

THE JOURNEYMAN

ROOFER

& WATERPROOFER

FOURTH QUARTER ■ 2024



LET THE GOOD JOBS ROLL!

2024 TRADESWOMEN
BUILD NATIONS
CONFERENCE CELEBRATED
IN NEW ORLEANS





ROOFER TO ROOFER

BY INTERNATIONAL PRESIDENT JAMES A. HADEL

Craftsmanship Then and Now

Recently while researching information on our union's history, I came across an article in the January 1954 *Journeyman Roofer and Waterproofer*

magazine written by then-President Charles D. Aquadro. The article was titled "Craftsmanship" (see below). I was captivated by the content of the article because its subject

matter still applies today as it did in 1954. President Aquadro's message in the article is on quality workmanship, apprenticeship training, and embracing and teaching our new members the skills to be productive members. The content of this article was as important then as it is today.

Obviously President Aquadro was a visionary when it came to apprenticeship training and how our standards and workmanship affect us and our contractors as union roofers and waterproofer. I believe he would be surprised and proud of the quality and capabilities of our apprenticeship training programs today.

Two particular sentences in his message caught my attention. The first is his reference to young people entering the trade: "In these apprentice programs, we have the opportunity to teach these men the necessity of developing the skill of our craft rather than just becoming the kind of workmen who have been frequently referred to as the men who, while working at roofing, do not need anything other than a strong back and a weak mind." Does this sound familiar to you?

Secondly, President Aquadro states "They should be impressed by our unions when they join, that it's important to do good work first, rather than speedy work without

The President's Message Craftsmanship



CHARLES D. AQUADRO

A craftsman is a man skilled in the practice of his trade. There should be certain standards of application practices which should be maintained by all crafts.

Work of any kind should first be done properly, and then, as fast as conditions will permit. There is a reflection on our craft when, through working at excessive speed, we do inferior work. There are certain skills peculiar to our trade which should be improved, rather than slighted or lost.

No one gains through hard work done at too high speed. The workman suffers from physical exhaustion which causes him to unconsciously slight his work.

As years roll along, some of our members each year retire from our craft and are quite naturally replaced by other men coming into our trade. These new men are usually young men who know nothing of our work. For the purpose of schooling these new men, apprenticeship training programs have been worked out in many of our local unions.

In these apprentice programs, we have the opportunity to teach these men the necessity of developing the skill of our craft rather than just becoming the kind of workmen who have been frequently referred to as the men who, while working at roofing, do not need anything other than a strong back and a weak mind.

Let us strengthen the skill for this shows the application of the mind under which the back and the hands are controlled.

We should have high standards of practice which must be taught to all our new men on entering our trade. They should be impressed by our unions when they join, that it's important to do good work first, rather than speedy work without being properly done.

We should not be a craft with sub-standard practices. We will command more respect and get better working conditions as we raise our standards of craftsmanship.

Do we cement the felts solidly to one another at the time of application?

Do we have in our minds that we have a high standard of application to maintain?

We should never be a party to letting the public believe that poor workmanship contributes to good roofing. Let us point our practices upward so that we improve our work, thereby developing true craftsmanship.

If we sacrifice good workmanship for excessive speed and produce work of poor quality, who is blamed for the performance?

Everyone would gain through the raising of our standards of craftsmanship. We would gain the respect of everyone including

and Waterproofer

ourselves. We would have a feeling of pride which comes from work well done.

Excessive speed and sloppy work, in most instances, is not caused by the desire of the workmen to do a sloppy and uncraftsman-like job of application, but because of the pressure exerted by the employer for more and more production beyond the reasonable limit required for a proper standard of craftsmanship.

This pressure on many jobs is due to the roofing contractor having applied, over a long period of time, all the roofing for the particular contractor. He then decides to meet the competition quotation or bid of another contractor.

He erroneously justifies his action with the consoling thought, if he (his competitor) can apply the job for that price, then he can also.

As the job progresses, it becomes apparent that he took the job too cheap and he faces the dismal prospect of losing. How can he reduce the apparent loss? Increase the speed of production, by cutting corners, sacrificing the proper standards of craftsmanship.

The employer does not gain because his work is not properly done and his reputation is harmed. The public or customer loses more than all others because the finished product they receive is substandard.

They may appear to pay less because of less costs through the use of too little skill owing to speed of application, but in the long run, they pay more because of short lived roofs and poor service. The speed of work should be governed by placing the emphasis on craftsmanship essential to a watertight job.

We would be proud of our work and trade and want our sons to follow in our craft. We could look any man in the eye and say we do honest work and do it well.

The contractor would have a higher type business if all his work was done honestly and properly, and the public would be rendered a better service to which they are justly entitled.

The individual unions could, in many instances, take a determined stand that their standards of craftsmanship can no longer be violated.

They can insist, that in the public interest, they will no longer be a party to any roofing practice which is substandard — but must be parties only on the correct basis of practices using the roofers' skill so essential to the proper servicing of the public in providing their roofing needs.

With other building trades carrying out the principles of their skill, what good is their work if ours is not of a high quality of workmanship: for it must be remembered that our job is to protect all of the work in the building.

Let us therefore resolve in this new year to devote our every effort to improve the craftsmanship of our trade, and have pride in the finished job. We will then command the respect from those interested in good roofing — namely, your employer and the real employer of all of us — The Public — who buy and use our roofing.

January, 1954 5

continued on page 2



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

James A. Hadel
International President

Mitchell L. Terhaar
International Secretary-Treasurer

Kinsey M. Robinson
International President Emeritus

International Vice Presidents

- Douglas Ziegler, *First*
- Paul F. Bickford, *Second*
- Daniel P. O'Donnell, *Third*
- Robert Peterson, *Fourth*
- Brent R. Beasley, *Fifth*
- Joseph Pozzi, *Sixth*
- Gary W. Menzel, *Seventh*
- Michael Kujawa, *Eighth*
- Shawn McCullough, *Ninth*
- Mark Conroy, *Tenth*

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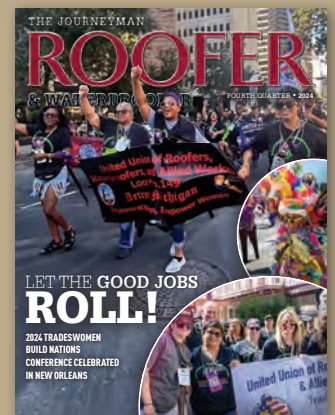


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ON THE COVER:

The 2024 Tradeswomen Build Nations conference brought over 5,000 women from all building trades unions together in New Orleans, LA, in September.

ROOFER TO ROOFER

CONTINUED

being properly done.” I can recall this message being addressed on an almost frequent basis when I worked at the trade. Craftsmanship and doing the work properly. In addition, I was educated about the union and how it was important to understand the value of a strong union and membership. This education came from my brothers working at the trade. Does the word mentoring come to mind?

The point being, are we embracing our young men and women on the job by teaching them skills that will motivate them to be long-term members? Are we educating them on the value of the union?

The craftsmanship message is as relevant today as it was seventy years ago. Despite our continued success in training, recruiting and marketing our union, we continue to see too many new members leave the trade. The issue of improving retention rates begins on the job. Embracing

and teaching new members the skills to succeed at the trade, as well as educating them on the benefits of the union, will definitely improve retention rates. Foremen and journeymen can make an enormous difference in influencing young men and women just starting out at the trade. Their ability to teach on the job, when paired with positive reinforcement, will not only change the trajectory of the careers of new roofers and waterproofers, but also make them solid union members.

Why should you, as a member, care? The answer is fundamentally simple. The stronger our union becomes in terms of membership numbers, the more successful we become in increasing market share. If we increase market share, which benefits both our members and signatory contractors, we in turn gain a stronger bargaining position at the negotiating table. A win-win for everyone concerned. More importantly, once you

retire, what could be more fulfilling than knowing you had an impact on a member’s career and that you were their mentor. Remember: we are a union, and in so, we should be looking after our brothers and sisters.

One final point regarding President Aquadro’s article. When I first read the article, the thing that came to mind was our motto “Proud. Professional. Committed to Excellence.” That motto fits today, but it also could have been a reflection of our organization seventy years ago. However, our motto is just words unless put into action. The action is creating a union that is more diverse, inclusive and embracing of all young men and women who join. It is the basic principle for which our union was created.

As the year comes to an end, I want to wish our members happy holidays and a very prosperous and safe New Year. My deepest respect for a job well done. ■

V.P. Stiens Retires; Conroy Is Appointed

At the International Executive Board meeting of August 27, Mike Stiens announced his retirement from his position as Fifth International Vice President. Brother Stiens is a former business representative of Local 42, Cincinnati, OH, who was appointed International Representative in 1997 and elected International Vice President in 2011. He is a 52-year member, and he served under four International Presidents (Earl Kruse, John Martini, Kinsey Robinson, and Jim Hadel). “I want to thank Mike for his decades of service to our members in the mid-states region and all his hard work instructing and organizing roofers and waterproofers,” said President Hadel.

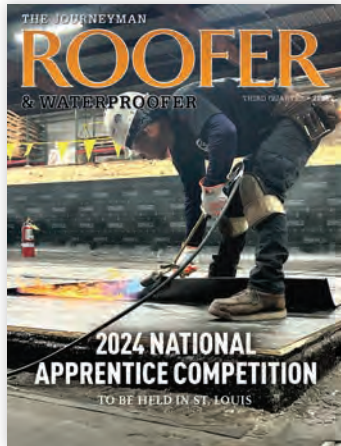
International President Jim Hadel appointed and swore in Mark Conroy as Tenth International Vice President. Brother Conroy is the business manager of Local 96, Minneapolis, MN. We welcome and congratulate Brother Conroy on this achievement and look forward to his new leadership role in the Roofers Union. ■



V.P. Mike Kujawa (right) honors Mike Stiens for all of his years of service to the Mid-States District Council.



V.P. Mark Conroy is pictured (right) after being sworn in by Int'l Pres. Jim Hadel.



Journeyman Roofer & Waterproofer Wins National Media Awards

The Journeyman Roofer & Waterproofer magazine won two awards in the 2024 International Labor Communications Association (ILCA) Labor Media Awards, the largest competition exclusively for labor journalists and communicators. The magazine won in two categories, taking home the first-place prize for best cover and honorable mention for best overall national publication. International President Jim Hadel applauded the honors, saying, “We are extremely proud of our publication and the efforts of Media Director Erin McDermott and everyone who assists in making this magazine an award winner.” ■

◀ The cover of the Third Quarter 2023 issue of The Journeyman Roofer & Waterproofer won first place in the Labor Media Awards.



Barbara Dalsin accepts the Family Legacy Award on behalf of John A. Dalsin & Son, Inc.

Roofers Union Inducted into D.O.L. Century of Service

On September 17, the United Union of Roofers, Waterproofer & Allied Workers was inducted into the Department of Labor’s Century of Service Honor Roll of American Labor Organizations, which pays tribute to unions that have reached their 100th anniversary. The union was honored, along with eight other national labor organizations, during an induction ceremony presided over by Acting Labor Secretary Julie Su. Our logo was added to the “wall of fame” alongside the dozens of other past inductees. Our union is very proud to have a strong history that goes back to 1903—here’s to another century! ■

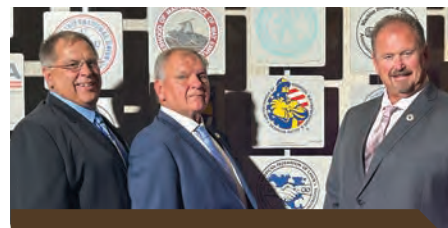
Union Contractors Receive Accolades at MRCA Show

The Midwest Roofing Contractors Association honored the family of John A. Dalsin & Son, Inc., a Local 96 signatory contractor, with the 2024 Family Legacy



Matt McDowall, Ryan Willis and John McDowall from McDowall Company.

Award. The award honors multi-generational MRCA members who have demonstrated a strong tradition of giving back to their community. MRCA also awarded a platinum level 2024 Safety Program Award to Local 96 contractor McDowall Company for demonstrating an outstanding level of commitment to improving jobsite safety. ■



Asst. to the Pres. Gig Ritenour, Int'l Pres. Jim Hadel and Int'l Sec'y-Tr. Mitch Terhaar next to the Roofers logo that now hangs in the D.O.L.



IN NEW ORLEANS, WOMEN

LET THE GOOD JOBS ROLL!

2024 Tradeswomen Build Nations Held September 27–29

Friday, September 27, was the start of the 2024 Tradeswomen Build Nations conference, the largest gathering of tradeswomen in the world. The annual event is an incredible opportunity for trailblazing women across crafts to connect with other skilled leaders from across the country to build a labor movement that uplifts, empowers and inspires *all* workers.

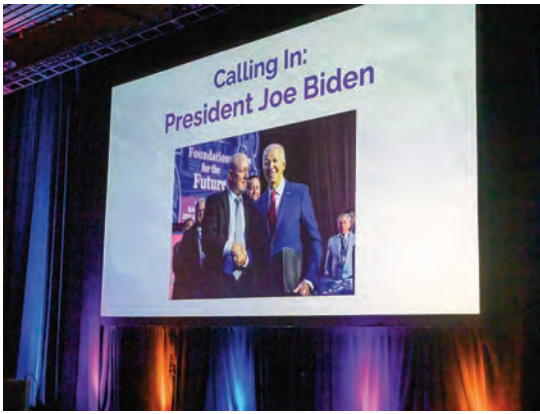
This year the conference was held in New Orleans, LA, and once again broke record attendance, with over 5,200 attendees. The large number of attendees required space at New Orleans’s convention center for the speaker plenaries. In addition to the plenaries, the conference included breakout sessions, a parade, and networking opportunities to empower tradeswomen and develop skills to help them succeed and be fulfilled in their careers.

Speakers included NABTU President Sean McGarvey, Acting Secretary of Labor Julie Su, and several industry-leading women. Actress/activist Kerry Washington created an inspiring video advocating for women’s rights, and even U.S. President Joe Biden called in to the conference to offer his support.

While the fight for true equality is far from over, women in the trades are helping more people access good union jobs by pushing for inclusive policies such as paid sick leave, childcare stipends and maternity leave.

In 2025 the TWBN conference will return to the Midwest when it takes place in Chicago from September 19–21. Locals and ladies should start making plans to attend now. ■





MINUTES FROM THE INTERNATIONAL EXECUTIVE BOARD MEETING HELD ON AUGUST 27–29, 2024 · CHARLESTON, SC

The meeting was called to order on August 27, 2024, 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 — via teleconference	Brent R. Beasley
Paul F. Bickford	Joseph F. Pozzi
Daniel P. O'Donnell	Gary W. Menzel
Robert L. Peterson	Michael J. Kujawa
Michael J. Stiens	Shawn McCullough

INTERNATIONAL SECRETARY-TREASURER:

Mitchell L. Terhaar

RESEARCH AND EDUCATION JOINT TRUST FUND:

Keith Vitkovich, Executive Director — via teleconference

ASSISTANT TO THE PRESIDENT:

Jordan Ritenour

GENERAL COUNSEL:

Librado Arreola

INTERNATIONAL REPRESENTATIVES:

Kevin King Leo Marsura Mike Vasey

LEGACY PROFESSIONALS LLP:

Craig Resch, CPA

MARKET DEVELOPMENT DEPARTMENT:

Jeff Eppenstein, Director
Bill Alexander, Assistant Director — Eastern Region

At this time President Hadel began the meeting by reading the board call letter dated June 4, 2024, submitted by International Secretary-Treasurer Mitchell Terhaar. He also noted a personal appearance by Gaetan Beauchamp on behalf of Local 22, in regards to Case 1764.

President Hadel then reviewed the agenda for the meeting and spoke about the importance of confidentiality in the Executive Board meetings to ensure that the International has ample time to notify all parties involved in the cases.

President Hadel stated that as of this meeting, Vice President Mike Stiens will be retiring from his position of fifth International Vice President. Brother Hadel thanked Brother Stiens for his dedication and service to the Roofers and Waterproofers Union and wished him a happy and healthy retirement. Brother Stiens wanted it noted in the record that he is retiring from the position of vice president, not resigning.

President Hadel called on Local 96 Business Manager Mark Conroy. At this time, President Hadel

delivered the oath of office to the tenth International Vice President, Mark Conroy.

President Hadel then called on Vice Presidents Paul Bickford and Gary Menzel. President Hadel presented Brothers Bickford and Menzel with the John C. Martini Organizing Award for their continuous hard work and organizing efforts at their locals. Both locals have grown their membership consecutively over the last several years.

President Hadel reported on the work hours based on the Research

and Education hours submitted from January 1, 2024, to June 30, 2024. The total hours up to date were down by one percent over the same period in 2023. The shortage of spring work and bad weather have played a part in the low hours being reported.

