

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
Wednesday Morning Session
October 16, 2013

The Convention reconvened at 8:45 a.m., President Kinsey Robinson presiding.
... President Robinson bangs the gavel to call the Convention to order...

PRESIDENT ROBINSON: Delegates, take their seats and the Vice Presidents
their chairs. We're going to begin this morning with a music video.
If we could roll that Tony.

... Music video played - God Bless the USA - proud to be an American...
(Standing ovation.)

... Delegates chant "USA"...

It makes you proud to be an American Roofer. I'm going to call on the
Secretary to make a few remarks and reports and we'll get going.

SECRETARY-TREASURER DANLEY: President Robinson is right, it's good to live
in a free country and be free to join a union.

(Applause.)

Besides being Wednesday, what do we usually call this day?

... Delegates respond "Hump Day"...

Hump day.

Let's play it.

... Geico Hump day commercial played ...

(Applause and laughter.)

SECRETARY-TREASURER DANLEY: Hump day. Brother Lussow, I'm going to amend
that number from yesterday that I read on the floor for Billy Wiggins and
John Casey. We collected a total \$3,290. So we'll get that distributed to
those two individuals.

(Applause.)

This is the easy day today. We've got stuff going on. We've got golf going
on, shooting and go-cart racing. So the buses -- we're going to board at
11:15, and we're going to have signs and we're going to have people pointing
you in the right direction, and so everybody is going to board out of the
same doors. So just look for the people, look for the signs and you'll get
on the buses okay.

We've had a few things distributed and laid on the tables after sessions are
over. And what we'd really prefer, if you want to distribute literature, is
that you either give it to myself or to one of the International Office
staff, and we'll take a look at it first. We have approved the distribution
of a letter from Local 11 against ABC Supply Company. So this is what it
kind of looks like, and they'll start distributing that.

The last thing I got, for those of you who attend the National Building and
Trades Legislative Conference, I'm just going to give you a heads up, the
dates for the conference are March 9th through the 12th for 2014, the same
place, Washington Hilton and Towers.

Mr. President, I think that's it.

PRESIDENT ROBINSON: Thank you, Mr. Secretary. I now call on Vice President
Hadel, Chairman of the Law Committee for a report on Resolution No. 19.

LAW COMMITTEE CHAIR HADEL: Thank you, President Robinson.

The Law Committee has met and heard testimony on Resolution 19. The
Secretary will now read Resolution No. 19.

LAW COMMITTEE SECRETARY PETERSON: No. 19:

WHEREAS, project labor agreements have a long standing history within our nation and have been successfully utilized on projects such as the Hoover and Grand Coulee Dams in the 1930's and continue to be used on both private and public sector projects; and

WHEREAS, the use of project labor agreements on public and private projects have proliferated and has provided taxpayers and private developers immeasurable savings by completing projects on time and on budget; and

WHEREAS, project labor agreements create a field of fair competition for all contractors, provides the owner of a construction project reduced costs, minimizes workplace injuries, provides a highly skilled workforce and delivers a project of the highest quality construction; and

WHEREAS, since construction employment is at its lowest in the industry since the Great Depression, project labor agreements create jobs that provide good wages and benefits; and

WHEREAS, the union construction trades invest over \$1 billion a year in state-of-the-art apprenticeship training programs to develop the skilled workforce needed to meet the future demands of the construction industry and where these programs have a greater capacity to recruit, train and deploy the next generation of skilled construction personnel, project labor agreements provide work opportunities which serve the long-term interests of the industry; and

WHEREAS, project labor agreements create employment opportunities and long-term career opportunities for minorities and women;

NOW, THEREFORE, BE IT RESOLVED, that the United Union of Roofers, Waterproofers and Allied Workers will continue to endorse the use of project labor agreements on private and public projects;

AND, BE IT FURTHER RESOLVED, that the United Union of Roofers, Waterproofers and Allied Workers will continue to promote legislation on a local, state and federal level that supports the use of project labor agreements.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it, and I move for adoption of Resolution 19 as read.

LAW COMMITTEE CHAIR HADEL: I second that motion.

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

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

Tony, could you run another short little video, please.

... Building and Construction Trades Department video played ...

(Applause.)

Our featured speaker this morning is none other than our own President Sean McGarvey. Let me tell you, brothers and sisters, this guy epitomizes value on display every day. And he carries that banner for us all over the United States.

Sean is the President of the North American Building Trade Unions. He

started his career with the International Union of Painters and Allied Trades in 1981 in Philadelphia, P.A, and subsequently worked his way up through various leadership positions within the Painters Union.

In 2005, he was elected Secretary-Treasurer of the Building and Construction Trades Department. In 2012, Sean was unanimously elected to the office of President of the Department.

Sean is currently serving in various capacities for the following organizations: Co-Chair of the Oil and Natural Gas Industry National-Management Committee, the unique partnership between America's Building Trades Unions and the American Petro Chemical Industry; a member of the U.S. Council on Competitiveness, Secretary-Treasurer of Ullico, Treasurer of the National Alliance for Fair Contracting, Board of Directors of the National Coordinating Committee for Multi-Employer Plans; Chairman of the Board of the Center for Construction Research and Training, Labor Co-Chair of the Center for Military Recruitment, Assessment and Veterans Employment which operates the "Helmets to Hardhats" Program.

Sean is also on several other union industry labor-management committees. Sean holds a Bachelor's degree from the National Labor College; and is a graduate of the Harvard University Trade Union Program. Sean currently resides in Maryland, and has two lovely daughters, Kerri Ann and Kelsey Marie.

Sean is a tireless worker on behalf of Roofers and all building tradesmen and women. His efforts to encourage the owner community and reestablish craft unions in the southern portion of the country will provide us all with new work opportunities and, ultimately, thousands of new jobs.

Delegates and guests, please welcome President Sean McGarvey.

(Standing ovation.)

SEAN MCGARVEY (President Building & Construction Trades Department): Good morning.

... Delegates respond with "Good Morning"...

Thank you for that introduction, Kinsey. I blame Bob Krul for that extended bio; but I appreciate it.

So good morning to all of you and --

... Delegates respond with "Good Morning" ...

-- First and foremost, I'd like to add my congratulations to Kinsey, Bob and the entire Executive Board, my friend, Tom Pedrick, from Local 30 in Philadelphia, where I grew up, on the unanimous election yesterday I believe it was. It's the sign of a really smart membership to elect strong, smart leadership, and you certainly did that yesterday and my congratulations.

(Applause.)

And I bring greetings from the entire Governing Board of Presidents wishing you all a successful convention and my partner and our Secretary-Treasurer Brent Booker. And it's a pleasure to be here as you chart the future of your organization for the next five years. And I want to talk to you a little bit about, you know, what I see for the overall Building Trades for maybe the next 10 years, 15 years.

But first I want to make an announcement. Since that video spoke of that Global Foundries Project, and they spoke in the video of a second phase to that project, another \$8 billion. They're going forward with that second

phase of that project, another \$8 billion. And it will be under that PLA and it will be all union up there. That's really good news.

(Applause.)

So you gather here for the first time since your last Convention five years ago, and what a five years it's been. And what the country, the world, the construction industry, our unions, our contractors and most importantly our members have been through over the last five years. It's been a devastating time. It's been a constant struggle. And it's testimony to the strength of this Union and all the unions in the construction trades that we're here five years later. Because at the time we were going through it, it wouldn't be hard to imagine that we couldn't survive it; but we have survived it. And I believe we -- to steal a term from Kinsey -- are on the precipice of great things, of great growth and great opportunity if we take care of our business and we work together.

In the next 10 years, I see an opportunity for us to grow in the industrial and commercial sector in a big way. We spoke of, and Kinsey mentioned in my bio, that we're engaged with the owner community in gas and oil, petro chemical, pharmaceutical, power. These relationships we work hard at developing, building trust, getting the opportunity to show value to the decision makers who are going to deploy billions of dollars in construction spending across the United States, and making sure that they know we're a viable option when they make the decision on their labor strategy.

And just in the gas and oil business, particularly natural gas, those of you who are from the Midwest or Texas or Pennsylvania, Ohio, Delaware, New Jersey, New York, the opportunities that are coming our way to be a self-sufficient -- energy self-sufficient country. The finds of natural resources in oil and gas, the amounts of capital that are going to be spent building new manufacturing infrastructure across the gulf coast states, across Mississippi, Florida, Georgia, Alabama, Louisiana, 44,000 craftspeople needed in Louisiana in the next five years; Texas, I can't even begin to tell you.

