

Twenty-Ninth Convention of the United Union of Roofers,
Waterproofers and Allied Workers
Tropicana Hotel and Convention Center, Las Vegas, Nevada
October 8, 2018
Monday Morning Session

The Opening Session of the Twenty-Ninth Convention of the United Union of Roofers Waterproofers and Allied Workers, held in the Trinidad Pavilion of the Tropicana Resort, Las Vegas, Nevada, October 8 - 12, 2018, at 8:30 a.m., International Secretary Treasurer James A. Hadel, Temporary Chair, presiding.

GENERAL SECRETARY-TREASURER HADEL: Good morning.
Will all the delegates please take their seats and will the Sergeant at Arms please take control of the doors.
Please take your seats.
Good morning.

(Greetings from the floor.)

My name is Jim Hadel, International Secretary Treasurer. And it is a great honor, as Temporary Chair, to call the 29th Convention of the United Union of Roofers, Waterproofers and Allied Workers to order.

To President Robinson, International Vice Presidents, International Representatives, Delegates, President Emeritus John Martini, retired International Secretary Treasurer Robert Danley, retired Vice President Don O'Blenis, Bob Krul, John Barnhard, International Training Directors Paul Blaski and Eric Anderson, spouses and guests, it is with great pleasure that I welcome you all to Las Vegas.

Did everyone enjoy last night's reception?

(Applause.)

When you get the opportunity thank Ullico, our business partner, for sponsoring that reception last night. They did a very good job.

(Applause.)

Now, it gives me great pleasure to introduce First International Vice President Doug Ziegler who on behalf of Local 162 will officially welcome us to Las Vegas.

Give Doug a warm welcome.

(Applause.)

INTERNATIONAL VICE PRESIDENT ZIEGLER: Good morning.

(Good morning from floor.)

For those that don't know me, I'm Doug Ziegler. Welcome to Las Vegas.

Local 162 Las Vegas is in trusteeship and I am the President Robinson appointed trustee.

Las Vegas is one of the fastest growing cities in the United States. Nevada is a right to work state.

For those who don't know what a right to work state is, it means you don't have to belong to the union.

It means that there's no security clause union security clause in your agreements. And it means that bottom feeders can be part of our working agreement.

It means that we, the members, union members negotiate pension plans. We negotiate pension plans, health and welfare plans. We negotiate grievance procedures. We negotiate security clauses. And the bottom feeders just come along and take everything that we negotiate and don't even bother to say thank you.

In Las Vegas, we live in a bubble. The bubble is the Strip.

The Strip's about seven miles long and six blocks wide.

Outside the Strip, is for all intents and purposes nonunion, and I don't care if it's the carpenters, sheet metal, plumbers, candlestick makers; outside the Strip is basically nonunion, except for a school here and there.

And the governor of Las Vegas or Nevada I'm sorry signed a law that said that on school jobs, you only have to pay 10 percent of prevailing wage.

And most trades, including us in some cases, have had to negotiate a 10 percent less wage so that our contractors can be successful on those jobs, so that we can get the hours, guys can qualify for health and welfare and get their hours for health and welfare.

We are under attack. Construction workers are under attack. Right to work states are springing up all over the place, and almost all right to work states are flirting with poverty wages.

Here, in Las Vegas, a total package is \$37.15. Hawaii and

I'm gonna use Hawaii because in Nevada in Las Vegas, the building trades are split. They're split in Hawaii, too.

But Hawaii is not a right to work state. Their base wage is \$40.50 an hour. Our total package here in Las Vegas is \$37.15.

That's a big discrepancy, and it tells you what happens.

This Convention is probably one of the most important that you'll attend in a long time. I believe that we're at a crossroads. We're in a fight. And your job here is to attend

the workshops and the resolution committees, and I plead with you to do it.

We're in a fight. And one of the most important things about winning a fight is understanding that you're in one. And many of our members really don't realize we're in a fight. And it's an important fight, and we have to be involved.

And to be really involved and to understand, you have to read. And it's your obligation to read. And there's five documents that you need to read. One is your International Constitution and Bylaws, which are all the committees, resolution committees, we're revising the Constitution and Bylaws of the International.

It's a living agreement. Every five years we meet to get rid of antiquated stuff and to revise them and to make them more modern.

You have to read your Local Constitution and Bylaws. You have to read your CBA, your Collective Bargaining Agreement, to know what it says.

I travel around the country and do a lot of assignments for Mr. Robinson. And many collective bargaining agreements have language that was left over from the 1930's and nobody can even figure out what it means.

You guys have to mean that read that and understand it. And go to your union meeting when there's a negotiation process and say, "Hey, why is this in here?" or "We want to add something." And you need to read your SPDs. SPDs are summary plan descriptions. There's a Pension SPD and there's a Health and Welfare SPD. And that's the rules of those two documents and you need to read them. Some unions have two or three SPDs in each one.

Gabbe Perea, once, when I had Local 36 in trusteeship and was dealing with Gabbe a lot, taught me that to read any document that you read one sentence at a time. And you don't go to the next sentence until you understand the sentence that you just read.

He also went on to tell me that it doesn't matter how long it takes you to read a paragraph; the important thing is that you have read the paragraph. If it takes you a month to read it, you've read it and you understand it.

And that's our obligation as union officials, union officers. We're all elected here. Members have put trust in us to do a job. And in order to do that job, you have to read and you have to encourage others to read.

When I first walked on a roof some 100 million years ago

(Laughter.)

the first job I got was nailing off gravel stop, 6 inch centers. And the foreman kept telling me, he says, you know, grandma was old was slow, but she was old. So I tried to speed it up.

The next thing I did was drive a roofing nail sideways into my finger and I'm bleeding all over the place and now he's bitching because I'm getting blood all over his new roof.

But the real point I want to make, when I started roofing Health and Welfare was 25 cents an hour, and it was major medical; in other words, practically an elephant had to step on you at the intersection of town, and then, you were covered; other than that, you weren't covered.

I had five children and paid for every one of them. Everybody that went to a doctor's visit wasn't paid for by the health and welfare. It was paid for by the member.

And over the years, we've got these Cadillac health and welfare plans. And that's how I got involved in the union.

And what happened was it rained and rained and rained and they had six month coverage. To qualify, you had to have six months of work. And I didn't qualify. And I had all these kids. And it kind of irritated me. And I went to union meetings. And I got myself elected to health and welfare. And then, we got to where we had health and welfare coverage based on how many hours you worked a month. And then, you get a bank. And every once in a while, you might miss a month, but you didn't have to wait six months to be covered, especially when you had kids.

I just mentioned pension. The Roofers Mr. Robinson, I won't talk on this extensively. We have a workshop today on pension. But the International Pension Plan is, if not the only pension plan, it's one of the few that's fully funded. And that's something to be proud of.

But part of this fight that I'm talking about is the other trades are after us. And the prize is our pension plans. That's the prize.

Nobody cares about a roofer or waterproofer, but a roofer or waterproofer, which is why we have to maintain our identity because we care. And unless your roof leaks, you don't give a shit about a roofer.

I am a trustee on the Pacific Coast Pension Plan. And last year, we paid out pension benefits of \$34 million. That means that pension plan has to make \$34 million before it can start funding the people that are active; the people that go to work everyday, so we can continue to fund that.

And I learned last night that the National Pension Plan paid out \$84 million. That's \$116 million of pension benefits per year. And that's why we have to do our due diligence to pay attention to what's going on. And everybody has to do their part no matter how small it is. We have to do our part because the future depends on us.

And, again, I believe we're at a crossroads. I think we're in a fight for our lives. I don't much care for the administration that we have. I'm not talking about the International's administration. I'm talking about Mr. Trump and his appointees. They don't care about us. They got more money than God. You know, a million dollars is pocket change to them. And we're trying to represent people that live on the edge of poverty here in Vegas, and they do live on the edge of poverty.

Fortunately, in Nevada housing costs aren't that much or as much as they are in other parts of the country, but it's tough for a roofer today to buy a house.

And when I was a roofer, my wife didn't work. And I bought a home and I paid for it on a roofer's pay. And that doesn't happen today.

Again, welcome to Las Vegas. Please do your job. Please attend the workshops. Please attend all the resolution committees. Or if you can't attend them all because some of them are together, but attend the ones that pertain to you.

You've all got your computers and you can look in there. I love this. You don't go home with a whole suitcase full of paper and you can look stuff up quick.

Thank you. Have a great day.

(Applause.)

Whoever's in charge of the AC, could you turn it up a little bit? It's getting a little warm in here. Maybe it's just me.

GENERAL SECRETARY TREASURER HADEL: Thank you, Brother Ziegler for those insightful remarks.

Brothers and Sisters, at this time, please stand and remain standing as the Clark County High School Color Guard presents and posts the Colors of our nation followed by the singing of the National Anthem by Michelle Johnson and recital of the Pledge of Allegiance.