President Hadel reported on the National Apprentice Competition starting with thanking International Vice President Daniel O'Donnell and Business Manager Denny Marshall of Local 2, their officers, and staff for hosting the event. He then thanked the committee for their hard work putting together the program and announced that the 2025 competition will be hosted by Local 96 in Minneapolis, Minnesota. President Hadel discussed inviting our contractors and requesting sponsors to help promote the event.

President Hadel reported that on September 17, 2024, the Department of Labor (DOL) will induct a new group of labor unions into the Century of Service Honor Roll of American Labor Organizations. This event will recognize labor unions that have reached their 100th anniversary for their contributions to the labor movement and will highlight their union seal in the Century of Service exhibit. The program will also highlight diversity in the workforce and will present a short video of Marketing Representative Deborah Chunn on behalf of the Roofers and Waterproofers Union.

President Hadel reported on the Roofers and Waterproofers official logo. He was notified by the U.S. Patent and Trademark Office, reminding us that the trademark patent for our logo, name and motto was expiring and needed to be renewed. The patent was extended for another ten years.

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

The Advisory Convention Committee met on June 5, 2024, to discuss possible locations and recommendations regarding the 31st International Convention. After a lengthy discussion, the Advisory Committee unanimously agreed that Las Vegas, Nevada, would be the best choice for our local unions. On July 10, 2024, the Convention Committee met and they too agreed with the Advisory Committee that Las Vegas, Nevada, is the best location to have our 2028 Convention, taking into consideration the cost, location, and activities for all locals. We will move forward with Kelly Press to locate a facility that will work best in all aspects for our union. A report was given on the total expenses for the 2023 Convention and on the current Convention Fund.

President Hadel reported on the International Representative local union review reports. The majority of the reviews have been completed and sent to the International, and they are doing a great job on their reporting. There are a few locals that still need to be reviewed and as a reminder, the reviews are executed every two years on each local. If the representative sees an issue, they will address it and follow up on their next visit.

President Hadel called on the International Assistant to the President Jordan Ritenour to report on the Union Sportsmen's Alliance (USA) fundraisers.

Brother Ritenour started with the USA dinner in Ann Arbor, Michigan, reporting the great job that Local 70 Business Manager Mark Woodward has done on his first Roofers USA dinner. This dinner generated over \$80,000 for

conservation. It also brought awareness to all of the local unions of the Union Sportsmen's Alliance's mission. He then reported on the upcoming Local 96 Roofers USA shoot in Minneapolis, Minnesota. He reminded the Executive Board to encourage our local unions to sponsor the event if they have not done so. Vice President Mark Conroy has set several USA records at this event with the most shooters and most money collected for a USA shoot.

President Hadel reported on Tecta America and the purchase of three signatory roofing companies. These companies are located in Las Vegas, Illinois and Colorado. Monument Roofing in Colorado will give Local 58, Colorado Springs, CO, a second contractor.

President Hadel reported on the Local Union Leadership Training Program (LTP) that was held June 24–28, 2024. There were 49 participants registered with 47 that completed their classes. The new class, Close the Deal, and Labor Law were a big hit and well attended. The plan next year is to add the NABTU bottom-up organizing class to the schedule.

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

CASE 1763 — Appeal by Donald Hummel, #322628, member of Local Union 37, Pittsburgh, PA, from certain action taken against him by Local Union 37. Brother Hummel was charged by Brother John Ochap with violations of Article IX, Section 7(4), of the International Union Constitution. The charge alleged that Hummel engaged in conduct unbecoming a member when he was verbally abusive on the telephone to Local

Union secretary Geena DiCaprio and to a staff member of the Indiana State Council of Roofers Health and Welfare Fund. A hearing was held before the Local Union Trial Board on April 15, 2024. Brother Hummel failed to appear before the Trial Board and failed to present any evidence; on April 22, 2024, the Trial Board issued a written decision finding Brother Hummel guilty of the charge and giving him a 14-day suspension.

After a lengthy discussion, and after considering all the evidence in this matter, the International Executive Board has decided to sustain the decision of the Local 37 Trial Board and to deny the appeal. Therefore, the 14-day suspension stands; Brother Hummel is prohibited from attending any Local Union, Local JATC or International Union meetings or functions for 14 days. The Local Union Business Manager shall determine the dates of his suspension and shall also monitor compliance with the penalty.

CASE 1764 — Appeal by Robert Farrands, #274964, member of Local Union 22, Rochester, NY, from certain action taken against him by Local Union 22. The charge alleged that Brother Farrands struck Hector Rivera, an apprentice, with a hammer several times while he was being held in a headlock by member Cleo Thompson. A hearing was held before the Local Union Trial Board on June 12, 2024. On June 20, 2024, the Trial Board issued a written decision finding Brother Farrands guilty of the charges. Brother Farrands was assessed a \$100,000 fine to be paid by December 31, 2024, suspended from membership until he pays the entire fine amount and put on probation for one year to begin on July 1, 2024. In addition,

Brother Farrands was prohibited from being employed by the Local Union and prohibited from holding Local Union office, until the terms of the penalty are satisfied.

Brother Gaetan Beauchamp appeared on behalf of the Trial Board and gave oral testimony. Brother Farrands did not appear before the International Executive Board.

After a lengthy discussion, consideration of all evidence, and oral testimony on behalf of the local, the Executive Board decided to sustain the decision of Local 22 Trial Board and deny the appeal. The penalty imposed by the Local Union Trial Board is amended and the fine is reduced to \$25,000. If Brother Farrands successfully completes anger management and substance abuse counseling within a six (6) month period, as well as successfully completing a foreman training course whenever it is offered, the fine will be reduced to \$15,000. Brother Farrands is also prohibited from being employed by the Local Union and from holding any Local Union office until he has paid the fine and successfully completed all requirements. The Local Union Business Manager shall monitor Brother Farrands's progress and determine whether he has paid the fine in full as well as successfully completed the counseling and training requirements.

CASE 1765 — Appeal by Cleo Thompson, #307362, member of Local Union 22, Rochester, NY from certain action taken against him by Local Union 22. On May 24, 2024, Brother Hector Rivera charged Brother Thompson with violations of Article VIII, Section 6(i), of the Local 22 Constitution and Article IX, Sections 7(9) and (10) of the International Union Constitution and By-Laws. The charge alleged

that Robert Farrands struck Brother Rivera, an apprentice, with a hammer several times while he was being held in a headlock by Brother Thompson. A hearing was held before the Local Union Trial Board on June 12, 2024. On June 20, 2024, the Trial Board issued a written decision finding Brother Thompson guilty of the charges. Brother Thompson was assessed a \$5,000 fine to be paid by December 31, 2024, put on probation for one year, prohibited from being employed by the Local Union and prohibited from holding Local Union office, until the terms of the penalty are satisfied.

Brother Gaetan Beauchamp appeared on behalf of the Trial Board and gave oral testimony. Brother Thompson did not appear before the International Executive Board.

After carefully reviewing and discussing the case, a motion was made, seconded and carried to find Brother Thompson guilty of all charges. The penalty imposed by the Local Union Trial Board is amended as follows: Brother Thompson's fine remains \$5,000. If Brother Thompson successfully completes anger management and substance abuse counseling within a six (6) month period, his fine will be reduced to \$1,500. Brother Thompson is also prohibited from being employed by the Local Union and from holding any Local Union office until he has successfully completed all requirements. The Local Union Business Manager shall monitor Brother Thompson's progress and determine whether he has successfully completed all the requirements.

CASE 1766 — A request from Local Union 11 to decrease the membership initiation fee for Local 11A, La Salle, IL, members

from four hundred and fifty dollars (\$450.00) to four hundred dollars (\$400.00) covering the Illinois counties of Bureau, Grundy, LaSalle and Putnam.

After carefully reviewing and discussing the request, a motion was made, seconded and carried to approve the request to decrease the membership initiation fee for Local 11A, La Salle, IL, members from four hundred and fifty dollars (\$450.00) to four hundred dollars (\$400.00).

At this time President Hadel requested a motion to adjourn the regular meeting.

An executive session was held at the request of International President Hadel. In attendance were the President, Secretary-Treasurer, Vice Presidents, Assistant to the President Ritenour, and General Counsel Arreola. A discussion was held regarding the jurisdiction concerns with Local 26, Hammond, IN, and Local 11, Chicago, IL. The issue was resolved between the local unions.

The meeting was then adjourned for the day. Several committee meetings were held in the afternoon.

On August 28, 2024, the Executive Board meeting resumed with all the Executive Board members and other personnel who were present on the preceding day. In attendance was also Craig Resch with Legacy Professionals, LLP.

President Hadel called on Mr. Resch to give a finance audit report.

Mr. Resch distributed copies of the financial report and reviewed the International and the RPELF audit. He reported that the financial information presented a clean audit. He provided the board with copies of the report and 990s.

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

Brother O'Donnell reported that the committee reviewed the financial statements, communication letter, annual audit and draft Form 990 for the year ending June 30, 2024, prepared by Legacy Professionals, LLP and presented by Craig Resch. The committee then reviewed the American Express credit card statement and established that the report was in order. The 990 was presented to the board for their review. At this time the committee recommended approval from the full board. A motion was made, seconded and carried to accept the financials as presented.

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

Brother Bickford reviewed the meeting minutes, financial statements, and the win/loss report for the fiscal year. They then reviewed the June 30, 2024, annual audit prepared by Legacy Professional, LLP and presented by Craig Resch. The draft Form 990 was presented to the board for their review. At this time the committee recommended approval from the board on the RPELF finances. A motion was made, seconded, and carried to accept the financials as presented.

President Hadel called on Secretary-Treasurer Mitch Terhaar to report on the Emergency Response Team (ERT) program.

Brother Terhaar reported that a five-day training program has been scheduled for responders at the Steelworkers Training Center in Dawson, Pennsylvania, in September. Seven members are registered and planning to attend. The team has been working with Allan McDougall to increase the number of facilities for mental health within the networks for our members.

There have been discussions on new ways to promote and improve the program for our membership.

President Hadel called on Marketing Director Jeff Eppenstein for his report.

Brother Eppenstein reported on the membership numbers and applications as of August 2024. He reported on the new QR code information cards being used for recruiting. Brother Eppenstein stated the relationship between GAF Roofing Academy and our Local Unions has grown which has created an avenue for manpower for signatory contractors. He discussed federal bonding and work tax credit opportunities for employers offered through the federal government. Brother Eppenstein presented the board with a graph showing our local unions' member retention over the last 6 months. This report shows where we need to improve to prevent members from leaving our trade. He finished with a discussion on a bottom-up organizing class for the marketing team.

President Hadel reported on the Tradeswomen Build Nations Conference. It will be held in New Orleans from September 27-29, 2024. The registration reached 5,000 and had to be closed due to the building capacity. Several of our locals will be participating.

President Hadel stated that he will have the Jurisdiction Committee work on an MOU being considered by several other trade unions regarding solar work.

President Hadel reported on the Anti-Discrimination and Harassment Resolution adopted at our 2023 Convention. Resolution 31 was passed to help prevent discrimination and harassment in our unions. The adoption is as follows: The International Union shall

require that each one of its subordinate Local Unions 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. Brother Hadel stated that a notification has been sent out to the locals reminding them to read the policy statement and to forward the completed Harassment Policy Certification letter to the office of the International Secretary-Treasurer.

President Hadel called on Executive Director Keith Vitkovich of the Roofers and Waterproofers Research and Education Trust Fund to give a report on the Trust Fund's current initiatives.

Brother Vitkovich began by informing everyone that the National Instructor Training Program (NITP) had 94 student instructors from various locals who participated and finished the NITP. He then reported that the National Instructor and Leadership Training Program (LTP) is scheduled for June 22-27, 2025, at Washtenaw Community College. This upcoming year will consist of a rotating menu of additional Train-the-Trainer (TTT) courses, which provide a wider variety of training opportunities. He then reported that the Articulation Agreement between Washtenaw Community College and the Trust Fund has been finalized, allowing student instructors who participate at the NITP the opportunity to have those courses count toward an associate degree. Joel Gonzalez has been working with various local JATC programs to update their apprenticeship program standards and policies and the Trust Fund has scheduled Foreman Training classes with Locals 143, 26, 49, 32, 182, 33, 96, and 4. Lastly,

Brother Vitkovich reported that the Research and Education Trust Fund sponsored a SkillPlan Mentorship Train-the-Trainer that will be completed this week.

At this time, President Hadel called upon Secretary-Treasurer Mitch Terhaar to report on the Local 248 trusteeship.

Brother Terhaar reported that an election of officers was held on July 30, 2024, at which time all positions were filled. Brent Corbett was elected as business manager and will be handling the day-to-day operations. An LM-16 report is being filed at this time in order to terminate the trusteeship. A report of the local union finances was given along with a report on the Trust Fund finances. Lastly, he reported that President Hadel moved the local into supervision which will be overseen by International Representative Mike Vasey.

President Hadel reported on the Local Union's Leadership Training. Vice Presidents Joe Pozzi and Mike Kujawa have been visiting the locals and going over the training manuals. Great reports have been coming back from the new business managers. The visits to Washington, DC, for the new business managers have been a great educational piece as well.

President Hadel called on General Counsel Librado Arreola for his report.

General Counsel Arreola updated the Executive Board on an indictment with another International Union and the importance of financial overview. He then discussed the Americans with Disabilities Act (ADA) compliance in marketing that is directed at consumers. He felt that there was no issue with the International's marketing process due to that we are not

a public business, but the local unions would have to adjust for any members with needs. General Counsel Arreola touched on the labor law classes that were held at Washtenaw Community College as well as a class on the Employee Retirement Income Security Act (ERISA) for JATC personnel.

President Hadel reported on the following upcoming trade shows and conferences for 2024 and 2025: Midwest Roofing Contractors Association (MRCA) trade show October 21-23, 2024, St. Paul, MN; Western States Roofing Contractors Association (WSRCA) trade show September 29-October 1, 2024, Las Vegas, NV; 2024 Tradeswomen Build Nations (TWBN) conference September 27-29, 2024, New Orleans, LA; International Roofing Expo (IRE) trade show February 19-21, 2025, San Antonio, TX; and the North/East Roofing Contractors Association (NERCA) trade show TBA.

An executive session was held at the request of International President Hadel. In attendance were the President, Secretary-Treasurer, Vice Presidents, Assistant to the President Ritenour, and General Counsel Arreola. There was a discussion in regards to International Representative James Brown and representation for the northeast local unions. There was a discussion on Local 65 and issues that need to be addressed with the local.

The meeting was then recessed for lunch.

The regular meeting was resumed after lunch and President Hadel called on International Representative Mike Vasey to give his report on Rebuild USA.

Brother Vasey reported on the efforts of each state committee in the three battleground states Wisconsin, Michigan, and Pennsylvania.

He has provided social media ads created by NABTU to the International and local unions to share with the membership. Brother Vasey discussed the survey bringing attention to the differences between the two candidates and stressed the importance of getting our members out to vote.

Brother Vasey then gave a brief overview of his local unions and the Mid-States District Council. He continues to highlight the 9(a) agreements and encourages attendance for the leadership and instructor training with the local unions. He has done several International Representative reviews with the locals and was assigned to two jurisdictional disputes in the Toledo, Ohio, area. Several local unions are negotiating new agreements at this time. Lastly, the council will be holding its second annual apprenticeship competition in Toledo, Ohio.

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

Brother Terhaar handed out an updated CRR, audit and contract status reports to the Vice Presidents and International Representatives for their review. He gave an update on the local unions that have delinquent audits and collective bargaining agreements (CBAs). He reported on the Department of Labor (DOL) Voluntary Compliance Partnership (VCP) program. We only had one late filing this year, bringing our filing percentage rate up to 99%. Brother Terhaar reported on the National Roofers Union and Employers Joint Health and Welfare Fund which included the Fund balance and participation numbers. The Plan has requested revised fund language to be added to all collective bargaining agreements that participate. In addition,

the trustees have approved immediate coverage language to help attract new members to the industry. He reported on the need to update the International office UnionWare system that would include a new electronic application. The board approved the expenditures for the system update.

President Hadel called on Vice President Doug Ziegler for his report.

Brother Ziegler reported that Locals 40, 81, and 95 have settled for a three-year agreement with the contractor. Work in the area is good and the language barrier is still an issue within the locals.

President Hadel called on Vice President Paul Bickford for his report.

Brother Bickford reported that they have a lot of work in their area and have been looking for manpower for their contractors. Recently they held GAF training in their area, providing an opportunity for workers. Willie Hernandez has been appointed as a new Business Agent and will assist with day-to-day operations. Brother Bickford lastly stated that it's very important to get our members out to vote for the pro-union candidates.

President Hadel called on Vice President Daniel O'Donnell for his report.

Brother O'Donnell stated that Local 2 was proud to hold the first National Apprenticeship Competition at its new facility. The work hours in the area are holding their own but they hope hours will increase this fall. Local 2 will be negotiating a new agreement next year.

