

Twenty-Ninth Convention of the United Union of Roofers,
Waterproofers and Allied Workers
Tropicana Hotel and Convention Center, Las Vegas, Nevada
October 10, 2018
Wednesday Morning Session

The Third Session of the Twenty Ninth Convention of the United Union of Roofers Waterproofers and Allied Workers, held in the Trinidad Pavilion of the Tropicana Resort, Las Vegas, Nevada, on October 10, 2018, at 9:00 a.m., International President Kinsey Robinson, presiding.

GENERAL PRESIDENT ROBINSON: Sergeant at Arms take charge of the doors, please.

GENERAL SECRETARY TREASURER HADEL: Brothers and Sisters, I've got some very important announcements, so please listen up. The following committees, tomorrow, at the lunch break, need to get their photos taken. It's the Credentials Committee, Law Committee. Sergeant at Arms Committee, Election Committee Officers' Report Committee, Entertainment Committee. Brother Ziegler, did the Finance Committee get their picture taken?

INTERNATIONAL VICE PRESIDENT ZIEGLER: Yes, sir.

GENERAL SECRETARY TREASURER HADEL: The Entertainment Committee and the Escort Committee. In addition, the Indiana District Council. So at lunch break tomorrow, come up to the front of the room. Vice President Stiens will have the signs here. Expense checks will be distributed tomorrow at lunch. And we're gonna do it a little different this year. The registration desk out in the main hall here, they'll be set up to distribute those checks. We just want the Business Managers of each Local to come out there, pick up the checks, they can distribute them to the delegates in that room back there. Tomorrow, on Resolution 25, per capita tax, we're gonna remind you twice on this. Please bring in your paid up dues receipt. Do not forget that.

The buses for today's activities will be leaving from the north entrance of the casino. It's near the Robert Irvine's Public House, the restaurant there. And there will be signs up. The buses will leave at 11:30 sharp.

So please arrive no later than 11:15 to get your seat and President Robinson will get us out of here in plenty of time, so that you can change clothes and get ready. Most of the activities are completely full.

Thank you very much, Brothers and Sisters.

(Applause.)

Vice President Bickford brought it up. The casino will cash those delegate checks.

(Applause.)

And if they won't, Brother Bickford will do it.

(Applause.)

GENERAL PRESIDENT ROBINSON: Wednesday morning's session is officially called to order.

(Banging of gavel.)

We are going to start out with a guy that's a terrific speaker and a terrific friend of ours today. But before we roll, I'd like to cue up a video.

Marlen, on the National Maintenance Agreement.

(Whereupon, a video was presented.)

(Applause.)

I'm going to call on Chairman of the Resolutions Committee, Tom Pedrick, to give you a report and a motion to pass Resolution 22.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: Good morning, Everyone. The Resolutions Committee has met and heard testimony on Resolution 22. The Secretary, Brent Beasley, will now read Resolution 22.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Good morning. Resolution 22.

Be it resolved, that the United Union of Roofers, Waterproofers & Allied Workers will continue to endorse the use of project labor agreements on private and public projects, and Be it further resolved, that the United Union of Roofers, Waterproofers & Allied Workers will continue to promote legislation on a local, state and federal level that supports the use of project labor agreements.

Mr. Chairman, the Committee has heard testimony and voted unanimously in favor of it, and I so move.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I second the motion.

GENERAL PRESIDENT ROBINSON: You have heard the motion and the second on Resolution 22.

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

(Banging of gavel.)

Ayes have it.

(Applause.)

That's an important resolution, as you know PLAs make a lot of work for our people. And you know about all of the millions of hours our people work under the NMA. So we're gonna get the man out here that runs the whole show for you and you'll hear firsthand from him.

The next speaker is Steve Lindauer, he's the Impartial Secretary of the National Maintenance Agreements Policy Committee.

And he's also the CEO of The Association of Union Constructors.

Go ahead and roll it a little bit, Tammy, please.

Steve has been actively involved in the construction and maintenance industry for over 35 years.

He has served as a spokesman and advocate for union construction and maintenance industry and is regularly cited as an industry expert in national trade publications.

As Impartial Secretary/CEO of the NMAPC, Lindauer is focused on continually increasing the value of the NMAPC Program for the 2,000 signatory contractors, 14 International Unions and the multitude of clients' customers who utilize the National Maintenance Agreement across this great country of ours.

Throughout the NMAPC's over 47 year history, it has accounted for more than \$500 billion, that's \$500 billion of work and over 2.5 billion work hours for our members, focused on maintaining and upgrading the industrial infrastructure in the United States of America.

Additionally, he has directed the development of the most prestigious safety program in the union construction and maintenance industry the NMAPC's zero injury safety awards.

Our Zero Injury Program will be adopting a portion of what they have already done, so Steve has been able to do something and we are all gonna be able to benefit from as we go forward.

Lindauer's a member of the Joint Administrative Committee to the Plan for the Settlement of Jurisdictional Disputes, a member of the Board of Trustees for the Center for Military Recruitment, Assessment and Veterans Employment, Secretary of the Executive Committee for the Helmets to Hardhats Program, sits on the Board of Directors of the Construction Labor Research Council, member of the Board of Directors of the National Coordinating Committee, a member of the Union Sportsmen's Alliance Conservation Advisory Board and maintains professional membership with the American Association of Executives. He's not very busy.

Steve earned his Bachelor's of Arts degree in Political Science with a minor in Economics from the Alfred University in Alfred, New York.

He also holds a Master of Science Degree in Industrial Relations and Human Resource Management from American University in Washington, D.C.

Please welcome my friend and our leader at NMAPC, Steve Lindauer.

NMAPC CEO LINDAUER: Kinsey, thanks for that warm introduction, and it is a privilege to be here.

I want to talk, first off, that brief video you saw, that is something for you all and anyone else involved in using the National Maintenance Agreement. That is just an intro to something that we built. That was built collaboratively with our owner Advisory Committee, which I'll talk a little bit about, but also with our owners, our contractors and the unions. And what it is, it's if you ever want to look, it's a soup to nuts of the NMAPC Program, the tool which is what I use to describe the National Maintenance Agreement. So they're tools that help create jobs, helps sustain these jobs and help our country's infrastructure to be what it should be and should always be.

So if you ever want to access this and get an education on how the agreements work, the terms and conditions, so on and so forth. Again, it's soup to nuts. Go to www.nmai.org or just go to our website at www.nmapc.org.

I have a small staff and I'm gonna get into this right now. As you can see, our program at a glance as was described. The NMA's are actually 14 technically, there are 17 project labor

agreements and the key feature, obviously, is standardization of terms and condition.

As I like to refer to it to our contractors and even the owners, it's all about predicability and stability. Something that our industry historically has not been known for, but it's something that we've all learned to adapt and make it as simple as possible.

So those 14 agreements, each International Union has their own National Maintenance Agreement.

The Roofers have their National Maintenance Agreement, which your President, Kinsey Robinson signs when a contractor wants to become signatory as well as the other crafts and vice versa.

