

Twenty-Eighth Convention of the United Union of Roofers, Waterproofers and
Allied Workers
Paris Hotel and Convention Center, Las Vegas, Nevada
October 14 - 18, 2013
Tuesday Morning Session
October 15, 2013

PRESIDENT ROBINSON: Will the Vice Presidents take their seats. Delegates, I will now call Tuesday's session of this Convention to order. ... President Robinson bangs gavel ... The first order of business this morning, I'd like to call on the Credentials Committee Chairman Jim Hadel to give his final report. Paul Bickford is the Chairman; Hadel is Secretary. I apologize. (Applause.)

CREDENTIALS COMMITTEE CHAIR BICKFORD: All right. I'm going to call on Jim Hadel to give the final report.

CREDENTIALS COMMITTEE SECRETARY HADEL: Thank you, Brother Bickford. Here is the second and final report, the roster of local unions affiliated with the International Union and duplicate credentials filed with the International Office and have been received by the International Secretary-Treasurer Robert Danley. The following have filed their credentials with the committee up to the time of this report and are entitled to be seated delegates.

Local 12, Bridgeport, Connecticut:
Harold Butch Davidson
William DeLeon
Kevin Guertin

Local 26, Hammond, Indiana:
Marcus Bass, Jr.
Jeff Lussow
Joseph Pozzi

Local 33, Boston, Massachusetts:
John Cannata

Local 69, Peoria, Illinois:
Edwin Lamb, Jr.
Steven Peterson

Local 70, Ann Arbor, Michigan:
Kenneth Adkins
Joseph Czech
John Tackett
Mark Woodward

Local 75, Dayton, Ohio:
John Hayes

Local 81, Oakland, California:
Salvador Perez

Local 86, Columbus, Ohio:
Marvin Cochran, Jr.

Local 88, Akron, Ohio:
Chris Carter

Local 95, San Jose, California:
Charles R. Clarque
Ruben Hernandez

Local 96, Minneapolis-St. Paul:
Benjamin Anderson

Local 123, Dallas, Texas:

Jordan Ritenour
Local 143, Oklahoma City, Oklahoma:
Marcus Amey

And Robert W. Whitaker.
Local 147, Louisville, Kentucky:
Christopher Martin

Local 153, Tacoma, Washington:
Darren Witham

Local 241, Albany, New York:
Thomas Benjamin

Mike Rossi
Local 248, Springfield, Massachusetts:

Eric Elliott
And Michael Heath.

Mr. Chairman, at this time, I move that these delegates be seated.

CREDENTIALS COMMITTEE CHAIR BICKFORD: Second.

PRESIDENT ROBINSON: You've heard the motion and the second on the question, all those in favor signify by saying "aye."

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

CREDENTIALS COMMITTEE PRESIDENT BICKFORD: At this time I would ask the Chair to excuse the committee. And I'd like to thank the committee again Jim Hadel, Richie Mathews, Donald O'Blenis and Mike Vasey.

PRESIDENT ROBINSON: All those in favor of excusing the committee with the thanks of this Convention floor, signify by saying "aye."

(Chorus of ayes.)

You're excused. Thank you, gentlemen.

(Applause.)

Next, I'd like to call on Chairman of the Entertainment Committee, Richie Mathis, to give his report.

SIXTH VICE PRESIDENT RICHARD MATHIS (Chairman, Entertainment Committee):
Good morning. I'd like to call my Secretary, he's here.

DELEGATE JORDAN RITENOUR (Local 123, Secretary, Entertainment Committee):
Thank you, Richie.

Everything with the Entertainment Committee is going well and as planned.

ENTERTAINMENT COMMITTEE CHAIR MATHIS: Do I need to second anything?

ENTERTAINMENT COMMITTEE SECRETARY RITENOUR: I second the motion.

(Applause.)

PRESIDENT ROBINSON: Was that your abbreviated report?

ENTERTAINMENT COMMITTEE SECRETARY RITENOUR: That was the abbreviated report.

PRESIDENT ROBINSON: That was a hell of a report, wasn't it?

(Applause.)

I would say that's what we're trying to accomplish in the Convention, that's a Roofers Report.

All those in favor of approving the report and excusing the committee for their hard work, signify by saying "aye."

(Chorus of ayes.)

Is there anybody opposed?

(Laughter.)

Thank you very much, gentlemen.

At this time, we'll move back into the regular schedule of the Convention and with that, I would like a short film run for your viewing and then we'll move on from there.

... NMAPC video played ...

(Applause.)

Let's see if I can get this right this time. I'm going to call on the Chairman of the Law Committee, James Hadel, to give us the report on Resolution 21.

FOURTH VICE PRESIDENT JAMES HADEL (Chairman, Law Committee): I would like to first introduce the members of the committee: Secretary Bob Peterson, Detroit, Michigan, Local 149; Larry Gnat, Chicago, Illinois, Local 11; Rodney Toole, Cincinnati, Ohio, Local 42; Brian Brousseau, Boston, Massachusetts, Local 33; Sal Giovaniello, Nassau-Suffolk, New York, Local 154; Jeff Lussow, Hammond-Gary, Indiana, Local 26; Kevin King, Kansas City, Local 20; Steve Hurley, Seattle, Washington, Local 54; Dennis Marshall, St. Louis, Missouri, Local 2 and John Hayes, Dayton, Ohio, Local 75. Mr. Chairman, the Law Committee has met and heard testimony on Resolution 21. The Secretary will now read Resolution No. 21.

EIGHTH VICE PRESIDENT ROBERT PETERSON (Secretary, Law Committee): Good morning. I'm Bob Peterson, 149, Detroit.

WHEREAS, the National Maintenance Agreement was first conceived in 1971 as a means for Building and Trade Unions and their signatory contractors to increase market share in the industrial maintenance sector; and

WHEREAS, since then, the fourteen Building and Trades Unions have realized over two billion work-hours accounting for more than three hundred billion dollars of work under the National Maintenance Agreement; and

WHEREAS, the National Maintenance Agreement has attributed to over eleven million work-hours for the members of the United Union of Roofers, Waterproofers and Allied Workers since 1982; and

WHEREAS, the National Maintenance Agreement promotes tripartite cooperation between the Building and Trade Unions, its signatory contractors and end users fostering good will and increased market share opportunities; and

WHEREAS, the National Maintenance Agreement is recognized for addressing industry concerns proactively and adapting to the ever-changing needs of the industrial maintenance sector; and

WHEREAS, the health and safety for our members is the top priority of our Union and the National Maintenance Agreement promotes jobsite safety as a high priority through its Zero Injury Safety Awards which is recognized as

the highest achievement in industrial safety in the construction industry; NOW, THEREFORE, BE IT RESOLVED, that the United Union of Roofers, Waterproofers and Allied Workers will continue to support and promote the National Maintenance Agreement and to secure work opportunities in the industrial maintenance sector.

Mr. Chairman, the committee heard testimony and voted unanimously in favor of it, and I move for adoption of Resolution 21 as read.

LAW COMMITTEE CHAIR HADEL: I second the motion.

PRESIDENT ROBINSON: You've heard the reading of the resolution, 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.

Our first speaker this morning is a real friend of the Roofers. And he's worked with us for at least 20 years helping us to find work opportunities we wouldn't have ordinarily had.

Steve Lindauer is Chief Executive Officer of the Association of Union Contractors, known as TAUC, and he's Impartial Secretary and CEO of the National Maintenance Agreement Policy Committee.

Steve has been actively involved in the construction industry for more than 30 years. He serves as a spokesman, and advocate for union construction and is regularly cited as an industry expert in national trade publications. In recent years, Steve has completed specialized training in association management and in executive leadership and has skillfully shepherded TAUC, formerly known as the National Erectors Association, through a rebirth in terms of membership, governance, and mission.

As Impartial Secretary and CEO of NMAPC, Steve has focused on continually increasing the value of the program for the 2,500 signatory contractors and 14 International Unions who utilize the National Maintenance Agreements across this country. Throughout the NMAPC's 40-year existence it has accounted for more than \$350 billion of work, and over 2.1 billion work hours for our members and members of the other trades. Additionally, he has directed and developed the development of the most prestigious safety program in the union construction industry, the NMAPC Zero Injury Safety Awards.

Steve is a member of the Joint Administrative Committee to the Plan for the Settlement of Jurisdictional Disputes, Secretary of Helmets to Hardhats, sits on the Board of Directors of the Construction Labor Research and Council, and maintains professional memberships with the American Society of Association Executives.

Steve earned his Bachelor of Arts degree in Political Science with a minor in Economics from Alfred University in Alfred, New York. He also holds a Master's of Science degree in Industrial Relations and Human Resource Management from American University.

The NMA is indispensable in the amount of roofing work it provides to our members and contractors.

Delegates and guests, please give a warm welcome to Steve Lindauer.
(Standing ovation.)

STEVE LINDAUER (Impartial Secretary National Maintenance Agreements Policy Committee and CEO of the Association of Union Constructors): You know, with the adoption of that resolution, I think I can go sit down, so that concludes my report, Mr. International President. No, seriously, thank you very much.

Good morning, ladies and gentlemen.

(Delegates respond with "Good Morning")

I'd like to thank International President Robinson and International Secretary-Treasurer Danley and the rest of the members of the General Executive Board for inviting me here to speak at the 28th International Convention of this great and proud United Union of Roofers, Waterproofers and Allied Workers.

Now, your union made a choice when they asked me here today to speak about the challenges facing union construction. They could have chosen 100 other people, but they picked me, and I am very grateful for that opportunity. More than 30 years ago, your union made another choice, a much more important one. In September 1982, the Roofers International Union chose to formally adopt the National Maintenance Agreement and become a partner in the National Maintenance Agreements Policy Committee, Incorporated, where I serve as Impartial Secretary and CEO.

At the time, it was a risky choice. It was a controversial choice, too. In the early 1970s, the National Maintenance Agreement was the new kid on the block when it came to project labor agreements. A lot of people thought we would fail. Others were skeptical, skeptical that we were not really supportive of the Building Trades Unions. But the Roofers International Union looked at the facts, they looked at the character and experience of the people who created the NMAs and they chose to get involved to become part of the team. To quote the late, great Vince Lombardi, "Individual commitment to a group effort, this is what makes a team work, a company work, a society work, a civilization work." I suspect some people back in Washington, D.C. should pay attention to that credo.

Now over 40 years later, here's proof of what Coach Lombardi said: The NMAPC has grown to include 14 International Unions, roughly 2,200 signatory contractors and now generates, on average, over 55 million work hours of industrial maintenance and construction annually, which translates into over 31,000 full-time construction or maintenance jobs annually as well.