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

Brother Peterson reported that Local 149, Detroit, MI, went out on strike this year. Local 149 does a lot of the NMA work which creates

an issue with part of the membership when there is a strike due to the work stoppage language in the agreement. The local did finally settle for a three-year agreement. The work in the area is good, but the weather is stalling production. Brother Peterson reported that the drug language in the NMA and PLAs is still a big issue with the membership. The testing methods need to be changed to accommodate the state law. He finished his report by stating that Business Manager Mark Woodward of Local 70, Ann Arbor, MI, is doing a great job and is very pleased with the turnout for his first USA conservation dinner.

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

Brother Beasley gave a report on the local unions he represents covering issues and concerns that they are having. He reported that Locals 40, 81, and 95 have negotiated a three-year agreement and Local 45 is working on language changes to their contract. Business Manager Jesus Loya of Local 162, Las Vegas, NV, is doing a great job and has a new contract. Brother Beasley reported on retired International Representative Gabby Perea and his wife.

President Hadel called on Vice President Joe Pozzi for his report.

Brother Pozzi has been working with Local 26, Hammond, IN, to get out the vote using the PLA job creation in their state and explaining what would be lost if they don't keep the pro-union candidates in office. He has been working with several locals on their leadership training, with great feedback from the business managers. A discussion was then held on the NRISPP payment process. Lastly, Brother Pozzi reported on retired International Vice President Don O'Blenis.

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

Brother Menzel reported on the sale of two of their signatory roofing contractors and the issues involved with the transition for their members. They added a new signatory contractor to the Madison, Wisconsin, agreement and the training at the new apprenticeship has been going well. The jurisdiction of solar roofing with the other crafts has been an ongoing issue. They are claiming all installation of any solar that is installed in or on the roof. They are working with wage and insurance incentives to help encourage the retention of apprentices in the local. They have been active in the get-out-to-vote (GOTV) with the NABTU committees in Wisconsin and Illinois. Brother Menzel finished up by stating that there are 29 females in Local 11 and they are actively recruiting.

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

Brother Kujawa reported that work looked good in his area and they have several big projects starting. They have nine project labor agreements (PLAs) going on in the area at this time. The PLAs have helped with recruiting non-union contractors that sign the agreements. It also gives the local access to their employees. They signed a three-year contract with increases over the next three years. Lastly, the district council held its apprenticeship competition and winners will advance to the Northeastern competition.

President Hadel called on Vice President Shawn McCullough for his report.

Brother McCullough reported that the Northeast District Council Apprenticeship Competition will take place on October 26, 2024, at Local 195 in Syracuse, NY. Elections

were held at Locals 8, 12, 30, and 154 and all incumbent business managers were reelected. They are working on updating their apprenticeship standards for Local 30. Lastly, they held a GAF academy training with the contractors to help with the manpower needs in their area.

President Hadel called on newly elected Mark Conroy for his report.

Brother Conroy thanked the Executive Board for their support and was honored to become the Tenth International Vice President. He then reported that they have added three new signatory contractors at Local 96. They have negotiated six contracts this year with an average increase of \$7.00. The local is still dealing with the UBC claiming roofing work in their area but has the support of the building trades on this jurisdictional issue. Brother Conroy reported on his benefit funds which at this time are doing well. Local 96 is preparing for the National Apprenticeship Competition that will be held at their local from May 12 through 16, 2025. He finished up with a report on their upcoming USA shoot and the support they received from the Roofers locals around the country and other building trades unions.

The meeting was then adjourned for the day.

On August 29, 2024, the Executive Board meeting resumed with all the Executive Board members and other personnel who were present on the preceding day.

At this time President Hadel called upon Secretary-Treasurer Terhaar to review the assignments made since May 1, 2024. Following the review, a motion was made, seconded and carried to approve all the assignments.

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

Brother Ritenour reported that the NMA website is under construction at this time. They hope to have it up and running soon and he will report on hours when available.

The North America's Building Trades Unions (NABTU) project labor agreements (PLAs) have had 198 project agreements to date at a value of over \$1 billion of work. At this time there are 407 PLAs with roofing or waterproofing work in them. Technical Assurance will be overseeing the work at the Savannah River site with over 800 buildings that will need year-round maintenance work. There will be a need for roofing at this site continually. Helmets to Hardhats is a great tool to use for recruitment but we still have locals that have not signed up with them.

At this time there are two jurisdictional issues with the building trades and have been working with the locals to resolve the issues. He reported on the continuing jurisdiction issue with Tremco Roofing & Weatherproofing Technologies Inc. (WTI) nationwide and asked that the locals report to him on any work being performed by this contractor in their area. He requests that the local unions monitor the solar roofing work in their area and claim all installation of this work. Brother Ritenour finished with a report on the Washtenaw NITP/LTP training, stating that Tony Monte from General Motors and Eric Grubb from Ford visited the training facility and were very impressed with our efforts to improve the roofing industry. Next year representatives from Bolt Construction and Barton Malow have committed to attend our training at Washtenaw.

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 has been working on the last couple of International reports on his locals. He reported that Steve Peterson of Local 69, Peoria, IL, has retired and they have elected a new business manager. Raymond Crotts will be handling the day-to-day operations at Local 69. Lastly, he reported that Local 182, Cedar Rapids, IA, is finally closing the case with the former business manager getting prison time for his unlawful conduct while running the local.

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

Brother Marsura gave a report on the local unions he represents covering issues and concerns that they are having. He has been working on the International reports in his area and during the visits, he reminded the locals about the importance of record retention and receipt-keeping. Brother Marsura reported that they have been working with several of the local building trades unions in the Washington area on the UBC campaign. They are educating the UBC members on the jurisdictional raiding going on by their International. The campaign has been going well; QR codes are being used to help get the message out. Lastly, Local 58 has a new signatory contractor, Monument Roofing, and has put on three members so far with hopes of growing it to 25 by next year.

President Hadel called on Assistant Director of Marketing Bill Alexander for his report.

Brother Alexander reported that they have a three-year agreement at Local 136, Atlanta, GA, but work in the area is slowing down. He is currently working on an agreement for Nashville, TN. Local 317,

Baton Rouge, LA, had two members attend the Washtenaw NITP/LTP this year which is the first time the local had anyone attend.

At this time President Hadel reported on the status of the Roofers national benefit plans. The National Roofing Industry Pension Plan (NRIPP) is currently fully funded with an actuarial value of 108.4% and a market value of 99.4%. The plan paid out \$110 million in benefits to our members in 2023. President Hadel reminded everyone that the NRIPP cannot accept benefit payments over 15% of the journeyman rate established in the local union's contract. The National Roofing Industry Supplemental Pension Plan (NRISPP) has 9,600 participants with over \$210 million in assets. This plan has two options for receiving benefits. Lump sum if retired under the defined benefit plan or a monthly stream of benefits. President Hadel reported that the trustees looked into the self-directed option for the participants and per the number of members that would use this option, the trustees felt the significant increased cost to the Fund was not in the best interest of the Fund.

President Hadel reported on the employees National Roofing Industry Pension Plan (NRIPP). He stated that the International staff plan is currently set at 12%. President Hadel felt that it was time to increase it by 1%, bringing the contribution to 13% for the International employees. A motion was made, seconded, and carried to approve the increase.

President Hadel reported that we're close to finalizing the marketing brochure and once it is completed it will be available to the local unions. He also stated that they are considering a couple of

options in order to move forward with our social media outreach.

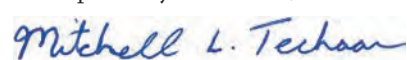
President Hadel reported on the Research and Education Fund. He reminded the board that the local unions should be increasing the contribution to nine cents (\$.09) when negotiating their new agreements. This would include all hours worked for all members. He reported that they are in the process of moving the truck and trailer to the Research and Education Joint Trust Fund and that Matt Lloyd will be working under the Fund as well.

President Hadel 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. International Assistant to the President Jordan Ritenour presented his conflict of interest report. At this time there was no one else that had any conflicts to report.

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



2024 LEADERSHIP TRAINING PROGRAM

This year a large number of local unions sent business managers and agents to the Leadership Training Program (LTP) held annually in conjunction with the National Instructor Training Program (NITP).

44 participants completed the program held June 24–28 at Washtenaw Community College in Ann Arbor, MI. Students took courses pertaining to the business of running a local, such as computer skills, labor law, and business communications. A new course, “Closing the Deal,” was very popular and will continue to be offered.

We congratulate the leaders who completed training this year and will use the information learned to better manage the local unions. We hope to see even more attendees at the 2025 LTP, which will be held June 23–27.



- Deborah Chunn, Local 2
- Todd Heisserer, Local 2
- Mark Canino, Local 9
- Jason Catona, Local 11
- Travis Gorman, Local 11
- Kevin Guertin, Local 12
- Kevin King, Local 20
- Brent Parris, Local 20
- Steve Gercone, Local 20
- Charles Waddell, Local 23
- Thomas Gieger, Local 27
- Andres Tinajero, Local 36
- John Flatt, Local 37
- John Wasilko, Local 44
- Kevin Landreth, Local 49

- Eddy Ramos, Local 54
- Ray Gallegos, Local 58
- Fravier Arce, Local 70
- Mark Woodward, Local 70
- Mark Carpenter, Local 74
- Mike Doyle, Local 74
- Carlos Camacho, Local 74
- James Stiles, Local 75
- Jason York, Local 97
- Michael Durham, Local 106
- Joshua Land, Local 119
- Brian Smith, Local 119
- Andrae Richardson, Local 123
- Michael Kujawa, Local 134
- William Alexander III, Local 136

- Clinton Grayless, Local 150
- Richard Geyer, Local 153
- Jesus Loya, Local 162
- Jose Vega, Local 162
- Ray Flanagan, Local 185
- Leo Marsura, Local 189
- Charles Gratton, Local 195
- Zachary Beasley, Local 220
- Steven Sawyer, Local 241
- Michael Rossi, Local 241
- Tim Maxcy, Local 242
- Brent Corbett, Local 248
- Toby Carter, Local 317
- Steven Crim, Local 317



The Washington Connection

BY JORDAN RITENOUR, ASSISTANT TO THE INTERNATIONAL PRESIDENT

Elected

November 5, 2024, has come and gone, and the president has been elected in a fair, impartial, and lawful election. President Trump has become the second president in our history to be elected

national right-to-work, institute industry-recognized apprenticeship programs (or IRAPs—a weakened version of apprenticeship training with lower standards than the registered programs our union offers),

for another 15 years. Already major corporations such as Ford, GM, Stellantis, Micron, Intel, Samsung, and Texas Instruments are building back in the USA. Not to mention the amount of data and fulfillment centers being built by Google, Microsoft and Amazon on US soil. All of these buildings have roofs on them and require waterproofing!

We have only begun to see the money trickle out, and we are extremely busy now. Once the money starts to really flow out, there is going to be more of a demand for skilled roofers and waterproofers. Now is the time to recruit as never before and expand our apprentice programs to fill this need for skilled roofers (as well as to replace our aging membership). Work is plentiful, times are good, and in order for us to succeed we must take advantage of all the incentives the federal government has put in place for us. We can only hope that Trump will continue the CHIPS, Inflation Reduction and Infrastructure Acts and will leave the required PLA language attached to them.

Already major corporations are building back in the USA as a result of the CHIPS, Inflation Reduction and Infrastructure Acts. All of these buildings have roofs on them and require waterproofing.

on two non-consecutive terms; Grover Cleveland was the first. Thanks go to the many building trades union members that campaigned diligently for Vice President Harris, but the people of the United States have spoken and we must have a peaceful transition of power. We know that many voted for Harris, but democracy has spoken and we must work with President Trump.

It is time to come together and work together to make sure we continue as the voice for all roofers and waterproofers. We are the voice for the industry, and we must lay aside our political differences to continue to be the driving force and to increase that strength and power.

We cannot sit idly by, especially now that we have a new president who will not support union labor—and the building trades unions in particular. He may introduce

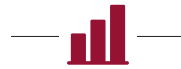
take away overtime, do away with PLAs, or even try to remove Davis-Bacon requirements. With control of the presidency, Senate and House, Republicans are sure to continue their pattern of voting against bills that are labor- or union-friendly.

We are just starting to see the money from the CHIPS, Inflation Reduction and Infrastructure Acts be

The holidays are here, our members have lots of work, and times are good.

released by the federal government, often with PLA language attached to it. A great deal of our growth over the last two years is due to these three government-sponsored initiatives, and the growth will continue

It is a joyous time of year. The holidays are here, our members have lots of work, and times are good. Let's all come together and have a merry Christmas and a happy, prosperous New Year in 2025. ■



Marketing Issues

BY JEFF EPPENSTEIN, DIRECTOR OF MARKET DEVELOPMENT

Harnessing the Power of Social Media: A Game-Changer for Union Roofing and Waterproofing

In today's competitive job market, attracting skilled labor is more challenging than ever, particularly in the specialized fields of roofing and waterproofing. For local unions and contractors, it is essential to leverage every tool at our disposal to connect with potential candidates. One of the most effective and underutilized methods is advertising help wanted on the International website and social media platforms.

and waterproofing contractors can significantly enhance their visibility and attract the right candidates.

Expanding Reach and Visibility

Social media allows us to reach a wider audience than traditional methods. With billions of active users, platforms like Facebook and LinkedIn provide an unparalleled opportunity to connect with individuals who might not be actively

job specifics, ensuring that your help-wanted ads are seen by those most likely to be interested. This targeted approach helps maximize recruitment efforts and reduces the time spent sifting through unqualified applications.

Engaging with Potential Candidates

Social media facilitates direct engagement with potential candidates, allowing for real-time interaction. Responding to comments and inquiries about job postings demonstrates your commitment to transparency and communication.

Compared to traditional advertising methods, social media advertising is often more cost-effective. Many platforms offer budget-friendly options, allowing you to promote your job openings without breaking the bank.

The Changing Landscape of Recruitment

Traditionally, job postings were limited to newspapers, trade publications, and job boards. However, the rise of social media has transformed the recruitment landscape. Websites, mobile apps and platforms like Facebook, LinkedIn, and Instagram have become vital channels for reaching a diverse talent pool. By utilizing these platforms, locals and union roofing

seeking a job but are open to new opportunities. Posting help-wanted ads on these platforms increases the chances of finding qualified candidates who are passionate about their trade.

Targeted Advertising

Social media platforms offer advanced targeting options that allow you to reach specific demographics. You can tailor your ads based on location, age, skills, and

Cost-Effective Recruitment

Compared to traditional advertising methods, social media advertising is often more cost-effective. Many platforms offer budget-friendly options, allowing you to promote your job openings without breaking the bank. By investing in social media advertising, you can achieve greater reach and engagement at a fraction of the cost.

Real-Time Updates and Flexibility

Social media allows for real-time updates on job openings and recruitment events. This immediacy can attract candidates who are looking for opportunities right now. Additionally, you can easily update your ads based on the evolving needs of your company or the labor market.

In conclusion, advertising help-wanted ads on social media is not just a trend, it's a necessity for union roofing and waterproofing contractors looking to thrive in a competitive job market.

By expanding your reach and engaging with potential candidates, you can attract the skilled labor you need to keep your projects moving forward. Embrace the power of social media and watch as it assists your recruitment efforts, helping you build a strong and dedicated team.

Let's take the first step together in enhancing our recruitment strategies—start posting your help-wanted ads on the International social media today! To assist with the process of placing an ad, we've created a fillable form that serves as a step-by-step guide for providing the information needed to create an optimal help-wanted ad for your business or local. This form is available to signatory contractors and local unions, and it can be accessed at www.unionroofers.com under the Members tab by selecting

Jobs. For local union halls, an editable PDF can be accessed on the CRR program under the Reference Library, or simply contact Marketing Director Jeff Eppenstein at jeff@unionroofers.com or (815) 791-0448.

With the end of 2024 here, I would like to close by saying let's make 2025 our greatest year of recruiting to date! I wish all of our union families and contractors a merry Christmas, happy holidays, and a prosperous New Year! UNION STRONG! ■

Job Submission Form

Local Union No. ▾

Contact Name, Title and Company ▾

Contact Phone ▾

Contact Email ▾

Job Location ▾

Job Start Date and Duration ▾

Number of Workers and Experience Level(s) ▾

Job Description ▾


Job requirements ▾

Drug Testing ▾

Wage Rate(s) and Benefits ▾

Per Diem (if applicable)

Additional information



**United Union of Roofers,
Waterproofers & Allied Workers***
AFFILIATED WITH NORTH AMERICA'S BUILDING TRADES UNIONS

Help Wanted/Job Information Request Form

Online form: unionroofers.com/submit-a-job/

- 1. Contact Information**
 - Contact Name/Title: _____
 - Superintendent/Foreman for Job and Cell Number: _____
- 2. Local Union Information**
 - Local Union #: _____
- 3. Company Information**
 - Company (if applicable): _____
 - Phone: _____
 - Email: _____
- 4. Job Details**
 - Job Location: _____
 - Start Date: _____
 - Duration: _____
- 5. Staffing Needs**
 - Number of Workers Needed: _____
 - Experience Level(s): _____
- 6. Job Description:**



Unlawful Harassment in Apprenticeship and the Workplace

By Joel Gonzalez

At our Thirtieth Convention, Resolution 31 regarding harassment, discrimination and bullying in the workplace was adopted by the delegates present. Thereafter, an email from our International President, James Hadel, was sent to all local unions regarding the adopted resolution, along with the policy. The resolution requires each subordinate local union to read the adopted policy statement at least once yearly at a monthly meeting of its choosing. In part, the policy reads:

“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.”