We have our own Board of Directors, the NMAPC, by the way, was the first legally incorporated Labor Management Committee in the construction industry.

And as a result of that, it does as act as a legal entity unto itself. So our Board of Directors are made up of five labor and five management trustees.

And you could see that we have 14 contractors that sit at the table as representatives, management representatives to the Committee and 14 International Unions.

It meets quarterly. I have meetings monthly in our office with the representatives from the International Unions, which technically our Bylaws don't call for that, but we've got a lot going on so there are things that we need to deal with to keep this program moving forward.

And I have you could see that Owner's Advisory Committee. That's relatively new. When I say "new," you're probably talking about six, seven years.

And to be candid, it's been somewhat of a struggle when you get all three of those organizations together.

You know, it's hard to get the owners to understand that you don't negotiate these agreements. Labor and management do.

They interpret it. And they sometimes want to stick their nose further under the tent than necessary.

So that's kind of my job as Impartial Secretary to say, "Look, you're advisory. We want to hear from you."

And it's an interesting dynamic to get these three entities to work together, particularly when they're right there across the table from you, so then I have a staff, 10 people; it's a small staff. And, frankly, that is one of the reasons we built NMAIQ. I mean, I threaten my staff that we'll buy an RV and you can be on the road 365 days a year, but that's just not a good idea.

So take advantage of that. If there's if you have any questions or you know an owner, you know a contractor, refer them to that tool, that program of the NMAIQ, it's something we're proud of and something that's necessary.

So before I go further, I did a little research on how do the Roofers fit it?

Well, does anyone know when the Roofers signed onto the NMA? You should know.

GENERAL PRESIDENT ROBINSON: I should know.

NMAPC CEO LINDAUER: I just want to take you down memory lane, so...

GENERAL PRESIDENT ROBINSON: It's in the 70's, in the early 70's.

NMAPC CEO LINDAUER: That's when the NMAPC started, the first one was signed.

But, pardon me. I need to put these on. These make you a lot smarter all of a sudden.

Nope. There you go. Jim got it.

NMAPC STEVE LINDAUER: So the Roofers became signatory the NMA started in 1971. That was when the first work was done under the NMA.

And, essentially, it was my association, which this is a two part presentation. I'm going to talk about NMAPC, but I'm gonna put my talk hat on to talk about something a bigger picture thing that affects all of us.

But our association before it became the Association of Union Constructors was known as the National Erectors Association. It was steel erectors. Who was our primary craft? Ironworkers. So this is something that was developed in collaboration with the Ironworkers International Union and our steel erector contractors really to do maintenance work in the steel industry. We were approached by then by Bethlehem Steel and U.S. Steel, where they got the bright idea that, you know, our steelworkers aren't building trades people. They're good at making steel, but they're not real good at doing the maintenance stuff. We think building trades are an opportunity given their skill sets to be more efficient, more productive, and frankly, less costly. So that was the beginning of the first NMA.

Subsequently, crafts signed on. Signed on and signed onto their own NMA.

Roofers signed on Jim got it September of 1982. A gentleman by the name of Dale Zussman was your appointed representative to the Committee. I recall meeting Dale a few times and he was on the Committee until 1986.

Then in July of '86, a guy by the name of Kinsey Robinson shows up at the behest of the then International President and sat at the table representing your craft with the NMAPC.

Then Kinsey moved on to bigger and better things. And in April of 1990, a gentleman by the name of Bob Krul showed up.

And Bob in October of 2007 was elected by his peers, the other brethren of the other participating International Unions, as the Labor Cochairman and President of the NMAPC, Inc.

Upon Bob's retirement, in January of 2009, to my left, Jim Hadel was then appointed in February of that year to sit on the NMAPC and Jim has served with distinction until June of 2018 when Mitch Terhaar became your representative to the Committee, so there you have it.

And I'm gonna tell you, it wasn't that easy to find all this stuff out. It took me a long time to find out. But I think it's important. I think history is important for all of us that we have a sense of where we've been and, of course, where we're going.

So speaking of where we have been, what you see here is a layout of our work hours. Kinsey referred to them. This represents over 2.5 billion hours of work that have been performed under the NMAPC program.

These hours, obviously, weren't easy to come by. You could see growth. You could see ebbs and flows of our industry, quite frankly.

I mean, we all know our industry when the economy has a hiccup, we go down slower, but we come back slower too. There is a lag in what we do, particularly, in the industrial maintenance realm.

The next graph I'm gonna show and by the way, just so we're clear, if I put this in a pie, you're probably wondering, well, what's our share in the pie?

Out of this Roofers' hours that have been reported are 15.2 million hours that have been done under the NMAPC program.

Now, I'm going to caveat this because and Jim knows this and Mitch is learning it as well we're really gonna get down on our contractors because we sit with these owners and they look

at these projects we do. They say these hours are 50 percent lower than what they should be, 25 to 50 percent lower. Look, I work in the Washington area. I'm not gonna play that game. This is what they reported, but we know they're significantly higher. So through working with the International Unions and the contractor members of the Committee, I guess we're not gonna play nice guy any more with the contractors because the NMA, there's a provision in the NMA that requires contractors to report those hours.

You, as a union, want to know where you stand. Any of the unions want to know where they stand. I need to know these metrics. How am I to mark it? How am I to explain when I go before the Governing Board of Presidents of the North America Building Trade Unions of where we're at with half of what we could say reality is.

So we're going to up the ante beginning in 2019, and we've already let our contractors be forewarned that you will report man hours.

So where have we been? This is a real telling to me, a graph is a graph. Trends are extremely important for all of us, just as that previous one. But this shows you the ebbs and flows, where our work hours have come from, where they're declining. And, obviously, the biggest portrayal and change you see is in the utility hours, perhaps, not surprisingly.

With the continual closing down of coal fire and fossil fuel power plants was where we are strong in, you can see we're probably as of right now lost about 10 million hours a year in that industry alone.

At one point, given the breadth of those utility hours, they were 50 percent of our hours on average per year. That's a big hit, major hit for us.

So my push is okay, well how do we replace those hours? How do we replace those job opportunities for our crafts? And that's a real challenge.

I'll talk a little bit about the automotive industry which is near and dear to the Roofers' heart. There is no doubt about it. I know Jim can attest to it, particularly when he has conversations. I'll share that in a little bit more detail later.

But one of the areas we've started to focus on is what are the opportunities for us in Marcellus Utica shale work. What about all that gas work? I'm not talking about drilling. I'm not talking about pipeline. We have project labor agreements for pipeline work.

I'm talking about mid stream work where you're all of a sudden a chemical processing facility is cut out of the side of a mountain out in West Virginia out where, as I like to say, where Jesus lost his sandals places that you don't even know exist. And I've been by some of these, just driving the roads, and you're like where did this thing come from? And they just get bigger and bigger and bigger.

So we've worked we've developed an addendum that our contractors we probably thus far over a period of time realized it's not crazy numbers, but it's significant about 15 million hours of work coming out of the natural gas work.