As we do so, please keep in your prayers and thoughts those men and women of the Armed Forces who have sacrificed or risked their lives for our freedom.

Please post the colors.

(Presentation of colors.)

(National Anthem performed by Michelle Johnson.)

(Applause.)

(Pledge of Allegiance recited.)

Please release the color guard.

(Whereupon, the color guard was dismissed.)

(Applause.)

I didn't get a chance to read Michelle's bio. And it's quite impressive. Very impressive, so at this time I'd like to read that bio.

Michelle is known as the Las Vegas' first lady of jazz. She has performed on Broadway; been seen on network television and appeared or recorded with such stars as Paul McCartney, Elton John and Gladys Knight. She is currently recording a CD of originals and working on her own tribute show to Carole King's Tapestry album, as well as a tribute to the great ladies of jazz, and a one woman show about her life in the music business. Please, once again, let's thank Michelle Johnson. Beautiful. Beautiful song. Thank you.

(Applause.)

Brothers and Sisters, throughout the course of this week, we will be charting the course our Union will be taking for the next five years, important resolutions will be discussed and debated and voted upon that will affect the future of our Union. To give us the guidance and the strength to carry on the mission of our Union, we have invited Las Vegas' own, Father David Casaleggio to lead us in prayer.

Father Dave was ordained a Roman Catholic priest in 1981 after completing the seminary at the Sacred Heart School of Theology in Hales Corners, Wisconsin.

He relocated to Nevada where he was assigned to parishes in Reno and Carson City and served within the state penitentiary through 1988 when he made his move to Las Vegas.

Serving the patrons of St. Christopher Catholic Church in North Las Vegas then Our Lady of Las Vegas through 2000.

Father Dave became an employee of the State of Nevada and served as a chaplain of the High Desert State Prison through 2008, when he returned to the private sector as pastor of St. Anne's Catholic Church, then concluding his professional career at St. Christopher when he retired in 2017.

Throughout his career, Father Dave was honored to be elected to several boards by the priests of the diocese, including the Priest Senate, the personnel board, the retirement board and the building committee.

Additionally serving his community outside of church, Father Dave has served on various boards for the City of Las Vegas, the last being the Southern Nevada Housing Authority where he served from 2009 until 2017.

Father Dave continues to support both the City and the local Catholic Community with his volunteerism in his retirement. Please give a warm welcome to Father Dave.
(Applause.)

FATHER CASALEGGIO: Thank you.

Before I do the prayer, I want to mention something.

You know, right around 1995, 1993, a friend of mine had just bought a house in North Las Vegas. And it was a fixer upper. You know, he didn't have a lot of money. And it needed a new roof.

And so, you know, he asked me if I would help him. And he and I put the roof we took the old roof off, put the new shingle how do you say it? Asphalt shingle roof on.

And if there's anything I've learned is to respect roofers. There's absolutely no question about it.

Getting that stuff up there wasn't easy. You work and you work and you work and you find out these big sheets you're only putting, you know, inches at a time on. But my respect for roofers grew 1000 percent, and I swore would never do it again because I don't think I'm worthy to do it as well as you guys could do it. God bless you.

Let us pray.

Father, as we stand in your presence, we ask Your wisdom to be being granted to the members of this Convention; that the work that they do may it always be as it is has in the past for the benefit of the employees, for the benefit of the workers.

As You know, we all know the unions have done fantastic work in making sure that people are protected, that they're not taken advantage of, that they're given a fair wage, and that there is a retirement, so that as they get older, they're able to survive in a positive way.

We ask, Father, to give the members of this Convention the wisdom to be able to continue that tradition in protecting all. We ask this confidently that You hear and answer us in the name of our Lord and Savior Jesus, who lives and who died that we may be saved.

We ask this through Christ, our Lord, Amen.

GENERAL SECRETARY TREASURER HADEL: Thank you, Father Dave, for those inspiring words and your continued support of the Las Vegas community and those in need.

We really appreciate you being here this morning with us and your support for the working men and women of our Union.

Thank you very much.

(Applause.)

At this time, I would like to take the liberty to recognize some special people here today.

First, I want to recognize our entire staff; not only who is present here at the convention today, but those back at the office keeping the lights burning.

A lot of hard work goes on behind the scenes in putting together a convention. It takes teamwork and every member of our staff giving 110 percent months before the convention starts. I cannot thank them enough for their efforts. Let's give them a nice, warm round of applause.

(Applause.)

Secondly, I want to recognize our spouses and family members and guests in attendance this week. We should never take for granted their support and the sacrifices they make in support of our Union.

I'd like to take the liberty to have everyone turn around and give them a nice round of applause.

(Applause.)

Thank you.

A couple of housekeeping items: Wednesday afternoon's Convention activities, the deadline is at noon today, if you're going to change the activity. Very limited on the changes, but you need to do it by noon today.

Second, iPads. Since this is our first convention using electronic media, a reminder to make sure you charge your iPads every evening.

Brothers and Sisters, this year celebrates our 115th year anniversary of our Union.

To commemorate that milestone, the International through the efforts of Bob Krul and Mitch Terhaar and the entire staff have revised and updated our history, which was provided to you at registration.

This edition includes a significant amount of information on our Union's numerous current initiatives, benefits and programs available to our local unions and membership in addition to the historical perspective.

Copies of the history for your use by the JATC's or membership education will be available upon request.

During the course of this week, you will see numerous clips called "Did you know," which are excerpts from our history. Speaking of the history of our Union, if you've not had a chance to read it, do so. You'll find some very interesting information about our Union in there.

As I read through the history of our Union, one of the many things I found very interesting was the historical membership numbers referenced throughout the document.

Please be seated, by the way.

And how through the first 60 years plus, we experienced consistent growth, starting with the merger of our two Unions in 1919. At that time, our membership stood at 1600 members.

As you read through the various time periods, it struck me that our membership numbers, for the most part, constantly grew.

In 1980, we reached our highest recorded membership numbers of 31,341 members. A significance difference from where we stand today.

This is why I believe this theme of this Convention is so important.

Brothers and Sisters, as you can see on the convention back drop, our theme for this Convention is Recruit, Train, and Retain, Building Blocks to Our Future.

Nothing flashy about this theme. It is straightforward and to the point. However, no other words can embody what I believe is the most important task that our locals and International should be addressing today.

Let me briefly address each of these building blocks and how we are working on initiatives at the International level to assist locals in these efforts, starting with recruiting.

Today, we are at a crossroads. As everyone here knows, the demand for roofers and waterproofers is at an all time high in recent history. Recruiting is the biggest challenge we face today. We repeatedly hear from our employers, general contractors and owners, their concerns regarding our ability to provide skilled craftsmen to complete projects.

No one has to remind you that recruiting is an easy task. We're dealing with Generation Z with a different mindset.

We are dealing with employers who sometimes have unrealistic, last minute demands to provide skilled craftspeople.

We are dealing with a flood of Baby Boomers retiring.

Recruiting is a for believe task. However, with perseverance and determination, it is nothing that we can't overcome.

Back in 2016, seeing the need to assist our locals and our employers' growing demand for roofers and waterproofers, President Robinson switched the Marketing Department focus from organizing and marketing to assisting locals on recruitment and recruiting strategies.

In addition, based on our feedback from our International Labor Management Committee in 2017, it was determined that we needed input, buy in and support from our employer partners.

President Robinson directed the formation of a recruiting and retention task force consisting of representatives from labor, management, JATC's coordinators and North American Building Trades Union to form a strategic plan of action to deal with recruiting and retention issues.

I had the honor to chair that first meeting in March of this year. And out of that meeting, a strategic working plan was developed and implemented to improve recruiting techniques and, most importantly, to address retention issues.

Portions of that recruiting plan will be unveiled during the course of this Convention this week. We will reveal a series of ten video clips created using members from various backgrounds, gender, races and positions in their local unions advocating the benefits of our Union and how it changed their lives.

You will notice that two of the video participants are women, a source of recruitment badly under utilized.

Excuse me. It is warm up here.

The videos cover a range of topics from how they got started, safety and the benefits of the union, to name a few. These videos will be accessible through a QR code, which will be placed upon the updated recruiting brochures, which will be available in the very near future for usage of job fairs or any of your recruiting plans.

In addition, the task force discussed Helmets to Hardhats and how valuable of a tool it was in recruiting.

However, in spite of our efforts to educate our locals, it is still being underutilized. We will be increasing our efforts with Helmets to Hardhats in the recruiting plan.

Tomorrow afternoon's workshop will be very insightful on recruiting techniques with an emphasis on Helmets to Hardhats. Do not miss that workshop.

In addition, please visit Bill Mulcrone at the Helmets to Hardhats booth in the next few days. Brothers and Sisters, hiring the men and women who have served our country should be a priority.