The NMAPC Program has logged over 2.2 billion work hours since it was created 40 years ago. That translates into over \$360 billion of industrial construction and maintenance performed by our union craft workers and signatory contractors. For the Roofers Union alone, over 11 million work hours have been performed by your members under the National Maintenance Agreement since 1982. Your union has over 80 NMA signatory contractors participating in the NMAPC Program as your business partners.

I'll be remiss if I did not acknowledge the hard work and diligence of your current representative on the NMAPC, Jim Hadel. His common sense, experience and solid work ethic have not only proven to be major assets for your International Union but also the strategic growth of the NMAPC Program.

Looking back, I think it's obvious that the Roofers International Union made the right choice to adopt the NMA all those years ago. We, as an organization, are extremely proud to call you a member of the NMAPC Program. You know, our business, our careers, our lives, it's all about making the right choices and learning how to make wise decisions. All of us in this room realize that no one owes us anything. We know there is no such thing as a free ride, no such thing as getting something for nothing. The minute we start acting as if we deserve to get the work, that is when we're in big trouble. As Clint Eastwood said in the movie Unforgiven, "Deserve's got nothing to do with it."

I think I can safely say that I'm standing in a room full of people who have worked hard and sweated for every single thing you ever accomplished. No one here was born with a silver spoon in their mouth, no one here skipped to the front of the line. We all have had to pay our dues as I believe we should.

I believe that union contractors and union labor offer the best value, the highest quality workmanship and the most stringent safety standards in the business. But we still have to work -- have to do the hard work of persuading people to give us a shot.

I also believe what defines our Building Trades Unions and sets us apart from most other unions is labor and management's ongoing commitment and investment in human capital in the form of training. Simply put, this is our value proposition. It makes us the most productive and the safest proposition in the construction and maintenance market. But we still have to convince owners, our customers, that they are making the right choice when they hire us.

As was mentioned in my introduction, I actually have two jobs. In addition to working for the NMAPC, I'm also CEO of our sister organization The Association of Union Constructors or TAUC. We represent more than 2,000 union contractors of all shapes and sizes. The sole reason that TAUC exists is to help our contractors and the 14 Building Trades partners get more work. That is it. We spend every waking minute working to convince customers to chose union construction. The NMAPC Program is just one of the tools that we use to help achieve that goal. We also provide our contractors with data, reports, expert analysis and anything else we can think of that will help them convince their potential clients that union construction is the best solution out there.

So the big question is, how do we get more customers to make the right choice? My answer might sound simple, but it's the truth. After more than 35 years in labor relations, I have come to realize that it all boils down to this: We, as an industry, need to decide that the only way we're going to succeed individually is if we work together collectively.

Do you want to grow the ranks of the International Union? Do you want to ensure that you will have plenty of work this year and next year and the year after that? Do you want your members to spend more time on the job site rather than riding the bench at the hiring hall? Then, decide to work more closely with your contractors. And I tell my members this same thing, by the way. Do you want to grow your contracting business, knock off your competitors, hire more people and buy new equipment? Then, decide to work more closely with your partners in the building trades. Decide to put aside

petty differences. Decide to think about where the other guy is coming from for a change.

If the customer looks at union construction and sees a bunch of petty rivalries, they will go somewhere else. Over the years, many of our former customers have chosen to do just that. If they see contractors and unions deciding to spend more time bickering rather than partnering up to get the job done, they would chose not to do business, with us, end of story. Since it's football season, I'd like to take the liberty of making an analogy. All around the NFL while teams were gearing up in their off season training camps this past summer, the coaches had to evaluate dozens of players deciding which ones would end up on the final 53-man rosters. They looked at all the usual things like speed, performance and technical ability; but the coaches were also looking at the intangibles. They looked at each player's attitude. They watched to see how they interacted with other players on the team as well as the coaches. Did they get along with everyone or do they tend to get into arguments with other position players and wind up splitting the locker room in half? Are they lone wolves consumed with themselves or team players who will contribute for the betterment of the team?

Even someone who has a great deal of natural ability and talent might not wind up on the final roster. Why? Because at the end of the day, the coaches know that attitude is what ultimately matters.

You see where I'm going here. The customers are the coaches. They will ultimately decide who will be on their team based on one's ability and willingness to make an individual commitment to the group effort. And we could all have all the technical talent and ability in the world, but if they look at us -- and by "us," I mean both unions and contractors -- and they do not see a well oiled machine with everyone working for a common goal, they will choose to take their chances with someone else, another alternative.

The video you saw prior to my presentation is a perfect example of what I'm talking about. It shows what we can accomplish if we, as individuals, commit to the group effort. In this case, zero injuries on the job site. It's this type of focus that will set us apart as the best. But it will only happen if we share the same goals and the same vision. And once we do that, nothing, no one can stop us.

I want to thank you for your time, attentiveness and the opportunity to address this esteemed body. Thank you.

(Standing ovation.)

PRESIDENT ROBINSON: Thank you very much, Steve. We appreciate you taking time and coming all the way out from Washington, D.C. to deliver that message.

Our next speaker is Matt Winkel.

Matt is Chief Executive Officer and owner of Wilson-McShane Corporation. Matt has 37 years of experience in working with labor and management to provide benefits to union members and their families so they can live and retire with dignity. Matt works with over 65 Taft-Hartley Trust Funds, and is a regular speaker at the International Foundation of Employee Benefit Plans, the leading educational organization within our industry.

Under his leadership, over the last 20 years, Wilson-McShane has grown from an employee base of 30 to over 200 professionals, providing health and welfare and pension benefit administration to over 150,000 clients and participants throughout the country. Matt received his Bachelor's degree in Business Administration and Master's in Industrial Relations and is frequently called upon as a consultant within the Taft-Hartley industry by both labor and management.

After an exhaustive search, as you heard from Bob Bohrer yesterday, the NRIPF Trustees hired Wilson-McShane to be your plan administrator. The Trustees believe that Wilson-McShane has the skills to handle our two pension plans and give your members what they deserve. We are excited about our opportunity to work with Matt and his talented staff.

Please give a warm welcome to Matt Winkel.

(Standing ovation.)

MATT WINKLE (CEO Wilson-McShane Corporation): Good morning everybody.

(Delegates respond with "Good Morning")

It is a privilege and a thrill for Mike Theirl and myself to be here. As Kinsey said, I'm Matt Winkel. I'm the owner and CEO of Wilson-McShane. I want to talk about a few things this morning. I want to give you a little bit of a history about Wilson-McShane, kind of where we've been, what we're about. I want to talk about the transition. I want to have Mike Theirl, who is the administrator of the fund talk about that and some other issues. And then kind of wrap up with where I think some things are going in the future and how we can be involved with your funds as we move forward. So that's what I intend to cover today.

Wilson-McShane was started in 1969 as a third-party administrator for Taft-Hartley Trust Funds. That's all we do is Taft-Hartley Trust Funds. We started with four funds in 1969, and we still administer those four funds. Wilson-McShane will never be the largest TPA in America. We don't intend to be. We don't want to be. We want to be the best Taft-Hartley Trust Fund administrator. We want to make sure that when we get a client, we keep it. We want to make sure that we are their long-term partners. We want to make sure that we are involved in defending your plan and making sure that your participants get the benefits that they have coming as quickly and as easily as they possibly can.

That is our role. That is the role that we serve in every Taft-Hartley Trust Fund that we work with. We don't take anything for granted. We make sure that every day, that we do what is necessary to not only service your participants but to improve upon how we do that. And we're excited about the opportunity to work with the Roofers. This is our first national pension fund that we've had the opportunity to work with.

We're a company that's got its roots in Minnesota, that's where we started. We still have got our main office there. We also have offices in Missouri and Kansas and we have one here in Nevada and also in Des Moines.

We are excited and proud to be part of this. It was an exhaustive search and we made sure that we put our best foot forward because fund is one of the premier funds in the Building Trades. Your pension fund is the best funded pension fund of all the pension funds that we administer. And as soon as we looked at it, we knew that this was something that we wanted to

be involved in.

We're going through a transition now. Transitions are not easy. You've been through a couple in this fund. You went through one not too long ago. And anybody that says that they'll not be with bumps is not telling you the truth. And so we're going through a few of those bumpy areas now.

We're trying to catch up on some backlog. We're trying to figure out what has been done and what hasn't been done; but we've put our A Team on it. And we think that we will be up to speed. We appreciate your patience. We will make mistakes. We have a saying within Wilson-McShane that when a mistake is made, we find it, we fess up and we fix it. And mistakes are going to be made and we will get to the bottom of them. Especially in transitions mistakes are made.

I remember a transition that we did about 15 years ago with Roofers Local 96 and it was a fund that we were excited to get at that time. And at that time, they had a much younger Business Manager by the name of Bob Danley. And he called me on I think our second day on the job. And he starts off with, Matthew -- my mom would start off with Matthew whenever I was in trouble, so my ears kind of went up -- and he said, What's a rooter? Well, I've been around, I know a trick question when I hear one, so I kind of paused and I said, Well, I don't know, what is a rooter? And he goes, Well, let me read you something. Well, this was back in the days when we used to type envelopes and type letters and, you know, the first fricken letter I send him it's to Bob Danley, Business Manager, International Rooters Local 96 with a "T".

(Laughter.)

And I said, Huh, well, I don't know what a rooter is. I do know what a roofer is and we're never going to spell that that way again.

(Applause.)

We found it. We fessed up. We fixed it. And that's something that we'll continue to do. We've put our A Team on your fund. We have assigned Mike Theirl as the fund administrator. A lot of you have already talked to Mike. A lot of you have talked to Jason Wolfe, Jim Wilson, Lori Coleman. We have got people dedicated to your fund to make sure that they service you right. Mike has been with Wilson-McShane I think since he got out of college. I want to introduce him and have him say a couple words to you. And then I'm going to wrap up with some final thoughts about your fund.

MIKE THEIRL (Administrator Wilson-McShane Corporation): Thank you, Matt. Like Matt had referenced, I've been with Wilson-McShane for 17 years, not quite right after I got out of college, but shortly thereafter. I was certified as an employee specialist, a certified employee benefit specialist back in 2006. I'm proud to have that designation. It covers health and welfare funds, human resources, pension plans, certainly.

I'm proud to be here. I appreciate all the hospitality you've given me in the last couple of days. Like Matt had said, Wilson-McShane is really excited about having this opportunity with the International Roofers and the pension plan.

Your leader, Mr. Robinson, calls me the quarterback. Anybody that follows the Minnesota Vikings these days, I think he means that as a term of endearment --

(Laughter.)

-- but the Vikings are struggling there at the quarterback position, I hope I can perform better.