As members of the United Union of Roofers and Waterproofers, it’s essential that we all come together to adapt to the evolving expectations of today’s workplace.

Anti-harassment training is a fundamental part of creating a respectful and inclusive work environment for everyone. By attending and actively putting this training into practice, we can foster a diverse and harmonious workforce where all members feel safe and valued.

The benefits of this training extend beyond compliance. Embracing anti-harassment practices can greatly help us retain our skilled workforce and attract new talent from diverse backgrounds. A welcoming environment not only supports those currently working with us, but also makes our industry more appealing to future recruits. By valuing respect and inclusivity, we strengthen our team, boost morale, and position ourselves as a leader in modern workforce practices. This commitment sets our organization apart, making us more professional and positioning us a step above our competition nationwide.

This training is also a federal requirement for all individuals interacting with apprentices under CFR 29-30. Compliance is crucial not only to our legal responsibilities but to our ethical commitment to supporting a healthy and safe work environment. The Joint Apprenticeship and Training Committee (JATC) is responsible for ensuring all members in their local unions attend the training and for keeping accurate attendance records. By taking part in this training, each of us contributes to a stronger, more resilient union that reflects the progress and values of our community. Let’s work together to make this change meaningful for ourselves, our apprentices, and the future of our industry. ■

The commitment to anti-harassment practices sets our organization apart, making us more professional and positioning us a step above our competition nationwide.

Building a Stronger Industry Through Mentorship Training

Successful mentorship is a critical element in building a high-quality workforce and is key to developing qualified journeypersons—especially in the trades, where 80% of learning happens on the job. Mentorship has been shown to positively affect productivity, safety, quality, and retention.

In response to the growing need for mentoring skills, SkillPlan provided a two-day Mentorship Matters Train the Trainer course in August for Roofers & Waterproofers instructors from across the country.

SkillPlan instructors Ben Berke-laar and Curtis Minard led the class for student instructors Matt Wittenborn, Local 2; Geoff McSween, Local 4; Nate Tell, Local 11; Derek Carrington, Local 23; Thomas Geiger, Local 27; Chuck Rumsey III, Local 70; Gary Samayoa, Local 95; Kelly Austin, Local 119; and David Money, Local 162.

The course consisted of two core workshops that comprise six

principles each. The Apprentice Principles workshop covered

- Effective communication
- Active listening
- Receiving feedback
- Asking questions
- Proactive learning, and
- Setting goals

Mentoring Principles taught student instructors how to

- Identify the points of the skill
- Link the skills
- Demonstrate the skill
- Provide opportunity for practice
- Give feedback, and
- Assess progress

With over 30 years of experience, SkillPlan provides consulting services and resources to the construction industry, with a focus on pinpointing foundational skill gaps and mentorship in the construction industry.

This course will now be offered as an accredited Train the Trainer course at our National Instructor Training Program at Washtenaw Community College.

Mentorship training results in

- 12.1% increase in the proper use of PPE
- 35.7% improvement in task efficiency
- 15.6% reduction in rework
- 9.2% reduction in complacency in health & safety procedures
- 44.4% increase in mentors giving challenging tasks to extend apprentice skills and abilities
- 42% reduction in downtime
- 25% increase in job satisfaction



“This program provided me with an organized toolbox for delivering specific mentorship skill sets to both apprentices and journeypersons that will aid in the development and retention for our future.”



Instructors and students at the SkillPlan Mentorship Matters Train the Trainer course.



Meeting the Training Requirements of the OSHA Crane Standard

The OSHA Crane Standard requires that crane operators must be certified by an independent organization such as NCCCO — the National Commission for the Certification of Crane Operators. NCCCO is only one of a handful of organizations accredited to issue these certifications.

Recently a four-day Crane Operator Certification Training Program was held at the Roofers Local 26 training center in Merrillville, IN. The training and testing was delivered and administered by Red Arrow Crane & Rigging, which is authorized by the NCCCO to administer both the written and practical exams required for certification.

Candidates must pass two written exams and a practical exam in the crane category for which they are seeking certification. Those seeking certification to operate mobile cranes must pass a core examination

in basic crane operation and then both written and practical exams specific to operating mobile cranes. The certifications are valid for five years. All recertification requirements must be met within 12 months of the expiration date.

Crane Operator Practical Exams

A Local 26 operator is shown navigating a load through the zigzag

corridor, one of four tasks each operator must pass in order to successfully complete the practical exam. The operator is required to move the test weight through the corridor in a forward direction and then in a reverse direction without touching the load to the ground or touching or knocking over any of the corridor PVC barriers. Points are also taken off for exceeding the optimal time. ■



Local 26 members who completed the four-day Crane Operator Certification Training Program.

Boom Truck Safety

Heavy items can be lifted safely if the boom truck crane is operated properly. Each time the boom lifts a load, its angle changes as it extends, and the crane's upper deck rotates to swing the load. With that motion, the distance from the load's center of gravity to the crane's tipping axis changes. These movements can make a boom truck unstable, especially if the crane's lift capacity is exceeded. The crane can overturn and the boom can collapse.

Bernardo's Story

A boom truck crane was being used to lift steel beams to the 4th floor of a building being constructed. The operator did not know the beams exceeded the crane's capacity. The heavy load caused the crane boom to buckle and collapse, dropping the load to the ground. Bernardo, who was working nearby, saw what was happening and was able to alert other workers to get out of the way in time. In this incident no one was hurt, but it put the operator, Bernardo, and other nearby workers in danger.

- ✘ How could this incident have been avoided?
- ✘ Have you known or heard of anyone who was injured or killed while operating a boom truck crane because it collapsed or dropped its load? If so, what happened?

Remember This

If you will be operating a boom truck:

- Check to see that it has been properly inspected and is certified for operation.
- Perform an operational inspection as required for boom truck cranes.
- Be sure support blocking is securely placed.
- **Do NOT operate the crane unless you have been trained** and authorized to operate the crane and give signals.
- **Do NOT operate the crane unless you and** the signal persons are in direct, clear view or in headset communication.
- **Always** check the weight of the load and rigging. Do NOT lift a load that exceeds the crane's capacity.
- **Always** check the wind speed to make sure it is safe for lifting the loads.
- **Always** use proper blocking methods to adequately support boom sections during disassembly.
- **Always** warn others of moving and approaching overhead loads.
- If you are working around a boom truck, **always** obey warning signs, especially those that are posted in critical areas.

How can we stay safe today?

What will we do at the worksite to prevent a crane overturn or boom truck collapse?

1. _____

2. _____

OSHA Regulation: 1926.1412 for inspections

HAZARD ALERT

CPWR
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RESEARCH AND TRAINING

PRODUCTS CONTAINING ISOCYANATES



What Are Isocyanates?

Isocyanates are highly reactive chemicals that are used in many construction products, such as paints, glues, and spray polyurethane foams (SPF or spray foam insulation). If you have ever applied SPF roofing systems, foam insulation, or coatings on floors, bridges, or steel structures, you may have been exposed to these chemicals.

According to the National Institute for Occupational Safety and Health (NIOSH), these chemicals are dangerous if you breathe in the vapors, mists, or smoke and if they come in contact with your skin.

You are at risk if you work directly with or near products containing these chemicals.



Workers applying SPF.
PHOTO COURTESY OF RESEARCHERS AT UMASS LOWELL

Why Are Isocyanates Dangerous?

Isocyanates can irritate your eyes, nose, throat, lungs, and skin. Some workers can develop an allergy (called sensitization) when exposed to isocyanates. The most common type of allergy is asthma — even for workers that have never had it before. Workers can also develop a skin rash.

After a worker becomes sensitized, any exposure to these chemicals, even small amounts, can cause an asthma attack or skin rash. Serious reactions can result in lost work days, disability, and even death. Some isocyanates may also be linked to cancer.

Be aware of these symbols:



Respiratory Sensitizer



Irritant/Skin Sensitizer

ILLUSTRATIONS: ISTOCK.COM/ALESSANDRO0770

What Are the Health Symptoms?

- ▶ Wheezing
- ▶ Chest tightness
- ▶ Cough
- ▶ Shortness of breath
- ▶ Skin rash or irritation

Symptoms can occur quickly or several hours later. If you experience these symptoms, on or off the job, talk with your doctor.

When Working With Isocyanates...

1 Wear Personal Protective Equipment (PPE)

Individuals working directly with or near products containing isocyanates should:

- ▶ Wear coveralls, chemical-resistant gloves, and eye protection.
- ▶ Use a NIOSH-approved:
 - supplied-air respirator when spraying **inside**, particularly in crawl spaces.
 - air-purifying respirator (APR) with an organic vapor cartridge (OVC) and P100 particulate filter, or a powered air-purifying respirator (PAPR) with OVC and P100 when spraying **outside** or **working nearby**.

The Occupational Safety and Health Administration (OSHA) requires employers to provide respirators for their employees and have a Respiratory Protection Program in place.

2 Practice Good Housekeeping and Personal Hygiene

- ▶ If you come in contact with isocyanates, wash your skin immediately with soap and water.
- ▶ Wash your hands before eating and drinking and remove protective clothing before taking breaks and going home.
- ▶ Clean up your work area and make sure products are properly stored.

3 Use Engineering Controls and Be Proactive

- ▶ Use engineering controls, such as ventilation when using products containing isocyanates.
- ▶ Ask your employer for training. OSHA requires employers to train their employees about the chemicals they will be exposed to, give them safety data sheets, and label the products.
- ▶ Ask your employer to use products that do not contain isocyanates. If you are not working directly with the product, avoid working nearby or use PPE.
- ▶ Do not remove your respirator immediately after spraying and while in the area where the spraying is being performed.

Learn more about isocyanates:

- ▶ **OSHA**
<http://bit.ly/OSHA-Isocyanates>
- ▶ **NIOSH**
<http://bit.ly/NIOSH-Isocyanates>

If you think you are in danger:

Contact your supervisor.
Contact your union.
Call OSHA

1-800-321-OSHA

To receive copies of this Hazard Alert and cards on other topics call **301-578-8500** or visit www.cpwr.com

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APPROVED NRIPP PENSION APPLICATIONS
 AT THE MEETING OF AUGUST 22, 2024

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
Daniel R. Abney	Late	11	Bert L. Farley	Unreduced	96
Adelbert Adair	Disability	241	Jesus A. Felix Ruiz	Late	45
Carlos E. Alegria	Early	10	Jaime Fonseca	Early	11
Guillermo Alonzo	Disability	11	Steven W. Friederich	Normal	2
William Artman Jr.	Late	37	Anthony K. Fuller	Early	96
Ray E. Baer Jr.	Early	34	Timothy L. Furman	Late	65
Juan L. Barraza	Normal	81	Jose A. Gonzalez Jimenez	Late	81
Greg E. Bassett	Late	135	Jonathan D. Gregory	Early	42
Richard A. Beach	Late	96	Javier Guzman Aguirre	Unreduced	40
Elden R. Belden	Unreduced	189	John W. Halstead	Early	22
Kenneth R. Bengston	Unreduced	81	Rodney W. Halsten	Early	96
Carl D. Berg	Early	96	Stevon Harvey	Late	153
Richard W. Bigham Jr.	Late	58	Michael P. Heaghney	Late	2
James A. Bohman Jr.	Late	65	James A. Hickel	Early	242
Michael N. Born	Late	26	Jeffrey S. Hogan	Early	37
Edward D. Brackett Jr.	Early	2	Ralph V. Iadicicco	Normal	241
Clinton R. Brown	Late	123	Joseph A. Jolley	Early	2
Jeffery A. Brown	Late	58	Bill Johnson	Disability	22
Bobby K. Burden	Early	106	Kevin J. Kania	Early	96
Kevin W. Burk	Early	37	Patrick J. Klaeser	Normal	96
Bradford R. Burns	Normal	96	Brian J. Knox	Early	11
Kerry D. Butler	Normal	97	Robert G. Kohl	Normal	182
Brad A. Callihan	Late	153	Sylvester Kolakowski	Unreduced	10
Mark E. Canterberry Sr.	Unreduced	2	Mark R. Kovatch	Disability	23
Fernando H. Cirerol	Late	135	David E. Krall	Unreduced	97
Patrick D. Clarida	Late	20	Hector Lara Castanon	Early	81
Chester Clark	Late	182	Edward R. Lattie	Disability	44
Richard E. Clemons	Normal	136	John Lavery	QDRO	54
Jeffery T. Colbert	Early	22	Joey L. Leavitt	Late	135
David A. Cook	Normal	136	David T. Lerum	Late	153
Salvador Coria	Late	11	Julian Lopez Tapia	Normal	11
Charles W. Crimmons	Early	136	Pablo Loza	Late	45
Robbie L. Culp	Unreduced	189	Sandor Magyar	Early	195
Timothy S. Cunningham	Early	189	Richard A. Marcelle II	Late	153
Scott P. Curran	Early	65	Everett D. Martin	Late	229
David P. Daugharty	Unreduced	26	Luis E. Martinez	Disability	36
Sammy L. Davis	Late	136	Steven A. Martinez Sr.	Normal	49
Ronald L. DeAvila	Late	58	Kevin C. McKeirnan	Late	189
Bradford W. Dowler	Early	242	Jose Mejia	Early	81
Maverick L. Edwards	Late	195	Francisco Moreno	Late	81
Tracy E. Epperson	Early	2	William E. Morris	Late	136
Michael E. Ervin	Early	44	Edwin J. Nastold Jr.	Unreduced	42
Andrew E. Ezell	Late	11	Allen E. Norman	Unreduced	119

CONTINUED – APPROVED NRIPP PENSION APPLICATIONS
 AT THE MEETING OF AUGUST 22, 2024

PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION	PARTICIPANT NAME	TYPE OF RETIREMENT	LOCAL UNION
John E. Orr	Late	20	Anthony J. Sanchez	Late	143
Franco A. Padron	Unreduced	36	John A. Schmitz	Late	96
Angelo M. Palloni	Normal	195	Maximino Serrato	Unreduced	11
Jonathan N. Panos	Normal	27	Robert J. Smith	Early	136
Warren B. Paquette	Unreduced	96	Arnulfo Solis Bermejo	Disability	36
Raymundo Parra Gonzalez	Early	27	Ruben S. Solorio-Cortez	Unreduced	36
Kirbun B. Perkins	Late	20	Donald L. Troy	Early	20
Robert D. Perrigo	Late	195	Terry Teeter	Late	20
John L. Perron	Early	11	Michael A. Tutko	Late	37
William Perron	QDRO	96	Danny W. VanZant	Early	23
Thomas A. Perry	Late	162	James M. Vickerman	Late	81
Richard L. Poole	Late	317	Alfonso Villegas-Perez	Late	36
Carlos J. Quinones Jr.	Late	135	Anthony Vitale	Normal	11
Martin Ramos Lopez	Unreduced	40	Michael W. Warren	Early	54
Indalecio Rodriguez	Late	91	Larry A. Weidner	Unreduced	20
Frank Romero Jr.	Unreduced	36	Steven B. Weinberg	Normal	96
Arturo Ruiz Castillo	Early	45	Bradley Welsch	Early	96
Scott R. Theisen	Normal	11	Patrick J. Welsch	Late	96
Miguel C. Torres	Normal	189	Lester A. Williams	Unreduced	30

APPROVED NRIPP SURVIVOR BENEFIT APPLICATIONS
 AT THE MEETING OF AUGUST 22, 2024

PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION	PARTICIPANT NAME	LOCAL UNION
Lawrence Ashley	119	Donald L. Haury	143	Thomas W. Primeaux	317
Sonny D. Biggs	136	Michael J. Hendsel	49	Michael L. Runner	136
Larry Buttrey	136	Edward Hightower	123	Robert Saenz	95
Walter L. Campbell	54	James G. Johnson	195	Robert E. Smith	149
Darren E. Case	23	Terry Latham	2	Robert L. Smith	2
Ernest Concialdi III	2	Chris March	44	Richard Tikalsky	96
Stephen L. Cunningham	20	Frank L. Martinez	54	August Wentland	65
Rodolfo Cureno Suriano	54	Charles Oltman	189	William Whitt	119
Theodore R. Dean	11	Valentin Padilla Patino	162	Thomas Williams	2
James L. Duckett	119	Gary C. Pancratz	182	Allen Wroblewski	11
Gerald Erickson	96	Robert D. Parker	136	Richard Yocum	20
Michael D. Fitzwater	188	Edwin Pennington	58	Walter Zeller	195
CR Hansen	49	John W. Phillips	136		

**ROOFERS &
WATERPROOFERS**

ERT

Emergency Response Team



833-499-0153

When accidents happen, your union is there for YOU!

