the same standard on DEI and workforce development programs. The findings underscore that workforce development pipeline programs and true workforce development tools like PLAs, community benefit agreements and collective bargaining work. The numbers show our system is driving a real change in recruitment and retention and our pipeline is building a diverse trades model.

To keep doing this takes further investment and development of these aspiring apprentices. That is why we want to continue to expand onramps to registered apprenticeship by growing strong community partnerships, increasing the use of onramp programs like Helmets to Hardhats and TradesFutures which are helping us expand apprenticeship readiness programs across the country.

Recognizing the importance of early engagement and outreach, we formed TradesFutures a 501(c)(3) which has been instrumental in introducing

individuals to the vast array of opportunities within the trades through apprenticeship readiness programs.

From about 15 ARPs a decade ago to over 200 today TradesFutures has partnered with community organizations, construction contractors and project owners to grow the pipeline of talented individuals who seek a construction career, particularly among communities historically underrepresented in the construction workforce.

ARPs are providing apprentices with the necessary tools, mentorship and guidance to kick start their careers. This initiative has a dual purpose of helping us grow our membership and diversify the workforce while increasing retention. In the last five years, 80 percent of these graduates have been people of color and 20 percent have been women. We are seeing that investing in ARPs is both good for underserved communities and it's good for business.

In March, TradesFutures received a \$20 million cooperative agreement grant from the Department of Labor for their partnership with the National Urban League. This influx of funding will

help target specific apprenticeship readiness programs across the country and to expand and address areas where we can establish new programs as well.

If your local council, your local building trades council doesn't have an ARP set up in your area, reach out and tell them to work with Nicole Schwartz at Tradeswomen Futures to get one. TradesFutures is also helping to address the childcare issues that are holding our economy back. As the pandemic highlighted, the care economy is in dire straits and we want to do our part to help support young people entering the industry with wraparound services including child care.

Working with TradesFutures and our councils we have set up two pilots, one in New York City with the New York City Building Trades Council and NEW and the other is in Milwaukee. We look forward to learning from these two pilots in working with TradesFutures to expand more programs across the country.

NABTU and our international affiliates are also leading efforts to transform the construction industry's culture from jobsite to

jobsite with a volunteer certification program that's committed to ensuring that every project is safe, equitable, inclusive and harassment free.

NABTU is undertaking a national certification program in conjunction with our private sector partners and support from the U.S. government that will ensure these safer more inclusive and harassment-free work environments that are supportive of all workers in our industry.

NABTU continues to work to break down barriers for those entering, working in and retiring from the trades. We're proud that NABTU has doubled the number of women in our ranks in the past ten years demonstrating to us that prioritizing tradeswomen initiatives programs like the Tradeswomen Build Nations Conference that Jim mentioned are significantly impactful. Again, last year, we had over 3,000 women attend right here in Las Vegas and our women's mentorship promotional programs grow retention and recruitment numbers exponentially every year. Erin McDermott is helping lead those efforts for the Roofers on NABTU's Tradeswomen's Committee.

Thank you, Erin, for helping us out.

Our Helmets to Hardhats Program has now had over 50,000 known successful transitions into the registered apprenticeship system for the building trades. By investing in the development of these aspiring members, we're not only securing a prosperous future for our industry but also creating pathways to success for the next generation of workers.

And just as importantly especially in these times, we keep investing in workers health and mental health and their safety on the job. That is why we continue increasing investments in health and safety initiatives with CPWR the Center for Construction Research and Training.

NABTU knows that we must continue expanding job opportunities for you and our members and future members by investing in ourselves. Our Capital Strategies Program is doing just that. We now have over \$1.2 trillion in pension fund assets and over \$1.8 trillion of private and public sector investments currently under responsible contractor policies. Our plan is to reach \$3 trillion in the next 5 years.

Now in closing, I want to emphasize

again the call to action for continued leadership and growth. With significant investments coming on line in the next decade, we must work collaboratively to capture as much work as possible that we can meet the increased demand that is on the horizon. We must be intentional with how we recruit and retain the next generation of unionized building trades sectors, especially Roofers. And we must grow our contractor base. It's imperative that we organize new contractors, help them get started. We can't complain about work we don't get when we don't have quality, competent contractors to bid it. We need to remind everyone everywhere we go, that because of our training model we can provide the best, safest, most highly trained supply of workers and contractors to the end users.

We must market the Project Labor Agreement to ensure that jobs are done efficiently. That all potential issues are resolved before the start of a project through labor management negotiations.

Brothers and Sisters, we are open for business with anyone, so long as we have a seat at the table to negotiate strong labor standards that

are agreed to by our membership. Who are you going to call to get the job done right the first time? Who are you going to call when you want to ensure your project is better than the rest. Brothers and Sisters, we're the ones you call. You get this.

President Biden and Vice President Harris get this. The administration is the most proud, pro union, pro construction administration in my lifetime, in our history. Unfortunately, not all of our members see it that way and some think somehow that the last guy actually gave a shit about them. Donald Trump didn't care about anyone except Donald Trump not the country, not his family, not working people, not business people, just him. And it plays out every day. So please don't be fooled.

Brothers and Sisters, we must find a way to communicate the real facts with our members. We must stay united. Especially to meet the moment with the tremendous opportunities that are ahead. Let's meet the moment. Let's build the next infrastructure generation.

God bless you. God bless the Building Trades and have a great Convention.

Thank you very much.

(Applause.)