(Applause.)

Training before I discuss this subject, I would like to recognize John Barnhard, who retired in 2016 and is with us today, John.

(Applause.)

I cannot thank John enough for the efforts he put into the development of our National Safety and Training Programs.

Thank you very much, John.

Since then, the torch has been passed on to Keith Vitkovich, our current executive director of the Roofers and Waterproofers Research and Education Joint Trust Fund, along with Richard Tessier, Curriculum Development Director; James Currie, Master Trainer, Trust Fund; Dan Knight, Master Trainer, Trust Fund; Marty Headtke, Local 11 JATC; Derek Carrington, Local 23 JATC; Joel Gonzales, Oregon and Southwest Washington JATC; and Dan Smith, Bay Area JATC.

This talented team, very talented, has taken curriculum development and instructor training to the next level.

Let me just reference two of the bigger initiatives being developed by the trust, starting with the Web Based Training Resource Center, which was initiated in August of 2017.

The resource center enables a local JATC to download curriculum developed by The Roofers and Waterproofers Research and Education Trust Fund.

To date, seven programs have been completed with another five that are currently under development. The program will continue to grow as the fund continues to redevelop old curriculum and develops new training programs.

Secondly, in August, I, along with the trustees of the fund, President Robinson, Keith Vitkovich and the National Training Committee had an opportunity to visit Washtenaw Community College in Ann Arbor, Michigan.

Washtenaw Community College will be our home to our National Instructor Training Program beginning the summer of 2020 and every year thereafter.

This program will allow for centralized training and offer a wide range of classes that are required for instructors to teach the skills needed, for our apprentices to be properly trained for all roofing and waterproofing applications. It will include professional instructor courses, safety and technical train the trainer courses, as well as JATC administrative courses, while also possibly earning college credits.

In addition, it will allow instructors from all over the country to share ideas and best practices.

The details regarding the National Instructors Training Program are spelled out in more detail in the third quarter Journeyman Roofer and Waterproofing magazine.

There is no doubt in my mind that the development of the National Instructor Training Program will be the most important advancement in training in our history. The marketing possibilities to manufacturers and end users are endless. More importantly, the significant gap between us and our nonunion competition in regards to training, Brothers and Sisters, just got significantly larger.

Retain. Retention. The third and final building block is, my opinion, one of the most critical. Our turnover rate historically has been significant. Nothing new to everyone here today. We have discussed this issue for years.

Now, it is time to take action. The cost in both time and dollars to our JATC's and locals is staggering if you consider the actual time spent recruiting and training. It serves us no purpose to constantly recruit and train if we do not address simultaneously, the retention rate.

A substantial portion of our task force meeting last March was focused on that issue.

To address this problem, the task force recommended the following:

Identify the key reasons apprentices are leaving the trade through a survey which would pinpoint key areas that need to be addressed;

Produce an orientation presentation to better educate our new members that can be utilized and edited to meet all local and JATC needs; and most importantly, the development of a mentoring trainer program that will allow locals and employers the opportunity to identify members that would be ideal mentors for apprentices.

Mentors would be trained in numerous subjects such as conflict resolution, JATC knowledge, company structure and communication skills, to name a few. Most importantly, is that mentors must provide his or her apprentice a positive image of the unionized roofing and waterproofing industry to be able to advise and guide them through those first stages of their career, which we all know can be a very difficult period where we historically lose many of our members.

The development of the mentoring program is in the initial stages.

I can tell you that we are at the forefront in the United Construction Industry regarding developing this initiative.

During the course of this week, please take advantage of the opportunity to visit with Keith and Richard at the Research and Education Trust Fund booth to discuss these initiatives in more detail or other training questions you have.

Brothers and Sisters, all of these initiatives developed through the trust and the International Union, as Keith recently told me, are game changers. Game changers. No doubt about it, they are game changers, if we take advantage of them.

And if every local focuses their efforts on these building blocks over the next five years, I believe, and I truly believe, we can achieve historical growth.

Now, back to our history and 31,134

members in 1980 and keep that number in your mind as we progress through this week's Convention discussing and debating resolutions, let us keep our focus on the big picture. Let us focus on how we can strengthen our Union and increase our membership.

More importantly, let us leave here unified and with the commitment that each and every local will strive to return in 2023 with a much stronger union.

Are you with me, Brothers and Sisters?

(Applause.)

Thank you very much. Thank you very much.

It is now my honor to present President Kinsey M. Robinson the gavel for conducting this 29th Convention of the United Union of Roofers Waterproofers and Allied Workers.

Please welcome President Robinson.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: Thank you very much. And thanks, Jim, for the introduction.

I call this Convention to order.

(Knocking of gavel.)

Good morning.

(Good morning from floor.)

Please sit down. Brothers and Sisters, Ladies and Gentlemen and Invited Guests, welcome to the 29th Convention of our great Union, the United Union of Roofers, Waterproofers and Allied Workers.

Did everybody have a good time last night?

(Applause.)

That terrific opening night party was sponsored by our good friends at Ullico. My many thanks go out to Ullico for a truly outstanding evening.

As the week progresses, we'll have more festivities like last night for you to enjoy.

While you're working hard and conducting your members' business here on the Convention floor and in committee meetings, your spouses will be treated to a host of events, today, Tuesday and Thursday.

It's going to be a fantastic Convention and I promise you that at the end of the week that you will go home proud to have participated in the 2018 convention.

You will know deep in your hearts that we have accomplished the task of making sure our Union remains strong and independent for many years to come.

So that you will know what to expect this week, let me give you a short rundown of Convention activities and some recognition of some of our leaders of the past.

Beginning later this morning, after appointing committees and assigning resolutions to those Committees, you will hear from top shelf speakers. In fact, we have a great line up of speakers each day. Speakers that were carefully chosen because they demonstrated that they are aligned with us and support the ideals of organized labor.

Speakers who are capable of addressing the current issues that are important to you and the members you represent.

We will begin our all star line up with Sean McGarvey, our heaviest hitter. Sean is president of the North American Building Trades. You know, and we might have a president over on the 1600 Pennsylvania Avenue at the White House, but our president is Sean McGarvey.

(Applause.)

Followed by Mike Scott, executive director of the NCCMP and Scott Vance, executive director of the Union Sportsmen's Alliance.

This afternoon we are honored to have Congresswomen Linda Sanchez with us representing the 38th District of California in the U.S. House of Representatives.

Our workshop this afternoon moderated by Vice President Dan O'Donnell will focus on the national pension plans.

We have assembled a team of panelists that are the best pension minds in the business. In addition to taking questions about the national plans, they may be able to address questions you may have concerning your own local plans.

75 percent of our members participate in one or both national pension plans. For many members, their pension plan is their

most valuable union sponsored asset. They rely on us to be a good custodian of those benefits.

Make sure you attend, so that you are up to date on what these plans have to offer your members.

As an incentive to attend the workshop, there will be a drawing at the conclusion of ten raffle tickets for the three gun drawings held later this week.

Speaking of raffle tickets, they're available out in the USA booth. And you have Heather and Chris and Kyle there staffing the booth and they're happy to sell you all you want. So air the moths out of your wallet; remember, it's a good cause for conservation and it's our organization, the USA.

The workshop will begin at 2:30 sharp in this room. And I look forward to seeing all of you here.

We'll kick off Tuesday morning with Colonel David Sutherland, a highly decorated war hero. I assure you that you will be moved and inspired by Colonel Sutherland's comments.

At 10:00 a.m., I will call on Election Chairman Dave Critchley to take over the podium and conduct the election of officers.

(Applause.)

And those of you who have been around, you know Dave is a very, very capable chairman and he will handle the election well and it'll be smooth and we'll get through it and we'll have a celebration immediately after.

Before breaking for lunch, there will be a group photograph taken in the Convention, so make sure you don't leave right before lunch. Don't leave before that photograph is taken.

Tuesday afternoon begins with Ed Smith, president and CEO of Ullico. If you haven't heard Ed speak, you're in for a real treat.

Following Ed will be Dennis Ryan, president of Waterproofing Associates, a large roofing and waterproofing contractor from the Bay Area in California and he is also a member of the National Labor Management Committee.

Tuesday's afternoon workshop will address recruitment. And I won't tell you too much about recruitment because the secretary already did.

The moderator will be Keith Vitkovich and the panelists are Bill Mulcrone of H2H, Billy Alexander of our own Local 106.

Again, there will be a drawing for ten raffle tickets at the conclusion of the workshop, a little incentive to make sure you stay.

Wednesday begins with another heavy hitter, Steve Lindauer and Partial Secretary of the National Maintenance Agreements Policy Committee and the CEO of the Association of Union Constructors. Wednesday afternoon, there are four events scheduled for you and your guests: golf, sporting clays, go karts and GlowZone. I plan to adjourn the Convention by 10:45 a.m., so you will have ample time to board the buses for the afternoon's events.