The Roofers & Waterproofers ERT (Emergency Response Team) is comprised of trained union responders who are there to provide support and assistance in the event of a serious workplace accident.

Any member, local union office, family member or contractor can call 833-499-0153 to be matched with an ERT responder who will work personally with the family to coordinate support, provide direction for legal counsel, and serve as the victim's advocate.



The Roofers & Waterproofers Emergency Response Team (ERT) undergo regular training at the Steelworkers Linden Hall Training Center in Dawson, PA.

Top row: Allan McDougall, Jose Padilla, John Nicks and Secretary-Treasurer Mitch Terhaar. Bottom row: Mike Rossi, International Representative Kevin King, Jose Ventura and Kelly Austin. Assistant Director Fred Gee not pictured.



Local 185 Members Party at the Picnic

Local 185, Charleston, WV, Business Representative Ray Flanagan organized a picnic for members and their families over the summer. Members were presented their service awards, and many went home with exciting raffle prizes. ■



Robbie Lopez, Pablo Hernandez, David Lopez, James Livingston, and Alexander Pinto Cortez work on the Fishers Event Center dome.

New Roof Dome Completed by Indy Roofers

Roofers & Waterproofers Local 119, Indianapolis, IN, roofed the Fishers Event Center—a brand-new sports and entertainment venue that opened in November in Fishers, IN. This photo was taken in July near the top of the dome as the roofing work was near completion for that section. Members onsite, who work for Henry C. Smither Roofing, included Lish Dycus, Jhovany Garcia Rodriguez, Adrian Gordon, Pablo Hernandez, James Livingston, Robbie Lopez, David Lopez, Daniel Miller, Shane Mullinix, Alexander Pinto Cortez, Robbie Pruitt, and Justin Strawn. ■

55-Year Member of Local 69

Roofers Local 69, Peoria, IL, celebrated its first 55-year member, Joseph E. Davis. Brother Davis was visited by both former Business Manager Steven Peterson and new Business Manager Raymond Crotts, who jointly bestowed Brother Davis's 55-year pin on him. ■



From left: Steven Peterson, Joseph Davis, and Raymond Crotts.



Brian Jackson (pictured far right) joins community leaders in the groundbreaking of Straight & Narrow rehab center.

Breaking Ground for Union Jobs

Roofers Local 10, Paterson, NJ, Business Manager Brian Jackson attended a groundbreaking ceremony for Straight & Narrow, a substance abuse rehabilitation center in Paterson. The project is supported by New Market Tax Cred-

its (NMTC) allocated by AFL-CIO Housing Investment Trust's subsidiary Building America.

The construction of the new facility is expected to create 143 union construction jobs and create 91 permanent jobs. Thanks to

Building America's involvement in this impactful project, the 54,000 sq. ft. facility will be built with 100% union labor. The facility is projected to provide rehabilitation services to over 1,600 low-income individuals each year. ■

Springfield Roofers Gather for Pin Ceremony

Roofers & Waterproofers Local 248, Springfield, MA, gathered to celebrate longtime members earning their service pins. International Secretary-Treasurer Mitch Terhaar and International Vice President Paul Bickford attended the event. Members who received pins included Reginald Lucia (50 years), Albert Snape (45 years), Robert Beaulieu and Thomas Murphy (40 years), and James Dupuis, Michael Heath, and Thomas Heath (25 years). Congratulations! ■



Vaughn Chong, Bobby Anderson, and Rick Subiono.

Hawaii Member Earns Service Awards

Roofers & Waterproofers Local 221, Honolulu, HI, member Bobby Anderson received his 25-year pin and membership card, along with his 30-year pin. Business Manager Vaughn Chong and Training Director Rick Subiono presented Brother Anderson his awards. ■

Roofers Local 69 Business Manager Retires

Steven Peterson—a third-generation roofer who started in the trade right out of high school—recently retired after 20 years on the roof (16 as a foreman) and another 22 years as business manager of Roofers Local 69 in Peoria, IL. His colleagues, friends and family threw a retirement open house in his honor in August.

Brother Peterson credits his successful roofing career to his mentors who helped him early on when there was nothing but on-the-job training, and he says what he loved about roofing was working with his hands and the camaraderie. He took great pride in his work.

Now that he's off the roof and out of the office, he has plenty of plans to stay busy traveling with his wife and working at his hunting club. He also wants to remain active in the local's apprenticeship. He feels secure in his retirement thanks to a great retirement plan and health insurance—and from learning how to budget back in his roofing days, when rainy spells meant no work.

We thank Brother Peterson for 42 years of dedication to the union roofing industry and wish him all the best in his retirement! ■



Steve Peterson is presented a plaque for his years of service to the Illinois District Council.

Living on the Edge

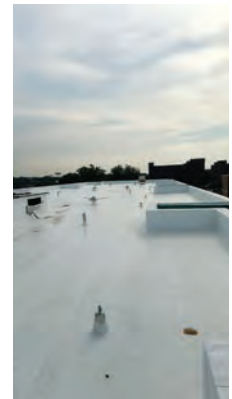
Lane Olivarri and Matthew Brooks go to work to live on the edge—safely, of course. The two are members of Local 70, Ann Arbor, MI, working for Bloom Roofing. ■



TPO Roof Tops New Purdue Student Residence

Roofers from Local 119, Indianapolis, IN, finished this picture-perfect TPO fully adhered job at Third-McCormick, a new student housing project at Purdue University in West Lafayette, IN.

Pictured are members Jeff Emery, Dale Wharton, Ryan Coy, and Rodney Balder. ■





Attendees at the Jeramie Gruber bench dedication.

Honoring a Member's Memory

Roofers Local 96, Minneapolis, MN, recently made some renovations to their facility. One of the upgrades included adding picnic tables and a bench in front of the building.

The local membership asked to have a memorial plaque made to install on the bench and dedicate the bench to Jeramie Gruber. Jeramie passed away while working on US Bank Stadium in Minneapolis in 2015. Berwald Roofing, his last employer, donated the bench. Local 96's executive board approved the purchase of the memorial plaque on behalf of membership.

On October 2, the dedication of the bench was attended by Local 96 members, family, and friends of Jeramie. Stories about Jeramie were exchanged during the bench dedication, and afterwards, while enjoying some barbeque. ■



Jeramie's mother, Kim Love, and Jeramie's widow, Amy Gruber, are pictured sitting on the memorial bench.

Getting That School Work in Colorado

Roofers from Local 58, Colorado Springs, CO, get down and dirty applying a built-up roof on Howbert Elementary School in Colorado Springs. Our skilled roofers will ensure this school has a quality roof on it, keeping kids and teachers safe and dry for decades to come. ■



Roofers Attend Building Trades Academy Organizing Course

Several leaders from Roofers & Waterproofers local unions and the marketing department attended a valuable course in organizing given by NABTU's Building Trades Academy at Washtenaw Community College. The Campaign Organizing course offered a comprehensive overview of organizing issues related to the construction industry. Organizing has evolved over time, and this class emphasized the value proposition inherent in a union workforce, such as joint apprenticeship, codes of conduct, safety, and other benefits to a contractor/owner.

Attendees included Robert Arrezola and Nate Tell, Local 11; Pedro Parra, Local 20; Adam Hoffman, Local 22; Thomas Geiger, Local 27; Kevin Landreth, Local 49; Taylor Nelson, Local 65; Mark Carpenter and Mike Doyle, Local 74; Jason York, Local 97; Joshua Land, Local 119; Mike Soroka, Local 142; Clinton Grayless, Local 150; Jose Vega, Local 162; Michael Baker, Local 189; Philip Lester, Local 203; Steven Sawyer, Local 241; and Bill Alexander, Fravier Arce, Deborah Chunn, and Andrae Richardson with the marketing department. ■





20-year member Henry Capella, B.M. Charlie Gratton, and 20-year member Maverick Edwards.



25-year members Marc Denicola and Paul Cooper.



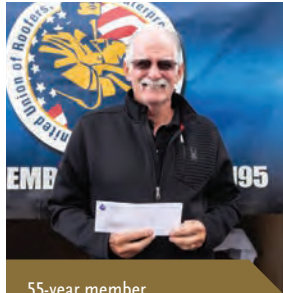
30-year members Dennis Murray and Dewane Griffin.



45-year member Stephen Lee.



50-year members Dennis Therrien and Robert Precourt.



55-year member Gerald Crouse.



35-year members Bruce Davis, Roger Wilcox, James Krupa, Otto Allman, and Vernon Kelley.

Clambake and Service Awards for Syracuse Roofers

Roofers Local 195 in Syracuse, NY, held its annual clambake and handed out service awards to long-time members. Pictured are those who were present to receive their awards. The local would also like to give a special shout-out to member Alfred Gray (not pictured). Brother Gray celebrated his 70-year anniversary this year.

Members who earned service awards but are not pictured include:

20 Years: Charles Hill, Robert Perrigo, Matthew Rosekrans, and Michael Thompson

25 Years: Gino Piazza, Timothy Ranallo, Jason Revette, and Michael Strand

30 Years: Datus Brown, Lonnie Brown, Howard Collins, and John Moorehead

35 Years: Timothy Allen, Jeffery Miller, Thomas Tarbox, and Terry VanWie

40 Years: David Rieben and George Sparrow

45 Years: Lawrence Leaf and Thomas Mayock

50 Years: Ronald Haney and Robert Precourt

60 Years: Kenneth Rieben

70 Years: Alfred Gray ■



Breast Cancer Awareness at Job Site

Craig Fey, owner of Fey Roofing and Sheet Metal, shared his advocacy for breast cancer awareness with employees of his company. The workers, who are members of Roofers Local 75, Dayton, OH, and Local 86, Columbus, OH, wore pink shirts in support of the cause at a work site at Wright Patterson Air Force base in Fairborn, OH. ■

NJ Union Roofers Stand Strong in the State

New Jersey's Union Roofers attended the New Jersey Building and Construction Trades Council's annual convention in July. Our NJ leaders are very active in the state's building trades councils, starting with Local 4, Newark, NJ, Business Manager Dave Critchley, who leads the state as secretary-treasurer and is president of Morris and Sussex Counties building trades.

Local 4 President Rob Critchley is 4th vice president of the state board and also holds the position of president for the counties of Somerset and Hunterdon. And in Passaic County, Local 10, Paterson, NJ, Business Manager Brian Jackson sits as president of the trades council. With the input of these three brother roofers, the Union Roofer in New Jersey is well-represented. ■



Local 4 Pres. Rob Critchley, Local 4 B.M. Dave Critchley, and Local 10 B.M. Brian Jackson are active in NJ building trades councils.

Eight Locals Earn John C. Martini Organizing Award

While many local unions recruit members at an impressive pace, a select few have made substantial gains year over year, thus earning the John C. Martini Organizing Award. In order to earn this coveted award, the local union must post a 20-year-record number of new members for that calendar year.

Some locals are even able to achieve record recruitment numbers year after year, meaning the bar keeps getting higher, and they keep passing it. Local 33, Local 70,

and Local 242 recently celebrated back-to-back award years. Even more impressive, Local 11 and Local 45 have earned the award three times—every year since its inception!

Congratulations to the following local unions that achieved record growth in 2023, earning the John C. Martini Organizing Award:

- Local 11, Chicago, IL
- Local 33, Boston, MA
- Local 45, San Diego, CA

- Local 70, Ann Arbor, MI
- Local 74, Buffalo, NY
- Local 106, Evansville, IN
- Local 150, Terre Haute, IN
- Local 242, Parkersburg, WV

In addition, 39 local unions achieved positive membership growth in 2023 (see page 38). Many thanks for your ongoing efforts in growing Roofers & Waterproofers membership and making us a stronger union. ■

Locals 242, 150, 106, 70, and 74 received their John C. Martini Organizing Awards at Union Sportsmen's Alliance's First Annual Roofers Conservation Dinner in Ann Arbor.



Local 45 B.M. Paul Colmenero accepts the award at a district council meeting. From left: Brent Beasley, Gig Ritenour, Paul Colmenero, and Morgan Nolde.



At a recent executive board meeting, Local 11 Pres./Int'l V.P. Gary Menzel and Local 33 B.M./Int'l V.P. Paul Bickford accepted the award on behalf of their local unions.



OUT-DOOR LIFE

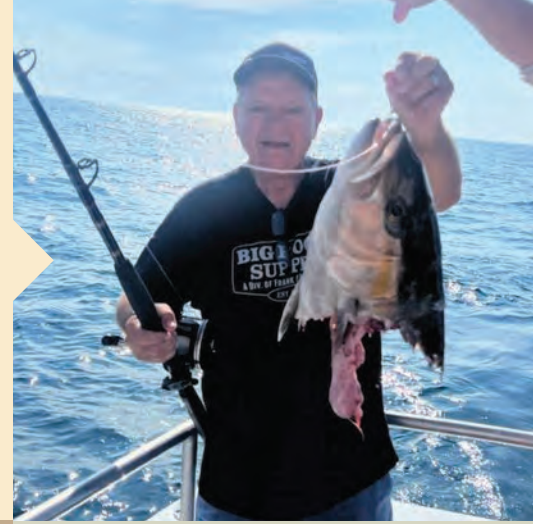
Young Baseball Champ

Assistant Marketing Director Bill Alexander has a star baseball player in the family. His son, Louis, plays for the Elberfeld Community League in Indiana, and his team recently won the league championship. Louis is pictured showing off his championship ring.



What Could Have Been

International President Jim Hadel and his wife Linda were deep sea fishing in Orange Beach, AL, when Hadel caught a huge amberjack on his line. Right when he went to pull it in a shark came and took everything but the head.



Nice Buck for Retiree

Retired member William "Bill" Schader shot this ten-point buck during deer season last year and it will now live with him forever. Brother Schader is a 30-year member of Roofers Local 20, Kansas City, MO.

Convention Delegate Wins USA Fishing Trip

At the 2023 International Convention in Las Vegas, delegates got a chance to win a fishing trip in Venice, LA, hosted by the Union Sportsmen's Alliance. David Hernandez with Roofers Local 54, Seattle, WA, was the lucky winner, and he brought along his son Harley for the once-in-a-lifetime experience. USA's CEO Walt Ingram accompanied the two fishermen as they made their way through the marshes and coastal areas of Louisiana, some of the richest fishing grounds in North America. Everyone brought in a great haul that day, a trip that will be remembered for a lifetime.

Harley Hernandez shows off his catch.



Local 54 member David Hernandez won the USA fishing trip at the 2023 convention.



Union-sponsored Event Teaches K.C. Youths about Firearm Safety, Fishing

More than 60 Kansas City area youths reeled in catfish and blasted clay pigeons on Sept. 15 during the Union Sportsmen's Alliance (USA) 3rd Annual Boilermakers Get Youth Outdoors Day at Powder Creek Shooting Park in Lenexa, KS. Volunteers from Roofers Local 20 helped bait hooks and release fish back into the pond, while UA Local 562 volunteers provided participants with firearms safety instruction and assistance at the shooting line.

Roofers Local 20 Business Manager Steve Gercone volunteered last year and was happy to help again this year. He and a friend from Local 20 were at the fishing station, constantly baiting hooks, helping unhook fish and snags, and watching the smiles. "It was pretty amazing to see those kids catch their first fish. It was a beautiful day. It warmed up in the afternoon, and nobody fell in the water," he said.



Striped Bass is a Keeper

Local 30, Philadelphia, PA, member James Shiftner caught this keeper striped bass off the beach at Island Beach State Park in New Jersey this spring.



Couple Hunts in New Mexico

Roofers Local 123, Dallas, TX, member Rico Bustos and his fiancée Andrea Fernandez harvested this 5x5 mule deer buck in Northern New Mexico. It was taken using a modern Traditions .50 caliber muzzleloader.



First Annual Roofers Ann Arbor Conservation Dinner

The Roofers now have an official Union Sportsmen's Alliance (USA) conservation dinner, and thanks to Roofers & Waterproofers Local 70 in Ann Arbor, its rollout was a huge success. The dinner, which raises funds for USA's mission of uniting the union community through outdoor conservation issues, was held June 25 in Ann Arbor.

With the NITP and LTP taking place in the area that week, dozens of Roofers from across the country were able to attend. Everyone had a great time at the event, which featured raffles for high-end items and an entertaining live auction. Local 70 Business Manager Mark Woodward should be commended for the great job he has done on this first Roofers USA dinner, which generated over \$80,000 for conservation.