And I think there is certainly more opportunities for us there. Look, it's not gonna fall on our laps. You've gotta hustle. We gotta go after it. We gotta get it.

The problem is and you're talking about Western Pennsylvania, even Eastern Pennsylvania, Marcus Hook, Pennsylvania, which is the end the pipeline where we're building a whole new industrial complex at the old Sunoco Refinery. It's all union. All under the NMA.

You have to push and get this stuff. You have to go out and be hungry and say, what do we need to do to capture this work? Why? What are we competing against?

We're competing against companies from Texas, Oklahoma, Louisiana, Colorado and guess what, they're not signing collective bargaining agreements with our crafts.

So working very closely with the trades, working with some of the Marcellus Shale Coalition, which while working with the local unions in Western Pennsylvania, we've been able to get kind of round up the troops and say we need to put ourself out there. We need to be aggressive. We need to go after the work as best we can.

So here's your work hours from 2013, 2017. And there it is. Automotive. I mean, I'd like to talk about all other I haven't done I probably should have done a deep dive on that. Maybe those are things we don't ask, don't tell. I don't know. I don't know what "all other" is.

But the automotive industry is a friend of the Roofers International Union. There's no doubt about it. I know and Jim can attest to this.

When we get presentations let's say from Ford or General Motors or even Fiat Chrysler America, they will come up with these \$20 million national roofing programs on, you know, periodically. And they're big. They're huge. I mean, consider all the auto

facilities in the country and that's a big footprint we're looking at and it's significant.

That relationship, again, General Motors, Fiat Chrysler and Ford. I had a phone call today someone was telling me about Toyota. I said the building trades, NABTU has a relationship they build their plants. They don't maintain them union. Now, that doesn't mean our contractors can't go in there and bid that work. But we don't have a face to face relationship with Toyota. We'd like to. We've tried and they pretty much said they're not interested.

But I can tell you I'll call them the big three. They have our relationship with those have been for decades. And the numbers speak for themselves over time. You're just getting a snapshot that doesn't even tell going back.

But I wanted to give you a sense of where is the soft spot, if you will, the target for the Roofers as it pertains to the NMA and what we do as relative to our industries.

So here's our top work hour clients. Again, we compared 2016 to 2017. You don't see much of a change, but you see, you know, GM, top of the list. I think you're gonna see a change come '18, '19.

General Motors announced a number of years ago they were going to spend \$6.2 billion on refurbishing their facilities.

And by the way, one of their facilities is in Arlington, Texas, which is their big money maker and we're doing that work under the NMA. I say "money maker" because Tahoes, Yukons, Suburbans, Escalades. That's a huge profit center for them.

And we went down there as a group, had a tripartite meeting because we need to succeed. It has to be a success. We can't falter.

Obviously, it's a low union density area, but thus far, things are going well as far as we know. And we've been on top of it and we intend to stay on top of it to see that project through. About \$1.5 billion worth of investment from General Motors.

So I think you're gonna see looking at 2017, Fiat Chrysler and Ford Motor Company, you're gonna start seeing them ramp up more in terms of their spending.

The whole area in Dearborn, Michigan, those of you who live in Michigan are well aware of this, is gonna be transformed; they're gonna rebuild their campus.

They realize and I'll talk about our struggles later that they need engineers. They gotta compete with the Googles and the Apples and all these high tech silicone valley companies for engineers. And they recognize their facilities are old, they're

ugly, they're drab. And they've got to rethink how they want sexy.

So I can assure you the NMAPC is gonna be intimately involved in that program and that work which we're looking at to be all union.

You can see the smattering like American Electric Power, First Energy, unfortunately, we're seeing we get ten million hours a year easily out of American Electric Power. Now, as you can see, it's a fraction of that. And that's gonna continue to decline.

And, unfortunately, we do not we're not involved in building these combined cycle natural gas plants. Some of them we are. Most of them are out of the ground, Greenfield. Some of them even in Pennsylvania are being built nonunion.

It takes a fraction of the building trades to build them and the maintenance is virtually nonexistent on these things.

So we're in a transition on the energy side and I'd like to say it's a good thing. In many cases it is. For us, it's not that good.

So you look at our states, you can see where we're strong. They don't change much. You know, we're pretty much in the Rust Belt region. I don't like referring to Rust Belt because, you know, when you see those videos and stuff, I think that's a thing of beauty, looking at those facilities. And I'll talk about the invisible machine, if you will.

But that North Dakota I know is some of the Bakken work that's being done up there in the gas fields as well.

So let's talk about our year in review. I'm not gonna go through all of these. You can see.

You know, the bottom line that 57.7 million work hours in 2017, what does that mean? Translated over 31,000, close to 32,000 full time jobs that are realized under the NMA.

So the clients. Where it says 1,556 plants and facilities serviced, some of those aren't even on our radar screen. This is where contractors have the right to request the NMA as their tool of choice, as that predictability and stability that I want to extend my agreement to site X from Y to Z. And they have to literally ask permission to the respective International Unions to have that agreement extended. So it's very controlled. It's not the Wild West.

Look, as I say predictability, stability, if you don't have that, what do you got? You got anarchy. We don't need that. You don't need it. I don't need it. We need to have a feel for where we're going, what we're doing, so we can grow.

And, you know, in terms of work assignments, grievances, jobsite disruptions, minimal. And we have ways of dealing with that. We've had a lot of success in minimizing the I'm gonna use a word here, "bullshit" that occurs out on the job. We don't need it. That is our business. We'll take care of our business quietly behind the scenes, which we do.

So let's look at the Roofers for 2017, 430,700 work hours. You can see the states where it's come up. Again, Michigan. Why is that? We know why. Even Ohio, heavy automotive. Texas, I think that might have something to do with Arlington. Indiana, Missouri. These are not surprising. This is where we're strong.

Look at the automotive industry. Again, it's your friend. The automotive industry is our friend. Okay. You've got 80 signatory contractors, 141 site extension requests, zero, zero, zero.

And I'm not gonna get into this, but I know working with Kinsey and Jim, your NMA is your NMA. There are things that you can be creative with and we've had these discussions of individually as Roofers that can help you. And I know that there's examples of that, and I'm not going to dwell on that, but it's your tool that can help you as an International Union. I'm confident. If you can get over 430,000, I would think you could do double than that. It's up to you how you and your leadership want to utilize that tool.

So I'm gonna wrap up this portion of my presentation and as Kinsey alluded to, I'm going to talk about our Zero Injury Safety Awards, our ZISA.

This is something that's really been a great first of all, it's the right thing to do. Okay. So our next gala every year, it'll be on November 1st. We hold it at the National Building Museum.

This year, we're gonna recognize over 27 million zero injury hours involving 133 tripartite teams. And this is for 2017. So thus far, more than 255 million total zero injury hours have been recognized.

If you want to learn more, you can go to ZISA.org.

But I will tell you and again, kind of a shout out. I'm gonna miss Jim. Jim has for seven years was one of our emcees at this event. And took the bull by the horns and helped us and helped us every year in making this a success. It is a great evening. It's a celebration. How often do we get to celebrate in our business? But that is worth celebrating. And I'm telling you it's become one of the greatest marketing tools

for the program because the owners love it. They get this. They expect zero.