The opportunities for us to replant our flag in right-to-work states in the South are here and it's now. And I'm so pleased that your leadership had the vision to invest both human and capital resources in that area of the country, to re-establish the Roofers in places where it's been a struggle to survive for many years. You, along with others, are putting us in position to work with and for owners in the construction industry in the gas and oil and petro chemical industries along that gulf coast that we haven't worked in those facilities in 30, 40 or 50 years. We're now starting to go get our foot in the door because we bring value down there.

But it's not just there. It's not just in those gulf coast right-to-work states. Where me and Kinsey live, about 30 miles apart as the crow flies, there are three projects totaling \$7 and a half billion: A gas transfer station for Dominion Power in Cove Point, two natural gas power plants right in PG County within 25 miles of Washington. There's another gas plant scheduled to be built in Loudoun County, which is just a Virginia suburb of Washington. New Jersey next week will break ground on a \$700 million gas plant. And in Southwest Pennsylvania, Shell will build a cracker, a \$7 and a half billion project, 35 million man hours of work. That's as big as a nuclear power plant, that's how big that project is.

(Applause.)

So these opportunities through our natural energy finds are spread across the country, north to south, with particular emphasis on the deep south. Where the skill sets that we've possessed, our capacity to train have 21st Century labor relations and no bullshit, work with those owners who will demand those contractors use a union labor strategy when we make sense. It's going to give us the opportunity to grow in a place we are fighting right-to-work in northern Midwestern states in states that have been right-to-work for 20, 30 and 40 years. We're going to re-establish ourselves and I believe in a big way.

Now, in the commercial market, in the major metropolitan areas, I don't have to tell anybody in this room what you've been through, what it's been like. And we're just starting to dig our way out. There are pockets in this country now that are starting to boom, not enough of them, but they're starting. The money is freed up, the pent-up need for investment in infrastructure, commercial, institutional, universities, it's just starting to happen. And our people and our contractors are starting to go back to work. And we're going to rebuild in those markets where we've fallen and continue to build in those markets where we've held our own.

And, again, we bring value. Our business is all about value. We are a vendor supplier. We sell one thing: Qualified, crafts workforce. That's what we do. And when we do it well and we're productive and safe, with our high skill sets, we will be used. And when we're not, we won't.

But even with the attributes that we have, it's not always enough when we're talking about public and private owners in major metropolitan areas. There are many places in this country that have done a tremendous job of building relationships and partnerships, not just with the owners, but with the communities in those metropolitan areas. The underserved communities, the churches, the minority communities, women's communities, our veterans communities, when we work and build these partnerships, when we add real value to those folks in those communities, when they know that the opportunity, through a community workforce agreement to come in through pre-apprenticeship and through apprenticeship into one of the trades is the ladder and the pathway to the middle class. When we do that on a large scale in every major metropolitan area in this country even the mayors and the city councils and the county commissioners and the private equity folks and the private builders when they come to those metropolitan areas our coalitions will demand that those job opportunities go to the people that live in those areas. And they have a wage and benefit standard that keeps and maintains their place in the middle class.

We must continue to build these relationships. The success where we've done it is undeniable, the power that's gained through these partnerships. The hope that somebody is getting an opportunity who had none to come into the Roofers Union, learn a skill -- and God forbid if the Roofers Union ever went away -- but learn a skill that will last him or her and that family a lifetime in the middle class. People don't forget that.

That's how our unions were built. The loyalty that was garnered because people got opportunity, and they never forgot who gave it to them. The people that helped lift families out of poverty through the skilled crafts in the early part of the last century through the '20s and '30s after the

Depression, after the war in the '50s and '60s that's what we've got to go back to. The groups are different, their wishes, wants, dreams and aspirations aren't. They're the same, and we're the vehicle. Talk to your brothers and sisters from California or Seattle, New York, Boston, Chicago, Cleveland where they've started to nurture these relationships and real benefits are being garnered for our existing membership and the communities in and around where the infrastructure and commercial development is going to be built to give people the opportunity. The power that's garnered will earn a bigger group because if Rich Trumka was here, he'd say, we can't do it alone and we can't. No one union can do it alone. There's no union big enough in the building trades to do it alone. Some have tried, they can't do it. We have to do it together. And as we continue to foster the relationships in the executive suites with CEOs and CFOs and the people who are making decisions on deployment of buildings and capital, we have to work just as hard on those relationships at the local level with the groups that I mentioned. When those relationships mature, you won't believe what will happen. You won't believe the stroke you'll have. You won't believe how that rising tide lifts all boats and everybody gets an opportunity. I implore you to work every day, make sure you carve out time every day to interface and interact with the other unions in the building trades and those groups in the metropolitan areas you come from that are legitimate that want to do the right thing that we can partner with. The benefits for all are unbelievable. And to help prime the pump in some places where it's more difficult. And one of the things that the Roofers Union -- and, Kinsey, my hats off to you on this -- does very well is understanding where to invest your capital, where to invest your pension dollars: in the Housing Investment Trust and the Building Investment Trust and Ullico's J for Jobs and Ullico's Infrastructure Fund and MEPT, and the Municipal Infrastructure Fund that we've just started. That calls for labor standards that we then can use that money with private developers and public entities to leverage our labor standards for a small piece of financing of those projects to make sure that we get those standards on those facilities. And we create those pre-apprenticeship and apprenticeship programs and those ladders of opportunities that we tie this all together. Because everybody in this room knows, money talks and bullshit walks. And I get very frustrated when I see the consultant community in this country, who handles hundreds of billions of dollars of our pension money, and they're more interested in investing in Wal-Mart and Boeing and corporate bonds than they are in vehicles that put our contractors and our members to work, and get us the same rate of return. We have to tell them this is where we want some of our money invested. The ancillary benefits of creating more work hours back into that pension fund, those health funds, keeping our contractors healthy and growing our families and our memberships, we have to demand that that happens. There's lots of opportunity out there. I told some of my friends -- one thing it doesn't say in my bio is that I'm actually a glazier by trade. So I'm connected to the roofing industry at the top of the building. And when people ask me about their kids and what do you think of the trades today and

what kind of trades they should look to go into, if they want to go into a trade, I'll tell you what I tell them. And I'll hurt nobody's feelings here. I'll say, if you're a fitter/welder, a gold non-welder -- that's the golden ticket, that's a quarter million dollar a year job, but you've got to travel. Other than that, look for what's coming, and what's here now. And it's the retrofitting of the commercial office stock in this country for energy efficiency and greenhouse gas emissions. This is coming. And I'm talking about the skins of the building, the HVAC systems and the roofs across wide metropolitan areas throughout this country. City councils and state legislatures and God forbid the Federal Government, are helping to clear the way with tax incentives and regulatory issues to make it feasible for building owners to make these investments in their properties. But we're not depending on them alone. We've been working with -- Mark Ayers, my friend, my former boss, our former leader, started a relationship with Bill Clinton and the Clinton Global Initiative where we're raising \$10 billion to finance commercial retrofits in the United States. We're about halfway through our fund raising goal. And I have to tell you, when you are talking about \$10 billion, you are not really talking about \$10 billion, you are talking about \$60 billion the way it extrapolates out the way the financing is done. That's a lot of roofs. And we've had help. We've had help from sources that people in this room would probably be surprised. Randi Weingarten of the American Federation of Teachers, through a crisis, got to understand who we are, what we are and what we represent and what we were going through in the depths of the depression for the construction industry and our membership. And she has made an all-out effort to leverage her position through the American Federation of Teachers and Teachers locals across this country to position public pension dollars, hundreds and hundreds and hundreds of billions of more dollars to make sure that they're looking at infrastructure, commercial retrofits and all the other groups that I mentioned as a vehicle for good, solid investments for their pension funds with the added benefit of building schools and putting our people back to work on those projects. She's a real friend of ours.

(Applause.)