What that reference is, is what Matt just alluded to, which is we've got a team of individuals that are very dedicated to this account. Again, that are as excited or more so than I am. We've got pension specialists. We've got accounts receivable. We've got a lot of IT depth bringing that forward for this account. We're very encouraged by that.

But I also want to talk about just a short story. And we talked about your leader Mr. Robinson. Just a quick story about my leader, Matt Winkel, it dates back to the middle of March. He came to my office, he needed some representation out at a pharmacy meeting. The national pharmacy meeting happened to be here in Las Vegas and he couldn't make it himself. So he comes up and he says, you know, any chance you can head out to Las Vegas for a couple of days? I need you out there. Absolutely. I'll be there. He comes in about three days later and he says, I need you in D.C. that same week, can you be there? I said, Okay. Yeah. I mean, I'll adjust the schedule for the pharmacy meeting and be out in D.C. What's going on out in D.C.? I haven't been there in 30 years. He says, We've got this Roofers thing and he had to head out to a meeting.

I hadn't really heard what was going on with the Roofers at that point and didn't know what to think of that. So as the days went on, I was sort of getting a little idea that we were getting an opportunity at the International Roofers Pension Plan and couldn't be more excited.

So somebody said something about it's going to be busy out in D.C. and the cherries are blossoming. And like I say I hadn't been out there in 30 years, I didn't really know what that meant. So I Googled that and figured out what the cherry blossoms were.

So we get out there, and I flew from Las Vegas through Detroit, an unexpected six-hour delay. I land in D.C. about midnight. I get to my hotel. They've given me a complimentary upgrade. I said, Thank you for that, but I'm checking out in five hours after I sleep. I raced over to the office over there on L Street. I was greeted by many of the individuals that are sitting up here and it really felt right.

It felt like a great fit. Our organization, the leadership of the pension plan just felt like a real nice fit. I thought we did a pretty good job with the presentation, but you never know. We've been through these before. We had one sticking point at the presentation which was the effective date of the transition. And there was some additional review like they had already talked. An exhaustive review had taken place for a new administration office. So we had one sticking point and that was what the effective date was. The Trustees wanted the replacement administrator in effect September 1st. I think originally what the time line that they had proposed to us, we were looking more for January 1 of '14.

So we had a difference there and Matt alluded to it. **Based** on what the Trustees did, which was speed up that process because it felt like a really good fit. So by the time we got back to the airport, they had pulled Jim Hadel in who couldn't make the meeting. And they got him on a conference call and said, this is the firm we want to go with.

We couldn't be more excited. We obviously got everything we possibly could.

It's been three times per week we've been having meetings related to this account, some with the prior administrator, some with the professionals which have been extremely helpful. We wouldn't be where we were if it wasn't for them. And certainly with the Trustees, we've had an opportunity to be at two board meetings at this point. You've got a great leadership that's going on here with the pension plan.

So, as Matt alluded to, we're not 100 percent up and going. Many of you I know I've talked to in regards to the normal retirement age benefit being out there on the Web site or the lack of it being out there right now. We're aware of it. We've got a massive amount of data that we're getting through that was passed to us late in August for that September 1 effective date, so we're getting through that. It is going to be up and going as quickly as we possibly can.

I know many of your employers like that electronic employer remittance report and the ability to report the hours on-line. To that point, we're going to have that available in early 2014 and it's going to be better than it was. The contractors that would like to remit payment via that portal on-line are going to be able to do that, which I understand to be a new feature. So it's coming, be patient.

We're really excited to be on this account. And we certainly hope we deliver. So, again, thank you for the hospitality. And I'll turn it back over to Matt.

(Applause.)

WILSON-McSHANE CEO WINKLE: I've been fortunate to work with the Taft-Hartley within the building trades area for over 35 years. And I've come to realize that Taft-Hartley funds are the most proven and best system there is to provide working men and women their health and retirement benefits so that they can live and retire in dignity. There is not a better system out there. When labor and management work together through the provisions of the collective bargaining agreement and through a trust fund, you make sure that both interests are represented, and you make sure that the participant is the one who is receiving the benefit, not the corporation, not the government.

Taft-Hartley funds are the proven winners. It's a little disturbing that they seem to be under attack from certain areas, both from the nonunion sector and in some areas of the government. But there is no better system to provide benefits than Taft-Hartley funds. And we have got the proven record to do that.

Within the Taft-Hartley fund arena, some funds are better than others. There have certainly been challenges within in the pension area because of the financial debacle in 2008. And a lot of funds have gotten very close to the cliff because of that debacle; not your fund. As I said before, your fund is funded better than any other fund that we administer. You've had a history of labor and management working together for the benefit of the participants, which is what makes Taft-Hartley funds great.

We think that we can add something to that. We think that you've had a great group of trustees, you've had great actuaries, accountants, attorneys. You heard Mr. Bohrer yesterday, you've got people who are really dedicated to your fund. We think what you've been missing is a great administrator

and we think that we can bring that to the picture. We think that we can make improvements in how your fund is administered. We think that we can bring ideas to the trustees and the other professionals in order to incrementally improve both the processes and the funds going forward. That is our role. We embrace that role. We think that we have got the people to do it.

I said before that transitions are difficult and I want to close with this: You've been through two transitions in the last 10 years. I think this will be your last transition. Those four funds that we started in 1969 are still our clients. Every fund that we got in the '70s, the '80s and the '90s are still our client. We're not looking to be the biggest, we're just looking to be the best. We're looking to be the trust fund administrator that is going to be your partner, that is going to defend your plan, that is going to make sure that the roofers that are retiring get their benefits as quickly and as easily as possible and that we make sure that we are a good team player within the trustees and the professionals.

We're excited. I'm going to be back here five years from now to talk to you again at your Convention. Good luck for the rest of the day. You are doing great work. I appreciate the opportunity. Thanks.

(Standing ovation.)

PRESIDENT ROBINSON: I think we have a winning team with Matt and Mike and we're going to be in darn good shape going forward. I appreciate them coming out and spending the time with us. Mike will be here for the rest of the day back in the booth for those of you who want to speak to him, and I imagine that Matt will be around for a little bit also.

With that, if we can run a little bit of a music video to kind of break things up a little bit this morning, and then we'll move onto business.

... Music video played...

(Applause.)

PRESIDENT ROBINSON: You notice James Scott is working awful hard up here today, you want to give him a hand.

(Applause.)

Right now I'd like to call on the Finance Committee Chairman, Doug Ziegler, to give a report on Resolutions 7 and 12. Doug.

FIRST VICE PRESIDENT DOUGLAS ZIEGLER (Chairman, Finance Committee): Good morning.

(Delegates respond with "Good Morning")

I've got a cold, so my voice isn't the best in the world. I'd like to tell you a little snippet this morning. Kinsey and Mr. Danley and my hero, Tom Pedrick, went to the AFL-CIO Conference here recently and Brother Robinson gave us a dress code. And we showed up every day in a coat and tie and we looked good. And at the end of that conference, our President got complimented on how well the Roofers looked and presented themselves. And I'd just like to pass that along to you.

I'd like to apologize publically to my delegation because I don't feel very good, and if you were paying attention, I was yelling at them this morning. They neglected to go to some committee meetings, and I was upset, and I

threatened to cut off their checks. But I want you to know that isn't really true, I don't know if I have that power or not.

(Laughter.)

The Finance Committee has met and heard testimony on Resolution 7 and its companion Resolutions 28, 38, 43 and 58. The Secretary will now read Resolution 7.

THIRD VICE PRESIDENT PAUL BICKFORD (Secretary, Finance Committee): WHEREAS, the salary of the Assistant to the President is determined by the International subject to limitations; and WHEREAS, the International President must take into consideration the experience, qualifications in setting salaries for Assistants to the President.

NOW, THEREFORE, BE IT RESOLVED, that Article VII, Section 6 of the International Constitution be amended to read as follows:
Section 6. The salary and expenses of the Assistants to the President shall be determined by the International President, but not to exceed the salary of an International Representative by more than 12 percent. If an Assistant to the President should also be an International Vice President, he shall not also be entitled to the compensation provided in Section 4 of this Article.

Mr. Chairman, we heard the testimony and voted unanimously in favor of this, and I so move to adopt it.

FINANCE COMMITTEE CHAIR ZIEGLER: I second it.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? Seeing none, all those in favor, signify by saying "aye."
(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it and Mr. Pedrick and Mr. Hadel thank you very much.

FINANCE COMMITTEE CHAIR ZIEGLER: What did they do? Are you picking on my hero?

The Finance Committee has met and heard testimony on Resolution No. 12. There are no companion resolutions. And Brother Bickford will read the resolution.

FINANCE COMMITTEE SECRETARY BICKFORD: WHEREAS, the delegates to the 27th Convention recognized the importance of the developing and promoting training programs, establishing and maintaining our ability to protect work jurisdiction, identifying and expanding work opportunities for roofers and waterproofers and their employers, improving the safety and health of roofers and waterproofers and their families, and improving the communications between the Union and employers have never been greater; and WHEREAS, these Delegates approved a reliable, steady stream of funding for the development and delivery of these quality and effective programs through the Roofers and Waterproofers Research and Education Joint Trust Fund based on no less than two cents (\$.02) for each hour worked by all covered

bargaining unit employees; and

WHEREAS, the use of per capita fees is no longer necessary for funding of these programs;

NOW, THEREFORE, BE IT RESOLVED that Article V, Section 3a. of the International Bylaws be amended to read as follows:

Section 3.

a. The monthly per capita tax payable to the International Union shall be as follows:

Commencing effective July 1, 2004 - \$17.75.

The International Secretary-Treasurer shall credit an amount determined by the International President for each member's monthly per capita tax to defray the cost of the International publication and shall credit an amount determined by the International President from each member's monthly per capita tax to an account that the International Secretary-Treasurer shall maintain and disburse as provided for as Section 5 of Article V of the International Constitution.

Mr. Chairman, the committee heard the testimony, voted unanimously in favor of it, and I move for adoption of Resolution 12 as read.

FINANCE COMMITTEE CHAIR ZIEGLER: I second it.

PRESIDENT ROBINSON: Delegates, you have heard the motion and the second, on the question. Delegate at Mic No. 4.

DELEGATE DAVIDSON: Yes. I have a question, Mr. Chairman. Butch Davidson from Local 12, North Haven, Connecticut. I just want to know if that's a correct year, 2004 listed there.

PRESIDENT ROBINSON: Will you speak up Butch we can't here you up here.

DELEGATE DAVISON: Okay, like I said, Butch Davidson from Roofers Local 12, North Haven, Connecticut. I just wanted to know if the year is correct on that.