Now, I'll talk a little bit more about that, but it is something we all in this room should be proud of, because it's us. It's us. It's our contractors. It's the owners. It's that tripartite. It is where the boots hit the ground on tripartite. So with that said, as Kinsey mentioned, I'm also CEO of The Association of Union Constructors or TAUC which represents more than 2000 signatory contracting firms in the industrial and maintenance space.

You don't hear too much about our contractors in the news. They work behind the scenes at industrial facilities where the general public virtually never steps foot, but without them, our country's industrial infrastructure and the economy, in general, would be in serious trouble.

I call our contractors and our craft workers the invisible engine that ensures America remains the most dynamic economy in the world.

Our members are the men and women who keep the lights on across the nation by performing vital maintenance and upgrade work for hundreds of utilities. They help our nation's auto industry and manufacturers stay on the cutting edge of performance and reliability by transforming and retooling entire assembly lines for producing the next generation of vehicles. And they keep the fires of productivity burning by providing vital support to steel manufacturers and refineries, which in turn provide the raw materials we need to keep our economy rolling.

Our contractors are able to rely on all of this by the skill and professionalism of craft workers from 14 building trade unions. Many of the projects that our TAUC members work on are actually governed by the NMAs. A typical NMA project can involve anything from performing a vital maintenance outage on a boiler at a power plant to upgrading 180 foot coker unit at an oil refinery.

So I wanted to give you this background to not as a commercial for TAUC or the NMAPC, but to help you understand where I'm coming from today. I'm here to talk about work force challenges facing our industry.

So make no mistake the members of TAUC and organizations that utilize the NMAs grapple with these challenges firsthand on a daily basis.

Look, our work is tough, challenging, requires an incredible amount of skill and dedication. It's very hard to find workers

who pass the test. A lot of people sorry to say just don't measure up.

So this is not a theoretical dilemma for our contractors and owner clients. It's an urgent, real world, in your face problem that threatens jobs, that threatens market share and frankly, threatens the very survival of middle class.

It can't be ignored.

I call it and refer to it as the workforce conundrum. And here's what I mean by that. To quote Charles Dickens, 2018, we could say represents the best of times and the worst of times for our industry. The economy's booming. America is in the middle of an energy and manufacturing renaissance. Companies we service are growing. And that means incredible opportunities for our contractors.

Our members' phones are literally ringing off the hook. There is so much work we're scrambling to keep up, a good problem to have, right? The best of times. But and you knew a but was coming.

At a moment when we should be celebrating, we are instead, struggling. Struggling to find enough qualified workers, so we can take advantage of these once in a generation projects. Struggling to replace highly skilled, experienced Baby Boomers that are retiring by the thousands every month and taking their invaluable knowledge with them.

And struggling to find a way to convince a new generation attract that new generation of young, motivated workers, and convince them that the union construction and maintenance industry offers a lucrative and rewarding career. To convince them that it's not all sweat and back breaking work in the summer heat all day or the cold, the way our industry's often portrayed in the media and popular culture.

The demographics are really sobering.

There are 100,000 members of the Baby Boomer generation retiring excuse me. 10,000 members of the Baby Boom generation retire on a daily basis. By 2022, 35 percent of all workers will be over 50 years old. By 2030, 20 percent of all Americans will be 65 or older. The worst of times.

So what do we do? How do we solve this puzzle?

In the time I have left, I want to briefly lay out four strategies our contractors are using to crack this code. We're a long way from declaring victory, but things are moving in the right direction in the union construction and maintenance industry. I'm seeing it play out firsthand. And it's because our contractors are working hand in hand with their union

counterparts and the owner partners to radically rethink where we are and where we want to go.

Strategy number one, focus on sustainable, long term solutions to the workforce shortage. The key word here is sustainable. The construction industry isn't the only industry facing a workforce crisis. And during a crisis, there's naturally a tendency to react in extreme ways.

Here are some news headlines that I put together. As you can see, some industries are in full blown panic mode, if not desperate. They're offering exorbitant bonuses and pay raises to entice the shrinking pool of workers.

On one level, you can't blame them. And you certainly can't blame the workers for taking advantage of huge bonus offers and other perks.

But, Ladies and Gentlemen, reactions like the ones on the slide are not a sign of healthy, confident industries.

And even more importantly, these actions are not sustainable. You can only afford to offer huge signing bonuses for so long before it starts to impact the bottom line.

The construction industry isn't the National Football League. To put it bluntly, it's short term smart and long term stupid. So what should the union construction and maintenance industry do instead? We should continue investing in strategies that offer long term value not short term ephemeral gains. At times, these strategies may seem counter intuitive, but I believe they can work in our favor.

That brings us to strategy number two. The National Building Trades in concert with their contractor partners are doubling and tripling down on investment in apprentice training and education.

We currently spend well over \$1 billion per year on training and journeyman upgrading encompassing more than 1900 training centers throughout the United States.

And this is not your father's or your grandfather's training. The new generation of the apprenticeship training centers is like something out of a science fiction movie, filled with the most cutting edge, high tech tools and computer systems in the industry.

The strategy is clear: Offer young people the best training available and they will come. Offer young people clear and viable career path, and they will come.

And we shouldn't sugarcoat the challenges involved in becoming a skilled craft worker, but we shouldn't sell ourselves short either.

And we must push back against the old clichés and stereotypes of the union construction industry. We can't allow our competition and naysayers to define us. And we must understand we have to better educate potential workers.

Strategy number three. We need to embrace change instead of running away from it. I just mentioned the technology you'll find in today's training centers. This is a perfect example of embracing change. Technology is changing every aspect of our industry from the earliest design and planning stages to the actual boots on the ground physical construction of the project. It means craft workers can't rely on the same skills they had ten or even five years ago. It means we can't go back to the good old days when it was all about hammers and wrenches and screw drivers either.

What got us here won't get us there to where we want to go. The choice is simple and stark, change or die.

Now, I know this scares a lot of people, especially those who've been in the industry for a while. The idea of learning an entirely new set of skills when you thought you could get through to retirement on the skills you already had, that's tough.

But it's reality. And our industry is rooted in reality. We don't sell concepts or ideals. We build and maintain things, big things, and make things that we use and consume to make our lives better which, in turn, makes our economy economic engine hum.

And the good news is once you embrace that change, once you accept that new technology, a whole new world opens up.

Increased productivity. Increased competitiveness, increased job opportunities. And increased interest from young people interested in high tech careers.

Look, I'll be the first to admit that we arrived late to the party. It has taken a while for our industry to realize what it is and what is going on and embrace the promise of technology.

TAUC is doing everything that it can to help. Earlier this year, we held our first ever Industrial Grade Innovation Conference and Expo at the Ford Conference and Event Center in Dearborn, Michigan. IGI, as we refer to it, was a showcase for some of the latest and greatest technology available to construction professionals. We had on display from high tech tools to virtual reality training systems.