OUT-DOOR LIFE



Minnesota Hosts Twin Cities Sporting Clays Shoot and Get Youth Outdoors Day

Over 250 union members and friends of labor joined for the 14th Annual Roofers & Waterproofers Twin Cities Sporting Clays Shoot on Sept. 7 and helped set a record for total attendance. The shoot continues to bring together brothers and sisters of skilled labor in Minnesota for an opportunity to unite over their passion for shooting and conservation of the outdoors.

With the large amount of participation, they had to run two separate courses for this shoot. Congratulations to North Course HOA Team Roofers Local 96 Team D, HOA Veteran and Senior Kinsey Robinson, and HOA Female Mona Robinson. Special thanks goes to Business Manager Mark Conroy and the staff of Roofers Local 96 for helping execute another wonderful year shooting safely!

The following day Minnesota youths enjoyed a sunny day of shooting and fishing at the Union Sportsmen's Alliance's 12th Annual Get Youth Outdoors Day. Hosted by the USA and the United Union of Roofers, Waterproofers and Allied Workers, 77 kids participated in archery, backyard fishing games, rifle and sporting clays shooting at Wild Marsh Sporting Clays, Inc. The event was part of a series of free, community-based youth outreach activities organized under Work Boots on the Ground—the USA's flagship conservation program.

Roofers Local 96 Business Manager Mark Conroy brought his grandkids and enjoyed seeing their successes. "My granddaughter was all fired up as she broke a clay," he said. "The small accomplishments like hitting the target with a bow or with the .22 let youths see what they can do and build a little confidence."





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The calendar program raises funds to help the Union Sportsmen's Alliance improve public access to the outdoors, conserve wildlife habitats, restore America's parks, and engage and mentor kids in the outdoors.



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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 95.65% 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 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 1660 L St. NW, Ste. 800, Washington, DC 20036 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.



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

Todd Heisserer, Secretary
Local Union #2
45 Worthington Access Dr.
Maryland Heights, MO 63043
(314) 535-9683

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 Gercone, 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 Northwest District Council

The meeting of the Northwest District Council of Roofers was held in Spokane, WA, on October 11, 2024.

Reports of Delegates and Guests

Travis Hopkins, Local 49, said contractors have been putting on fewer new hires, and he believes that is due to the retention of over 600 members through the winter. Hours have increased the last two years in a row. The local has been emphasizing retention and opening new markets to membership in hopes of combating the slower season. They have gone after waterproofing projects not traditionally handled by the local and have formed a strong relationship with a minority contractor who will likely perform waterproofing on state projects over the next several years.

Oregon & SW Washington Roofers & Waterproofers Apprenticeship

Training Center has accredited its classes through Mt. Hood Community College to meet the threshold for an associate's degree. Meaning, without taking any further classes at the college every graduate of the JATC program will graduate with an associate's degree in applied science of roofing.

Eddy Ramos, Local 54, is focused on training and getting the facility up to standards. They have built an outdoor mock-up for torch down, hydro-tech, and waterproofing. Cement Mason apprentices came and poured the new slab and it was a great collaboration. Local 54 is working on getting building enveloping into the curriculum. Waterproofing and weatherproofing buildings will get more work throughout the year as Seattle can be pretty wet through the winter and hours get lost.

Raymundo Gallegos, Local 58, said Central States Roofing has

a lot of military base work and needs roofers with clean backgrounds. Monument Roofing, a Tecta America Company, signed a new agreement with the local and has begun hiring members. Currently they are doing service work and are looking to begin production work soon. Local 58 needs the prevailing wages updated in their jurisdiction to catch up with the local's current wages.

Soledad Velasquez, Local 91, discussed current projects throughout Utah, including a ski resort in Morgan and a courthouse in Orem. Superior Roofing also has a crew working in Indiana.

Richard Geyer, Local 153, said work is looking good well into 2025. Local 153 partnered with GAF Academy to have direct entry into the apprenticeship program. They are looking at adding another hiring office and offering remote training to attract new members and

contractors. The local is working on establishing a political fund for the 2025 legislative session.

Mike Baker, Local 189, said the local is working hard to get signed to PLAs in Eastern and Central Washington and Alaska. Upcoming projects in the region include a battery/chip plant and solar farms. A signatory contractor is set to commence TPO roofing work at the Hanford nuclear site in 2025. He has been meeting with Flynn regarding some large projects.

Assistant to the International President Jordan Ritenour gave a report for International President James Hadel, conveying that the first national apprentice competition in St. Louis was a great success. The Emergency Response Team (ERT) is starting a mental health program for our members. Please put your NRIPP amount on your wage schedule and do not contribute more than 15% of the journey wage to the NRIPP. He discussed potential new classes at the LTP and NITP in Washtenaw.

Jordan Ritenour then gave his report, saying a few locals still need to sign up with Helmets to Hardhats; contact him for info. He stressed the importance on

partnering with GAF for apprentices. A few locals have articulation agreements in their apprenticeship standards for direct entry into their programs, and it has been working well. Be mindful of solar contracts and PLAs—remember that we do the roofing and waterproofing when it comes to the installation of solar panels on roofs.

International Secretary-Treasurer Mitch Terhaar reminded the council that local union quarterly audits must be done by an outside CPA. Per the new International Constitution & By-laws, locals must get annual financial reviews done. Financial compilations won't be accepted. The Research and Education Trust is going up from \$0.06 to \$0.09 and all new signed contracts need to be sent in to the I.O. The next convention in October 2028 will be in Las Vegas. The International is updating its software program to accept electronic applications. The Emergency Response Team would like to get someone from the Northwest on the committee.

International Representative Leo Marsura reported for Robert Bohrer. Locals need to retain receipts for all expenses, particularly credit card expenses. NRIPP

contributions cannot be more than 15% of the lowest journeyman wage, and contributions for any classification cannot be decreased.

Racheal Geyer, Pierce County Roofers JATC, said planning for the Western Regional Apprentice Competition is underway. She discussed a new program by the Washington State BCTC called the Construct a Career Initiative. It provides navigational support to first- and second-year apprentices who are facing barriers and struggling to maintain their apprenticeships. They are transitioning their certificate program into an associate's degree program. This change will offer apprentices an option to further their education with a focus on foreman and project manager duties.

A motion was made, seconded and carried to have Local 135, Phoenix, AZ, join the Northwest District Council.

The next meeting will be January 23, 2025, via Zoom.

There being no further business, the meeting was adjourned at 5:00 p.m.

Respectfully submitted,
Richard Geyer
Secretary to the Council

Local Unions Achieve Membership Growth

Our local unions are investing more time and money in growing their membership. Whether through aggressive outreach and advertising, organizing contractors,

attending job fairs, visiting jobsites, or other methods, it is resulting in success. We are especially thankful for those who saw an increase in members from 2022 to 2023 (the

latest year that data is available). Congratulations to the following local unions that achieved positive growth in 2023:

• 2	• 20	• 27	• 36	• 54	• 75	• 112	• 142	• 162	• 220
• 9	• 22	• 30	• 40	• 58	• 86	• 119	• 143	• 182	• 221
• 10	• 23	• 32	• 44	• 65	• 96	• 123	• 149	• 185	• 248
• 12	• 26	• 34	• 49	• 69	• 97	• 136	• 154	• 200	



Report of International Representative **Mike Vasey**

I start out this report working with Local 86, Columbus, OH, Business Manager Marvin Cochran on the Honda battery plant and Intel and Google projects. I worked with Vice President Mike Kujawa to complete a hearing on waterproofing projects in Local 74, Buffalo, NY, and Local 22, Rochester, NY. Together we also finished representative reviews of both locals.

I then traveled to Local 188, Wheeling, WV, to attend executive board and regular monthly meetings. We reviewed work outlook and finances of the local. The existing contract expired and the local gave an update on negotiations.

I next traveled to Local 86, Columbus, OH, for the Mid-States managers and organizers bimonthly meeting. The main topic was the upcoming apprentice competition in Toledo. I then traveled to Cleveland, OH, for Local 44 contractors association's trust fund administrator interviews.

I returned to Columbus, OH, for the Local 86 executive board and regular meetings and I reviewed finances and work outlook. The local is in negotiations with area employers and I reviewed requested modifications to the agreement. I then traveled to Dayton, OH, to meet with Local 75 Business Manager Ron Stiles to review work outlook and audit compliance.

As assigned by President Hadel I reviewed Local 248, Springfield, MA, supervision responsibilities. I worked

with Local 241, Albany, NY, Business Manager Mike Rossi to review the local's constitution amendments to be presented.

Back in Columbus, OH, I reviewed contract modifications to be ratified by the members of Local 86. Next, as assigned, I traveled to the International Executive Board meeting in Charleston, SC. We reviewed cases and updated documents from the international office.

I traveled back to Columbus, OH, to work with Business Manager Cochran where we reviewed the final contract ratified by the Local 86 members. I traveled to Local 242, Parkersburg, WV, for executive board and monthly meetings. While there I reviewed finances and area work.

Next I went to Local 134, Toledo, OH, for the executive board and regular meetings. I reviewed finances and area projects. The Mid-States Council meeting was the following day, with the apprentice competition the day after. I worked with Locals 195, 203, 241 and 248 on their preliminary representative reviews.

In Dayton, OH, I attended a conference with Ron Stiles and reviewed area work outlook, finances and the audit procedure. I worked with Local 241 Business Manager Mike Rossi to update the local union's policies for final review. Finally, I worked with Local 37, Pittsburgh, PA, Business Manager Scott Porter to settle an assessment issue. ■



Report of International Representative **Kevin King**

I begin this report traveling to St. Louis to attend the National Apprenticeship Competition. It was awesome to finally see a national competition for our union. Congratulations to all who competed and those that won their respective classification. I look forward to the one in Minneapolis next year.

Next I went to Indianapolis Local 119 to work with Business Manager Brian Smith. We talked about work in the area, providing manpower for their contractors,

and upcoming contract negotiations. I also attended the Indiana District Council meeting. I then went to Newnan, IL, to work with Local 97 Business Manager Jason York. We discussed current and upcoming work in the area, as well as setting up a meeting with the owner of a non-signatory contractor in their area. I then attended the Illinois District Council meeting.

Next I worked with Local 20, Kansas City, MO, Business Manager Steve Gercone on some large area projects and upcoming work. After that, I headed to

NRIPP employer contributions cannot be more than 15% of the lowest journeyman wage.

Peoria to conduct a review on Local 69 and to work with Business Manager Steve Peterson. I also met with officers of the local to make sure they understood their responsibilities. I attended the union meeting where Steve announced his upcoming retirement. I want to thank Steve for his 42 years of service to our union and the members of Local 69.

From there, I traveled to Terre Haute, IN, to work with Local 150 Business Manager Clinton Grayless and conduct a review on the local. We worked on some policies to put in place for the local and talked about making some changes to the local's constitution and by-laws. My next stop was in Des Moines, IA, to work with

Local 142 Business Manager Mike Soroka and conduct a review on the local. I also met with the officers to review their responsibilities.

Next I flew to Michigan to attend the Leadership Training Program. These classes are very helpful to new business managers and agents, but benefit all business managers. In ending this report I attended the Mid America Labor Management Conference where International President Jim Hadel spoke. The conference focused on the recruitment of not just men, but also recruiting women in construction trades. President Hadel talked about our efforts to recruit more women to our trade, and he did a great job. Women Can Roof Too! ■



Report of International Vice President **Brent Beasley**

As an international representative for the roofing industry, I'm constantly advocating for Union Roofers and Waterproofers and building strong ties with local and national politicians to advance workers' rights and support the labor community.

In July I started with a labor-management meeting in Chicago, where I discussed critical labor issues. Later, I joined the Orange County Labor Federation's COPE interviews to assess local political candidates, ensuring labor concerns remain a priority in government. I also attended the executive board and delegates meeting, providing a platform to discuss decisions impacting the broader labor community.

August continued with meetings, starting with the LA/OC Building Trades Executive Board meeting. Following that I joined a subcommittee for the Pacific Coast Roofers Pension Plan, contributing to policy discussions on retirement security for our members. Later I chaired the Southern California Roofers Trust Board of Trustees meeting, overseeing benefit plans. The Orange County Labor Federation's Solidarity Gala later that week was a highlight, celebrating unions' impact.

I ended August with another Orange County Labor Federation executive board meeting before heading to Charleston, SC, for the Roofers International Executive Board meeting. This was a valuable opportunity to strategize with fellow leaders on improving conditions for Roofers and Waterproofers.

In September I resumed with an LA/OC Building Trades Executive Board meeting, focusing on cross-trade collaboration. I then attended the Pacific Coast Roofers Pension Plan Board meeting, ensuring our pension benefits remain secure. Later, I joined the Workforce Development Board meeting in Santa Ana to tackle workforce issues alongside community leaders and took part in an Alternative Dispute Resolution Board meeting to mediate labor-management disputes. I attended a Joint Labor Relations Board meeting, where we resolved a dispute, and I closed the month with the Western Roofing Expo in Las Vegas, a great opportunity to network and stay updated on industry advancements.

Let's hope that by the time this report is published we have elected a president who speaks for working families, protects our pension plans, protects Davis-Bacon, and one who protects our country. God bless this union, our membership, and America. ■



Report of International Representative **Leo Marsura**

I started this report in Colorado Springs at Local 58 where I worked with Ray Gallegos. I attended a JATC meeting with the new owner of Monument Roofing, who is the newest member on the

apprenticeship committee. Ray is the apprenticeship coordinator and business agent, and he also assists his apprenticeship trainer Juan Sanchez with training. Ray and I traveled all over the area talking to non-union roofers and waterproofers.

From there I traveled to Salt Lake City, UT. Local 91 Business Manager Soledad Velasquez and I met with the new owner at Utah Tile and Roofing, who wants to remain union and showed interest in having the mobile training unit help with some of his training needs. I attended the Local 91 union meeting where the members had several questions about the health and welfare and the pension.

I traveled to Spokane, WA, where I met with Local 189 Business Manager Michael Baker. We worked with the Alaska building trades on a workforce agreement for the Anchorage School District. We traveled to Boise, ID, for a pre-job meeting for the Micron project, a multimillion-dollar PLA project that will need 30 to 40 members there for at least six months. Also upcoming is a \$4.8 billion plan to build a cluster of 16 data centers in Wallula Gap, WA. Michael Baker is also the apprenticeship coordinator and trainer for Local 189, and he was getting the classroom and mock-ups ready for winter classes.

I attended the joint district council meeting in Spokane, where I made a report on behalf of Bob Bohrer. He wanted to convey the importance of receipt retention, particularly credit card receipts, which should have the appropriate information input on the back of the receipt.

He also wanted to impart two important NRIPP administration instructions. First, the NRIPP rule is that employer contributions cannot be more than 15% of the lowest journeyman wage. Second, pension contributions for any classification cannot be decreased. Any CBA that is out of compliance will be rejected. Feel free to call him about any issues or to talk about how to avoid potential issues.

Locals 189, 153 and 54 are working together to stop a non-union apprenticeship program from sending apprentices to Washington state to work on our projects with non-union contractors. We are finally making headway and believe we can keep these non-union apprentices out of Washington state. ■

SERVICE AWARDS

OUR 65+ YEAR MEMBERS:

Charles Leckelt, Local 96

Charles Leckelt has had a good career roofing. It all started when he was just 15 years old in vocational high school. His dad sent him to the union hall, where he had to lie about his age, and he was put on as a kettle man the next day at \$2.60 per hour.

Brother Leckelt was born and raised in Minneapolis, MN. He was initiated into Roofers Local 96 in 1958 and has 66 years of good standing. He spent much of his roofing career working for John A. Dalsin. After retiring from roofing in 1973, he worked as a Minneapolis police officer for another 20 years. He remained a dues-paying member of Local 96 and stayed involved in the union as a vice president of the local.

He comes from a roofing family. His father, Francis Leckelt, also worked for John A. Dalsin. Tragically, Francis passed away on the job when Charles was 26. Francis was running a hoist and fell from the building. Charles's cousin, Marlin Benedict, also worked for John A. Dalsin.

Roofing allowed him to spend four years working in San Diego out of Roofers Local 45. Back in Minneapolis

he remembers the time he spent roofing the massive Dayton's warehouse, which sat on 20 acres of land. He figures he walked about ten miles a day with the felt machine. When asked how he thinks the roofing industry has changed since he joined the trade, he said, "It's gotten easier."

Now that Brother Leckelt is retired, he likes to spend time in the new home he and his wife, Lois, had built on the lake. He likes to fish. They travel pretty regularly as well. Together they have four children, ten grandchildren, seven great-grandchildren, and one great-great-grandchild.

Brother Leckelt believes that determination and drive is what made him a good roofer. When asked what advice he would offer to people entering the trade, he replied, "Work hard and keep busy." Luckily he can now relax a little and enjoy the fruits of his labor. ■



Charles Leckelt with his wife, Lois.

Honoring Those Who Made Our Union Great

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

magazine for 50 or more years of continuous membership.