PRESIDENT ROBINSON: I'll let the Chairman respond to that but, yes, the year is correct because that's the language that's in the Constitution today. Resolutions that will be coming to you later in the week will be changing that language as it's going forward. All you're doing in this particular resolution is removing some language that is in there that is not necessary anymore. That was why.

DELEGATE DAVIDSON: It didn't indicate that it was --

PRESIDENT ROBINSON: I'll let the Chairman --

DELEGATE DAVIDSON: Okay. That's fine.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: Kinsey covered it as well as I could. We're going to meet in the Bourgeois room -- I mean the Bordeaux Room at 5:00 o'clock.

DELEGATE DAVIDSON: All right. That was worth getting up to check it out.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: You know, you can come at 5:00 o'clock. And I've got books that thick, and we can go through the whole thing.

DELEGATE DAVIDSON: No, no, that's -- if it's correct, it's correct. I just wanted to question that.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: It is, but it's going to be changed when they print the Constitution.

DELEGATE DAVIDSON: Okay.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: And I'd like to announce, again, to my committee we're going to meet in the Bordeaux room at 5:00 o'clock. And I don't want you guys to think that I'm a nice guy. I only apologized to these guys because in about 10 minutes we're going have elections.

(Laughter.)

PRESIDENT ROBINSON: Thank you, Butch, for your comments because that could be confusing, but the date is correct.

On the question. All those in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

(No response.)

So be it ordered.

At this time, I would ask the officers to vacate the stage. And I'd like to ask David Critchley, who is the Business Manager of Local 4, he's the Secretary-Treasurer of the New Jersey State Building and Construction Trades Council and he's also the Chairman of our Election Committee, to please take charge of the stage.

(Standing ovation.)

PRESIDENT ROBINSON: Thank you, Dave.

DELEGATE DAVID CRITCHLEY (Local 4, Election Committee Chairman): Thank you, boss.

PRESIDENT ROBINSON: One thing to help Dave make things run smoothly, if you're not a credentialed delegate, if you would please move to the gallery for the election process, it will help him get this thing rolling, so I'd appreciate that and he would also. Here it is, Dave.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Boss.

PRESIDENT ROBINSON: We've got to give him a big hand.

(Applause.)

He and Jimmy Querio and his committee have been working hard all week to make sure this thing runs as smooth as can be.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Boss.

Good morning, brothers and sisters, I don't need this microphone. Wow I've got a big mouth.

(Laughter.)

Again, good morning, brothers and sisters. The way we start our meetings in Jersey I was wondering why the Boss had asked me to Chair this, but then when I walked into the hotel, I saw the theme of the hotel, not so much our Convention boys, Jersey boys. Well, you've got a true Jersey boy up here. I don't sing and dance, not as good as them, but I'll give you a show.

(Laughter.)

Well, guys, let's get down to business. I'd like to introduce my Election Committee first, and then we'll get into the business at hand.

Naturally, Dave Critchley from Parsippany, Local 4; Jim Querio from Chicago, Illinois, Local 11; Mark Woodward, Ann Arbor, Michigan, Local 70; Oather Duncan, Indianapolis, Indiana, Local 119; Alvaro Garcia, Oakland, California, Local 81; Matt Thompson, Tacoma, Washington, Local 153; Nicky Strauss, a friend of mine, Patterson, New Jersey, Local 10; Armando Sainez, Los Angeles, California, Local 36; I apologize for botching that name, Chris Milliron, Cleveland, Ohio, Local 44 and John Bernas, Buffalo, New York, Local 74.

It was a real honor to work with you guys. And we won't be completed today; but it was an honor working with you.

At this time, I'd like to call upon the Secretary to read the rules of the election.

DELEGATE JAMES QUERIO (Local 11, Election Committee Secretary): Thanks, Dave.

Good morning, Brothers and Sisters here are the rules that are as follows: Rule No. 1: Nomination for each International Officer shall be made in open Convention in the following order: International President, 1st International Vice President and each additional Vice President in his title and number which shall be his designation thereafter, and then International Union Secretary-Treasurer. Those making nominations shall state their name, Local number, city and state.

Rule No. 2: Elections shall be by secret ballot on a form prepared and distributed under the direction of the Election Committee and will ensure the secrecy, efficiency and integrity of the election process.

Rule No. 3: Members of the Election Committee may nominate or be nominated if otherwise eligible, but if such committee member is nominated, he shall be excused from further Election Committee duties.

Rule No. 4: Nominations for each office shall be called three times and then shall be automatically closed, requiring -- without requiring a motion.

Rule No. 5: Ballots shall be distributed and initialed by the Election Chairman and/or his designee. Any ballot not containing such initials shall be declared void and shall not be counted.

Rule No. 6: Write-in votes shall not be permitted.

Rule No. 7: The clear intent of the voter shall govern each ballot.

Rule No. 8: Any ballot containing the name of a voter or other identifying marks shall be declared void.

Rule No. 9: All nominees shall appear on the ballot, but only contested

offices shall be counted in the tally.

Rule No. 10: All issues as to the form or method shall be determined finally by the Election Committee.

Rule No. 11: At the conclusion of the balloting the Election Chairman shall take possession of the Ballot Box and the counting and tallying of all ballots shall begin immediately under his direction.

Rule No. 12: One accredited delegate, including a candidate may observe the counting and tallying of the ballots but shall not be permitted to interfere or distract members of the Election Committee acting as tellers or otherwise assigned by the Election Chairman.

Rule No. 13: Upon conclusion of the counting and tallying, the results of the election shall be announced by the Election Chairman.

Those are the rules, Mr. Chairman.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Mr. Secretary.

Are there any questions on the rules?

(No response.)

Okay, before we start, I just want to explain, as Chair, I will step down for the second nomination and turn it over to the Secretary because I will take the floor for the person that I'd like to nominate as Second Vice President. So I just want to let you know that's what's going to happen. But with that, are there any questions before I start the elections?

(No response.)

No questions, okay. Here we go. I now open -- let's see, I begin elections. I now declare the office for International President open. Are there any nominations?

I recognize the delegate at Mic No. 2. State your name and local, please.

DELEGATE MARSURA: Leo Marsura, Local 199, Spokane, Washington.

I rise to nominate a man who was elected to the local union office in 1969. He initially served on the Executive Board of Local 189 and was elected Recording Secretary. He followed that to be elected Business Manager. He went on to be elected as President of the Northwest District Council and then was elected President of Eastern Washington Northern Idaho Building Trades Council followed by election to President of the Western State Building Trades Council. At the International Union, he was appointed representative and then served 20 years as our International Secretary-Treasurer before being elected President in 2006 and 2008. It is with great honor and pleasure to nominate my friend and fellow member Kinsey Robinson to office of International President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Hearing that, are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing none -- I want to make this official -- hearing no other further nominations, I declare the nominations closed and would move for a unanimous

ballot for President.

All in favor signify by saying "aye."

(Chorus of ayes.)

... Election Chair Critchley bangs gavel...

I declare nominations for that position closed.

(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: I'd like to be neutral on this, but congratulations, Boss.

The next nomination is for the First Vice President. Are there any nominations for First Vice President? Delegate at Mic 1.

DELEGATE TUCKER: Good morning.

ELECTION COMMITTEE CHAIR CRITCHLEY: Good morning, Brother.

DELEGATE TUCKER: Steven Tucker, Local 40, San Francisco, California. Mr. Chairman, the brother I'm about to nominate has been on the Executive Board of this great union for over 20 years. He has been representing all the members in the western United States as President of the Western Regional Council. It is my honor to nominate the Business Manager of Local 81 Douglas Ziegler as the First International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: You've heard the nomination. Are there any other nominations? Yes, Mic 1.

DELEGATE CHONG: Mr. Chairman my name is Vaughn Chong, Local 21, Honolulu, Hawaii.

It is my privilege and honor to second the nomination for Mr. Douglas Ziegler for First International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother. Hearing that, are there any other nominations for the First Vice President?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Okay. The nominations are closed. I now will make this again official. Hearing no further nominations, I declare nominations closed and would move for a unanimous ballot for First Vice President.

All those in favor, signify by saying "aye."

(Chorus of ayes.)

... Election Chair Critchley bangs gavel...

So be it. Gentlemen.

(Standing ovation.)

Gentlemen, at this time I'm going to relieve myself as Chair. I'm going to ask Secretary Querio to come up, and I will be a delegate for a brief minute and I'll be right back. All right.

Jimmy, please.

ELECTION COMMITTEE SECRETARY QUERIO: Now I would take nominations for Second Vice President.

DELEGATE CRITCHLEY: Gentlemen, I have had the privilege of being here since 1983 at this International Convention. And I'll tell you this: The person that I'm about to nominate has been a true friend and has helped me many, many times. And as we go further in our careers, there's a lot more of texting and tweeting and all that stuff. I'm not a firm believer in it. I know we have to use it, but I deal with hands on hand shakes and eye to eye. So the guy that I'm about to nominate and have the honor to nominate is -- that's exactly how I deal with this man. He's been there. And I don't take it lightly where I call you my brother. We're all brothers, union brothers, but I look at Tommy Pedrick as my brother. He's been there. He's helped me time and time again. Every time I need something, it's not a text, it's not this (gesturing), it's not a phone call, it's a ride over to my hall or he'll look me in the eye and tell me what to do, where to go and how to do it. So at this time, it's an honor and a privilege to nominate Tommy Pedrick for the Second Vice President.
(Applause.)

ELECTION COMMITTEE SECRETARY QUERIO: Brother, will you state your name and local?

DELEGATE CRITCHLEY: It's Dave Critchley, Roofers Local 4, Parsippany, New Jersey.

ELECTION COMMITTEE SECRETARY QUERIO: Thank you. Is there a second?

DELEGATE DAVIDSON: I'm going to be the second. In an effort to bring light to the hard work that Tom has done, it is with gratitude that I nominate Tom Pedrick. He has been a crucial part of my 19 years as being a Business Manager of Local 12. Like our brother just said, he's a man's man. His handshake is worth gold. He's the type of guy to help out anybody. But he's really done a terrific job in helping us with our local. And just the fruits of his labor got Local 8 and Local 154 here all back and put together and on the go because of Tom Pedrick. So I would certainly like to nominate him as Second Vice President. Butch Davidson, New Haven, Connecticut.
Thank you.
(Applause.)

ELECTION COMMITTEE SECRETARY QUERIO: Brother at Mic 4.

DELEGATE SICILIANO: Okay, my name is Nick Siciliano, and I'm the Business Manager of Roofers Local 8 in New York city. I know a second isn't needed, but I'd do it three and four times over if I had to and again and again, but I would like to share a few thoughts.