I'd like to show you a short video that will give you a taste of what IGI was all about.

(Whereupon, a video was presented.)

So step back for a second. That leading up to this and this is a first for us. It was a big investment, and we're very excited that we're already preparing for next year. And if you weren't able to make it to IGI this year, we've already started planning for next year's event, so stay tuned. It's really an amazing conference regardless of whether you're a contractor, a union representative or an owner client. One footnote to this: Is that leading up to this, myself and a couple individuals on my staff invited a number of technology people from our contractors, but also some training directors from a couple of the International Unions to go out to Redmond, Washington to just experience that HoloLens, it'll blow you away.

I actually was able to change out a fuel pump on a jet engine. What the hell do I know about that stuff?

I mean, it is just particularly, for and I look at things. When you look at stuff like this, you gotta put yourself in your space. How would this benefit the contractors? How would it benefit the trades?

As a training tool, it's just crazy stuff. It really is remarkable. It's about making our life simpler, but also more knowledgeable and moving us forward.

So unbelievable experience.

So let me talk a little bit now about the fourth strategy and perhaps the most important strategy for the union construction and maintenance industry is implementing to solve the workforce conundrum. We're focusing on the human factor, the individual craftworker. We're giving them the physical tools they need to do the job, sure.

But what we're also focusing on is giving them the emotional and psychological tools they need to succeed and grow as human beings. Here, again, this is a major departure from the old days back when many of you were first starting out in construction. I remember this. You're expected to shut up, do your job and don't complain.

If you had a problem too bad, figure it out for yourself. This isn't a daycare center. It's a jobsite. I actually had someone tell me that. I guess I was whining that day. And look where that attitude got us.

But I'm proud to say, it's quickly becoming a thing of the past. The 21st century union construction and maintenance industry celebrates the individual craftworker. We focus on treating each man and woman who walks on the jobsite with respect and compassion. Translation: Dignity.

Why? Because it's the right thing to do.
And also because it's the best way to solve the workforce shortage. Workers who feel as if they're respected and valued stay on the job. And that's good for everybody.
I want to give you a few important points on how we're emphasizing the human factor. Diversity. Contractors and unions are really ramping up their outreach to women and minorities. Last year, North America's Building Trades Unions released a diversity toolkit to help local unions recruit more workers from these populations. If you haven't seen it, it's available on their website and definitely worth reading.
On October 12th through the 14th, NABTU will again be hosting the Annual Women Build Nations Conference in Seattle, Washington. This is a powerful event involving close to 2,000 tradeswomen representing every craft in the building trades. It brings together a unique community that fosters a supportive environment embracing and celebrating diversity.
TAUC and the NMAPC have been proud sponsors and supporters of this event since its beginning.
Opioid abuse and suicide. Two of the gravest issues facing our society today. Especially in the construction industry. It's a tough job. It's hard on the body, hard on the mind. When you're doing an outage at a utility plant, it could mean days even weeks away from your family. All of this takes a toll. We're seeing unions and contractors step up in a big way to fight these problems.
TAUC is one of the few contractor organizations actively participating on NABTU's Opioid Task Force. For our part, TAUC recently devoted an entire issue of our magazine to the opioid problem. We are also a charter member of the Construction Industry Alliance For Suicide Prevention. I believe you're going to be hearing something from Stuart Binstock the CFMA who is leading the charge on that.
I will also say that, that magazine, we were actually contacted by Elizabeth Warren's staff up on Capitol Hill. That this caught someone's attention and we sent extra copies up to them. Of course, you know, there are bills that have been introduced that are moving through Capitol Hill to address this scourge. But it was comforting to know that people in power are paying attention to this problem.
Safety. There is no better way I know to let a craftworker know you care about them than by emphasizing safety on the jobsite. The union construction and maintenance industry does it better than anyone else, period. Case in point, I talked about it.

The NMAPC program that I referenced previously implemented it's Zero Injury Safety Awards Program in 2000. Since its beginning we have realized and recognized over 254 million I think it's up to 257 now injury free hours of industrial construction and maintenance work.

When we started ZISA, less than 5 percent of our work hours were injury free. As of 2017, over 45 percent of our annual work hours are now injury free and that trend has increased every year since we started this journey.

And finally, we're emphasizing the human factor by changing the perception of being a union craftworker. There are enormous opportunities for craft workers to move up the career ladder from apprentice, to journeyman, to foreman to superintendant to project manager to company owner. The sky's really the limit, but unfortunately, many young people don't realize that. They see it as a static position. You're a construction worker, that's all you are. There's no chance for advancement, dead end.

We're working hard to change that by showing them the reality of our industry.

So to summarize, it's the best of times, it's the worst of times. You know it's not a comfortable place to be. But for one I am convinced that we can work our way out of it and solve the workforce conundrum as we've done with other past challenges by working shoulder to shoulder as committed labor management partners.

Thank you again for allowing me to be here.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: Thank you, Steve.

The Secretary mentioned before to make sure you bring your receipt tomorrow. Because, keep in mind, Resolution 25 requires a secret ballot vote. So for you to get your ballot, you need to show your receipt, so make sure that's in your pocket.

And with that I'm going to call on Chairman Daniel O'Donnell to run through Resolutions 40, 29, 33, 37 and 35. And then, it'll be about time to get you guys out off here, so you've got plenty of time to get the bus.

Dan.

LAW COMMITTEE CHAIRMAN O'DONNELL: Thank you, President Robinson. Good morning, Brothers and Sisters. The Law Committee has met and heard testimony on Resolution 40. Secretary Joe Pozzi will now read Resolution No. 40.

COMMITTEE SECRETARY POZZI: Good morning. Resolution 40. Therefore, be it resolved, that a Committee comprised of Local Union Business Managers representing members working on National Maintenance Agreement meet annually with the Director of Jurisdiction and Special Agreements at the North American Building Trades Union Legislative Conference in Washington, D.C. to review all amendments and addendums under the National Maintenance Agreement.

Further, be it resolved, that the Director of Jurisdiction and Special Agreements meet with Local Union Business Managers with members working under the National Maintenance Agreement and joint District Councils when requested and hold informational conference calls when needed.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. And I move to adopt the Resolution No. 40 as read.

COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

GENERAL PRESIDENT ROBINSON: You heard the motion and the second.

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

The ayes have it. And I want to thank Local 149 for putting in that Resolution. I think everybody in this room is going to gain by it.

(Banging of gavel.)

(Applause.)

COMMITTEE CHAIRMAN O'DONNELL: The Law Committee has met and heard testimony on Resolution 29. The Secretary will now read Resolution No. 29.

COMMITTEE SECRETARY POZZI: Resolution 29.

Therefore, be it resolved, that Article II of the International Bylaws be amended to add a new section 15 to read as follows: Section 15. All Local Unions shall make a concerted effort to negotiate appropriate subcontractor clauses approved by the International Union and all Collective Bargaining Agreements.

Mr. Chairman, the Committee has heard testimony and voted unanimously in favor of it. I move to adopt Resolution 29 as read.

COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second.

On the question?