Now, you saw something on the slide -- and I don't want to spend too much time on it -- but we do a lot of things well. And one of the things we do terribly is we're not good at blowing our own horn or marketing. But the facts of the matter are money plus community support equals power, community support and the capacity to train and you have it. We have it. We spend a billion dollars a year. We have 1,600 training centers across the United States. If we were a K through 12 school district, we would be the sixth largest school district in the United States. If we were a state university system, we would be the third largest university system after the University of California and SUNY, New York. And with all due respect to the Ohio State, we would be five times bigger than Ohio State University. Two hundred and seventy thousand asses in seats at our peak before the Depression. The capacity still exists. The fortitude to continually invest in our training is something that is going to pay dividends over the next 10 to 20 years for our existing membership and our future membership and our contractors, that I can't tell you how important that is because it all ties

together. Remember, we're a vendor supplier. We supply craft workforce -- qualified craft workforce. They have to be trained. Every other vocational training program of any size in the country has been dismantled over the last 20 years. And I don't have to tell you that the Tea Partiers in the states, they're not interested in spending a lot of money to reboot that and start over. We are perfectly positioned with our training to do it. And we'll continue to do this and build this in the metropolitan areas and change where we have to. In some places we have to. We have to change our labor relations. We have to change our public relations. We have to build those community relations. We have to build that trust. If we do those things, we will create new contractors, new members and a new generation of committed families to the Roofers Union and every other union in the building trades because we gave them that opportunity to get to the middle class. I know we can do this. As bad as is it, I got to tell you, I'm a little cocky by nature, but I'm confident. I'm confident we're well positioned. I'm confident we're moving in the right direction. I'm confident the decisions you made this week and the implementation of your policies going forward for the next five years will bring real benefits to the Roofers Union and every other union in the building trades. I swear, I feel it.
(Applause.)

Now, we have a few problems out there. And I got to tell you again, hats off to your union and your leader for being the first one to publically out the problems with the Affordable Health Care Act. It's a problem. Nobody's better versed on it than the membership in this room and your leader. And I can tell you that we have been and will continue to be engaged up to what's going on on Capitol Hill now. There's an issue -- and, Kinsey, I'm sorry to report, but the pushing back of the reinsurance for a year was thrown out last night. It looks like it's not going to happen; but we're engaged in it. And I would never lie to you. I'm not optimistic we're going to make substantial change, I'm just not optimistic.

It's not for lack of effort. It's not for lack of using every piece of leverage at our disposal, both public and private, with this administration and in Congress; but you've got people that are willing to shut down the government and default on the Nation's bills. We're a little bit lower on the totem pole, unfortunately, than them. So we'll keep working at it. And like I told my colleagues at MCCNP last week down in Florida, the professionals that help us with our plans, they've got to start thinking about what the next generation of our plans look like as the total effects of the implementation of this healthcare law takes effect. Because it's not going nowhere. And just like we always did, we'll figure out how to work with it.

We've made our displeasure known. And I can tell you that when I needed him, when I needed somebody to hold my back when my legs were getting a little weak and my knees were shaking and the President of the United States put it right on me about something he wanted us to do, Kinsey Robinson was there for me, and then we told him no. Because we will speak truth to power.
(Applause.)

Now, we also have a pension issue. And you are very fortunate -- not fortunate, you've run a good organization, you've run a good pension fund and

you're in great shape. There are others that are not in as good of shape. And we're working on pension legislation that we need to enact by the end of next year when the Pension Protection Act of 2006 expires. We have plans that are in real trouble. We have plans that need some tweaks. And we have plans like yours that don't need any help at all. But this is prohibiting our growth. This is prohibiting us from organizing and signing new contractors when they have to sign onto existing liability. We have been working on and will be introducing some time later this fall, I'll testify before Congress in two weeks, the pension protection "Solutions Not Bailout" legislation. And we will spend \$3 to \$5 million to get this legislation through the House -- as screwed up as it is -- through the Senate and on to the President's desk. So that we can forge ahead and sign contractors who exist right now on the sidelines and will sign collective bargaining agreements with us, only we cannot put them in a position, they don't want to put their family business in the position of incurring potential liability. And we have to get this done. And we will get this done. And we are working on it.

(Applause.)

The last one -- the last one is radical environmentalism. This is a real problem. It's a growing problem. All the growth opportunities that I spoke of in the petro chem, oil and gas is being impacted by these radical environmentalists who, unfortunately, now are lining up and joining forces, believe it or not, with the Tea Party Movement and they call themselves Green Tea, okay, to block initiatives in places where the environmentalists just don't want it built and the Tea Party folks think somewhere somehow there's going to be a back door tax attached to whatever is going to get built or developed. That's a real problem. And we're working on it. And that's where this owner community and all these other allies are important when we push back against these people, because they do have influence, so I'm optimistic.

I'm optimistic that if we work together as the building trades, all 15 building trades, and we don't act like in some places in this country where unfortunately we do -- where we're on the balls of our ass and we act like it's 1972 and we have 80 percent market share and we fiddle and we fuss and we fight over bullshit that serves no purpose for the existing membership or our existing contractor base or our future; but if we come together and we work together, like we do in the vast majority of these places across this country, like we do in the Governing Board of Presidents where I have the pleasure to sit with Kinsey Robinson. Where we think about, not what we disagree about, but what we agree about and how we move an agenda. When we do those things together, I got to tell you, Brothers and Sisters, I am optimistic.

I am optimistic that when you gather five years from now and 10 years from now and 15 years from now, you are going to need a bigger hall. Because you're going to have more delegates in here representing more local unions and more members and more places in this country than you do today. I am so optimistic.

(Applause.)

But we have to do it together. And I'll close with this -- this personal privilege, Mr. Chairman. Kinsey Robinson has been counsel to me, sounding

board to me, Dutch uncle to me, friend to me, a colleague of mine; always there at the right time to say the right thing, make the right recommendation, stand tall, disagree, agree, be a team player. If we had 500 Kinsey Robinsons across this country, Katy bar the door, I couldn't tell you what we could do. I appreciate his leadership. I appreciate his friendship. And I appreciate the support of the Roofers Union. And I wish you all the success in the world as you finish this Convention and the next five years. Thank you very much, brothers and sisters.
(Standing ovation.)

PRESIDENT ROBINSON: As you see, this is the vibrant, young leadership we have in the building trades today. And with Sean's leadership, we truly are going to go somewhere. He's making a difference and it isn't just inside the unions. He has contractors and owners all over the United States listening to his message that we can provide good people on their jobs, get them done on time and under budget and done right the first time. And he's a true inspiration to us all. I'd like to have you give him one more round of applause.

(Applause.)

Tony, if we could run the H2H video, please.

... H2H video played ...

(Applause.)

At this time I'd like to call on Chairman Tom Pedrick of the Resolution Committee to report on Resolution No. 15.

RESOLUTION COMMITTEE CHAIR PEDRICK: Okay, the Resolution Committee has met and heard testimony on Resolution 15. Secretary Dan O'Donnell will now read Resolution 15.

RESOLUTION COMMITTEE SECRETARY O'DONNELL: Resolution 15:

WHEREAS, the United Union of Roofers, Waterproofers and Allied Workers has always been supportive of and thankful for our men and women of the Armed Forces who have proudly and courageously served their country; and
WHEREAS, the current conflict in Afghanistan has heightened our country's awareness of the sacrifices made by our men and women in uniform; and
WHEREAS, our nation is engaged in a historic struggle against terrorism at home and across the globe which, if not defended could put our country's freedom in jeopardy; including the right to participate in free trade unions; and

WHEREAS, many of our members are currently serving in the United States Armed Forces to protect and defend our rights; and

WHEREAS, our veterans who return from active duty service deserve the gratitude and gratefulness of their fellow citizens; and

WHEREAS, the United Union of Roofers, Waterproofers and Allied Workers, its affiliated local unions and signatory contractors can provide work opportunities for our veterans; and

WHEREAS, the Helmets to Hardhats (H2H) program was created through the Building and Construction Trades Department, AFL-CIO to provide a bridge to assist those military veterans transitioning from military service to civilian life to find career opportunities within the building trades union

movement;

NOW, THEREFORE, BE IT RESOLVED, that the United Union of Roofers, Waterproofers and Allied Workers endorse and support the Helmets to Hardhats (H2H) Program.

AND, FURTHER BE IT RESOLVED, that the United Union of Roofers, Waterproofers and Allied Workers commit every local union and encourage every apprenticeship program to register on the H2H Web-site in order to provide additional quality work opportunities to our military veterans.

AND, BE IT FURTHER RESOLVED, that the Research and Education Department engage the Union Contractors Council, Union Contractor Associations and signatory contractors to support the hiring of military veterans registered with the H2H Program.

The Committee heard testimony and voted unanimously in favor.

Mr. Chairman, I move for adoption of Resolution No. 15 as read.