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

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

50 Years

Local 2	Andrew Guccione
Local 2	Robert C. Kehrer
Local 23	Christopher H. Deal
Local 23	Jon K. Shuppert
Local 33	Paul F. Bickford
Local 33	Wallace D. Bragg
Local 33	Robert S. Broadard
Local 33	Claude L. Carrier
Local 33	John W. Derome
Local 33	Joseph F. Dunn
Local 33	Charlie A. Hall
Local 33	Denis R. Labelle
Local 33	Lawrence D. LaFlamme
Local 33	Paul M. Littig
Local 33	Fredrick Nonnenmacher
Local 33	Edward J. Rolfe
Local 33	Harvey L. Smith
Local 33	James F. Williams
Local 71	Daniel E. Korby Jr.
Local 97	William K. Bates
Local 97	Richard P. Hufford
Local 97	Ralph A. Stewart
Local 106	Basel T. Gibson
Local 106	Geary L. Lasley

55 Years

Local 2	Carter R. Day
Local 2	Donald R. Hulse Sr.
Local 2	Daniel C. Schwab
Local 2	Darryl L. Valperts
Local 23	Jerry D. Leffew
Local 33	John Bettencourt
Local 33	Nicholas Ciano
Local 33	Edward J. Cunningham Jr.
Local 33	John F. DeGiacomo
Local 33	William C. Garland
Local 33	Gerald Greene
Local 33	James M. Hayden
Local 33	Theodore Luscinski
Local 33	James F. MacLean
Local 33	George E. Remington
Local 33	Clayton T. Yoncher
Local 71	Harold K. Fry
Local 71	Fred P. Hash
Local 71	Robert McClimans
Local 97	Leo F. Blumenstein
Local 106	William E. Engler
Local 153	Richard A. Billman

60 Years

Local 23	Arthur A. Hawkins
Local 33	Kenneth Bager
Local 33	Michael J. Bean
Local 33	Frank Iannucci
Local 33	Michael X. Keneally
Local 33	Paul F. Morin
Local 33	Roger W. Young
Local 37	Daniel Forkovitch
Local 37	Robert Wissinger
Local 71	George W. Roberts

65 Years

Local 2	Adelbert L. King Sr.
Local 33	John J. Morris
Local 37	Louis DiOrio
Local 37	Ronald C. Lentz
Local 37	Walter D. McKeel
Local 37	Joseph G. Razum



LOCAL	AMOUNT	LOCAL	AMOUNT	LOCAL	AMOUNT
2 Saint Louis, MO	\$78,931.80	49 Portland, OR	\$68,867.99	136 Atlanta, GA	\$10,333.87
4 Newark, NJ	\$15,679.05	54 Seattle, WA	\$24,102.72	142 Des Moines, IA	\$10,063.30
8 New York, NY	\$236,017.18	58 Colorado Springs, CO	\$4,019.38	143 Oklahoma City, OK	\$13,751.48
9 Hartford, CT	\$30,371.93	65 Milwaukee, WI	\$36,425.05	149 Detroit, MI	\$70,823.31
10 Paterson, NJ	\$11,143.24	69 Peoria, IL	\$22,281.94	150 Terre Haute, IN	\$4,367.53
11 Chicago, IL	\$289,578.15	70 Ann Arbor, MI	\$48,363.36	153 Tacoma, WA	\$32,296.68
12 Bridgeport, CT	\$30,988.38	71 Youngstown, OH	\$10,179.55	154 Nassau-Suffolk, NY	\$31,647.84
20 Kansas City, KS	\$84,074.44	74 Buffalo, NY	\$35,264.51	162 Las Vegas, NV	\$50,258.01
22 Rochester, NY	\$34,585.95	75 Dayton, OH	\$8,665.40	182 Cedar Rapids, IA	\$8,373.98
23 South Bend, IN	\$23,226.15	81 Oakland, CA	\$126,540.12	185 Charleston, WV	\$14,698.12
26 Hammond, IN	\$22,500.99	86 Columbus, OH	\$15,826.71	188 Wheeling, WV	\$16,009.33
27 Fresno, CA	\$25,828.65	88 Akron, OH	\$8,357.04	189 Spokane, WA	\$17,121.36
30 Philadelphia, PA	\$82,910.18	91 Salt Lake City, UT	\$10,254.75	195 Syracuse, NY	\$22,848.79
32 Rock Island, IL	\$9,975.18	95 San Jose, CA	\$49,993.82	200 Pocatello, ID	\$1,799.52
33 Boston, MA	\$84,356.85	96 Minneapolis, MN	\$143,598.51	203 Binghamton, NY	\$10,166.72
34 Cumberland, MD	\$2,381.69	97 Champaign, IL	\$9,943.23	210 Erie, PA	\$22,552.98
36 Los Angeles, CA	\$119,593.23	106 Evansville, IN	\$15,180.38	220 Orange County, CA	\$19,396.55
37 Pittsburgh, PA	\$20,334.18	112 Springfield, IL	\$12,617.58	221 Honolulu, HI	\$27,617.13
40 San Francisco, CA	\$41,415.69	119 Indianapolis, IN	\$35,696.76	241 Albany, NY	\$22,409.92
42 Cincinnati, OH	\$17,064.27	123 Fort Worth, TX	\$8,404.28	242 Parkersburg, WV	\$11,740.19
44 Cleveland, OH	\$25,808.46	134 Toledo, OH	\$14,594.69	248 Springfield, MA	\$5,954.86
45 San Diego, CA	\$34,220.20	135 Phoenix, AZ	\$5,217.85	317 Baton Rouge, LA	\$4,116.01

IN MEMORIAM

MEMBER NO.	NAME	LOCAL NO.	AGE	MEMBER NO.	NAME	LOCAL NO.	AGE
108817	Albert Flucas	88	86	210873	Shane E. Oneail	134	60
109871	Thomas J. Mans	37	87	215706	Albert Brumitt	2	70
122602	Marcellus Pauley	30	87	218286	John T. May	30	60
125356	Clinton J. Holmes	30	86	221464	Nicholas Vurchio	154	75
139975	Duane J. Horndasch	11	89	225806	Thomas J. Efta	96	70
151746	James E. Horan	30	82	227628	Michael J. Errante	8	68
152603	Janusz Brach	30	94	234955	Alfonso Garcia	11	76
155241	Earl O. Lee	317	76	238289	Michael R. Pratt	20	65
157955	Charles E. Allen	75	75	242116	John D. Hughes	33	62
163270	Rocco W. Lomaistro	30	93	242555	Allen P. Wroblewski	11	73
180135	Robert Schnering	4	66	250624	Robert L. Covert	75	70
184403	Carter Yee	30	72	256111	Terry A. Edwards	97	80
195730	Thomas J. Russo	33	64	258490	Herbert Wing	11	65
197277	Michael Satko	74	61	264607	Patrick J. Feys	149	72
201352	David P. Bronner	149	74	294357	John A. Madrid	36	73
203001	George E. O'Connell	30	77	296071	Douglas A. Walker	74	59
203076	Joseph McColley	119	77	296950	Raymond M. Choate	2	59
204640	Bruce A. Lietzow	11	74	314845	Timothy L. Wilt	149	47
204916	William G. Wojtusik	30	66	339745	Thomas L. Montgomery	23	26

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, 2024 and 2023, 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 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, 2024 and 2023, 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 \$835,050 and \$833,956 as of June 30, 2024 and 2023, respectively, and the change in net assets would have increased (decreased) by \$1,094 and (\$28,133) 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, 2024

**UNITED UNION OF ROOFERS, WATERPROOFERS
AND ALLIED WORKERS**
STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS
MODIFIED CASH BASIS
JUNE 30, 2024 AND 2023

	2024					2023	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
ASSETS							
CASH ON HAND AND IN BANKS	\$ (83,081)	\$ -	\$ 6,167	\$ -	\$ -	\$ (76,914)	\$ 329,789
LOANS TO LOCAL UNIONS	9,875	-	-	-	-	9,875	13,775
INTERFUND RECEIVABLE (PAYABLE)	(199,231)	-	23,365	8,968	166,898	-	-
INVESTMENTS							
Money market funds	1,711,526	61,791	168,271	178,116	23,104	2,142,808	870,531
Certificates of deposit	-	-	-	-	1,443,000	1,443,000	2,394,305
U.S. Treasury, Government Agency and municipal obligations	10,590,164	537,375	8,950,458	-	-	20,077,997	22,872,573
Corporate obligations	6,658,160	430,863	5,496,029	-	-	12,585,052	9,620,995
Corporate stocks	2,532,033	553,175	5,781,041	-	-	8,866,249	8,804,673
Group annuity contract separate account	465,656	397,906	398,170	-	-	1,261,732	1,600,275
Mortgage investment trust	2,869,997	-	-	-	-	2,869,997	2,780,727
Total investments	<u>24,827,536</u>	<u>1,981,110</u>	<u>20,793,969</u>	<u>178,116</u>	<u>1,466,104</u>	<u>49,246,835</u>	<u>48,944,079</u>
PROPERTY AND EQUIPMENT							
Furniture and equipment	552,615	-	-	4,156	6,928	563,699	556,544
Leasehold improvements	685,119	-	-	-	-	685,119	685,119
Vehicles	172,528	-	-	-	-	172,528	172,528
	1,410,262	-	-	4,156	6,928	1,421,346	1,414,191
Less accumulated depreciation and amortization	(952,294)	-	-	(4,156)	(6,928)	(963,378)	(815,061)
Net property and equipment	<u>457,968</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>457,968</u>	<u>599,130</u>
OTHER ASSETS							
Prepaid insurance	54,246	-	-	-	-	54,246	90,426
Deposits	14,685	-	-	-	-	14,685	36,039
Total other assets	<u>68,931</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>68,931</u>	<u>126,465</u>
Total assets	<u>\$ 25,081,998</u>	<u>\$ 1,981,110</u>	<u>\$ 20,823,501</u>	<u>\$ 187,084</u>	<u>\$ 1,633,002</u>	<u>\$ 49,706,695</u>	<u>\$ 50,013,238</u>
LIABILITIES AND NET ASSETS							
LIABILITIES							
Deferred leasehold allowance	143,596	-	-	-	-	143,596	178,048
Other	-	-	-	-	-	-	250
Total liabilities	<u>143,596</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>143,596</u>	<u>178,298</u>
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Undesignated	24,938,402	-	-	-	-	24,938,402	24,053,627
Designated	-	1,981,110	20,823,501	187,084	1,633,002	24,624,697	25,781,313
Total net assets without member restrictions	<u>24,938,402</u>	<u>1,981,110</u>	<u>20,823,501</u>	<u>187,084</u>	<u>1,633,002</u>	<u>49,563,099</u>	<u>49,834,940</u>
Total liabilities and net assets	<u>\$ 25,081,998</u>	<u>\$ 1,981,110</u>	<u>\$ 20,823,501</u>	<u>\$ 187,084</u>	<u>\$ 1,633,002</u>	<u>\$ 49,706,695</u>	<u>\$ 50,013,238</u>

See accompanying notes to financial statements.

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

YEARS ENDED JUNE 30, 2024 AND 2023

	2024					2023	
	General Fund	Retiree Fund	Burial Benefit Fund	Journeyman Roofer and Waterproofers Fund	Convention Fund	Total	Total
MEMBERSHIP ACTIVITIES							
Revenue							
From affiliates							
Per capita taxes	\$ 4,032,464	\$ -	\$ 687,104	\$ 129,804	\$ 350,469	\$ 5,199,841	\$ 5,100,365
International work dues	4,054,416	-	-	-	-	4,054,416	3,778,624
Initiation and reinstatement fees	414,428	-	-	-	-	414,428	361,902
Supplies	7,463	-	-	-	-	7,463	4,299
Other	794	-	-	-	-	794	735
Total revenue from affiliates	<u>8,509,565</u>	<u>-</u>	<u>687,104</u>	<u>129,804</u>	<u>350,469</u>	<u>9,676,942</u>	<u>9,245,925</u>
Other membership related revenue	144,993	-	-	16	136,510	281,519	137,012
Total revenue	<u>8,654,558</u>	<u>-</u>	<u>687,104</u>	<u>129,820</u>	<u>486,979</u>	<u>9,958,461</u>	<u>9,382,937</u>
Expenses							
Salaries, per diem and travel expenses	4,579,044	-	16,000	15,000	48,052	4,658,096	4,697,968
Affiliation fees	300,651	-	-	-	-	300,651	292,793
Administrative expenses	2,845,658	-	54,837	760	316	2,901,571	2,943,042
Contributions to Roofers' Political Education and Legislative Fund	64,154	-	-	-	-	64,154	102,020
Educational expenses	159,497	-	-	-	-	159,497	136,313
Meetings and conferences	247,335	-	-	-	170	247,505	299,961
Organizing assistance and expenses	51,847	-	-	-	-	51,847	66,467
Burial benefits	-	-	983,130	-	-	983,130	895,983
Roofer magazine expenses	-	-	-	158,837	115,139	273,976	273,193
International convention	-	-	-	-	1,506,031	1,506,031	42,865
Total expenses	<u>8,248,186</u>	<u>-</u>	<u>1,053,967</u>	<u>174,597</u>	<u>1,669,708</u>	<u>11,146,458</u>	<u>9,750,605</u>
CHANGE IN NET ASSETS FROM MEMBERSHIP ACTIVITIES	406,372	-	(366,863)	(44,777)	(1,182,729)	(1,187,997)	(367,668)
INVESTMENT EARNINGS (LOSSES) - net of related expenses	<u>478,403</u>	<u>18,097</u>	<u>345,441</u>	<u>232</u>	<u>73,983</u>	<u>916,156</u>	<u>(694,304)</u>
CHANGE IN NET ASSETS	884,775	18,097	(21,422)	(44,545)	(1,108,746)	(271,841)	(1,061,972)
NET ASSETS WITHOUT MEMBER RESTRICTIONS							
Beginning of year	<u>24,053,627</u>	<u>1,963,013</u>	<u>20,844,923</u>	<u>231,629</u>	<u>2,741,748</u>	<u>49,834,940</u>	<u>50,896,912</u>
End of year	<u>\$ 24,938,402</u>	<u>\$ 1,981,110</u>	<u>\$ 20,823,501</u>	<u>\$ 187,084</u>	<u>\$ 1,633,002</u>	<u>\$ 49,563,099</u>	<u>\$ 49,834,940</u>

See accompanying notes to financial statements.

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

NOTES TO FINANCIAL STATEMENTS

JUNE 30, 2024 AND 2023

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 \$82,101 and \$63,448 for the years ended June 30, 2024 and 2023, respectively. Amortization expense was \$66,216 for each of the years ended June 30, 2024 and 2023.

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 would be recognized over the related membership period. 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, 2024, 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, 2024 and 2023:

	<u>2024</u>		<u>2023</u>	
	<u>Cost</u>	<u>Fair Value</u>	<u>Cost</u>	<u>Fair Value</u>
Money market funds	\$ 2,142,808	\$ 2,142,808	\$ 870,531	\$ 870,531
Certificates of deposit	1,443,000	1,443,000	2,394,305	2,394,305
U.S. Treasury, Government Agency and municipal obligations	20,077,997	19,289,127	22,872,573	21,694,766
Corporate obligations	12,585,052	12,521,181	9,620,995	9,380,848
Corporate stocks	8,866,249	12,938,717	8,804,673	10,898,547
Group annuity contract separate account	1,261,732	1,240,589	1,600,275	1,560,318
Mortgage investment trust	<u>2,869,997</u>	<u>2,517,295</u>	<u>2,780,727</u>	<u>2,432,654</u>
Total	<u>\$ 49,246,835</u>	<u>\$ 52,092,717</u>	<u>\$ 48,944,079</u>	<u>\$ 49,231,969</u>

Corporate stocks include shares of Ullico Inc., a non-publicly held company, with a cost value of \$353,303 at both June 30, 2024 and 2023. 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, 2023 and 2022, was \$38.93 and \$31.35 respectively, as determined by taking the total capital accounts and dividing by the total shares issued and outstanding on those dates. Total book value for the International Union's shares was \$1,326,734 and \$1,068,408 at June 30, 2024 and 2023, 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. PER CAPITA TAXES AND DESCRIPTION OF FUNDS

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 the years ended June 30, 2024 and 2023, the monthly per capita tax was allocated, as determined by the International President, as follows:

	<u>2024</u>	<u>2023</u>
General Fund	\$ 17.25	\$ 16.00
Journeyman Roofer and Waterproofing Fund	0.50	0.95
Convention Fund	<u>1.35</u>	<u>2.15</u>
Total	<u>\$ 19.10</u>	<u>\$ 19.10</u>

Each member of superannuated status pays one-half of the usual per capita tax and burial benefit tax. Members with 65 years or more of service with the International Union and who are on superannuated status do not pay any per capita taxes or other assessments.

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.

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 2023.