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

The ayes have it.

(Banging of gavel.)

COMMITTEE CHAIRMAN O'DONNELL: The Law Committee has met and heard testimony on Resolution 33. The Secretary will now read Resolution No. 33.

COMMITTEE SECRETARY POZZI: Resolution 33.

Therefore, be it resolved, the International Union, it's Local Unions and District Councils, continue to support electoral candidates regardless of their party affiliation who are friends and allies of workers, pursue strategies for advancing our core issues through referendum ballot initiatives in positions at the statewide and local levels and explore other reasonable means of advancing the interests of labor in electoral politics.

Be it further resolved, the United Union of Roofers, Waterproofers & Allied Workers vigorously uphold this Resolution and do everything in its power to move it forward.

Mr. Chairman, the Committee has heard testimony and voted unanimously in favor of it.

I move to adopt Resolution 33 as read.

COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second. On the question Cliff, do you want to make any more comments about this? We didn't cut you off yesterday, but we got a little fouled up in the way we were handling it.

If not, I see nor hear no one or see no one microphone. We'll move to the vote.

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

The ayes have it.

(Banging of gavel.)

COMMITTEE CHAIRMAN O'DONNELL: The Law Committee has met and heard testimony on Resolution 37. The Secretary will now read Resolution 37.

(Chorus of boos.)

COMMITTEE SECRETARY POZZI: Resolution 37.

Whereas, as the affiliation agreement between the United Union of Roofers, Waterproofers and Allied Workers

GENERAL PRESIDENT ROBINSON: Gentlemen, we are gentlemen and there's ladies here. We act responsibly and we act respectful. Everyone will have their chance at the Mic.

COMMITTEE CHAIRMAN POZZI: Resolution 37.

Whereas, the Affiliation Agreement between the United Union of Roofers, Waterproofers & Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada was created to foster job security for our respective memberships, strengthen and preserve the unionized segments of our industries and create growth and new jobs in the industries in which we work, and

Whereas, the Agreement initially focused on training techniques and rainwater harvesting and the development of critical training packages to address future challenges with regard to general construction, water conservation, energy efficiency and our carbon footprint, and

Whereas, this Agreement calls for the two unions to work together on reduction of jobsite accidents, organizing, legislation, and marketing ourselves at the most efficient and best trained craftsmen and women in our respective industries, and

Whereas, the two unions are sharing statistics on injuries so they may work towards developing initiatives that will result in a safer workplace for all members, and developing ideas and strategies to strengthen jobsite safety on local and national

levels and jointly communicate with government officials as appropriate, and

Whereas, this Agreement is a road map that lays the groundwork for the Roofers Union and the United Association to expand job opportunities for our signatory contractors and ourselves, and

Whereas, either the Roofers Union or the United Association may terminate the Affiliation Agreement for any reason or no reason by providing 30 days advance written notice to the other party, Whereas, this agreement was signed August 12th, 2015 and became effective November 1st, 2015 and expires October 31st, 2018.

Now, therefore, be it resolved, that the Affiliation Agreement between the United Union of Roofers, Waterproofers and Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada be extended through October 31st, 2023.

Mr. Chairman, the Committee has heard testimony and voted unanimously in favor of it. And I move to adopt this motion for Resolution 37 as read.

COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 37.

On the question?

We'll go to Mic. 3.

DELEGATE SMITH: Thank you, Mr. President. The Affiliation Agreement. Page 5 of the Affiliation Agreement, to me, is a little disturbing. The designated representative shall be allowed to observe the collective bargaining agreement negotiations between each organization and its respective signatory contractors and to otherwise become familiar with the bargaining agreements entered into by the respective organizations.

We need to be skeptical, Brothers and Sisters. To me, it's a prelude to merger with the UA.

I know there has been a lot of talk of, you know, we're gonna stay autonomous. We're gonna stay Roofers. All of the building trades unions are our affiliates. This is something that could have been done with a handshake. This, to me, is a major overreach. And it's not necessary, in my opinion. And a lot of my brothers and sisters feel the same way as well.

(Applause.)

Thank you.

GENERAL PRESIDENT ROBINSON: Thank you for your comments,
Brother.

Mic No. 1.

DELEGATE CRITCHLEY: Mr. President, Dave Critchley, Roofers
Local 4, Parsippany, New Jersey.

I think I addressed myself to you when we first this
agreement first came up. I kind of made my feelings known how I
want to die a Roofer.

I am very skeptical myself. I don't have a problem working
alongside any union to strengthen our union, not a problem at
all, but it's a slippery slope. I'm afraid, like I say, you
never know what could happen in between this Convention and next
Convention.

So I'm dead set against it. I don't have a problem with working
alongside anyone, believe me, I'm a team player, but at the same
token I don't see the need for this Resolution. I don't see the
need for this resolution at all.

Thank you.

(Applause.)

GENERAL PRESIDENT ROBINSON: You're welcome.

Mic No. 3.

DELEGATE OLENICK: Frank Olenick, Local 30, Philadelphia.

When this Resolution was first passed, I did a little research
and it says in our Constitution and Bylaws, we cannot amalgamate
or merge with another union without approval at a convention.

(Applause.)

Now I know this is called an affiliation. Webster's dictionary
if you look up affiliation the word is synonymous with
amalgamation. Amalgamation is a merger. I know it's not a full
merger here. My point is I don't feel this was done by our
Bylaws the way it was done originally. It was forbidden as per
Article I, Section 5.

Like Dave said, I'm a Roofer. I want to die a Roofer. We can
work with the Plumbers. A job was done like this with water
harvesting six years ago in Bethlehem. We did the roofing
section. When the water hit the pipes for the storage, it went
to the Plumbers. I feel this is unnecessary. We can work with
any trade. We do our work. They do theirs. I don't see the
necessity for it.

I urge our brothers and sisters vote no.

GENERAL PRESIDENT ROBINSON: Thank you. Thank you, Frank.

(Applause.)

Mic No. 1.

DELEGATE PETERSON: Mark Peterson, Roofers Local 149.

I agree with the other brothers. I think this is taking it just a step too far.

Roofers Local 149 is opposed.

(Applause.)

GENERAL PRESIDENT ROBINSON: Mic No. 3.

DELEGATE JOHNSON: Scott Johnson, Business Manager, Roofers Local 210, Erie, PA.

I don't get the affiliation. They claim PVC, possibly TPO. We do PVC roofing. Why would we want to go ahead and affiliate with them and give them an opportunity to just claim more of our work? We already have an issue with the Sheet Metal Workers over this.

(Applause.)

That's all I got.

GENERAL PRESIDENT ROBINSON: Thank you, Scott.

(Applause.)

Mic No. 2.

DELEGATE GUERTIN: Kevin Guertin, Roofers and Waterproofers Local 12.

We're dead against this.

(Applause.)

Thank you.

GENERAL PRESIDENT ROBINSON: I'm only gonna make a few comments. This agreement's been in place for three years. It's brought us nothing but good things. I haven't had anybody come to me with any problems. We've entered into an agreement at Washtenaw College because of the UA's influence. We are adapting their curriculum which they spent \$12 million for to begin our program and they're gonna lease it to us for \$5,000 a year.