RESOLUTION COMMITTEE CHAIR PEDRICK: 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.)

You know, I look around this room and I see a lot of our delegates that came out of the military to join our union and learn the trade. Many of them I know well and you do too: Mark Peterson -- just to name a few -- John Martini, Frank Wall, Don Cardwell, he spent two tours in Vietnam; Doug Ziegler, Gabby Perea, a tour in Vietnam; Bob Krul, Alex Bodnariuk in Korea, myself and many more. And we were given an opportunity to learn a trade, provide for our families and here we are many years later and it's treated us awful well.

(Applause.)

This program is a way for these young men and women that are being released from the military to have an opportunity. And I think we owe them that opportunity. And our next speaker you will hear from him of how the program works.

Darrell Roberts is the Executive Director of the Center for Military Recruitment, Assessment and Veterans Employment, which maintains the Helmets to Hardhats Program. Helmets to Hardhats serves nationally to help transitioning military service members, National Guard, veterans and Reservists find careers in the construction industry. Over the past few years the Helmets to Hardhats Program has been responsible for helping thousands of military service members connect with quality training and careers.

Darrell is a U.S. Navy veteran and also served in the Pennsylvania Army National Guard as part of a NATO-lead peacekeeping mission in Kosovo. He's a journeyman of the Sheet Metal Workers and a member of the Central Pennsylvania Sheet Metal Workers International Association Local 19, Philadelphia, P.A. Darrell has experience as a foreman on multiple construction projects throughout the Pennsylvania, Maryland and New Jersey areas.

Please give a warm welcome to Darrell Roberts.
(Standing ovation.)

DARRELL ROBERTS (Executive Director Helmets to Hardhats: Thank you very much for that introduction, first and foremost, good morning, and I thank you, too, President Kinsey Robinson and of course, Bob and the entire Executive Council for allowing me to speak today and for all the support that you give to Helmets to Hardhats. As you may well know, Kinsey serves on my Board of Trustees.

And, you know, I heard President McGarvey speak earlier, and he spoke in regards to the support he sees from Kinsey, and, you know, all the gratitude he feels on so many different levels. And I can speak to that. Because, you know, when I -- when we discuss Helmets to Hardhats and when we talk about what's going to go on and when we talk about helping veterans, when we talk about all the work that we do, Kinsey is always there. So it's a very real support that comes from your International and from you.

You know, recently we just had our annual fund raising golf outing. And we saw, of course, the support from the International but also from many of the locals. And I want to thank you, the members who are here today that sent in funds to make sure that the golf outing went over well. And also that -- that we raised the funds to run the program. And I'll get a little more into funding here in a few moments.

And also hello on behalf of my Executive Council, and that is President Sean McGarvey of the Building Trades Department, Secretary-Treasurer Brent Booker and from our management side, Tom VanAus and Steve Lindauer from TAUC. So thank you for those -- hello from those men who help run the program and help give me guidance for what's going on.

The -- today and tomorrow -- or yesterday and today and going into tomorrow, we have a booth outside over in -- I think it's Concourse A. And Lisa Ford, who is running the booth, is the representative for the Roofers at the National level. So if you have an issue -- and I want to make sure that this comes across as clearly as it can -- if you have an issue, if you haven't been posting on the Web site, if you haven't been -- you know, if you have confusion about the program, whatever it may be, by all means, reach out to Lisa. She's over in that corner. She is right next to NLC. Actually she's standing right there right now.

Raise your hand again, Lisa.

(Applause.)

Lisa does a great job. You know, she served in the Marine Corps, I mean, I don't hold that against her since I'm from the Army/Navy; but her husband is retired from the Marine Corps. And she has a daughter who -- I'm giving too much of her business because she'll tell me about it later -- but she has a daughter who just entered the trades. So, you know, she comes from a military family, has lived in the military and has family coming into the trades themselves, so she understands it. But more importantly, she's going to know how best to work the system for you.

So if you are running a shop or a local that's smaller or larger and you don't have the time to put into it-- you need more help or you don't have the time to invest in more exact or specific desires on the Web site, get ahold of Lisa. And, you know, we've been talking to Jim -- to Jim Hadel in regards

to running a Webinar, getting everyone onto the Web site so you can understand how it works just so we can reach out to more veterans.

-- Also, next to Lisa, and I told Steve I would do this -- and some of you may not know this and some of you may, I know a lot of you; but I've been attending the National Labor College. And I saw Steve inside Concourse A as well, and I should be graduating in December. And, you know, I just wanted to -- I told Steve I'd give a shout out. Because I've got to tell you, I've been doing this Executive Director job for a few years. And I took the four-year degree -- or the Bachelor's degree for Business Administration. And it's helped open my eyes in so many ways. I'm a much better Executive Director now and I just -- I told Steve I'd give a shout out for the NLC and all that they do.

So where are we at in 2012 and coming into 2013 -- and I'll move through this as quickly as I can because I know you have some great events going on today. So placements for 2012, we now have 472 successful transitions, that's our lowest number yet. Since I've taken over the program, 472 is our lowest number. And we can probably attribute that to many things, the slow-down in work, reduction of force, so forth and so forth. Of those 472, we knew that 54 of them were wounded warriors, so 30 percent or more disability -- or claiming disability within the military when they got out.

We also know that over the next -- it started about two years ago or a year ago -- that the military is downsizing. So as work picks up -- we were kind of in that spot where we knew work was slowing down, we knew there was different things going on and it's really hard as a program, and as you well know, to go to a job fair to sell -- to promote it to the DOD if we don't have the jobs at the other end. And so as work picks up -- as we see the return to some sort of normalcy, I hope, in the hours, we want to make sure that we're giving adequate amount of information to the veterans themselves. And so we're looking at a million members over the next four years. It's normally about 125 to 150,000 veterans that get out each year; that number is now 225 to 250. So with the military downsizing, they're putting more personnel out.

I tell you this -- to simply tell you, to let you know that in regards to personnel, we're reaching out to them. There are more people that are going to be coming out of the military, more highly trained individuals that you can reach out to.

Funding, where we have the funding. The video speaks to the funding itself. And I don't want to, you know, just keep going over things and keep kicking the can down the road, in regards to funding project labor agreements, the Tennessee Valley Authority, our funding through the golf outings, our different fundraisers. I don't know if many of you knew Terry Malasnik, recently they had a golf outing for him -- in his memory, he passed away. And his son, they held a golf outing, they gave all the funds to us for running the program. So different avenues of funding have approached us in those regards. And so that's where we see some of the funding coming in. The Web site, the Web site we changed 2012 from 2013. We went from using Monster Government Solutions to having our own in-house with Matrix Group. So we've rebuilt our Web site and we're making it better, easier to use. And it's also a little bit cheaper to run. Matrix, we're definitely not spending the money on Matrix as we did on Monster.

Going back to the postings -- I spoke briefly about -- in regards to the postings. I can't tell you how much and how important they are. Bottom line, the military, we go and talk to them. I talked to a member here earlier up in Washington State that used to work with Todd Mitchell. He's been going to -- you know, Joint Lewis-McChord, the Air Force Base, he attends the transitional classes. The Army, Marine Corps, all of them, they're all changing how they're doing their transitions, all right. And what does this mean to us? Well, for Helmets to Hardhats, we're keeping pace with it. We're keeping track of it. So we can tell you how this is going to work. Bottom line, they're supposed to start their transitional help one year out, all right. In the past, if you were getting out of the military, the last three days of your enlistment, you're supposed to attend a class -- and not every military installation or every military force even enforced you doing this; but you would attend a three-day class that told you what you can expect when you get out. President Obama has signed the Buyout Act which said from now on, one year out, you are going to start planning your transition and Helmets to Hardhats is a piece of that.

We're working closely with the Army. In 2012, my staff and I started working with the Army in regards to their curriculum. Because we know -- we already know that they're training people on different areas, all right. They're sending -- they're spending billions of dollars to train individuals to do roofing, to do sheet metal, to do welding, to do piping, to do truck driving, do whatever it may be.

So what we asked the Army to do was to go back to all their schools and pull their curriculum. A few weeks ago, we received the curriculum. The Army has said that they're going -- we're going to be the template for what they are attempting to do, which is to take their curriculum, pass it onto the building trades and to the companies, to the contractors and everywhere and say, What will you recognize?