Thursday morning, Marty Walsh, Mayor of Boston, and a good friend of the Roofers will be with us. Marty is a dynamite person and a fellow building tradesman. And I wish to thank Paul Bickford for all his efforts in organizing this appearance with Marty's staff.

(Applause.)

We'll then hear from Will Attig from the Union Veteran's Council. You will hear all the good things the council's been doing on our behalf, including helping fight right to work in the State of Missouri.

In the afternoon, we'll begin with Richard Trumka, president of the AFL CIO. You will not want to be late, as President Trumka has a compelling message for us.

President Trumka will be followed by Chris Trahan Cain from the Center of Construction Research and Training and then Stuart Binstock with the Construction Financial Management Association will be speaking to us about the importance of suicide prevention.

We have two important legislators. Adam Schiff of California and Pete Visclosky of Indiana that wanted to be with us today, but are unable to join us because of their duties in Congress. They have both sent personalized videos for us to be played sometime during the Convention when we have an opportunity. Thursday evening, after all the ordinary Convention business is completed, you will have a chance to relax, be treated to a superb banquet dinner followed by an evening of music and dancing.

Finally, on Friday morning, after a short video featuring delegates, their guests and Convention highlights and after handling any unfinished business, this session will adjourn early so you can enjoy the remainder of the day here in Las Vegas or head for home.

Outside of the hall, you will see there's 11 exhibit booths of vendors that provide assistance and products to our members and to our local unions. All these vendors work closely to help us support this Convention.

You will find booths representing these fine organizations: American Income Life, Bank of Labor, Cigna, Helmets to Hardhats, Image Pointe, Milwaukee Tool, Ullico, Union Insurance Group, Union Plus, Union Sportsmen's Alliance and WellDyneRx.

You will also find booths for the Research and Education Trust and the National Trust Fund that include both pension plans and the Health and Welfare plan. And Paul Blaski and Eric Anderson will be on hand to speak to you about the Leadership Training Program.

If you have not already done so, I strongly encourage you to take the time to stop by each exhibit booth. These exhibitors are our friends. They support us. And they deserve our support in return. Stop by. Introduce yourself. Get to know them on a first name basis.

I also want to mention our sponsors. Their assistance is extremely important to the success of this Convention. Allianz Global Investors, American Income Life, Bank of Labor, Cigna, Convention Services Unlimited, Doyle Printing, Gregario and Marco, Invesco, Horizon Actuarial Services, The Law Office of Robert A. Bohrer, Legacy Professionals, The Association of Union Constructors and the National Maintenance Agreements Policy Committee, Segal Marco Advisors, Ullico, Union Insurance Group, United Capital and Wilson McShane.

On behalf of all the delegates, I want to thank them for what they have graciously done to support this Convention.

Running a national union is a major undertaking. You can't do it by yourself. You need a team. And we have a great team of gifted unionists.

At this time, I'd like to introduce and call to the dais the Roofers' team, the hardworking leaders of our proud organization, your Executive Board.

First International Vice President, Doug Ziegler, Oakland, California.

(Applause.)

Second International President, Thomas Pedrick, Philadelphia, PA.

(Applause.)

Third International Vice President, Paul F. Bickford, Boston, Mass.

(Applause.)

Fourth International Vice President, Richard R. Mathis, Chicago, Illinois.

(Applause.)

Fifth International Vice President, Daniel P. O'Donnell, St. Louis, MO.

(Applause.)

Sixth International Vice President, Robert Peterson, Detroit, Michigan.

(Applause.)

Seventh International Vice President, Mike A. Vasey, Cleveland, Ohio.

(Applause.)

Eighth International Vice President, Michael Stiens, Cincinnati, Ohio.

(Applause.)

Ninth Vice President, Brent R. Beasley, Orange County, California.

(Applause.)

Tenth International Vice President Joseph Pozzi, Hammond/Gary, Indiana.

(Applause.)

And International Secretary Treasurer, James A. Hadel, Kansas City, Kansas.

(Applause.)

On the stage behind me are General Counsel Librado Arreola and Southern Region Representative James Scott who will be the acting dais managers.

I also want to acknowledge the following hardworking individuals:

International Representatives: Gabriel Perea, Mitch Terhaar and Jeff Eppenstein.

(Applause.)

Marketing Department Reps: Jordan Ritenour, Frank Wall, Fred Gee, Raul Galaz and Tim Adrian.

(Applause.)

Research and Education Reps: Keith Vitkovich and Rich Tessier.

(Applause.)

And I want to follow up on the Secretary's comments, International Union and Convention staff: Frank Massey, Erin McDermott, Valerie Buchannan, Yani Vargas, and my faithful assistant, Jamie Zimolong.

(Applause.)

And our dedicated staff back in Washington, D.C. led by Judi Robertson, Rob Umana and Megan McHale.

(Applause.)

Our International staff are all proud union members. The clerical staff are members of OPEIU Local 2. The department

heads are members of Roofers Local 123 and Yani is a member of Roofers Local 189.

Lastly, but certainly not least, I acknowledge our retired International officers and staff in attendance.

International President Emeritus John Martini.

(Applause.)

International Secretary Treasurer Bob Danley.

(Applause.)

International Vice President Don O'Blenis.

(Applause.)

International Vice President Paul Blaski.

(Applause.)

Assistant to the President, Bob Krul.

(Applause.)

International Representative Eric Anderson.

(Applause.)

And a gentleman that the Secretary already announced, our Research and Education Executive Director, John Barnhard.

(Applause.)

And Ray Waldron, past President of Local 96.

(Applause.)

Hold on now.

Past President of the Minnesota State Building Trades Council, past President of the Minnesota State AFL CIO and a long time Chairman of the Convention Committee of this Election. And he's also on the Board of Directors of the AFL CIO Housing Trust.

I thank you, Gentlemen, for your many years of faithful service to this organization.

I now ask the current International Representatives and staff and the retired officers, reps and staff to please stand and be recognized.

(Standing ovation.)

Thank you for what all of you have done.

Before I move on, it gives me great pleasure to welcome back to the Convention the officers and delegates of Local No. 30, Philadelphia and Local No. 45, San Diego.

(Applause.)

I thank Business Managers Shawn McCullough and Paul Colmenero for their hard work and dedication to bring their locals back to prominence.

(Applause.)

Vice Presidents, please sit down.

As tradition dictates, please take a few minutes with me to pay tribute to our brothers and sisters who have passed since the last Convention.

I especially want to acknowledge the passing of six men that were good friends of mine and gave the greater portions of their lives to our Union:

International Vice President Dan D'Elia, Local 12, Bridgeport, Connecticut.

International Vice President Joseph Bissell, Local 474, Buffalo, New York.

International Vice President Louie P. Hackbarth, Local Union 96, Minneapolis/St. Paul, Minnesota.

International Vice President Robert C. Banks, Local 123, Dallas/Fort Worth, Texas.

International Vice President Carlton E. Penick, Local Union 143, Oklahoma City, Oklahoma.

And International Vice President Alex Bodnariuk, Local Union 149, Detroit, Michigan.

Please join me in a moment of remembrance as our departed brothers' and sisters' names appear on the screen behind me.

IN MEMORIAM

Local Union 2

Saint Louis, MO

Glenn S Allen
Paul V Babb
Norbert A Behrman
Charles W Beshears
Eric M Boyer
Truman K Braswell
Maurice L Carney
Ellis Clifton
Keith V Coffey
Phillip Coopwood
Jody E Davis
Nicholas DeLisle
Daniel J Derosse
Kerry R Ferguson
Walter H Fitzpatrick
Edward C Gau
Joseph E Green
William T Gregg
Earl T Haas

Marvin Henderson
Darrell E Hindman
Martin Hodgins
Alan J Janning
Bruce Jones
Maynard Leitschuh
Kenneth B Long
Joseph N Lovelady
Silvio L Merlo
Joseph T Moon
Joseph F Mueller
Jerry F Neely
Donald G Neighbors
Floyd C Ormsby
Michael A Palazzolo
Norman A Preble
Alec J Prendergast
James H Rogers
Joel A Schutt
Roger T Seering
Ricky L Stephens

John H Tallis
Billy G Teal
Joe L Unland
Gerald Vannatter
Richard O VonderHaar
Donald E Weber

Local Union 4

Newark, NJ

Juan C Agudelo
Harvey Bradley
Kuiper Cafiero
John Conover
Rodger X Corley
Harold J Cramer
Peter J Cummings
Robert Daggett
Jacek Debowski
Cosmas DiLauri
Robert B Douglas
Donald R Dreher
Walter F Egan
John Gerow
Harry Johnson
Francis Marotta
Frank G Masino
Kenneth J McGeorge
Glenn J Mohr
Glen H Nye
Robert M Rathbun
Robert Rowbotham
Fred Salamon
William Todd
Henry C Yale