It's been an honor and a privilege to have worked with Tom over the last nine years in my union. Words really can't describe the dedication, leadership, devotion and most of all the loyalty he has shown toward myself and the membership of Local 8. He has guided us through some of the most difficult challenges and obstacles any labor union could ever imagine. Local 8 is now a strong and proud union, and for this, I am grateful that Tom was on our side.

He has been there for all of us time and time again. He has lent his knowledge and skills to improve just about every local that needed the help in the Northeast. No one was ever left behind, and we made a lot of new friends along the way.

It is my great honor to second -- again second Brother Tom Pedrick for the position of Second Vice President of our great organization.

Thank you.

(Applause.)

DELEGATE HANEY: If Brother Nicky thought second and third was all right, this is the fourth. I'm Ron Haney, Roofers Local 195, Syracuse, New York. Tom Pedrick has been the go-to guy when the very foundation of this International Union has been threatened by loss of large locals and large memberships. Tom Pedrick is the one that's been sent in to locals to clean up the mess created by poor leadership and corrupt officers and not always friendly faces and open arms were awaiting him. Tom Pedrick has turned locals from liabilities into assets by picking the right leaders and showing them the way to lead their locals in this great Union of Roofers, Waterproofers and Allied Workers back to a proud prosperous future. I would also like to second the nomination for Tom Pedrick.

(Applause.)

ELECTION COMMITTEE SECRETARY QUERIO: Tom has been nominated. Are there any other nominations? Are --

DELEGATE BERNAS: Who the hell is this Tom Pedrick guy? No, thanks, Tommy. John Bernas from Local 74, Buffalo. Thanks for all you do, Tom, you have my back and I'll always have yours. Thanks.

(Applause.)

ELECTION COMMITTEE SECRETARY QUERIO: Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare the nominations closed and would like the unanimous ballot in the election of Tom Pedrick.

(Standing ovation.)

And I return the Chair back to Dave.

ELECTION COMMITTEE CHAIR CRITCHLEY: Okay. Brothers, I now open the nomination for Third Vice President.

Are there any nominations? Delegate at Mic 4.

DELEGATE BROUSSEAU: Good morning, Chairman Critchley. Good morning President Robinson, Secretary-Treasurer Danley, honorable Executive Board, special guests and all my fellow delegates and representatives from around the country.

My name is Brian Brousseau from Local 33, Boston, Mass area and it gives me great pleasure this morning to place into nomination a man that has dedicated his entire life's work to this great union for 43 years. He is the past Local Training Director, past President, past Business Agent and Business Manager for 27 years, Chairman of the Board of Trustees for the pension health and welfare and career fund, Joint Apprenticeship Committee and Labor Management Trust. And for 20 years now, he's served with distinction as an International Vice President in three administrations. I want to place into nomination my friend, my brother, and the best boss I've had, Paul F. Bickford for Third International Vice President. Thank you.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, brother.
(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Are there any other nominations?

DELEGATE ROLFE: Excuse me a second.

ELECTION COMMITTEE CHAIR CRITCHLEY: Go ahead, Delegate at Mic 4.

DELEGATE ROLFE: My name is Eddie Rolfe, Roofers Local 33, Boston Mass. I'd like to second the nomination for our Third International Vice President, my friend of over 40 years, Paul Bickford.
(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Are there any other nominations?
(No response.)
Are there any other nominations?
(No response.)
Are there any other nominations?
(No response.)

Let's make it official. Hearing no further nominations, I declare nominations closed and I move for a unanimous ballot for Third Vice President.

All in favor, signify by saying "aye."
(Chorus of ayes.)
(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Okay, gentleman, I now officially open the nominations for Fourth International Vice President.

Are there any nominations?

I recognize the delegate at Mic 1.

DELEGATE KING: Kevin King, Roofers Local 20, Kansas City, Missouri. Mr. Chairman, it is my privilege to nominate the Fourth International Vice President, a man who has been a member of Local 20 for over 35 years. He

has served as the local's Business Manager for over 14 years and as Trustee on the local benefit plans. He also served as President of the Tri-County Labor Council and Secretary-Treasurer of the Missouri State Building and Construction Trades Council for numerous years. In 2004, he began his career with the International Union when he was appointed to the position of Director of Marketing and Organizing by then General President John Martini, and, therefore, as Director of Jurisdiction and Assistant to the General President.

Mr. Chairman, it is my honor and my privilege as a true friend of mine to nominate James A. Hadel Fourth International Vice President.

(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Hearing that, are there any other nominations?

(No response.)

Any other nominations?

Delegate at Mic 1.

DELEGATE SMITH: Good morning, ladies and gentlemen. My name is Walter Smith, 40-year member of Roofers Local 20 and a close brother and associate of Mr. Hadel. Not only was Mr. Hadel good for Roofers Local 20, in my opinion, I believe he was good for the whole nation. He made everybody his brother and sister.

I would like to second the nomination for Mr. Hadel as Fourth International Vice President. Thank you.

(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Make it official, hearing no other further nominations, I declare the nominations closed and would move for a unanimous ballot for the Fourth Vice President.

All in favor?

(Chorus of ayes.)

Election Chair Critchley bangs gavel and declares nominations closed.

(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Okay. Brothers, I now open nominations for the Fifth Vice President are there any nominations? The delegate at Mic 4.

DELEGATE MARSHALL: Layne Marshall, Local 23, South Bend, Indiana. After nearly 43 years of dedicated service to Local 23 and our International Union, it is my honor to nominate Don O'Blenis, Fifth International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Are there any other nominations?
Delegate at Mic 4?

DELEGATE WADDELL: My name is Charles Waddell with Roofers Local 23 out of South Bend, Indiana. And I would like to second the nomination for Don O'Blenis, International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Very good, Brother.

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare nominations closed and would move for a unanimous ballot for Fifth Vice President. All those in favor, signify by saying "aye."

(Chorus of ayes.)

The ayes have it and so be it.

... Election Chair Critchley bangs gavel...

(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Okay Brothers, now -- I now open it up for Sixth Vice President.

Any nominations? Delegate at Mic 1.

DELEGATE MENZEL: Mr. Chairman, Brothers and Sisters, it's my honor and my privilege to nominate a man who spent a lot of years at Local 11 leading and then moved up to the International and is still doing everything he can for local unions around this country. So on behalf of the Local 11 membership, our delegation, I'd like to nominate Richard L. Mathis as Sixth International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother. Excuse me, Brother, could you state your name and local?

DELEGATE MENZEL: Gary Menzel, Local 11, Chicago, Illinois.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother. Delegate at Mic No. 1.

DELEGATE GNAT: Larry Gnat, Local 11, Chicago, Illinois.

It is my honor and privilege to second the nomination for Rich Mathis as Sixth International Vice President.

(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother. Are there any other nominations? Delegate at Mic 1.

DELEGATE EPPENSTEIN: Jeff Eppenstein, Local 11, Chicago, Illinois. I would

also like to second the nomination for Richard Mathis. And I'd like to thank him for all of his years of dedicated service, his tireless effort towards Local 11. And I'd like to see him continue on the Executive Board. And we thank him for all that he has done for us. And we continue to watch what he's going to continue to do.

Thank you, Rich Mathis.

(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother. Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Let's make it official, hearing no further nominations, I declare nominations closed and move for a unanimous ballot for the Sixth Vice President.

All in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed.

(No response.)

So be it.

... Election Chair Critchley bangs gavel...

Okay, Brothers, I now open the nominations for Seventh Vice President.

Delegate at Mic 1.

DELEGATE MARSHALL: Chairman, Denny Marshall, Local 2, St. Louis, Missouri. It's my honor to nominate a guy that doesn't just talk the talk, but he walks the walk. All the way union.

He was initiated to the Local 2 in 1979, then elected to Executive Board in 1985 and also served as instructor for the Apprentice Program. Then they elected him as Financial Treasurer, Business Rep 1992. He has been President/Business Manager for the past 13 years, has also served as International Vice President since 2004.

Without further ado, I would like to nominate Daniel P. O'Donnell as the Seventh International Vice President of the United Union of Roofers, Waterproofers and Allied Workers.

(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: You've heard the nomination. Thank you, Brother.

Are there any other nominations? Delegate at Mic 1.

DELEGATE KNIGHT: Hi, I'm Dan Knight, proud member for 35 years, Roofers Local 2 out of St. Louis. I've seen a lot of Business Managers, hard honest, good working men come and go in the 35 years I've been at Local 2, but we've never been in better hands than we are right now with Mr. O'Donnell at the helm. I second his nomination. Thank you.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nomination, I declare nominations closed and move for a unanimous ballot for the Seventh Vice President.

All those in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

(No response.)

So be it.

... Election Chair Critchley bangs gavel...

(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Okay. Gentleman, I now officially open up the slot for the Eighth Vice President.

Are there any nominations? Delegate at Mic 3.

DELEGATE BRUNER: Lee Bruner, Local 149, Detroit, Michigan. I would like to nominate for the Eighth Vice President a person who has led Local 149 for the past 11 years as Business Manager in lean and prosperous times and he has also been Vice President for the International since 2004. That person is Brother Robert Peterson.

(Applause.)

ELECTION COMMITTEE CHAIR CRITCHLEY: You heard the nomination, is there any other nomination? Is there any -- delegate at Mic 3.

DELEGATE TACKETT: John Tackett, Roofers Union Local 70, Ann Arbor, Michigan. I'd like to second the motion for Bob Peterson for International Vice President, my friend and go-to guy.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?

(No response.)

Any other nominations?

(No response.)

Any other nominations?

(No response.)

Hearing no further nominations I declare nominations closed and would move for unanimous ballot for this Eighth Vice President.

All of those in favor, signify by saying "aye."

(Chorus of ayes.)

Election Chair Critchley bangs gavel

The ayes have it and

so be it.
(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brothers. I now open nominations for the Ninth Vice President. I recognize the delegate at Mic 4.

DELEGATE MILLIRON: Good morning, Mr. Chairman.

ELECTION COMMITTEE CHAIR CRITCHLEY: Good morning.

DELEGATE MILLIRON: My name is Chris Milliron, Local 44, Cleveland, Ohio. I stood here five years ago and spoke of my friend who I have known for quite awhile that spans now probably four decades. We've put roofs on together, Conference Boards, E-Boards, negotiations, we've done it all, the same thing we do in this room Mike and I have done. A while ago Mike lost his father. Some of you may have read a letter that he put in our Journeyman Waterproofer's Magazine as he referred to his father as the greatest man he's ever known. Well, I'm sure if Ralph is looking down from that PLA in the sky, he'd be pretty proud of the man -- the son that he raised. That's why it's not just an honor but it's a privilege for me to nominate my brother and my friend, Mike Vasey for Ninth International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.
(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations? Delegate at Mic 3.