Now that we have the curriculum, I will be giving it, in its entirety, to the International. So that then the International can decide what training and what areas is actually going to work in transfer. Your International will then have the opportunity to sit down with the DOD in the Army area. They'll sit down with the Army and discuss what curriculum they can recognize, what helps, in what areas can we approach more veterans when they're getting out. If they want to come into the Roofers Union and -- so forth and so forth and so forth;

But what this actually does -- as well is it starts a conversation between the Roofers Union and the United States Army. And this is going to be open to all the affiliates, all the other affiliates will receive all the training also. And every one can look at it and decide, through the Apprenticeship and Training Committees and their General Presidents, what they want to recognize and what they want to talk about. But it gives us the opportunity for you to be at the table with the United States Army and discuss what they train on, what you will train on and what we can recognize in the middle. This helps us a great deal because we don't have to spend a ton of money on marketing now. The money we, quite frankly, don't have. Because as the people are starting to transition, they're going to start asking them, What do you want to do when you get out? The Army is going to ask the military personnel, What do you want to do when you get out?

Here are some different avenues. And once the meetings happen between the Roofers and the United States Army, that's an avenue that they can approach. So once the curriculum is recognized, once prior training may be looked at, whatever may happen between them -- between the two entities. What we're going to see then is the ability for someone who has the nine months left in the Army to say, I'm interested in the Roofers Union or the Waterproofers, whomever it may be. I'm interested. Where do I go next? That's when they send them to Helmets to Hardhats. That's when they have an idea of where we may send them. And then we can approach the local union in that area and say we have someone interested. We have a candidate that already knows what they like to do, what they have been trained on. They can sit down and say, I was, a, you know, 21 Mike or 21 Bravo and that meant this, this is what I did. Your International sits back and says, Okay, that's what this means. And you'll have the information and you can look at it and say, Oh, now that we're speaking the same language. I can understand what you've been doing, what you've been trained on, and then you will work it out from there. So that's some of the stuff we've been working on, some of the importance of the areas that we've been working on with the DOD. We worked with the Marine Corps.

We're making sure that we're a piece of their -- their information that they're handing out, what's going on. But in representation of the contractors and representation of the unions, we continue to go back to the DOD, to the VA, to ensure -- they know that there is a career path with the military -- from the military to our crafts to our contractors. That's the work we continue to do and we'll continue to do so.

Those postings, absolutely important. It doesn't matter what I do, it doesn't matter how many meetings that we have between the -- International and the Army and the Marine Corps and the Air Force, none of that will matter if they don't see the opportunities. If you don't have the posting on the site, if you don't contact Lisa, it's all for naught. Because if they come to our site and they start talking to us, they call the toll-free number, they do whatever it is they're going to do, if we don't know there's an opportunity for them to go to work or go and train or do whatever it may be, then they're going to miss it. They're going to move on to something else. Now I've had a few conversations even since I've been here. And I know roofing is a hard craft. It's a hard trade. It's a lot of hard work. I understand. You know, the majority of the conversations I have with the roofers, on the bad side would be, Hey, I forgot to put that curb in and I got a lot of crap for that, you know. You got a rubber roof, I got some penetrations for the ductwork or the units and I didn't get the curbs up there in time or laid out and the roofer would have a fit. So on the bad side, that's some of the conversations I would have, Darrell, you forgot your work, you're costing me time, what the hell are you doing?

On the good side, though, as I sit back in the green room as I sit here and listen to -- as I watched the first video. And I listened to the music and I hear the pride and the passion in your voices, in your applause and in your speeches from your leaders in regards to how you feel about our veterans. On the good side, I see a strong craft with great training. And on the good side, I see many of my friends.

Helmets to Hardhats will introduce your craft and trade to the military

personnel. But it's on you to sit back and then talk to them in regards to what it's actually about. Because we can only go so far. That posting is absolutely important. Your conversations with the military veterans we send in your direction, absolutely important.

Be up front in the very beginning. It's hard work. It's hard work, but with good rewards on the other side. And it's with good men and women. And it's with a good craft.

This would normally be the part of the speech or my presentation where I would tell you a story about -- in regards to something that I've done in the military. You know, whether it be in the Navy or the Army when I was deployed overseas. Or I would tell you something that happened on a patrol when I was overseas and, you know, was either funny or heartfelt or something along those lines depending.

But instead, today I wanted to share with you an e-mail I got this morning. And it's very last minute -- and the last thing, I hate -- one of the things I hate doing is when you get information, you want to make sure it's properly vetted, right. If I sit up here and tell you something and it's not good, you know, then my word is nothing. And I realize with us, that if your words are no good, you are not good. So it's a little -- you know, I'm a little nervous and timid about putting this out here, this information. But I've vetted it as best as I could and then I received a second e-mail in regards to the information. And it speaks in -- it speaks to the veteran himself and could we put the picture up? Do we have that picture available?

This gentleman right here, so I don't know how many of you have seen it in the news yet. My wife, I called my -- one of my sources that I had to vet it through because Lisa is here, Rob is working somewhere else, so my staff -- pretty much my entire staff is on the road working. So one of my vetting sources this morning was my wife, so, you know, you have to work with me on this, but -- don't tell her I said that, by the way -- but this is a young man who is a Ranger and his name is Josh Hurguss,. And he's been on -- this picture has been on the news, CNN this morning in a couple different areas. So it's been vetted as best as I can vet it. But I wanted to read to you the e-mail -- and, of course, the phone won't work this time, so I'll do it from memory -- I wanted to read to you what I felt or tell you how I felt when I read the e-mail itself.

See, we talk about how we're related to the people in the services, all right, you know, Kinsey pointed out the veterans that are serving -- that are here today that have served in Vietnam or wherever -- Korea, his service and you, of course, applauded. And what I always like to point out is that you know someone in the military; right? You know someone, you are related to someone, you have a neighbor, you have a friend, you have a son, a grandson, a daughter, whomever, you've got someone in the military. And you know how that makes you feel at a certain time, maybe it's when you see them graduate, maybe it's when you see a picture of them and that's what this picture is of -- because what I learned on the second e-mail is that this Ranger -- this picture of this Ranger, his grandfather serves -- his grandfather was a union member out of Ohio.

And the story behind the picture is very simple. This young man was on one of the recent missions to actually capture a high value target in Afghanistan. He was one of the Rangers that surrounded the gentleman they

were trying to capture and a lady approached them with a suicide bomb vest on and self-detonated. And then afterwards, multiple IUDs exploded around them injuring him and many of his comrades. So they rush him away. He's in Germany now, as of this picture being taken. And they felt he was unconscious.

One of the services they provide is once you are wounded in battle and the Purple Heart is awarded, they will do it while you are still in the hospital bed. And so in this picture, the commanding regiment battalion for the Rangers was awarding the Purple Heart. They completely felt the young man was unconscious, but as they awarded him the medal with all the tubes, with the cast and everything else going on, with his eyes still closed, he saluted. So he saluted. You know, it's a very -- it's a very basic thing that happens in the military. You do it on a daily basis -- multiple times on a daily basis.

Mark Ayers, the President -- former President of the Building Construction Trades Department when he passed, I had the honor to be one of the pallbearers, I saluted Mark. It's as common as a handshake. But that salute by that young man was thought to be unconscious, eyes closed, tubes on, cast, whole 9 yards, saluting, this is what we're looking at. This is who you are helping. These are the people you are related to. These are the men and women that you are trying to help.

So when we talk about veteran service, when we talk about -- applauding the men who have served here, it's your grandsons, it's your granddaughters, that's the point I'm trying to make.

This is who you want working in your crafts. You want the young man who though unconscious, multiple wounds, eyes closed, still did the hand salute. That's the level of dedication that the same men and women will bring to your craft and your companies. That's the importance of a simple post on our site or reaching out to Lisa to help young men like him.

I don't like doing that. I don't like standing up here and trying to pull heart strings and say, "This is why you should be doing it," but this is the truth.

Take the 5 minutes, reach out to us, attend a Webinar, call Lisa -- hell, call me. We'll get the posting up, at least they can find it. If they can find it, they have an opportunity. If they pass it up, so be it. If they don't want to do the work, so be it. But you gave them an opportunity and that's what it's about. The picture you saw of the young man, that's who you are giving it to.

(Applause.)

My phone started working. Anyway, thank you so much for your time. Please reach out to us. Please attend the Webinars. Keep working hard. Keep working strong and keep growing your union.

Thank you very much.

(Standing ovation.)

PRESIDENT ROBINSON: Thank you, Darrell, and we salute you, Lisa and Rob for all you do.