Local Union 8

New York, NY

Paul Baer
Joseph W Beninati
James Boland
Joseph P Bundy
Victor L Camerone
Robert J Cosentino
John J Cullen
George A D'Andrea
Michael Denis

Dennis L Goodenough

Eugene S Helms
Michael A Klunder
Jan Koc
Joseph Laura
George Louras
Benny Maiorana
Sonnell Martinez
Augustino Melodia
Fred Meyers
John Moffatt
Terrance B Mooney
Paul Nowak
Anthony Ragozzini
Timothy P Ross
Leslie A Rowley
Cecil D Rowley
Glen Russo

Damian Sabatino
Peter J Scavo
Steve Szabo
Michael J Urbanak
Richard S Wells
Randolph Woolf

Local Union 9

Hartford, CT

Henry E Arsenault
Edwin Curran
Reginald Dube
Carl B Forster
Gregory Kozyra
Julian J Lamson
Hugh McNiff
Carl K Ouellette
Jack E Rice
Charles K Szeniawski

Local Union 10

Paterson, NJ

Fred Brusco
James Corby
Henry Grundler
Clifford Heffler
Jacob Leider
Bogdan Malecki

Grady McMillian
Edward Mombert
Marek Polchowski
Michael Quinn
John Schnaars
Ray Van Der Woude
Local Union 11
Chicago, IL
Edward A Abrassart
Arnold Alstot
Carmen D Apicella
Gene Arnold
Arturo Avila Navarrete
Michael J Berry
Donald W Biernacki
John E Boehrnsen
Ronald G Boreman
John W Brickert
Michael P Broadwell
Phillip M Cooper
Wayne E Craig
Edward J Cullen
Joseph M Cutro
Shawn A Dargan
Merle E Delong
Norman Derrickson
Robert S Dessent
Darrell Dillard
Larry E Dodd
Andrew Domanski
Eugene L Doty
James S Elward
James R Farmer
George A Felski
Donald B Fields
Kenneth H Gortowski
Arturo Guzman
Gary Henn
Lawrence P Hickey
Edward J Hoffman
William H Homan
Lloyd J Hoover
Raymond W Jasien
Kenneth A Kaufman

Scott J King
Edward J Kozeluh
Walter J Kozeniewski
James R Krzyzanowski
Robert F Kucharski
Henry F Lange
Zbigniew Laska
Matthew Libner
Robert M Lipp
Ronald L Luebbing
George Maguire
Thomas E Mathis
Kary McEmery
Gordon J Miller
Laurence J Mirabella
Michael P O'Reilly
Larry L Payton
Ronald D Peppers
Brian Petrick
Eugene T Piasecki
John S Ries
Roy L Rivard
John A Robson
William L Robson
Patrick J Roche
Harold L Roehrborn
Edward C Ruettiger
James J Ruggiero
Richard J Ryan
Donald R Scheidler
Daniel E Smith
Thomas R Swetnam
Donavan Torgerson
Honorio R Torres
Marshall Turek
Charles J Walker
Carl P Weiss
Donald R White
Bruce J Wierzgacz
Cecil E Wortham
James T Yellowlees
Matthew P Zyla
Michael Zyla

Local Union 12

Bridgeport, CT

George Bilinski
Daniel J Delia
Francisco Dias
Angelo Ferrigno
Joseph R Galluccio
William R Lucchesi
George Miller
Joseph Roberts

Local Union 20

Kansas City, KS

Aaron A Ashlock
Galen Beem
Joe Belobrajdic
Robert A Bruce
Jackie L Caughron
Shawn Cochran
Lacy L Corker
Dan M Duncan
Juan Garza
George F Leck
William E Martin
Lawrence A May
Wiley C Mitchell
Donald Nichols
Jay S Niermeyer
Mike A Ortmeyer
Jerry K Prine
Jeffrey L Roldan
Paul T Ronn
Tony F Scardacci
George G VonDerBruegge
Richard P Weekley
Justin K Wilson
Ruben E Woods

Local Union 22

Rochester, NY

Willie L Anthony
Hiawatha Blackburn
Wayne J Butler
William J Caputo
John F Flynn
Otis Ivery

I Jackson

John W McFadden
Lawrence J Nardone
Edward W Robinson
Richard G Ward
Theodore A Webb
N Wright

Local Union 23

South Bend, IN

Quinton E Carrington
George A Finney
Charles H Lankford
Charles W McBain
Wallace R Palmer
Kenneth E Saine
Taylor L Sallee
Jeff Wroblewski

Local Union 26

Hammond, IN

David D Askew
Richard Chiattello
Gary L Flachsenberger
Richard J Halajcsik
Dave Jamka
Jack L Kirby
Glenn A Plunk

Local Union 27

Fresno, CA

Gregg R Alcantor
M G Cruz
Steven Duarte
Ralph D Mosher
Bill G Tripp

Local Union 30

Philadelphia, PA

Bason Abuschinow
Frank F Beam
Robert J Belza
Frederick H Bernecker
Ronald F Botson
Michael P Boyle
Thomas F Bresnahan
James Brown
David O Bussie

Anthony J Caprio
Anthony R Carlini
George H Carman
Howard Caton
Harry J Chattin
Joseph L Chilutti
John Chytruk
Nazzarene Ciabattoni
Roger J Costa
Robert T Crosley
Robert E Dacenzo
Robert P Dale
Michael Daly
Michael Davis
Vincent DiPaolo
James R Donahue
John R Donlen
David J Dougherty
Charles M Dougherty
Charles R Ebsworth
Eugene H Einzig
Willard L Elliott
Peter Enright
Raymond Eshelman
Earl L Faulk
Robert C Faust
Francis J Fennen
Horace Fletcher
Ralph D Garvey
Joseph Genovese
Joseph Gholston
Thomas R Gibson
Martin F Giedemann
Patrick J Graveley
Shafeeq Greene
Edward F Gregory
Frederick S Hackney
Joseph B Hammel
Richard J Harmer
Robert J Harris
David B Harvey
John Ianuzzo
George James
Sammie L Johnson

Earl G Kauffman
Robert Keegan
Thomas King
Richard D Kinkade
Lawrence D Klesh
Richard C Klinger
Jerome D Koloc
Grier E Kreamer
Michael T Krier
Andrew Kruc
Walter Kruc
Henry Kruszewski
Robert F Kulp
Steven E Langjahr
Mark Levin
Neil D Lewis
Richard P Lewis
Stephen Malec
Laurence A Mann
Melvin Martin
Clifton R Mattes
Charles H McAliley
John B McCullough
David McCullough
Donald P McKee
Frank McLain
Bill McLaughlin
Michael McNulty
Raymond Meyers
Moses Miller
Leonard Miraglilo
Eugene Morgan
Robert Movsesian
Matthew S Muhammad
Robert Nally
Thomas J Nicholls
Ihor Pacowski
Henry J Palardy
Stefan Pastuszok
Norman Payne
Kevin A Pillar
Donald P Powers
Henry I Reeves
Maurice J Renshaw

Anthony F Roberts
George E Rupinski
Jeffrey Charles Russo
Stephen J Sanseverinati
David L Schoener
Raymond H Scholl
Thomas W Schrei
Edward Seislove
John J Sherrick
Martin L Sites
Matthew J Smith
Edward Smith
Russell C Stroman
John C Sullivan
Cornell Thomas
Thomas Towers
Stephen J Traitz
William Trautz
James W Trignani
George E Tucker
Richard Turley
Leonard Valitski
John Wagner
Donald Walker
Edward G Walmsley
Joseph E Ward
Robert R West
Charles B Widman
Ernest P Williams
Harold E Wolfe
Vincent J Zalonka
Fred J Zara
Leonard F Zera

Local Union 32

Rock Island, IL

Camiel L Claeys
Raymond L Cook
Curtis Loete
Roger L Lytle
Richard L Munson
Art Schoenberger
John Slagel

Local Union 33

Boston, MA

Robert J Bailey
Edwin J Bleiler
John R Cannata
Brian Catron
Thomas W Cole
Paul J Cormier
Richard J Daley
Leopold L DeFilippo
Walter R DeJardin
Robert DiMillio
Walter M Dion
Edward N Dixon
David M Drost
Peter F Duffy
William D Edwards
Richard L Ewell
William J Finnegan
Raymond E Frenier
Dana Furtado
Robert Gabree
Melvin Gould
Robert A Graves
Jacob H Heim
Ricky M Hendrickson
Robert Hollis
Daniel F Keogh
Roland Lanctot
Donald E Landry
Joseph A LeBlanc
Kevin Lewin
Harold P Lynch
Joseph E Maxwell
Michael T McNeil
Frank J Moberg
William T O'Connor
Rich Paquette
Raymond A Perley
Stephen Pickett
Mark W Remuck
David A Saxton
William E Scott
Charles Shute
Jose Souza
Ronald Steele