DELEGATE HAYES: John Hayes, Roofers Local 75, Dayton, Ohio. I'd like to second the Mike Vasey as Ninth Vice President. Mike has not only been a great leader to the Mid-States and Local 44, but a great friend and a great advisor and a better friend. It is my honor and privilege to speak for the Mid-States Council and for Roofers Local 75 and the help he's given to us in nominating Mike Vasey as the Ninth International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.
(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare nominations closed and would move for a unanimous ballot for the ninth vice president.

All those in favor, signify by saying "aye."

(Chorus of ayes.)

Opposition?

(No responses.) Election Chair Critchley bangs gavel

The ayes have it and so be it.

(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: Okay, Gentlemen, two more. Here we go.

I now open nominations for the Tenth Vice President.

Are there any nominations? I recognize the delegate at Mic 3.

DELEGATE CARDWELL: I'm Don Cardwell, Local 176, Nashville, Tennessee. I'd like to nominate my friend and a friend to all of us for Tenth International Vice President, Michael Stiens.

ELECTION COMMITTEE CHAIR CRITCHLEY: You heard the nomination.

(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any -- the delegate at Mic 4.

DELEGATE STOCKELMAN: Butch Stockelman, Roofers Local 42, Cincinnati, Ohio. Mike is now a member of Local 176. Well, I had the pleasure of working with him when he was a member of Local 42 in Cincinnati. When I say I worked with him, I worked with him on the roof. We worked side by side in all our years. I've also worked with him when he became my Business Rep with Local 42. He had that position for six years, and he did a great job. I had the pleasure of working with him on many committees. In turn, in 1999, he was appointed as the International Rep for my local once again. I saw him as the work horse of the International, he's a hard working man. He's always represented us very well.

I would like to have the pleasure and honor to second Mike Stiens as Tenth International President of the IU. Thank you.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.

(Applause.)

I recognize the delegate at Mic 4.

DELEGATE KUJAWA: Michael Kujawa, Roofers Local 134, Toledo, Ohio.

In 2010, I took over Local 134 as the Business Manager. The local was in serious trouble and we had to negotiate a contract and we were going broke. Mike Stiens has helped us get Local 130 back into a stronghold, helped us recapture some of the work hours that we had lost. And I am proud to second the nomination of my friend and mentor, Michael Stiens for Tenth International Vice President.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare the nominations closed and would move for a unanimous ballot for the Tenth Vice President spot.

All in favor -- all those in favor, signify saying "aye."

(Chorus of ayes.)

Opposition?

There is no opposition.

... Election Chair Critchley bangs gavel...

(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: So be it.

Okay. Gentlemen, I now open the nominations for International Secretary-Treasurer. Are there any nominations?

I recognize the delegate at Microphone No. 3.

D

ELEGATE JAWORSKI: Good morning, Mr. Chairman. Pete Jaworski, Roofers Local 96, Minneapolis, Minnesota.

I'd like to nominate Mr. Robert Danley. All my delegates, my friends, he's been a member for years. I've known him personally for 30 years. He's done a great job. He's very frugal, and he can help run the International through the next five years.

I nominate Mr. Robert Danley. Thank you.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?

I recognize the delegate at Mic 3.

DELEGATE HARRIS: I'm Gene Harris. I'm also with Roofers Local 96 in Minneapolis, Minnesota. And I would like to second that nomination for my friend Bob Danley.

Thanks.

ELECTION COMMITTEE CHAIR CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare the nomination closed and would move for a unanimous ballot for the International Secretary-Treasurer.

All those in favor, signify by saying "aye."

(Chorus of ayes.)

Opposition?

Hearing none, I declare Brother Danley elected.

So it goes.

Election Chair Critchley bangs gavel

(Standing ovation.)

ELECTION COMMITTEE CHAIR CRITCHLEY: All right, gentlemen. I want to thank all the delegates once again. I want to ask the newly elected officers to come up. I'd like to make a statement. And then I'd like to swear them in and turn the gavel back over to the boss. So Tom, all the VPs, Kinsey, Bob, come on up, I want to swear you in.

Okay, guys, the delegates, members and guests, let's make it official. I've got a big mouth it's going to be kind of hard hopefully you can hear because I'm supposed to face them.

... The newly elected officers assemble on the dais for the Oath of Office...

ELECTION COMMITTEE CHAIR CRITCHLEY: Gentlemen, this organization having confidence in your ability, integrity and moral character has, by their individual actions, intelligently and legally executed, declared you worthy in honor and fit subjects to encumber the office to which you have been elected; you will now elevate your right hand and repeat after me:

I, state your name, hereby solemnly swear on my honor that I will faithfully discharge the duties of my office of this Union; that I will support the Constitution of the United Union of Roofers, Waterproofers and Allied Workers; and that I will enforce the same to the best of my ability without prejudice or partiality.

I further declare that I am not a member of or in any manner affiliated with any subversive organization. I promise while a member of this Union I will not become a member of, or in any manner be affiliated with any such subversive or organization.

Brothers and sisters, ladies and gentlemen, you have witnessed this obligation administered and assumed. It becomes your duty to zealously guard and protect these officers in their duties and also immediately bring to their sense of responsibility any violations of their oath.

By the authorities invested in me by your International Union, the United Union of Roofers, Waterproofers and Allied Workers, I now pronounce you legal officers of this Union and you will immediately take possession and occupy the office to which you have been elected.

You will administer and execute the mandate of this Union as prescribed by the International Constitution and bylaws until such time as your successor in office has been properly established or you have been relieved of your duties.

At this time, I want to give our Executive Board General President, Recording Secretary one hell of a salute. Hell of a job.

(Standing ovation.)

I now officially turn the podium back to the Boss.

PRESIDENT ROBINSON: Thank you, David, Jim and your committee. It was a job well done. You can see why David is Secretary-Treasurer of the New Jersey Building Trades, can't you.

(Applause.)

He's a take charge guy.

I've been through a lot of Conventions and I think that was the best run

election we've ever had. You guys did a terrific job.

(Applause.)

At this point, I'm going to call for a vote to release the committee with the thanks of the entire Convention.

All in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

(No response)

Released. Thank you gentlemen.

(Applause.)

Before we move on, I'd just like to say a few words on behalf of your Executive Board and Bob Danley, your Secretary-Treasurer, that we appreciate your confidence in us. And we will stand strong for you in these next five years as I know you will stand strong with us. And we're all in that same boat, every delegate out in the room and every officer up at this dais. And we're all going to row together and we're going to get the job done. And I thank you again.

(Applause.)

Our next speaker is Leslie Tolf, President of the Union Privilege. In fact, Leslie has flown all the way out here today from Washington, D.C. and then she has engagements back in Washington and has to turn around and fly back as soon as she gives us this speech. So I can't tell you how much I appreciate her making this effort.

Over the last two decades, Leslie's work at the Union Privilege has improved the quality of life of union families across America by making their everyday wants and needs more affordable and accessible.

In 2000, Leslie was elected President of Union Privilege where she has developed a hardship assistance program that is the centerpiece of the Union Plus credit card; the most worker-friendly card in the marketplace.

Leslie's passion for providing educational opportunities lead her to create a scholarship program which has provided more than \$2 million for union members and their children to pursue opportunities to go to college and pursue other additional training. This year, she launched the LaborCorps Program which pays back a portion of education loans to union activists. Currently, Leslie is focusing on education through graphic novels. Her book, *Union Kid Power!* is coming out soon.

Leslie graduated summa cum laude from the University of Michigan and earned her MBA in finance and marketing from Columbia University. She is also a board member of the National Labor College and Working America.

Please give a warm welcome to Leslie Tolf.

(Standing ovation.)

LESLIE TOLF (President Union Privilege): It's funny because it's my birthday today, too.

... Delegates wish Ms. Tolf Happy Birthday...

Thank you. You know, it's wonderful to spend time with a bunch of men and a few women, so I plan to do the slots on the way home and hopefully it will be my lucky day.

So thank you all. Union Privilege which is also known as Union Plus is a nonprofit organization. Our sole purpose is to help you and your union

members in times of trouble and times of joy. Every year, we take a trip to a different city in the country and build a house with Habitat for Humanity. And, you know, it is just one day of manual labor for me, but it reminds me how awesomely difficult your jobs are, and how much you have to be driven. You have to pay attention, you have to work side by side with members of your crew for hours on end, days on end. And quite honestly, I could not do it but thank God you do. So thank you so much for being part of the union movement. I feel safer.

You know, let me just switch to my first slide here. All workers are being asked to do more these days and you are doing more, but you're getting less right? Pensions are few and far between. Health care, it's hard to get a clear diagnosis. And job security is a whole new ball game. The average tenure on a job these days is about 18 months. But the saddest fact of all is that we are struggling to just hold ground here.

You know, when I was a kid, 60 percent of America was middle class. My dad was able to raise us, put all of us through college, attend a good high school, and it's not true for my kids. Right now, we can only say that the new normal is about 25 percent of us are in that same category.

So, you know, the people you represent here work harder and they have to be smarter, quite honestly, as consumers with a limited paycheck just to hold onto what they had years ago. In a changed world that we live in, I believe that Union Privilege or our stage name being Union Plus, plays an even more important role. While you hold your ground, we have your back. This is an important partnership between the two of us. You working on a successful workplace; us working on a successful home place.

Now, this is a familiar sight to some of you. For too many Americans, this is what home looked like last year after Hurricane Sandy. It's funny, I use this slide all the time, but I thought it was apropos of you all -- in many situations, it is only the roof that is left standing. And like the building trades volunteers that responded to the disaster, including members of Local 8 -- where is Local 8, New York City, anybody there?

(Applause.)

Yes. And we know you were out there. We worked as well. We provided almost half a million dollars to union members who had one of our products or services. So, you know, if their homes weren't under water, in some situations their mortgages could have been. And let me talk to you about our first program, which is our mortgage program.

Our mortgage program that has been around now almost since inception in 1986 when we started up has provided more than \$43 billion in union mortgages for your members. That money has allowed us to give certain benefits and services to your members. First of all, if somebody buys a new home or refinances, every member gets up to a thousand dollars up front, no tricks, no traps, a thousand dollars in cash equivalent.

But the more important thing is that with our Union Plus mortgage, we really do have your back. We've helped members keep their homes when they have been in times of financial trouble. So if you have members who are out of work seasonally, they have a job disability, they are under some kind of severe health care crisis we are able to provide them a no interest loan up to 6 months that they can payback \$75 a month -- it's really not a terrible inconvenience, \$75 a month and we will give a thousand dollars up front just

as a gift to get them back on their feet to pay their mortgage. So we really believe that this is important for your particular constituency, members who may find themselves in trouble. To date, we've given out over \$9 million in assistance to union members.