I note for the record, Resolution 15 that we just read, Helmets to Hardhats, was unanimously approved by the Delegates.

Tony, could we get a short video.

... Union Sportsmen's Alliance Video played ...

(Applause.)

Did you know that 70 percent of AFL-CIO members hunt, fish, shoot and spend time in the outdoors? That's us. That's why the Roofers Union was one of the first organizations to sign on as a charter member of the Union Sportsmen's Alliance, or simply as we know it, the USA.

The USA is not just a club. It's a way for union members with a passion for the outdoors to unite for the protection of wildlife and the environment. It's a way for us to assure that our children and grandchildren will always have a place to hunt and fish.

Our last speaker today is Fred Myers of the Union Sportsman's Alliance. Fred is an avid sportsman who has spent most of his career recruiting, organizing, educating and engaging America's hunters, anglers and shooters to speak out on the critical issues threatening America's outdoor sporting heritage.

In 2005, Fred initiated a relationship between North America's labor unions and the Theodore Roosevelt Conservation Partnership in an effort to reach out to thousands of unaffiliated union hunters and anglers. That partnership continued to grow until in 2007 when it led to the formation of the Union Sportsmen's Alliance; the only union-dedicated outdoor organization in North America focused on expanding access to quality places to hunt, fish, shoot and the conservation of critical wildlife habitat.

Currently serving as the Executive Director of the USA, Fred and the USA team have developed a rapidly growing organization featuring a quarterly magazine, robust shooting tours, Boots on the Ground project and an award winning TV program and a variety of other outdoor activities geared towards union sportsmen and women.

With more than 100,000 active members, the USA is working to unite the union community into one of the largest hunting, fishing and shooting conservation organizations in North America. At last count -- and we should be very proud of this -- 10,790 Roofers members are members of USA.

Please give a round welcome to Fred Myers.

(Standing ovation.)

FRED MYERS (Executive Director Union Sportsmen's Alliance): Wow. What an introduction. I'll tell you what, it's always good to be with the Roofers. This union is absolutely the heart and soul of this organization. I mean, I look out across this room, I see so many, you know, good friends to the organization. I don't know how to thank President Robinson and the staff and Secretary-Treasurer Danley, all the VPs, everybody that participates in this organization and has made it what it is today.

So from the bottom of my heart, President Robinson, thank you very, very much.

(Applause.)

You know, before I go on, I want to make an announcement. And, again, this just shows you the dedication of this Union to the Union Sportsmen's Alliance. And as I like to say once again, the Roofers rule.

(Applause.)

And the reason I say that is on Saturday, August the 10th, the Roofers held their third annual Roofers Twin City Sporting Clay Shooting, Clear Lake, Minnesota. And it was a record-breaking event. One hundred and ninety five

shooters raising \$84,000 for this organization.

(Applause.)

Now, let me put that in perspective just a little bit. Not only did -- when President Robinson was saying you have over 10,000 members, you know, the Roofers is one of the smaller unions in the AFL-CIO. And here you guys are, putting on an event, 195 shooters, \$84,000, raising more money and bringing more shooters to an event than some unions that are 10 maybe even 20 times your size. That doesn't just happen. It happens because of the leadership that you have. It happens because of dedication.

And I'm very proud to say I think we have one of the best staffs in the world. You guys have worked hard with Nate, and Tim and Heather and Travis. And you've been out by the booth. And you've seen these guys. You see the hard work and the dedication, but that's what it takes. But we can't do it alone. And when we partner with a great union like the Roofers, great things happen. And your shooting is just an absolute proof of that. So, again, give yourself a round of applause.

(Applause.)

You know as you saw on the video, there are over 11 million active union members affiliated with the AFL-CIO and when you include the retirees and the family members, that number balloons somewhere close to 20 million union members. And as President Robinson said, in the building trades -- that number is 72 percent of building trade members that hunt, shoot, fish, camp, spend time in the outdoors with their family, their co-workers and with their friends.

When you look at those numbers -- and you even look at the 11 million that are in the AFL-CIO and when you spread it across all the unions, that percentage only drops down to like 60 percent that spends time in the outdoors. That makes union sportsmen and women the largest outdoor group in America. You could take the NRA, you can take Bass, Turkeys and Ducks Unlimited and combine them and you still don't come up with as many sportsmen and women as are in the unions that are associated with the AFL-CIO. It's a tremendous number.

And now for the first time in the history of the labor movement, for the first time, these 7 million plus active union members have an organization that they can call their own. A place they can hang their hat. A big tent that we can all come under and that's called the Union Sportsman's Alliance. And I've got the best job in the world being Executive Director of that organization.

(Applause.)

And, you know, one of the things you saw in the video -- it was very brief, but you are not only special because of your size, you are special because you are members of a true brotherhood, and you're members of two brotherhoods. First is your union brotherhood, and I'm so proud and pleased to be a part of that and how you guys have opened the door for me to be a part of the brotherhood with you, and that's the reason why you are here today. But if you hunt and you fish, you shoot, you spend time in the outdoors, you are part of a second brotherhood, and it's a brotherhood of the outdoors. And that's where the Union Sportsman's Alliance comes in. That's what we're doing. We're working hard every single day, this organization, to unite this union community of outdoors men and women and

make a difference for the future of conservation in this country. And that's what the Union Sportsman's Alliance is doing.

As President Robinson mentioned, in September, this organization surpassed the 100,000 member mark. Field and Stream approached us a few months back and said, you've got a great magazine, we'd love to produce your magazine for you. So Field and Stream -- one of the iconic names and brands in all the outdoors for over 100 years in this country is now producing the Union Sportsman's Alliance magazine.

Our Brotherhood Outdoors television program comes to your home four times a week reaching 31 million homes. It's an award winning show. Something you should be very, very proud of. Our shooting tour is reaching 25 cities. We're now starting to do our conservation dinners that are tied into our Boots on the Ground Program. That's going to be in over 30 cities this year. Just those programs alone will reach over 7,000 union sportsmen and women. So as you can see, there's a lot going on at the Union Sportsman's Alliance. Let me see if I can get this to work properly.

One of the things I'm here today to talk to you about is an exciting new program called "Adopt a Park" and you saw a little bit of that in the video. Adopt a Park is truly a one-of-a-kind program that harnesses the power of skilled union members to renew, rebuild and restore our nation's parks. Part of our mission as an organization is to recruit, inform, organize and engage North America's millions of skilled union tradesmen and women in place-based conservation projects in the regions, states, counties and towns in which they live and work. Now, what does that really say? It says, we're doing conservation projects in our own back yards, where our members live and work and play every single day. That's what the Union Sportsmen's Alliance is all about with our Work Boots on the Ground Program.

But one of the things that's been interesting about this -- and the Work Boots on the Ground Program has been a wonderful program. But one of the main emphasis, President Robinson, is to bring positive PR to our union partners. And so when we go out and we build hog traps or deer traps in Wisconsin and fish tanks in Texas, those are great projects -- and believe me, we're still continuing to do those kinds of projects because they're needed and they're necessary. But we weren't able to get the local news and the newspaper and those people to turn out for these kinds of projects. So we said, what can we do that can bring more positive PR, not only to this program, but to the unions as well? And that's partly how the Adopt a Park Program came into being. Because there is no other program in America like this program. It's truly unique.

And so when we go out and work in a park and we do a project in a park, who wins? Everybody wins. The community wins. The park wins. If you're a patron of the park, you win. The unions win. Everybody wins.

And let me tell you, when we do a park project and we invite the 6:00 o'clock news to come out and we invite the local newspapers to come out, they show up. And here we are doing this wonderful project and program for the community and here's the head of the building construction trades for the area on the news that night, not only talking about this great project that they did, but talking about how proud they are to be a union member, how proud they are to do the work in this community and what their union means to this community. They get to tell a wonderful story.

And let me tell you, we even kind of prompt them. And we say, here's what we want you to say because we want to bring positive attention to all the trades in this community. And I tell you, it's been a great success. So the participation from our unions has been wonderful.

Now, I want to show you just a couple of slides here, if I can, about the Parks Program. There's no doubt our state parks are hurting in this country, the national parks as well, but the state parks, there are over 7,000 state parks in this country. Those state parks have a backlog of \$18 billion of unmet needs and repairs. It's huge. The Union Sportsmen's Alliance truly has a solution. When you look at the millions of union members that are in our community, they're skilled and they're willing to volunteer their time and their labor to these projects. No other community of sportsmen and women can do what our members can do because they're trained, they're skilled and they can make an immediate impact.