I know of no plumber or fitter that wants to do our work. I know no roofer or waterproofer that wants to do the plumber's work. The safeguards were built into this agreement to start with.

We can all read an agreement and pick the parts we don't like, but you need to pick the parts that are important. And the important parts are that two unions including the union in Australia have agreed to work together to find more work opportunities for ourselves.

The fact of the matter is this agreement will help us remain independent. It will give us more strength. It will give us more opportunity to train and to find safety for our members. It's the complete opposite of which some of you people feel. Now, I'm gonna address just one more thing, and that's language in the Agreement and language in your Constitution. For some reason when this first this agreement came about, the scuttlebutt got around that this is a merger agreement. Well, I think most of you know after three years, this is not a merger agreement. But written right into the Agreement this is what it says:

It says: Either United Union, meaning us, United Association, and this language was in the resolution, may terminate the Affiliation Agreement for any reason or no reason. You don't even have a reason, you get out of bed you don't like it with a 30 day advance notice to each party.

That means your Executive Board any time your Executive Board is the one that puts together agreements between crafts.

(Disruption from the floor.)

GENERAL PRESIDENT ROBINSON: Brothers, now, I was very patient when you wanted to speak, so let me speak.

So if your Executive Board wants to terminate this, they meet and they terminate it.

(Applause.)

Secondly, in the agreement it states very clearly the parties may not amalgamate without the consent of the United Union or the United Association as provided in the Constitution and Bylaws of the United Union and the Constitution and Bylaws of the United Association.

And those of you who are familiar with our Constitution which I know you all are, Article 1, Section 5 reads:

Any proposal to merge or amalgamate the International Union with any other labor organization shall not be effective unless it shall be approved by the majority vote of the delegates at a regularly scheduled convention or at a special convention called by the International Executive Board to consider such proposal.

Now, there's no such proposal before you. There is no intent to ever have any such proposal.

So I don't know I want to make things as plain as I can for all of you, but this Agreement has been a big help to us and it'll be a big help going forward.

And I don't know what the fear is. And some of you I've known for a long time. And I think you all know my word is my bond. There's no way as your President I would enter into anything that would take away our ability to remain independent. And as I said before, I think this agreement helps us remain that way. With that I'll go to Mic. 3.

DELEGATE BICKFORD: Paul Bickford, International Vice President. You made a statement that the Executive Board has the power to get rid of this Agreement or to vote it down. I don't feel as though we should have the power to do that because it hadn't worked in the first time when it first came around, I lost the vote, but I would rather have this membership that is standing here today take the vote on which way it goes. I don't want to be put in there.
(Applause.)

GENERAL PRESIDENT ROBINSON: That's exactly why we're here. I promised all of you when this would be extended, it would come to this body and you would extend it, not your Executive Board. This language that I just read is your Executive Board's ability to cancel the agreement.
Mic No. 1.

DELEGATE CRITCHLEY: Mr President, Dave Critchley, Local 4 Roofers.

I agree with you. Maybe with the established Roofers and Plumbers right now, they're not looking to take our work, but my fear is the newcomers coming in, the apprentices from the UA and the apprentices from the Roofer you can't tell me that they're not gonna start telling them to teach us how to do our work.

And I say this: A plumber doesn't want to do roofers work and a roofer doesn't want to do but when work is slow in whatever area, if the roofing area is slow, the roofers will go over and do plumber work. The same thing with the plumbers, when if the roofers are blooming, they're gonna come over to do ours. And they're gonna start teaching to do our work.

So that is my fear. I understand the people here today. I don't want to do plumbers work. But like I stated earlier at this Convention, I'm a team player believe me, you know me and

we go way, way back. You know how I feel. It's like me asking you, as a Marine, and all the military people after you've fought and served, change your colors.

Now you're asking me, think about changing my colors, not going to happen, sir. With all respect, I'm gonna die a Roofer. My father and my brother died a Roofer. I'm dying a Roofer.

Thank you.

(Applause.)

GENERAL PRESIDENT ROBINSON: There's nothing in the Agreement that allows any craft whether it's the plumber or the fitter or anybody else to do our work.

Again, I'm not sure what the fear is, but there seems to be a lot of fear.

Mic No. 3. And then, I'm gonna go to Mic No. 1.

DELEGATE DAVIDSON: Butch Davidson, Roofers Local 12, North Haven, Connecticut.

Mr. President, at our last Northeast District Council meeting I asked you if you can point to one project that came about due to this Agreement and you said no.

That doesn't mean down the road there wouldn't be a project or two, that's fine. I don't think anybody here is asking you not to pursue a relationship with the UA that's gonna turn into work hours for either craft.

Well, I'm talking for myself, but a lot of folks behind me feel the same way, we are just saying that we don't need this Agreement.

Any agreement that you can make with an affiliate whether it's the Laborer, any of them, the UA can be done with a handshake, they're all affiliates. You don't need this Agreement. Nobody has to sit in on my negotiations because it's gonna further our relationship.

(Applause.)

Thank you.

GENERAL PRESIDENT ROBINSON: Butch, has anybody asked you to sit in on your negotiations.

DELEGATE DAVIDSON: Not yet.

GENERAL PRESIDENT ROBINSON: If we ever get to organizing together, you don't think that we will share negotiating strategies?

DELEGATE DAVIDSON: Mr. President, it's in writing. It is in writing on Page No. 5.

Nobody so far has wanted to. Of course, I haven't been in a fight in 30 years, but if some plumber came to me and said I want to come in on your negotiations, we're gonna have to go at it.

(Applause.)

GENERAL PRESIDENT ROBINSON: If a plumber came to you and wanted to sit on your negotiations, he'd have to go at it with me, too. That's there if we ever organize to share those informations. Mic No. 1.

DELEGATE HURLEY: Steve Hurley, Local 54 Seattle. I've sat and watched and listened to all of this conversation. I'm gonna tell you that in negotiations of many, many project labor agreements of which I've been a participant in the Northwest in Seattle, that the only time any issue about this affiliation came up was from a LiUNA member who was the Business Agent and Business Manager of that local.

And his comment to me was: What is this all about and how deep does it reach?

LiUNA, the Carpenters, the Painters to a certain extent, Sheet Metal, everybody wants a piece of us. Okay? The Plumbers, UA, their trade does not have any desire to do our work. And if any of you believe that they do, then you are grossly mistaken.

Okay?

The fact of the matter is they are an unrelated trade with the only exception, we protect the building from water intrusion and they pipe that to the sewers and to the cisterns and those related objects to dispose of the water.

This Affiliation will bring a united force that of unrelated trades that will work together to further the roofing industry. (Disruption from the floor.)

Give me my chance. You say that you are not believing that. I'm telling you the Plumbers are not our enemy in this. The Sheet Metal, the Laborers and the Painters are our enemies that we need to look at. Carpenters are our enemies. Everybody's trying to steal our work. And if you don't believe that

(Disruption from the floor.)