Samuel J Tacardo
Robert F Traverse
James Turner
John J Voellings
James F Waldron
James F Waldron
Local Union 34
Cumberland, MD
Louis W Burkey
Shawn R Hobell
Lester E Porter
Local Union 36
Los Angeles, CA
Raymond Alba
Robert G Bonham
Camilo Chavez
Alberto L Conejo
Richard Corder
Alex E Cruz
Vernon Eaton
Richard Hauser
Rafael Hernandez
David Jensen
Kenneth C Jett
Walter Kaiwi
Joseph A Lehman
Richard Lopez
Victor M Lorenzana
Elivorio Maldonado
Jose S Martinez
Jorge Negrete
Frank Ortiz
Jose C Padron
Joel R Payares
Tony R Roybal
Andrew Sanchez
John A Seddon
Fred F Waldron
Lawrence J Woyjeck
Local Union 37
Pittsburgh, PA
Andrew Abranovich
Charles Alt
Philip Azzarello

Clyde E Bauer
Gerald L Bolin
Armand Brasili
Michael J Burkes
Raymond Figola
Paschal C Fischetti
James W Fleming
James M Flickinger
Francis C Fraley
Eugene R Fraley
Paul John Gardner
Paul C Gartner
Lawrence R Jones
Bobby L McGhee
Charles G Penker
Jacob J Ruhle
Gregory A Shay
Jerry L Talik
Martin J Tschudi
Robert Warywoda
Local Union 40
San Francisco, CA
Miguel Castro Hernandez
Richard C Grey
Floyd D Hall
Rafael Hernandez
Glenn R Holsworth
Mervil D Kessinger
Armando Monge Lopez
James E Miles
Craig Overton
Phillip L Spurgeon
Local Union 42
Cincinnati, OH
Edwin G Bauer
Joseph Bitter
Lester Blevins
James Bond
Mark Campbell
Roy Chambers
Charles Childs
William Cochran
Steve Daugherty
Robert Hill

Thomas Kennedy
Roger Murray
Warren Perkins
Thomas Platen
Robert A Savas
Lawrence E Toole
Eddie Wilcox
William E Willhoff
Robert Wubeler
Local Union 44
Cleveland, OH
Warner H Anderson
Otis Barrow
Kenneth A Bolin
William Borchert
Geoffrey Burress
Donald G Bush
Ronald Bush
Frank L Cross
Steven A Daycak
Ronald W Hall
Robert H Hanratty
George A Heinbach
Ronald Hendricks
Tom Hendricks
David E Hoff
Richard Horchy
Robert Joyce
Andrew E Karp
George W Keserich
Dale Leboda
Eugene Lowe
Lewis R McCartney
John E McMahan
Brian Palmison
John E Patton
Robert C Ransome
Walter F Seidenwand
Ralph A Smith
Patrick R Vento
Paul K Walters
Richard A Yanacsek
Local Union 45
San Diego, CA

Ynez D Campos
Robert Colmenero
Robert Gonzales
Local Union 49
Portland, OR
Frank J Brauner
Alan W Critchett
Michael L DesBrisay
Walter R Hardy
Chad W Johnson
William J Karras
Clifford R Morgan
Jake Padilla
Cecil E Pickett
David F Smalley
Douglas W Smith
James M Tofflemire
Nick D Tuck
Ardel A Zach
Local Union 54
Seattle, WA
William A Bates
Cecil M Dickison
Robert F Dorgan
G O Gjerding
John W Grose
Ronald Hawkins
Ronald A Lawson
Arthur K Mack
Albert Moran
Rick D Obar
Thomas M Ward
Local Union 58
Colorado Springs, CO
Morris Martinez
Scott L Pennington
Local Union 65
Milwaukee, WI
Richard E Gerek
Keith L Habenicht
Marvin Hamm
Kenneth S Heinemeyer
Gerald Hince
Harold B Hoeverker

Donald N Kovalaske
Arthur G Krieg
Glen Lang
Edward Lerner
Curtis Mallory
Josef Pfeiffer
Wilbur Redlin
Chris M Schroeder
Dennis Stevens
Ralph Zamel

Local Union 69

Peoria, IL

Dennis Casey
Frank M Claeys
Dixie D Ferneti
Michael Gollon
William E Heiman
Richard B Kwitkowski
Kenneth O Miller
Max Moreland
Justin E Staelens
John P Zeltner

Local Union 70

Ann Arbor, MI

Edwin C Forrest
Tracy M Freeland
Juan Guzman

Bruce E Hasson
Antonio Ramirez
Kalvin L Riley
Eugene J Robinson
David L Torrenega

Local Union 71

Youngstown, OH

William A Gerber
Allen G Gravatt
Harry McAndrew
William J McMillen
Chuck E Ripley
Orange Tinsley
John M Weber
William Wooten

Local Union 74

Buffalo, NY

Eddie Fields
Robert A Geddes
Howard E Hill
Edward P Hillman
Douglas L Jimerson
Dale Johnson
Robert Johnson
Karol Lavrincik
Emanuel Mack
Thomas P Majchrzak
Anthony J Matusiak
Gary A Neu
James D Parker
James D Petersen
Wayne J Printup
Jermaine A Queen
James Rickard
Donald Schwertfager
Robert S Wachowiak

Local Union 75

Dayton, OH

Paul T Carr
Billie E Gosnell
Roy S McKee
Kevin G Tucker

Local Union 81

Oakland, CA

Oakley R Babcock
O Bryant
Mark W Hansen
Ronald H Jennings
Robert F Long
Paul A Masters
Fred Matteri
Max Murrieta
Albert E Novo
C V Orr
Geno Pardini
Sidney L Paul
Jose T Pena
James W Pillsbury
Adam Emmanuel Reyes
Rafael Sanchez
Ezikle Sims

Juan M Teran
Glenn Thrush
Antonio N Valera
Marvin W Warren
B R Woodrich
Vincent Ybarra
Ralph T Yeoman

**Local Union 86
Columbus, OH**

Otto G Branham
Joseph E Brannon
Charles P Heath
Charlie W Kulp
Ray Sager
George W Sedlock
Moody Tackett

**Local Union 88
Akron, OH**

Millard T Abbott
Ivan Arter
Gayle C Bachtel
Ray J Caldwell
Guy S Clark
Leonard Croston
Frank A Elefante
Ronnie G Gaffin
David B Jones
Donald B Kellar
Donald R Kellar
Rick Lumppp
Charles A McConkey
Shawn E McMasters
William A McMullen
William Miller
Floyd Milligan
Darrel Moretta
Clyde W Nicholson
James A Ruppel
Joseph D Symons

**Local Union 91
Salt Lake City, UT**

James Dale Gates Smith
Daymon Earl Robert Smith

**Local Union 92
Decatur, IL**

Michael L Booth
William D Doty
Robert A Nell
Richard E Poe
Roger Richardson
David B Stukins

**Local Union 95
San Jose, CA**

Pete P Bara
Harold E Broughton
Refugio R Carreon
Sergio M Delgadillo
Cary M Eisenberg
George W Muncy
Daniel M Trujillo

**Local Union 96
Minneapolis, MN**

John J Beireis
Roger F Berg
Gerald T Bergin
James P Bray
Jerry D Brown
Michael P Casello
Homer W Collins
Alan E Crimmins
Joseph Dupay
George R Evans
Lyle B Fellman
Gerald Donald Freeman
Don E Frye
Palmer Graphenteen
Jeramie M Gruber
Louie P Hackbarth
Otto R Hackbarth
Wayne Hellerman
Rick Huber
LeRoy E Jacobson
Lloyd H Jerde
Richard G Joelson
Murray Kadel
James Koller
Raymond A LaRoque

Sherlock J Lindell
Clarence E Neal
Frank E Nieder
Keith Norton
John A Pollock
Tim M Potrament
Michael J Proell
James J Randazza
Glen H Rasmusson
Arthur P Rudek
Dustin Schlien
Jerome R Schottle
Dale Staples
Alex W Stevens
Robert M Tambornino
Dale E Troupe
James J Walsh
Bradley K Weberg
Ronald Wittstock

**Local Union 97
Champaign, IL**

John J Frahm
Lonnie Fryman
Daniel Hardy
Steve C Helton
Greg G Hitchins
Mike Ingargiola
James R Johnson
Robert E Miller
Delbert L Pagel
Kenneth R Pagel
Randy Stephen

**Local Union 106
Evansville, IN**

John Bergwitz
Larry E Cundiff
Jerry W Drewery
Shelby G Embry
Ricky D Grimwood
Robert E Majors
James G Nance
Isiah Shaw
Samuel J Vanover

**Local Union 112
Springfield, IL**

William R Anders
W P Cory
Jackie L Groth
Shane M Shomidie
Ray I Verardi
John L Wood