What I like to tell the park rangers and the people that I'm visiting with -- see, all of these -- all of these parks have friends programs, and they're great programs. But, basically, all the friends of the parks come out and they can rake leaves and they can plant flowers and they can pick up garbage and they can do those maintenance kind of things. But they can't rewire a building, they can't re-plumb a bathroom, they can't reconstruct a building; but our guys can. So when we show up with our tool belt on, they actually know what to do.

And just a few weeks ago, I was at the National Association of State Park Directors making this very same presentation. And you could just -- when I started making this presentation and they started seeing the skilled labor that we can bring to these park projects and how much money that can save and how much they can actually get done. I mean, all you had to do was look across the room, eyes were lighting up. You could see light bulbs turning on everywhere.

I mean, literally after that meeting, not only did the National Park -- Association of State Park Directors unanimously vote to endorse this program, there was a bum rush on me just saying, How can we get involved? And my phone has been ringing ever since. So it's a great program that does so much for the community.

And, you know, this is not just something that the Union Sportsmen's Alliance is doing. No doubt President Robinson and our Board of Directors are behind this, but it's also coming from the top of the organization or of the AFL-CIO as well. And, of course, President Trumka, who I think you will hear from tomorrow, will be here. But he had this to say, As President of the AFL-CIO, North America's largest and most influential labor federation, we are committed to providing the skilled labor from our 56 affiliated unions to save our Nation's parks. So from the top of the AFL-CIO to the Union Sportsmen's Alliance to our Board of Directors, there is a very strong commitment to this program.

Now, I'm going to give you just -- I'm going to move through this fairly quickly. But I want to give you just a couple of examples, if I could. Because we're already out there doing these park projects.

This park project is one that was right outside of Nashville. It's Montgomery Bell State Park. And I don't know if many of you remember, but there was a huge flood in 2010 in the Nashville area. And it went through

this park and it wiped out a number of bridges and other things that closed off parts of the parks to access. And so this was a project that we went out on, we looked at the park. I personally met with the Park Director. He said, we've got this bridge, it was washed out. He said, I've been applying for FEMA money for three years now, it was going nowhere. So it was a 79-foot walk bridge. And we got 24 union volunteers, put in 362 man hours and built that bridge and saved that park \$7,323. Amazing.

(Applause.)

And here are a few pictures. And really all I did was I went out, met with the Park Director, took the pictures; the following Tuesday, there was a Building and Construction Trades meeting there in Nashville. I went down, visited with Anthony Nicholson who is head of the Building Trades. He goes, I live right by that park. He said, I had no idea this was going on out there. He said, The Park Director and I grew up together, you know, we went to grade school. So sure enough they said -- they took a vote, decided to get involved with it. Here is a picture of these guys working. And they completed this park project and this bridge in four Saturdays. What FEMA hadn't been able to do in three years, our guys went to work and got it done in four Saturdays. Amazing.

(Applause.)

The same thing with the Cedar Hill State Park. We -- as you know, we do our shooting events all around the country. And so I was at the shooting event -- our shooting event in Dallas, and the Dallas Building Trades is the sponsor for that. And so at lunch, I had the head of the Building Trades come up to me, and he says, Hey, I've heard about this parks project, do you mind if we get involved? And I said, No, that's great. How did you hear about it? He told me about it. And I said, so, here's what we can do -- He goes, No, no, no, I've already -- we've already been out to one of the parks and we've got a project picked out. We just want to know if we can get up at the lunch and get volunteers to come help us. And I said, you bet. Sure enough, he gets up, makes an announcement.

They went out and rebuilt three walk bridges, 81 volunteers, saved the park \$15,000. And here's the picture. And this is the one I wanted you guys to see -- because the volunteers included young union apprentices and youth from a local job corps program. So there's a whole youth element involved with this as well that we're very, very excited about. But, again, you know, they took this project on and completed it in two days, just phenomenal.

Another one was in York State Park in Virginia. And, again, I'm going to flip through these very quickly because I know you get the idea here. But it was a repair project to improve accessibility for people with mobility issues. And just a pathway that needed to be cleaned up: demolition, removing roots and rebuilding it; 10 union volunteers; \$10,600 savings to the park. But let me tell you one of the beautiful things about this. This park was one of the parks for a gentleman who heads the state parks in Virginia named Joe Elton. Joe Elton happens to be President of the Nation Association of State Park Directors and the America's Parks Foundation. And so again, just a great project and lots of good things that are going on.

So, you know, I'm going to flip on through this for time sake. But, you know, the needs are endless in our state parks and our national parks. And, you know, I've been on Capitol Hill and I've talked to a number of leaders

there. And I actually visited with the Forest Service. And they said, well, if you can adopt a park, why can't you adopt a forest? And then I went to the Wildlife Refuge and they said, well, if you can adopt a park, why can't you adopt a wildlife refuge? So it's truly endless to what this program could do, and the positive public relations that it can bring to our unions. We actually promoted the Parks Program at our Labor Day Marathon. Many of you are familiar with that. Hopefully a lot of you saw it. It's on the Sportsmen's Channel. On Labor Day, they block out a time of four hours and just play Brotherhood Outdoors back to back. But, they were extremely excited. So we see a real correlation here between this program and corporate America getting involved. It has all so many possibilities. But the long and short of it is, it's very simple. What we do is we're putting on our conservation dinners. We go into a community. We put on a conservation dinner. We raise money that night, we form a Boots on the Ground Committee and they pick a conservation project that they want to do. So far this year, just in the few dinners that we've already put on, we've already contributed over \$120,000 from this organization to Boots on the Ground Projects. Next year, we'll probably do three to four times that amount. So this is truly the kind of program that will give back to the communities. It's great public relations for our unions and our union partners.

And as you can see here, together, we will preserve America's parks. This unique one-of-a-kind cooperative effort between organized labor, America's state parks, the Union Sportsmen's Alliance is a combination that is essential to restoring, renewing and rebuilding our nation's parks.

And I love this picture. And I like to conclude with this picture. This was the bridge that we rebuilt at Montgomery Bell State Park. And we had -- we had only opened the bridge about an hour and sure enough, here is a mom and her kid and the dog starting to use the bridge and go into an area of the park that hadn't been opened for three years. And so, you know, that's really kind of what it's all about.

So, in closing, let me just say there is absolutely no doubt that this organization would be where it is today if it weren't for the Roofers Union; if it weren't for the leadership of President Robinson. And I know I'm just repeating what Sean already said just a few minutes ago, but truly this man has been a mentor to me. He's been there from day one when we first started this organization when it was only just a thought, you know, and just an idea. And here we are, you know, six years later and we've got over 100,000 members, 10,000 roofers, an award winning outdoor television show, magazine, shooting tour, conservation dinners, Work Boots on the Ground Program, Parks Program, a lot of progress has been made. But it's been made because of leadership from President Robinson, President Trumka and all of the Board of Directors.

Again, I like to tell people, I've got the best job in the world and I work for the best people in the world. So God bless you, and thank you so much for all you do.

(Standing ovation.)

PRESIDENT ROBINSON: Thank you, Fred. Thanks for the great job you and your folks have been doing for us.

In fact, those of you that go out to shoot today, you'll see the USA trailer out there and we'll have the whole staff out there helping our delegates out as they go through the shoot.

Tony, could you run a short video for us?

... Comedic video played ...

(Applause.)

That about brings a tear to your eye.

At this time, I'd like to call on Chairman Tom Pedrick of the Resolution Committee to give a report on Resolutions 26 and 22.

RESOLUTION COMMITTEE CHAIR PEDRICK: The Resolution Committee has met and heard testimony on Resolution No. 26 and its companion resolutions Nos. 50 and 61.

At this time, Secretary Dan O'Donnell will now read Resolution 26.

RESOLUTION COMMITTEE SECRETARY O'DONNELL: Resolution 26:

WHEREAS, the International Union plays a crucial role in promoting, fostering and supporting organizing efforts at the Local Union level; and

WHEREAS, it is incumbent upon our Union to reach out to all workers in the roofing and waterproofing crafts offering decent wages, health care, pensions, safe working conditions and solidarity; and

WHEREAS, the International Union has consistently assisted Local Unions in their organizing and marketing efforts; and

WHEREAS, it is imperative that the International Union continue to support organizing so that all workers in our crafts have the opportunity to join our Union and be fairly compensated for their labor; and

WHEREAS, only through growth can the United Union of Roofers, Waterproofers and Allied Workers remain a strong, vibrant and independent organization;

NOW, THEREFORE, BE IT RESOLVED, that the International Union continue to finance, promote and foster strategic organizing initiatives at the state and local levels, and to assist workers in the roofing and waterproofing crafts that are seeking to form Local Unions in historically unorganized areas of the country.