Thank you.

GENERAL PRESIDENT ROBINSON: Thank you, Steve.

(Applause.)

Mic No. 4.

DELEGATE WALTON: Jim Walton, Local 37, Pittsburgh.

I'm highly against this because right now six months ago, I let you know that one of the contractors from West Virginia has wanted to start using Carpenters. And I was kind of scoffed at and overlooked. Now, we're looking to go into an affiliation here and it's gone as far as they're contacting our contractors and you guys have now stepped up to try to step in and help. And I'm looking at we might just lose a whole local here because of the Carpenters. And I feel like 75 percent of our work now is single ply and this is what they want. But you've been looking at all this stuff over in the West Coast and this stuff's been going on in the East Coast. It may not be in the West Coast now, but believe me it's coming.

So if we don't do something now here in the East Coast about some of this and put this maybe aside maybe this is something to look at in the future, but right now we gotta look at what's going on. We've got 75 percent of our work trying to be taken away from us.

So what are we gonna do about that?

That's all I have. Thanks.

(Applause.)

GENERAL PRESIDENT ROBINSON: Mic No. 3.

DELEGATE CASTELLON: Orlando Castellon, Roofers and Waterproofers Local 81, Oakland, California, membership number 261429.

I just want to tell the floor that when I read this, I thought this was for water recapture, right? And now we're talking about some kind of jurisdiction battle. I am from the West Coast and I just feel that this merger is good. This is the way I feel about it. But I'm from the West Coast.

(Applause.)

I also feel, too, that if our Executive Board and our General President if he wants to terminate this when he wants to, he can. So when you guys have a bitch about that behind me, then you guys got to go to him and maybe he can take care of it. But for me, and for where I'm at, I think that it's not an issue, so I'm for it.

GENERAL PRESIDENT ROBINSON: Thank you, Brother.

(Applause.)

(Disruption from the floor.)

GENERAL PRESIDENT ROBINSON: Mic No. 1. And then, we're gonna go to Mic No. 3, I believe. Frank, do you want to speak again? Okay. Mic No. 1 and Mic No. 3, and then, maybe we cut this off and move ahead.

DELEGATE SMITH: Mr. President, Fellow Delegates, I've been listening to the arguments and this is one of those rare situations in which both sides are right. The problem isn't cooperation. We need that. We all know that. The problem is: The resolution as it's written and the way you explained it seem to be somewhat different in what their intention is.

Personally, I don't think the resolution is ready to vote because there's good thoughts, good intention on both sides. I'd like to see it go back for revision and clarity, so when it comes to the floor, people know exactly what they're voting on and don't walk away fearful that this actually means something it wasn't intended to mean.

I was at Washtenaw. I sat with the UA. There's a lot of good in this, but I've listened to Butch and Dave and others and I understand where they're coming from and I don't think their concerns have been addressed adequately the way the resolution is written.

(Applause.)

GENERAL PRESIDENT ROBINSON: Mic No. 3. Then we are going to cut off debate.

DELEGATE OLENICK: Mr. President, the Executive Board, I hold no animosity against anybody here. Kinsey, I've known you a long time. You've always treated me with respect. Vice versa. I've always been a guy by the book. You know that since the first convention I came to.

What I pointed out is the way this was done originally the word amalgamation is the same as affiliation which I pointed out. My problem is this can be done with the UA. We don't need an amalgamation, an affiliation. I know you're not talking about a merger, but the point is: We can have an agreement to work with these people. We can have an agreement to train with these people. We don't need an affiliation. We don't need an amalgamation.

I think there's a better way to go about this without having resolutions passed to do this. We can work with these people without putting fear into this body that there is something down the road.

I'll take your word for it, that you're not going gonna merge us with anybody. But the point is: You're not gonna be here forever. I'm not gonna be here forever. And it worries me where this will go in the future.

I know there's a lot of trades out there trying to take our work. Think what our brother at Local 37 is talking about, is gonna be a problem in the future for all of us. I think that's a separate subject than this agreement.

But you've gotta look at the big picture. That's what I'm trying to do.

My point is: I don't think it was done right in the first place with all due respect to you.

GENERAL PRESIDENT ROBINSON: Thank you, Frank.

(Applause.)

I'm going to take the suggestion of Delegate Smith who spoke previous to Frank. I'm sending this back to Committee.

(Applause.)

I'm sending it back to the Committee and I want your participation. If you want something changed, you need to come and ask for it. The Committee has to know what you want. They can't read your minds, so I'm more than happy to send it back. I have no problem with that. But you need to address it with these people.

With that, this will be pulled off the table until the Committee has a chance to meet and come back to this body.

Mic No. 4 the debate is over, but if you have a comment, Brother, go ahead.

DELEGATE ROSSI: Michael Rossi, Albany, New York, Local 241.

I just wanted to add when I was at the International Foundation of Employee Benefits Conference in Hawaii in 2015, maybe it's not your intention to merge or have an amalgamation, but while I was sitting there in between classes, I heard a UA guy probably didn't know I was a Roofer talk about what happened in Australia and how the Plumbers are doing the Roofers work in Australia. And you know, we don't know what their intentions are. You say your intention is not to merge, but what is the UA's intention? That is what we're afraid of because we have to represent our membership at our full capacity to make sure they're always

working. Where the UA, I mean, 400,000 members, they'll gobble us right up. And that's what we're concerned about. That's what we're worried about. And that's all I have to say.

GENERAL PRESIDENT ROBINSON: Yeah. Thank you, Mike. The information you're giving, Mike, is a little bit of misinformation. The Roofers in Australia do the roofs. The Plumbers do the plumbing. The Sheet Metal guys do the sheet metal and the lagging is done by the Pipe Coverers. They all belong to the same union, but they're all totally separate as in their work.

When you go on a job in Australia, not like this country, you have to have your card and the only guy that can do roofing work when you turn that card around, it has the Roofer designation on it.

The only guy who can do plumbing work when you turn their card around it's got to have the plumbing designation. It's very tightly controlled. There's not plumbers doing roofers' work. With that, are there any announcements you need to make? I'm going to call on the Secretary for any last announcements.

GENERAL SECRETARY TREASURER HADEL: I'm gonna read these announcements real quickly guys for those who weren't in the room earlier.

The delegate expense checks will be distributed on Thursday when the morning session is concluded. The Business Manager of each Local can pick up the checks for your delegation at the registration booth in the next room. And arrangements have been made with the Tropicana for you to cash your checks at the cashier's cage.

Second, if you're attending the shoot and have not signed the waiver, make sure you get with Jordan Ritenour. I think you can do it on the bus, can't you, Jordan?

The buses for all activities today will be leaving from the north entrance of the casino. It's near Robert Irvine's Public House and there will be signs and they will leave at 11:30 sharp.

Thank you.

GENERAL PRESIDENT ROBINSON: We're adjourned until tomorrow morning at 8:30. Thank you.

... Whereupon, the Convention recessed at 11:00 a.m. to reconvene at 8:30 a.m. the next day ...