**Local Union 119
Indianapolis, IN**

John T Bundren
Benny Carter
Charles G Jones
Bryant Michael Lee
Roger Linscott
Loyde R Melton
Warren E Percy
Edward Pruitt
Jessie Pruitt
Jeffrey S Reeve
Sam J Seabolt
Jesse R Short
Ronnie D Smith
Bobby L Smith
Curtis D Walls

**Local Union 123
Fort Worth, TX**

Gilbert Baker
Robert C Banks
Hermon A Barber
Decree Gantt
Mckinley Garrett
Percy Robert Handy
Joe Harris
Jacob A King
Jack Lafitte
Curley Lafleur
Mark A Philip
Elijah Pickett
Harry C Snow
Jerome M Trouillier
Hugh Williams

**Local Union 134
Toledo, OH**

Joseph F Dusza
Donald F Gable
James L Knapp
Odilia Long
James H Miller
Robert Mitchell
Orville R Mullins
Dorland R Olson
Roosevelt Price
James R Rafferty
Ernest L Rasar
Gilbrando Resendez
Otis Skeens
Paul E Tunison
Ronald J Woods
Local Union 135
Phoenix, AZ
Raymond L Berry
Alton D Brown
William R Swanstrom
Local Union 136
Atlanta, GA
Earl J Bliss
Frank W Cline
John P Colebank
Jim L Exline
Norman G Hughes
Willie W Miley
Robert L Young
Local Union 142
Des Moines, IA
Joseph A Cuevas
Norval D Lafferty
Timothy W Waterbury
Local Union 143
Oklahoma City, OK
Bobby R Barnes
Virgil D Blake
Frank C Green
Larry M Hedinger
Sammy L Holder
Lee Roy McAnally
Edward L Moody
Levi Moody

Carlton E Penick
Garry A Williams
Local Union 147
Louisville, KY
Jason M Ginter
David B Mask
Clarence H McDonald
Eulas D Meredith
Local Union 149
Detroit, MI
C J Blewett
Alex Bodnariuk
Billy G Bourgeois
John W Brown
Perry M Cain
Earl E Church
David Clothier
Francis P Cox
Frank J Cross
Stanley J Dabrowski
Gary L Duer
Martin A Ehrlich
Edward L Farley
Leonard Ferriss
Michael S Gilliam
Serapio Gomez Prieto
Wilfred D Gray
John A Green
Charles H Guess
Walter F Gunville
Charles Harbin
Doyell L Herd
Ralph Holmes
James L Hopkins
Joseph R Jozwiak
Robert H Kiefer
Craig Kirchner
John W W Kirk
John C Klein
Thomas E Klena
Frank J Krizan
Michael L Lawrence
Thomas J Logan
Jerome Longtine

Florian Maslonka
Kim McCormick
Floyd McCrary
Albert Mercier
Norbert W Moskwa
George Neumann
Shawn O'Hearn
Leonard E Ostrowski
Joseph Papaleo
Jeffery M Paul
Chester Popko
Jeffrey W Pryor
Kevin J Roach
Patrick E Roskey
John H Rotert
Casimer Sikora
Terry Smithers
Dale E Stockford
Gust E Tallman
Tom Vermurlen
Alfred M Weiss
Delbert L Woods
Edward Woznicki
Edward Ziegler
Local Union 150
Terre Haute, IN
Harold T Bailey
Local Union 153
Tacoma, WA
Kenith L Beard
Henry S Mabbott
Jack S Muelhans
Local Union 154
Nassau Suffolk, NY
E Becker
Alan P Casazza
Walter Edwards
James P Fey
Russell Harrell
Henry Kasulka
Michael J Kelly
Frederick D Lotter
Stuart L McMahon
Joseph Parlante

Deano Polito
Paul G Rappold
Gerard T Ruggiero
Ryan Ruggiero
Edward M Russ
Joseph Sfraga
Gennaro J Trezza
Local Union 162
Las Vegas, NV
Armando Fernandez
Harold Ludwig
Hector Vargas
Local Union 182
Cedar Rapids, IA
David A Wood
Local Union 185
Charleston, WV
Paul Arnett
William W Bryson
J C Conley
Marvin L Easter
Eugene C Johnston
John H McCoy
J T McKean
Glenvill C Moles
James W Nelson
Ernest W Nunn
Richard C Perko
Jack E Pistole
Roy J Proffitt
Roger Racer
Steven P Scott
Donald L Smith
Local Union 188
Wheeling, WV
Robert S Horvat
Clifford W Huey
Francis R Maltese
Michael J Persichitti
Robert V Zastudil
Local Union 189
Spokane, WA
Moses K Aola
George E Birkinbine

Israel Cisneros
Paul D Dodson
Patrick A Justice
Floyd Kittilstved
Max E Newsom
Dewane L Otto
Dewane Otto
Jimmy L Rash
Local Union 195
Syracuse, NY
James J Armstrong
William Bell
Anthony Borruso
Angelo J Cantonetti
David Goldthwait
Edward P Himpler
Zoltan Kiss
James W Milligan
David L Narrow
Walter E O'Brien
Robert M Petrie
Frank Pierce
Daniel A Prietti
William Richardson
Arthur C Tryon
Robert J White
Theodore J Wojcik
Local Union 200
Pocatello, ID
Gerald R Neeser
Local Union 203
Binghamton, NY
John J Fusco
Roger Granger
Local Union 210
Erie, PA
Carl Dominick
Matthew J Gress
Andrew E Hinkle

Belmer Hitchcock
George Wolfe
Quentin Young
Local Union 220
Orange County, CA
Juan V Esquivel
Leon C Gregg
Antonio D Gutierrez
Crawford H Larkin
Otis Locke
Francisco J Magallanes
Chris C Romero
David Schiessl
Curtis E Stout
Local Union 221
Honolulu, HI
Edwin Heiser
Dwayne Y Kusaka
Robert M Tokioka
Local Union 241
Albany, NY
Thomas W Benjamin
Local Union 242
Parkersburg, WV
Frank J Casalinouva
Ernest C Francis
Dana H Halfhill
Joshua J Kerns
Fain Queen
Fred Shears
Mark Weaver
James F Webb
Local Union 248
Springfield, MA
Thomas Allard
Local Union 317
Baton Rouge, LA
Charles E Davis
Simmie L Tate

GENERAL PRESIDENT ROBINSON: God bless them one and all.
Brothers and Sisters, our Union has been representing Roofers
and Waterproofers for 115 years.

It is appropriate to take time to reflect on our accomplishments and our rich traditions. Our Union was built through the hard work and dedications of thousands of members just like you. It is steeped in a rich history of vigorously fighting for the rights of working people throughout this vast country of ours, whether on the steps of Congress or at the bargaining table. Our Union, along with our partner crafts in the building and construction trades, has not only erected the skyscrapers and factories, built the schools and homes of America, more importantly, it has been a crucial component of creating the middle class in this country. A middle class that has been the envy of the entire world.

During our 115 year history, many of our members bravely served their country. They fought two World Wars, the Korean War, in Vietnam, Gulf 1, Iraq and Afghanistan. They proudly defended our country and returned home to use their specially honed skills to become union roofers and waterproofers. They helped rebuild our country into the greatest nation on Earth.

Along the way, we negotiated living wages, the finest healthcare in the world, ample pensions to protect our members and their families in their later years, and we have, without fail, consistently demanded safety improvements on the job site. In addition, we have worked long and hard to develop state of the art apprenticeship training and now have hands on union training centers all over this country.

When you registered as a delegate, you received a book, a book written by Bob Krul, depicting the history and traditions of our great union.

In it, it talks about the accomplishments of the people such as Dale Zussman, Earl Cruz, Jack Critchley and John Martini. I urge you to read it. And then share it with others when you get back home.

My many thanks go out to Bob for a terrific writing job, to Mitch Terhaar for assembling the photos and to Erin McDermott for the editing. This book is something we can all be proud of. (Applause.)

Looking back on all that has been accomplished, I'm extremely thankful to have been given an opportunity to be part of this rich and lasting heritage. I deeply appreciate all that my Union has gained for me and all it has done for you.

I'm truly proud of our past; however, this Convention, like all conventions, is about the future. It is about where we are going as a unionized workforce and a unionized industry.

It's about creating a blueprint for that future. As important as it is to know and fully understand our Union's history, it is equally important to realize and accept that sometimes old ideas will not work in a modern world.

As elected delegates, we need to recognize that our world and industry are changing and changing quickly.

I'm not suggesting that we abandon our traditional values, but by itself, tradition will simply not provide the jobs for tomorrow.

As I see it, we have an extremely bright future. It will be up to us to embrace that future.

We must steer a positive course, one that increases our membership, develops our markets and lays the solid foundation for successful collective bargaining.