The Committee heard testimony and voted unanimously in favor. Mr. Chairman, I move for adoption of Resolution No. 26 as read.

RESOLUTION COMMITTEE CHAIR PEDRICK: I second the motion.

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

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it. Thank you.

RESOLUTION COMMITTEE CHAIR PEDRICK: The Resolution Committee also met and heard testimony on Resolution No. 22.

Secretary Dan O'Donnell will now report on Resolution No. 22.

RESOLUTION COMMITTEE SECRETARY O'DONNELL: The Committee heard testimony and voted to recommend a vote of non-concurrence.

I move for a vote of non-concurrence on Resolution No. 22.

RESOLUTION COMMITTEE CHAIR PEDRICK: I second the motion.

PRESIDENT ROBINSON: You've heard the motion and a second. On the question? Brother at Mic 1.

DELEGATE SMITH: Good morning, Chair. Cliff Smith, Business Manager for Local 36, Los Angeles. I rise to support the Resolution No. 22, which was brought by my local, Local 36. Organizing is the lifeblood of the union. There is nothing a union does that's more important than organizing the unorganized workers. We are in a dangerous time. It has been reported that since our last Convention, we have lost 7 to 8 million hours each year. We have lost 2,300 members, 10 percent of our total membership. Applicants are down 2,000 per year. These lost hours and lost members are not simply lost to the union, they're lost in contributions to our pension, medical and apprentice funds. The roofers that we have lost are now working for our nonunion competitors, so the damage is doubled. The danger is not just economic and financial, anti-union powers are working overtime to destroy organized labor. Wal-Mart, the Koch Brothers, the Tea Party, Wall Street, the 1 percent have unions in their cross hairs. The Health Care Law shows, once again, that the Democrats are not our friends and the Republicans are worse. In fact, we do not have a political party that represents workers. We no longer even talk any more about the Employee Free Choice Card Check Act; not to mention the encroachment upon our jurisdiction from other trades. Through the Chair, Brothers, no one else is going to solve our problems. We are 23,000 roofers and 15 percent of the industry. That means that there are 150,000 unorganized roofers waiting for the union to organize them. We cannot hope and wait for the economy to improve to lift our organizing efforts. There is no guarantee that the economy will improve. The greatest period of union organizing and growth and strength in this country came during 1930 to 1940, the worse economic period in U.S. history. And not because contractors were persuaded by the unions marketing the value of union work as important as that is, hard times means organize harder. We need to make organizing the unorganized roofers our highest priority. We need to strategize and develop organizing campaigns with the involvement and commitment of every member of every local at every level. We need to double down on organizing to protect our union. We are at war with the anti-union powers. Either we organize harder or we die. Local 36 asks for your support for Resolution No. 22. And thank you for your time and your consideration and with all respect to our leadership.

PRESIDENT ROBINSON: Thank you, Brother.

DELEGATE SMITH: Thank you.

PRESIDENT ROBINSON: The brother at Mic No. 1.

DELEGATE GARCIA: Good morning. My name is Felipe Garcia. I'm Sergeant-at-Arms, Local 36, Los Angeles, California, and I second it.

Thank you.

PRESIDENT ROBINSON: Thank you, Brother. On the question. All those in favor of the Committee's report of non-concurrence, please signify by saying "aye."

(Chorus of ayes.)

Opposed?

(Chorus of noes.)

The ayes have it. Thank you.

Mr. Pedrick, back to you for -- oh, no, you're finished you're in great shape.

Mr. O'Blenis, could I call on the Revision Committee to give a report on Resolution 3 and 37?

FIFTH VICE PRESIDENT DONALD O'BLENIS (Chairman Revision Committee): I'd like to introduce the Committee: Secretary Mike Vasey, Local 44; Butch Davidson, Local 12; Jeff Eppenstein, Local 11; Dan Knight, Local 2; Steve Peterson, Local 69; Brett Purkett, Local 200; Robert Rios, Local 95; Chris Martin, 147; Charles Lavelle, 44; Robert Critchley, No. 4.

At this time, I would -- the Revision Committee has met and heard testimony of Resolution No. 3 and its companion Resolution No. 53 -- 52.

The Secretary will now read Resolution No. 3.

NINTH INTERNATIONAL VICE PRESIDENT VASEY (Secretary Revision Committee): Resolution No. 3:

WHEREAS, Electronic Vector Mapping Systems, water recapturing systems and flood testing technology is being utilized with increasing frequency in new building construction; and

WHEREAS, it is necessary to take all steps and precautions to protect work processes rightfully falling within the roofing and waterproofing crafts; and

WHEREAS, the main purpose of Electronic Vector Mapping Systems, water recapturing systems and flood testing is to prevent moisture from migrating into a building;

NOW, THEREFORE, BE IT RESOLVED, that Article II, Section 4, Subsection 19 of the Constitution be amended to include the following language:

(19) All operation of jeeper, holiday detectors, Electronic Vector Mapping Systems or similar leak alert systems and the installation of these system's components that are an integral part of roofing, waterproofing and dampproofing systems;

AND FURTHER BE IT RESOLVED, that Article II, Section 4 of the International Constitution be amended to add new Subsections 23 and 24 to read as follows:

(23) All components of water recapturing systems that are an integral part of roofing, dampproofing and waterproofing systems that protect against water and moisture mitigation or intrusion.

(24) All water and flood testing of roofing damp and waterproofing systems.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it, and I move for adoption of Resolution No. 3 as read.

REVISION COMMITTEE CHAIR O'BLENIS: Second.

PRESIDENT ROBINSON: You have 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.

REVISION COMMITTEE CHAIR O'BLENIS: The Revision Committee has met and heard
testimony on Resolution No. 37.
The Secretary will now report on Resolution No. 37.

REVISION COMMITTEE SECRETARY VASEY: The Committee heard testimony and the
majority voted to recommend a vote of non-concurrence with Member Robert Rios
objecting.
I move for a vote of non-concurrence on Resolution No. 37.

REVISION COMMITTEE CHAIR O'BLENIS: Second.

PRESIDENT ROBINSON: You've heard the motion and the second.
On the question? All those in favor of the Committee's recommendation for
non-concurrence, please signify by saying "aye."
(Chorus of ayes.)
Opposed?
(Chorus of noes.)
The ayes have it. Thank you, gentlemen. And now I'll call on the
Secretary-Treasurer and we'll wind things down so you can go and have a
little fun.

SECRETARY-TREASURER DANLEY: Let me just clarify for the buses for the
sporting clays and the golf are at 11:15 from the north tour and travel
lobby. And for those going to the go-carts, you are going to board the buses
at 12:15 at the same place, north tour and travel lobby. Have fun.
PRESIDENT ROBINSON: All right, Delegates.
Mic No. 2.

DELEGATE TERHAAR: Mitch Terhaar, Local 11, Chicago, Illinois. I just wanted
to report on the letter that we handed out amongst the delegates. We're
having some trouble with -- ABC Supply. They started a roofing business and
the letter is kind of self-explanatory. We just-- if you could make a local
call to your local supply and say, Hey, you know, either get in the Roofers
Union or quit doing roofing work. We'd appreciate that.
Thank you.

PRESIDENT ROBINSON: Thank you, Mitch. I appreciate your comments. Just one
moment and we'll -- the Brother at Mic No. 1.

DELEGATE GAXIOLA: Modesto Gaxiola, Local 162. Before we go out and enjoy
ourselves, I don't know if some of you have heard, but I believe the shut
down has been resolved. So that is -- we're done with the shut down. Thank
you.

(Applause.)

Thank you, Brother.

All right. Ladies and gentlemen, after checking with counsel, we can start this meeting at 9:00 tomorrow because I think after a day out with go-carts and shooting and golf, you might want an extra half-hour of sleep. So the meeting is recessed until 9:00 o'clock a.m. tomorrow.

(Applause.)

... Whereupon, the Convention session adjourned at 10:50 a.m. to reconvene on Thursday, October 17, 2013 at 9:00 a.m. ...