And those houses that were literally under water, let me just say a few things about our first responders. My organization is very, very small. Believe it or not, we have 35 people. But all of them are proud, OPEIU members and Val Cole is in the back. Put your hand up; I think she's one of the people maybe in this picture. But when Hurricane Sandy hit, we all got on the phones, we worked late, we worked weekends and we got that cash out. And in many situations, it was the first cash grant that our members saw because most of it was kind of, you know, with other organizations, kind of wrapped up in red tape. So we are very proud of this. We look out for your rights as consumers, we protect you and hopefully in everything that we do we set the gold standard.

Kinsey mentioned the credit card and we do have the only worker friendly credit card on the planet. It is emblazoned with your logo, you can see there, and you do have it in your, wallet, don't you? I see one guy, good. I'm going to talk to you.

So our card -- our worker friendly card was really the model for Congress when they put into place the consumer credit card law several years ago. We were the model card. In fact, Elizabeth Warren came to our office and said, We would like to replicate what you do on your card. And we are very proud of that.

Why? Because there are no tricks or traps in this card. It has a lower average rate -- average interest rate, excuse me, and hardship assistance. We are trying to give out a million dollars a year to your members in hardship assistance.

Lastly, the great news is when you call and you have a customer service problem, all calls are answered in the United States of America. And we're very proud of that as well.

(Applause.)

So as I mentioned, we've increased the assistance grants available to your card holders up to 25 percent. Again, we help them when they're out of a job, disabled or have high hospital bills. No other credit card does this. This is Linda -- and I just want to put a face on it for a minute. This is Steven and Linda of Maplewood, New Jersey. Steven suffered an injury and was not able to work. Because he carried his union credit card, he was able to receive \$2,200 in assistance just when he and his family needed it most. This is real folks, let me just tell you. Congratulations, Bob, for being reelected. Minneapolis, Local 96, can I get a raise of hands. Where is 96 -- ... Delegates raise their hands...

Okay Bill, your members have taken advantage of job loss grants on the card. Local 11, Chicago, my hometown. Where is Local 11?

... Delegates raise their hands...

Okay, another big group. They have taken advantage of disability and job loss.

Lastly, Local 8, New York City, where I've spent some time, again people taking advantage of job loss and disability.

So these cards do come in handy when your members are in trouble. If they

have to carry any card, they should carry ours. You know, I wear glasses now for a reason, and it's because I read all those whacky credit card solicitations that you get in the mail and you throw out. Okay, the ones that say, okay, on Tuesday if it's raining you get 3 percent or spend \$5,000 on your Hilton Honors card and we'll give you 5,000 points. I look through all that stuff and we were able to partner with Capital One, which we think is one of the better banks out there, they are a U.S. based bank. And it really has no kind of caps, it has no reward limits. It has no annual fees. And it's 1.5 percent no matter how much you spend. So take a look at it if you haven't seen it in a while. We think it's better, and it's improved.

Let me talk about the second program we offer. How many of you have an AT&T phone service?

... Delegates raise their hands...

How many of you are taking advantage of the AT&T discount?

... Delegates raise their hands...

Okay. That's fantastic. If you're not, get on the phone right away and get that discount. You're entitled to it as a member of your union. The family plan that we offer through AT&T saves a family of about four, on average \$300. That's a couple weeks' worth of groceries, it's a couple date nights with your significant other, four tanks of gas, it's worth it.

But it saves something else, too. It saves good union jobs, okay. AT&T is the only unionized carrier. And we are supporting 40,000 of our union sisters and brothers by using the AT&T discount. So I encourage you, who already have AT&T, to get that discount. And who are coming up and thinking about switching over, we also have a couple hundred dollars in rebates, so take a look at our Web site on that one.

It was also mentioned my personal passion, which is education. And it's important for us as union leaders to not only think about how we stand our ground, but how do we gain ground. Union Privilege has the largest scholarship program available for the AFL-CIO. It's available to your kids. It's available to your grand kids. It's even available to you if you want to take advantage of an accredited program at a university.

This Ed Auer his father is a member of Roofers Local 37, are they in the room, from Bellevue Washington, I think, Pittsburgh, 37, anybody? There's a guy, so Ed's father is in Local 37 and Ed -- and this is his girlfriend -- was one of 129 scholarship winners last year. He's continuing in his Dad's footsteps as a Local President of Local UFCW 325. We want to see more of your applicants in the pool next year. And let me talk about how that can happen.

So I want to leave you with two simple things today to stay informed about our programs. The first is -- and this is the interactive part of the speech, get out your smart phones. And I'm very impressed, nobody is multi-tasking or looking at their cell phones while they're talking to me. Good audience. So get out your cell phones and text -- for those of you who have the text messaging function, if you text 22555 -- and I'll leave it up here for second -- 22555 on your cell phones, and then when the message pops up, you'll have that blank message, if you type in "union," if I can get -- let's see, how many people are in the room, 600 would you say? A thousand, if I can get 100 people to text, I will donate a thousand dollar scholarship

for next year for your union. So if I can get a hundred people in this room to do 22555, and, you know, if you don't know how to do it, come see me after I speak, and I'll make sure that you vote once, if not twice. So this information will get you -- this texting will get you information about our benefits -- Kinsey has just done it.

The second thing I'm going to ask you to do is -- and I know all of you have probably already met Val because Val meets everybody. Val has been with Union Privilege for 24 or 25 years, almost since the start, and she is our ambassador of Union Privilege. She is at the booth. She would love to have you stop by and talk to her about the benefits, so take advantage of that. So, let me see if I can go back on this. There it is, okay. So this leaves me just enough time to talk about some of the unwrapped presents. We talked about the presents of credit cards, mortgages. We talked about scholarships, cell phones. Union Privilege has 36 other products for you and your family to take advantage of: Disney discounts, auto insurance, pet insurance, anything that you can imagine, we have.

So, please, you know, get the word out to your members. We think it's valuable. We think it's a good news story to share: Here's what your union can give you. And I really appreciate the time and the attention today. Take a look at those presents. Don't leave them unwrapped and unused. Thank you very much.
(Standing ovation.)

PRESIDENT ROBINSON: Thank you, Leslie. We appreciate you making the trip all the way out here to spend a few minutes with us, to engage us in what you do and tell us about the products you can provide our people.

With that, can we roll the AFL-CIO film? Thank you.

... AFL-CIO Investment Trust video played ...

(Applause.)

Our final speaker this morning is Mike Stotz. Mike is the President and Managing Director of the AFL-CIO Investment Trust Corporation. The Trust is an institutional investor relations firm that provides marketing, investing services and labor relations services to labor pension fund clients. The Trust is part of the AFL-CIO Investment Trust Program, a framework that also includes three large pooled investment funds: the AFL-CIO Building Investment Trust, a commercial real estate fund; the AFL-CIO Housing Investment Trust, a fixed-income investment company; and the AFL-CIO Equity Index Fund an S&P 500 Index Fund.

Mike joined the AFL-CIO Investment Program in 1999 and has worked in almost every facet of the program including marketing, labor relations, finance and property management. Since joining the Trust, the Investment Program has greatly benefited from his knowledge of both the real estate market and the Taft-Hartley environment.

With more than 20 years experience in commercial real estate, Mike's background also includes more than eight years with Michael's company, a large full service real estate firm in the greater Washington, D.C. area which, by the way, employs a lot of our roofers on their projects.

Mike holds a B. A. in Finance from the Catholic University of America.

The AFL-CIO Investment Trust vehicles are a good example of how we use our money to create good union jobs for Roofers and Waterproofers. These

vehicles have invested billions of dollars and created tens of millions of work hours for Roofers and other building tradesmen. Please give a warm welcome to Mike Stotz. (Standing ovation.)

MICHAEL STOTZ (President AFL-CIO Investment Trust Corporation): I hope you enjoyed that video. We like it in the office. And I am really happy to share it with you today.

Thank you to International President Robinson, International Secretary-Treasurer Danley, and to all the members of the United Union of Roofers, Waterproofers and Allied Workers for the opportunity to speak with you today. I am truly honored to be here. No, you are not the largest union in America, but you wouldn't know it by President Robinson's commitment to your union and all workers.

Thank you to the Roofers for your unwavering commitment to solidarity and support for AFL-CIO initiatives and programs. This year is the 25th anniversary of the AFL-CIO Building Investment Trust. You were one of the first unions to invest in the program. I'm also pleased to say that one of your own, Ray Waldron is on our Board.

As we speak right now, I am proud to say that the Building Investment Trust has \$1.3 billion in active construction projects across America. This means that thousands of union construction, building, service and maintenance members went to work this morning on our job sites.

(Applause.)

Funded by union pension dollars and generating competitive returns, we are creating our own economic recovery. We are the AFL-CIO Building Fund that constructs buildings and employs you across America. We are the leader in union job creation. No other fund is doing what we are doing, building from the ground up.

As far as I'm concerned, you are probably our most important investor. Not only were you one of our first investors, but you are quite literally on top of all our buildings. Your work not only changes the physical landscape of America, but it also sets the tone for the entire labor movement. We show your buildings across the United States sharing what the labor movement is capable of accomplishing each and every day.

For example, we just broke ground on a \$420 million project in New York City, which is the first major new development since Hurricane Sandy. Also, I'm proud to say that the first five floors of this new building will be a New York City public elementary school. You are building one of the greenest properties in real estate right now in Hoboken, New Jersey. People talk about environmental sustainability, but we do it with you in our buildings.

You just finished what is already Chicago's premiere apartment building in the city sitting along 500 Lake Shore Drive across the street from the historic Navy Pier. We just saw that new building in the video.

Let me also add that we have a fiduciary obligation. Not only do we create jobs but our number one priority is to generate competitive returns. We measure our returns in a couple of ways against other funds. If you just compare us on the returns, we are consistently competitive with the benchmarks.

Additionally, we don't just buy existing buildings to flip them like some other organizations. Instead, we more often construct buildings from the ground up. One major advantage of this practice is we don't pay premiums. Instead, we get all of the appreciation on buildings you construct from the ground up.

So let me just, again, say thank you. Thank you to your International, and thank you to Local 134 and thank you to Local 33 who each have been part of the fund for many, many, many years.

You lead by example and you are leaders in the labor movement wide campaign to encourage unions to invest in themselves. And it is working. The AFL-CIO Building Investment Trust just finished our most successful quarter ever in terms of new investments. And on top of that, 2013 will be a record year. Thank you for that.

We have an historic opportunity to leverage what might be our most underused weapon, our union dollars, your union dollars. \$4 trillion sits in public and private union pension funds across America. You heard that right. \$4 trillion. Truly incredible, isn't it?