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 the multiemployer defined benefit pension plan for the years ended June 30, 2024 and 2023 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		2024	2023	
		2024	2023	2024	2023	
National Roofing Industry Pension Plan	36-6157071 001	Green as of 1/1/2024	Green as of 1/1/2023	\$ 382,928	\$ 374,093	12/31/2023

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, 2024 and 2023 totaled \$876,507 and \$862,519 respectively, including \$208,649 and \$289,681 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, 2024 and 2023 totaled \$84,219 and \$79,734 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><u>\$ 2,272,798</u></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):

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

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, 2024 and 2023 were \$35,688 and \$38,796 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, 2024 and 2023 was \$64,154 and \$102,020 respectively. The International Union received fees from RPELF for administrative services that totaled \$16,200 for each of the years ended June 30, 2024 and 2023.

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 no cash balances on deposit with financial institutions at June 30, 2024 that exceeded 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 \$2,065,894 and \$1,200,320 at June 30, 2024 and 2023, 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 annually increases by 2.5%.

Since the International Union recognizes rent expense when paid, a deferred lease incentive obligation of \$227,023 and \$257,242 as of June 30, 2024 and 2023, respectively, has not been recorded in these modified cash basis financial statements.

NOTE 12. OPERATING LEASE (CONTINUED)

As of June 30, 2024, future minimum lease payments required under terms of the operating lease are as follows:

Year ending June 30,	
2025	\$ 376,630
2026	386,033
2027	395,699
2028	405,605
2029	<u>68,154</u>
Total	<u>\$ 1,632,121</u>

Total rental expense for the years ended June 30, 2024 and 2023 was \$352,215 and \$333,587 respectively, which is net of an amortization of a leasehold allowance of \$34,452 for each year. The monthly rent payment at July 1, 2024 was \$30,859.

NOTE 13. NET INVESTMENT EARNINGS

Net investment earnings (losses) for the years ended June 30, 2024 and 2023 were as follows:

	2024			
	Interest/ Dividend Income	Realized (Losses)	Expenses	Net Investment Earnings
General Fund	\$ 759,865	\$ (205,412)	\$ (76,050)	\$ 478,403
Retiree Fund	57,875	(29,087)	(10,691)	18,097
Burial Benefit Fund	573,690	(142,463)	(85,786)	345,441
Journeyman Roofer and Waterproofer Fund	232	-	-	232
Convention Fund	<u>78,232</u>	<u>-</u>	<u>(4,249)</u>	<u>73,983</u>
Total	<u>\$ 1,469,894</u>	<u>\$ (376,962)</u>	<u>\$ (176,776)</u>	<u>\$ 916,156</u>
	2023			
	Interest/ Dividend Income	Realized (Losses)	Expenses	Net Investment (Losses)
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 Waterproofer 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>

NOTE 14. 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 basis, its expenses would be allocated as follows for the years ended June 30, 2024 and 2023:

	2024										
	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	\$ 1,493,496	\$ 1,400,522	\$ 16,000	\$ 22,247	\$ 154,390	\$ 95,887	\$ 3,182,542	\$ 928,512	\$ 547,042	\$ 1,475,554	\$ 4,658,096
Employee benefits	467,059	354,084	-	8,558	51,196	22,903	903,800	328,763	124,781	453,544	1,357,344
Affiliation fees	101,083	67,903	-	16,925	11,831	4,458	202,200	74,874	23,577	98,451	300,651
Office and other expenses	226,141	219,167	1,228	2,855	51,660	5,970	507,021	127,262	32,384	159,646	666,667
Professional fees	9,962	-	13,850	893	-	1,212	25,917	82,911	28,572	111,483	137,400
Emergency response program	-	-	-	-	9,472	-	-	9,472	-	-	9,472
Donations and contributions	-	-	-	-	-	108,707	108,707	-	-	-	108,707
Contributions to Roofers' Political Education and Legislative Fund	-	-	-	64,154	-	-	64,154	-	-	-	64,154
Depreciation and amortization	52,460	35,240	-	1,068	6,140	2,314	97,222	38,859	12,236	51,095	148,317
Meetings and conferences	122,720	292	-	55,543	-	867	179,422	-	68,083	68,083	247,505
Payroll and other taxes	85,947	80,347	-	1,217	8,113	5,082	180,706	54,019	28,927	82,946	263,652
Organizing expenses and assistance	49,347	2,500	-	-	-	-	51,847	-	-	-	51,847
Rent	116,632	78,349	39,759	2,374	13,652	5,144	255,910	86,395	27,204	113,599	369,509
Roofers magazine expenses	-	-	-	-	158,837	-	158,837	-	115,139	115,139	273,976
International convention	-	-	-	-	-	-	-	-	1,506,031	1,506,031	1,506,031
Burial benefits	-	-	983,130	-	-	-	983,130	-	-	-	983,130
Total	\$ 2,724,847	\$ 2,238,404	\$ 1,053,967	\$ 175,834	\$ 465,291	\$ 252,544	\$ 6,910,887	\$ 1,721,595	\$ 2,513,976	\$ 4,235,571	\$ 11,146,458

	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

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

ALASKA

189 | ANCHORAGE 🏠

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

ARIZONA

135 | PHOENIX 🏠

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

135 | TUCSON 🏠

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

ARKANSAS

20 | LITTLE ROCK (Ft. Smith Area) 🏠

Meets – IBEW Local #700, 2914 Midland Blvd., Ft. Smith, 1st Wed. each month. B.M. **Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, steve@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. E-mail: tgeiger@rooferslocal27.com

27 | BAKERSFIELD 🏠

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

36 | LOS ANGELES 🏠

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

81 | OAKLAND 🏠

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

220 | ORANGE COUNTY 🏠

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

220 | RIVERSIDE 🏠

Meets – on call. B.M. **Zachary R. Beasley**, 1074 E. LaCadena Dr., #9, Riverside, CA 92501. Phone (951) 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

45 | SAN DIEGO 🏠

Meets – 3737 Camino del Rio S., Ste. 208, 3rd Thurs. each month. B.M., Fin. Sec. & Tr. **Paul Colmenero**, 3737 Camino del Rio S., Ste. 208, San Diego, CA 92108. Phone (619) 516-0192. Fax (619) 516-0194. E-mail: PaulC@roofers45.org

40 | SAN FRANCISCO 🏠

Meets – 150 Executive Park Blvd., Ste. 3625, 3rd Thurs. each month. B.M. **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 Website: www.rooferslocal40.org

95 | SAN JOSE 🏠

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

81 | STOCKTON 🏠

B.M. **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

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

58 | DENVER 🏠

B.A. **Ray Gallegos Jr.**, 404 N. Spruce St., Colorado Springs, CO 80905. Phone (719) 632-5889. E-mail: 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

9 | HARTFORD

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

DELAWARE

30 | NEW CASTLE

Meets – 6309 Torresdale Ave., 4th Tues. each month except June, July, Aug. & Dec. at 7:00 p.m. B.M. **Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

DISTRICT OF COLUMBIA

30 | WASHINGTON 🏠

B.M. **Shawn McCullough**, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (410) 247-0029. Fax (410) 247-0026. E-mail: info@rooferslocal30.com

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 Website: 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

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 Website: 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

IDAHO

189 | BOISE 🏠

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

189 | LEWISTON 🏠

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

200 | POCATELLO 🏠

Meets – on call, 2221 Madison Ave., Pocatello, ID. B.R. & Fin. **Bret Purkett**, 915 Berryman Rd., Pocatello, ID 83201. Cell (208) 251-3220. Fax (208) 234-2541. E-mail: pocroof@gmail.com

ILLINOIS

97 | CHAMPAIGN 🏠

Meets – on call. Trustee **Kevin King**, 410 S. City Line Rd., PO Box 469, Newman, IL 61942. Phone (217) 359-3922.

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**, **Mike Lafferty**, and **Jason Catona**; Org. **Robert Arrezola**. 2021 Swift Dr., Ste. A, Oak Brook, IL 60523. Phone (708) 345-0970. Fax (708) 345-0981. E-mail: info@roofersunion.net Website: www.rooferslocal11.com

97 | DECATUR 🏠

Meets – on call. Trustee **Kevin King**, 410 S. City Line Rd., PO Box 469, Newman, IL 61942. Phone (217) 359-3922.

11 | LASALLE 🏠

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

69 | PEORIA 🏠

Meets – 3917 S.W. Adams St., 1st Mon. each month at 7:00 p.m. B.M. **Raymond Crotts**, 3917 S.W. Adams St., Peoria, IL 61605. Phone (309) 673-8033. Fax (309) 673-8036. E-mail: ray@rooferslocal69.com

32 | ROCK ISLAND 🏠

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

32 | GALESBURG AREA 🏠

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

112 | SPRINGFIELD

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

INDIANA

119 | ANDERSON 🏠 📞

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

106 | EVANSVILLE 🏠 📞

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

26 | HAMMOND-GARY 🏠 📞

Meets – 25 W. 84th Ave., Merrillville, IN, 1st Mon. each month. **B.M. Marcus Bass**, 25 W. 84th Ave., Merrillville, IN 46410. Phone (219) 756-3713. Fax (219) 756-3715. E-mail: mbass26@sbcglobal.net, roofers26@sbcglobal.net

119 | INDIANAPOLIS 🏠 📞

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

119 | LAFAYETTE 🏠 📞

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

23 | SOUTH BEND 🏠 📞

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

150 | TERRE HAUTE 🏠 📞

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

IOWA

32 | BURLINGTON 🏠 📞

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

142 | SIOUX CITY 🏠 📞

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

182 | CEDAR RAPIDS 🏠 📞 📞

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

182 | WATERLOO AREA 🏠 📞 📞

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

182 | DUBUQUE AREA 🏠 📞 📞

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

142 | DES MOINES 🏠 📞

Meets – 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

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

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, steve@rooferslocal20.com Website: www.rooferslocal20.com

20 | WICHITA AREA 🏠 📞

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

20 | TOPEKA 🏠 📞

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

KENTUCKY

106 | LOUISVILLE 🏠 📞

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

106 | PADUCAH 🏠 📞

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

LOUISIANA

317 | BATON ROUGE 🏠 📞 📞

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

MAINE

33 | BANGOR

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

MARYLAND

30 | BALTIMORE 🏠 📞

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (410) 247-0029. Fax (410) 247-0026. E-mail: info@rooferslocal30.com

34 | CUMBERLAND 🏠 📞

Meets – 115 W. Harrison St., Cumberland, last Fri. every even month. **B.A. Leroy Robertson**, P.O. Box 214, Ellerslie, MD 21529. Phone (301) 876-5928. E-mail: Lrobertsonlocal34@gmail.com

MASSACHUSETTS

33 | BOSTON

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

33 | NEW BEDFORD AREA 🏠 📞

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

248 | SPRINGFIELD 🏠 📞

Meets – 55 Main St., last Tues. each month. **B.M., Fin. Sec. & Tr. Brent Corbett**, 55 Main St., Chicopee, MA 01020. Phone (413) 594-5291. Fax (413) 594-5391. E-mail: brentc@rooferslocal248.com

MICHIGAN

70 | ANN ARBOR

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

70 | BATTLECREEK-KALAMAZOO AREA

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

70 | GRAND RAPIDS AREA

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

70 | LANSING AREA

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

70 | JACKSON AREA

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

70 | MUSKEGON AREA 🏠 📞

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

149 | DETROIT

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

149 | PORT HURON AREA 🏠 📞

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

149 | FLINT

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

149 | SAGINAW-BAY CITY AREA 🏠 📞

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

149 | TRAVERSE CITY AREA 🏠 📞

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

149 | MARQUETTE 🏠 📞

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

MINNESOTA

96 | MINNEAPOLIS-ST. PAUL 🏠 📞

Meets – 17226 Lincoln 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. Website: www.rooferslocal96.com

96 | ST. CLOUD AREA 🏠 📞

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

96 | BRAINERD AREA 🏠

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

96 | DULUTH-IRON RANGE AREA 🏠

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

96 | SOUTHEASTERN MINN. AREA 🏠

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

MISSISSIPPI

123 | JACKSON AREA 🏠

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

MISSOURI

2 | ST. LOUIS 🏠

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

20 | JEFFERSON CITY 🏠

Meets – Labor Temple, 209 Flora Dr., Jefferson City, 1st Fri. of 2nd month of each quarter at 6:00 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, steve@rooferslocal20.com Website: www.rooferslocal20.com

20 | SPRINGFIELD AREA 🏠

Meets – Painters Local 203, 1540 N. Barnes Ave., Springfield, 2nd Fri. of last month of each quarter at 5:30 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, steve@rooferslocal20.com Website: www.rooferslocal20.com

20 | ST. JOSEPH AREA 🏠

Meets – Electrical Workers Assn, 421 S. 8th St., St. Joseph, 2nd Wed. of last month of each quarter at 6:00 p.m. **B.M. Steve Gercone**, 6321 Blue Ridge Blvd., Raytown, MO 64133. Phone (816) 313-9420. Fax (816) 313-9424. E-mail: office@rooferslocal20.com, steve@rooferslocal20.com Website: www.rooferslocal20.com

MONTANA

189 | BILLINGS 🏠

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

189 | BUTTE 🏠

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

189 | MISSOULA 🏠

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

NEBRASKA

20 | OMAHA 🏠

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

NEVADA

162 | LAS VEGAS 🏠

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

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

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. E-mail: info@rooferslocal30.com

4 | NEWARK

Meets – Knights of Columbus, 27 Bridge St., Belleville, NJ 07233, 2nd Wed. each month. **B.M., Fin. Sec. & Tr. David Critchley**, 385 Parsippany Rd., Parsippany, NJ 07054. Phone (973) 515-8500. Fax (973) 515-9150. E-mail: roofloc4@roofers4.org

10 | PATERSON 🏠

Meets – 321 Mason Ave., 4th Mon. each month. **B.M., Fin. Sec. & Tr. Brian Jackson**, 321 Mason Ave., Haledon, NJ 07508. Phone (973) 595-5562. Fax (973) 595-5266. E-mail: 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. E-mail: info@rooferslocal30.com

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

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

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

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

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

154 | NASSAU-SUFFOLK

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

8 | NEW YORK CITY

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

22 | ROCHESTER 🏠

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

195 | SYRACUSE 🏠

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

NORTH CAROLINA

136 | CHARLOTTE 🏠

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 Website: www.roofersandwaterprooferslocal136.com

NORTH & SOUTH DAKOTA

96 | NORTH DAKOTA & SOUTH DAKOTA

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

OHIO

88 | AKRON & CANTON 🏠

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

42 | CINCINNATI 🏠

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

44 | CLEVELAND 🏠

Meets – 1651 E. 24th St., 2nd Mon. each month. **B.M., Fin. Sec. & Tr. John Wasilko Jr.**, 1651 E. 24th St., Cleveland, OH 44114. Phone (216) 781-4844. Fax (216) 781-7663. E-mail: businessmanager@rooferslocal44.com

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

75 | DAYTON 🏠

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

134 | TOLEDO 🏠

Meets – 4652 Lewis Ave., 3rd Thurs. each month except July & Aug. **B.M. & Fin. Sec. Mike Kujawa**, 4652 Lewis Ave., Toledo, OH 43612. Phone (419) 478-3785. Fax (419) 478-1201. E-mail: 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) 781-5050. E-mail: 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

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

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

PENNSYLVANIA**210 | ERIE**

Meets – 4901 E. Lake Rd., 1st Thurs. each month. **B.M., Fin. Sec. & Tr. Scott Johnson**, 7454 Edinboro Rd., Erie, PA 16509. Phone (814) 453-4503. Fax (814) 455-4340. E-mail: bzmgr210@gmail.com
Website: www.rooferslocal210.com

30 | HARRISBURG

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

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. E-mail: info@rooferslocal30.com

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. E-mail: info@rooferslocal30.com

37 | PITTSBURGH

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

30 | SCRANTON

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

RHODE ISLAND**33 | PROVIDENCE**

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

TENNESSEE**136 | NASHVILLE**

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

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

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

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

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

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

VIRGINIA**30 | NORTHERN VIRGINIA**

B.M. Shawn McCullough, 6447 Torresdale Ave., Philadelphia, PA 19135. Phone (215) 331-8770. Fax (215) 331-8325. E-mail: info@rooferslocal30.com

WASHINGTON**54 | BELLINGHAM**

B.M. Eddy Ramos, 30245 148th Ave. SE, Kent, WA, 98042. Phone (206) 728-7654. E-mail: 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

189 | SPOKANE

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

189 | YAKIMA

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

153 | TACOMA

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

WEST VIRGINIA**185 | CHARLESTON**

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

242 | PARKERSBURG

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

188 | WHEELING

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

WISCONSIN**96 | EAU CLAIRE**

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

96 | FONDULAC AREA

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65 | MILWAUKEE

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

65 | RACINE-KENOSHA AREA

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11 | MADISON AREA

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96 | WAUSAU

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