Imagine what would happen if we leveraged just 10 percent of that or \$400 billion into AFL-CIO licensed vehicles like the BIT, the AFL-CIO equity index fund or the AFL-CIO housing investment trust. Think about what that would mean. We would be the ones making demands of Wall Street, not the other way around.

As head of the AFL-CIO Investment Trust Corporation, I was given the mandate to help build President Trumka's and the AFL-CIO Executive Council's vision of creating a union economy. The AFL-CIO Investment Program already has three large pooled investment funds, as I said, AFL-CIO Building Investment Trust, a commercial real estate fund, AFL-CIO Housing Investment Trust, a fixed income fund and the AFL-CIO Equity Index Fund, an S&P 500 index fund. Each one is an incredible tool for the labor movement. Let me speak briefly about each of the three funds.

First, the AFL-CIO Building Investment Trust, what better case can you make for the power of solidarity? Active members putting collectively bargained contract retirement benefits immediately to work. Through our AFL-CIO family of funds, they are getting great long-term returns while also generating more employment for themselves and their union brothers and sisters right away. Now, that's a beautiful thing.

And in addition to our union construction mandates, once those jobs are completed, every service and maintenance job in those buildings is union. These service contracts will ensure permanent union jobs into the future. (Applause.)

Thank you.

The number of projects and the number of jobs are only limited by our ability to secure union pension dollars. In other words, my brothers and sisters, we could grow this thing substantially.

Our second vehicle is the AFL-CIO Housing Investment Trust which was launched by the AFL-CIO in 1965 and is an open-end comingled investment company commonly called a mutual fund. Some of the social benefits of investing in the HIT include expanding the supply of affordable housing, creating union jobs and opening doors to home ownership for working families. The HIT has helped finance more than 500 housing projects

creating or preserving at least a hundred thousand homes. That financing has generated an estimated 70,000 jobs for construction workers who are 100 percent union.

(Applause.)

And the HIT earns very competitive returns for our union investors as well.

The third vehicle is the AFL-CIO equity index fund -- and I'm off script here, but this was just launched two years ago. And I really ask everybody to pay attention to this because it's one heck of a tool for labor.

I am very pleased to announce that the AFL-CIO Equity Index Fund has now grown to more than \$4 billion in committed assets since its launch in March of 2011. This exceeded our year-end target by more than \$1 billion. Our goal is to surpass 5 billion or even 6 billion in 2014. This kind of growth from zero to 4 billion is truly unprecedented. It is because of you. You know that when we work together, when we pool our assets and when we are united, we are always stronger.

The fund is a critical vehicle for us to strengthen shareholder activism and proxy voting in labor's interest. Every single group we've presented to since launching the fund has joined us. I am proud to say that the Roofers International was a very early supporter along with Local 11 and Local 33. Thank you very much for that.

(Applause.)

Most pension funds have a portion of their assets in a named index fund. I strongly urge you to move those assets to the AFL-CIO Index Fund and here's why: It has exceptional benchmark tracking. Please listen carefully. It has extremely low management fees of only 1 and a half basis points a year. To date, we've found it to be the most inexpensive index fund in the market across the United States. And that's what it was designed for, strictly to pool labor's capital and have those votes voted in accordance with what labor believes in. It ensures proxy voting and shareholder resolutions that are aligned with the concerns of working people 100 percent of the time. This fund is one of the most vital strategic initiatives we have for increasing worker influence on corporate governance in America. Please, let your consultants and advisors know that you want your dollars working for you.

These AFL-CIO family of funds are some of the best tools we have to reinvigorate the economy and advance the interests of workers and their unions. We have to put pension dollars to work for our members, retirees and their families. We need your help. We ask that every union here today who has a qualified pension fund to please set up a meeting with your consultants. Because we know that there is strength in unity, there is strength in collective action and when we invest in ourselves, we always win. This is our time.

Thank you very much.

(Standing ovation.)

PRESIDENT ROBINSON: Thank you, Mike. Great presentation. You know, the message there was simple, it's the same message we've been trying to deliver all week. You know, we invest in ourselves and we win. And the very first funds that Mike was speaking about, the building funds, we've been involved in for years and years. But when it gets to the index fund, which is

something new, here's our choices: We can go out and pay 5 to 12 basis points, we have no control on how the proxies are voted and we have no control how the money is used or we can put our money in the index fund of the AFL-CIO and you only pay 1.5 basis points. You've got control of how the proxies are voted and you've got some control of how the money is used. It's a pretty simple equation. But that's what this whole week is about, how do we strengthen ourselves?

But you guys are the only ones that are going to do it. You have to go to your trustees and to your professionals. When your professionals tell you, No, we don't really want to go that way, we want to go this way. Well remember, if you're a trustee, you're the boss. Make him show you why he shouldn't be using one of these products we're talking about today. Make him show you -- make him put it down in black and white and show you how you are going to do better by doing what he wants to do. And still keep in mind that while we're investing in ourselves, you know, we're returning money back to us so we can go out and put out more jobs and build more union projects. So it's very, very important.

At this time I'll call once again on Vice President Hadel of the Law Committee to give a report on Resolutions 4, 6 and 17.

LAW COMMITTEE CHAIR HADEL: Thank you, President Robinson. The Law Committee has met and heard testimony on Resolution 4 and its companion Resolutions 27 and 42, the Secretary will now read Resolution No. 4.

LAW COMMITTEE SECRETARY PETERSON: Resolution 4:

WHEREAS, it is imperative that the democratically elected local union delegates attend the International Convention to express the views of the membership; and

WHEREAS, the participation of eligible members in the proceedings of the Convention is essential to keeping the organization on behalf of eligible members current and forward thinking; and

WHEREAS, only active members and not supervisors with authority to discipline should be eligible to nominate, be nominated in any membership election or contract vote.

NOW, THEREFORE, BE IT RESOLVED, that Article III, Section 1(b) of the International Constitution be amended to read as follows:

Section 1.(b) Any member who is or becomes an employer or supervisor shall not be eligible to nominate, be nominated or vote in any election of officers or delegates or on any collective bargaining agreement.

The Committee heard testimony and, Mr. Chairman, I move for adoption of Resolution 4 as read.

LAW COMMITTEE CHAIR HADEL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second on Resolution No. 4.

On the question? Seeing none, all those in favor, signify by saying "aye."
(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

LAW COMMITTEE CHAIR HADEL: The Law Committee has also heard testimony on Resolution 6. The secretary will now read Resolution 6.

LAW COMMITTEE SECRETARY PETERSON: Resolution 6:

WHEREAS, fairness and equity mandate that only eligible members elected by the rank and file membership shall serve as alternate delegates.

NOW, THEREFORE, BE IT RESOLVED, that Article VI, Section 5 of the International Constitution be amended to read as follows:

Section 5. The International President, International Secretary-Treasurer, the First Vice President and the Second Vice President, shall each, by virtue of their elected positions, be delegates to the Convention of the American Federation of Labor and Congress of Industrial Organizations and the Building and Construction Trades Department. By virtue of their elected positions, the remaining Vice Presidents shall numerically serve as alternative delegates.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it, and I move for adoption of Resolution No. 6 as read.

LAW COMMITTEE CHAIR HADEL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second. On the question? All those in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

LAW COMMITTEE CHAIR HADEL: Additionally, the Law Committee has met and heard testimony on Resolution 17. The Secretary will now read Resolution 17.

LAW COMMITTEE SECRETARY PETERSON: Resolution No. 17:

WHEREAS, the United Union of Roofers, Waterproofers and Allied Workers and its affiliated local unions have a long history of political activism, including tirelessly working for the implementation of an eight-hour day, minimum wage laws, Social Security, the Family Medical Leave Act, pension reform and comprehensive healthcare; and

WHEREAS, Roofers, Waterproofers and Allied Workers have voted for federal candidates for public office that share our commitment to bettering the lives of working people; and

WHEREAS, the Roofing Political Education and Legislative Fund has supported state and local candidates for public office that in turn support legislative issues critical to the welfare of our members and their family; and

WHEREAS, our Union has a firm record of supporting legislation to safeguard pension plans, improve health care, strengthen prevailing wage laws, increase funding for worker training and many other issues that ease the burdens of working families; and

WHEREAS, our organization has stood firm against the attempts of the radical right to erode the significant gains of workers and tear down standards set

by years of hard work.

NOW, THEREFORE, BE IT RESOLVED, that the delegates attending this Convention go on record as continuing to actively support legislative goals that are favorable to workers and public officials whose ideals favor working families, and that we fervently oppose any effort to diminish the hard fought gains of organized labor, especially the vicious attacks being made on the Davis-Bacon Act and other important federal and state laws.

BE IT FURTHER RESOLVED, that the United Union of Roofers, Waterproofers and Allied Workers continue to maintain the Roofing Political Education and Legislative Fund to support labor friendly candidates for the state and local office.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it, and I move for adoption of Resolution 17 as read.

LAW COMMITTEE CHAIR HADEL: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 17. On the question? All those in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

Thank you, Chairman Hadel and Secretary Peterson.

Before we close this morning, which we will shut down quite soon because we're going to do the pictures. We'll have the picture for the whole Convention. I'm not sure where the cameraman wants us, but we'll find out. And then also any of the committees will have their pictures taken, but before we do that we'll run a short video.

... Video of scene from the Roseanne Barr Show played ...

(Applause and laughter.)

PRESIDENT ROBINSON: As I said, we'll try to keep this Convention a little different in the future for Conventions. You know, we're doing the business, but there's no reason we can't laugh a little bit.

Mr. Secretary, do you have any announcements you wish to make. The floor is yours, sir.

SECRETARY-TREASURER DANLEY: All right. The following committees are going to meet today: Resolutions Committee will be acting on Resolutions 8, 10, 15, 16, 18, 20, 22, 26, 36 at 12:00 o'clock in the Chablis Room, I believe it's called.

The Revisions Committee is going to meet at 4:30. And they're going to act on Resolutions 1, 2, 3, 23 and 37. Once again that's at 4:30 and that's also in the Chablis Room.

Trials and Grievances is going to meet at noon, and they're going to meet in the Loire Room.

Officers Report Committee also is going to meet at noon, and they are going to be in the Bordeaux Room.

And then finally, the Finance Committee is going to hear testimony on Resolutions 13, 24 and 25, and that's going to take place in the Bordeaux

Room. That one is at 5:00 p.m.
And that's it, Mr. Chairman.

PRESIDENT ROBINSON: Thank you, Mr. Secretary. I'm going to adjourn --
officially adjourn for this morning. And please stay in the room so we can
handle all the photographs.

... Whereupon, the Convention recessed at 11:10 a.m. to reconvene at 2:00
that same day ...