Let me start with the last Convention held a mile down the strip at the Paris Hotel.

At the time, we were in the 5th year of a severe recession in the roofing industry. Between December 2008 and August 2013, 3,289 members of our Union had lost their jobs and incomes. At the same time, there were nearly eight million less man hours being worked annually by union roofers and waterproofers than in 2008.

During that convention, I challenged the delegates to work harder and smarter than ever before in order to increase our market share.

I asked that you adopt a positive attitude and commit to a proposed plan of action set forth by our National Executive Board; a plan that would be absolutely crucial to our growth and continued existence.

You committed yourselves to meet that challenge. And as the economy began to improve, your locals began to grow because of the changes that you were willing to make.

Since the bottom of the recession in 2013, we have been making real progress, Brothers and Sisters. Your union has been on the move since the last Convention.

Let me detail a few of the many areas that we have made and are making a significant difference. Although, the roofing industry has dramatically changed during those five years previous to 2013, our members adapted. They're now working safer. Their workmanship has improved and their productivity is up.

Consequently, the employers are being awarded more work. We have now gained back 2,563 members that had left our rolls and there are currently many applicants for membership who will soon join our ranks.

These are workers who are receiving a decent wage. And once again, able to provide for their families.

Due to the investment performance and increased work hours, the NRIPP just issued a 43 percent increase in pension benefits earned during 2017, and for the same year, the account balances for the participants

(Applause.)

And for that same year, 2017, the account balances for the participants in the NRISPP increased by a whopping 9.7 percent. As mentioned before, the NRIPP paid out a lot of money. Mr. Ziegler brought that up. The NRIPP paid out 84 million in benefits in 2017. That's right 84 million. That's more than most pension plans have in total assets. And that number goes up about 10 million every year.

The Research and Education Trust has raised the bar on training, so that our members are the best trained and most competitive workers in the roofing industry.

The Trust has completed a single ply program, a new one, a green roofing manual, developed a radiation training program and now has an online training resource center.

They have worked closely with the UA sharing knowledge of training and techniques and best practices.

They have been meeting with the PTEU. The Union represents roofers in Australia to learn about rainwater harvesting.

The PTEU has been kind enough to host our instructors in their training centers and are sharing their training programs and trade related instruction materials with us.

In 2015, our International Union partnered with Ullico to offer a group purchasing approach to medical stop loss insurance.

The program known as the Roofers Medical Stop Loss Program is designed to help maintain plans, their financial viability and support each fund's cost containment strategy by offering access to leading professionals in the medical community.

Today, ten local unions and regional funds and the national fund are covered by this program, saving hundreds of thousands of dollars each year for our members.

In 2018, the Roofers Union Liability Insurance and Individual Labor Leader Coverage Program became a reality. The program was developed by the International Union, Ullico and Union Insurance Group.

This program dramatically reduces the cost of coverage by pooling assets, so that all local unions, not just the big ones, all local union can feasibly protect the assets of their members.

The program also offers individual coverage for local union officers and staff, so that they are protected from personal financial hardship and total ruin.

The number of women in our Union has dramatically increased since the last Convention. We have come a long way towards reaching our goal of having women make up two and a half percent of our membership by 2023.

I thank all of you for your efforts, but I especially want to thank the following locals for recognizing that women are now, and will continue to be, an important part of the roofing workforce:

Local 11, Chicago
8, New York City
30, Philadelphia
49, Portland
96, Minneapolis, St. Paul
12, Bridgeport
33, Boston
54, Seattle
123, Dallas/Ft. Worth
36, Los Angeles
189, Spokane.
And 221, Honolulu.

These 12 unions are setting the example for the rest of you to follow.

Our application to the U.S. Trademark Office was approved in 2014.

Our Union is now fully protected by registered trademark. This means that under penalty of law no other union, contractor or other entity can use our name logo or tag line for any reason without our express permission.

We no longer have to worry if an unscrupulous, nonunion contractor or a manufacturer wrongly using our good name and logo.

We have developed a leadership training manual. We have a booth out back. Stop by and look at this manual. It has 26 chapters on how to function as a business manager and efficiently run a local union.

To date, 16 trainings have been conducted in various local unions around the country. The instruction is geared to new business managers, but it's also geared to experienced business managers and for use at district council meetings.

Our instructors, Paul Blaski and Eric Anderson are available to your local union or district council with just a simple request to my office.

At the last Convention, I reported that our Burial Benefit Fund had a funding deficit of \$2.4 million. A serious problem. Because of action taken between Conventions, which included reduction in costs of administration, a small increase in contributions, modest changes to the investment policy and diligence, I'm proud to stand before you and announce that your members' benefits are now 100 percent funded.

(Applause.)

And your Executive Board is totally committed to keeping it that way.

When I was elected in 2006 as your President, I committed to employing cost saving measures that would have a long term, positive financial impact and elicit the most efficient methods of running your Union.

After the last Convention and with the assistance of Director of Finance Frank Masey, we continued to employ these measures, improving cash management, reducing fees and operational costs. Most importantly, this was done without reducing the workforce in the field where it is needed the most.

Brothers and Sisters, we have kept our promise. The total expenditures of your Union's General Fund for fiscal year 2006 was \$6,657,000. 12 years later, total expenditures for the fiscal year ending June 30th, 2018 were \$6,534,000. That's \$123,000 less than in 2006.

(Applause.)

That is truly quite an accomplishment. Your Executive Board's driving concern is that your Union is financially solvent, so it can properly service and represent the members and remain vibrant and independent.

Now, going forward, this next five years and into the future, we must again commit ourselves to a plan that embodies innovation, efficiencies, and eventually, growth in our numbers.

We must embrace the theme of this Convention: Recruit, Train, Retain, Building Blocks of Our Future.

Only through such a plan can we expect to be a viable entity that has the ability to provide good jobs for our members. The two main obligations of Business Managers and Business Agents are to, one, supply contractors with skilled union roofers they need. And, two, protect our work jurisdiction, so we provide maximum work hours to our members.

If you do nothing else all day but those two things, you'll be doing your job.

One of our biggest hurdles we face today is finding the number of workers possessing the rudiments to do the work of our trade. We have contractors in every area of the country requesting workers and we find ourselves unable to fully fulfill those requests.

Our Marketing Department is working diligently with Locals throughout the country to help them recruit workers and fill the requests that are necessary; however, with the shrinking pool of available workers, the job is getting more and more difficult. To answer this need, we have funded the Research and Retention Task Committee or excuse me the Recruiting and Retention Task Force made up of business managers, as you heard the Secretary say, business managers, roofing contractors, general contractor, educators and training instructors from throughout the country.

When their work is completed, the task force will develop videos, a brochure and a mentoring program. This is a monumental task. And it's expensive.

Our goal is to make this entire package available to local unions and JATCs and signatory contractors in 2019.

Also, in 2019, we will kick off our no lost time accidents initiative. This is an extremely ambitious undertaking. It needs to be ambitious, as safety on the worksite is a major concern for every working member. Therefore, safety must be a major concern for every officer and delegate in this room.

A right to a safe job site is a fundamental worker right. Lost time injuries are not acceptable. We're going to team up with our contractor partners through the National Labor Management Committee and the Research Construction Research and Training Committee to develop a state of the art awareness program where labor and management are accountable to do everything possible to prevent lost time injuries.

The need for skilled roofers and waterproofers will only continue to rise with time. If we intend to complete and increase our work opportunities, we must provide our members with the most advanced training available.

Training must and will become a career commitment for all roofers and waterproofers, with the assistance of the UA, the Trustees, the Research and Education Trust have entered into an agreement with Washtenaw Community College to have a dedicated Roofers' Training Instructors Program at their campus in Ann Arbor, Michigan.

Beginning in 2020, all instructor training in this country for Roofers will take place at Washtenaw. This will be a giant step forward for our craft.

There'll also be an opportunity for us to use this facility for future business agent and organizer training.

By extending the affiliation agreement with the UA, we will be focusing on training, a reduction in job site accidents, legislation and marketing ourselves as the most efficient and best trained craftsmen and women in our respective industries. Working together with the UA Training Department, we will be utilizing their expertise and resources to develop curricula for use in the Roofers Training Program at Washtenaw.

The bottom line, the bottom line is this:

Is that the affiliation agreement is simply a roadmap that lays the groundwork for the Roofers and the UA to expand job opportunities for our signatory contractors and ourselves.

(Applause.)

The agreement allows to us partner with a large well financed organization that respects our trade jurisdiction and our right to independence and it strengthens our hand to fight back against unscrupulous unions that would raid work rightfully belonging to the roofer and the waterproofer.

(Applause.)

Our national trust funds are the envy of the entire construction industry. Opportunities for locals to participate in these funds will be expanded so that the benefits received from these funds may be available to more members.

The trustees will continue to participate in job creating investments where your members' money is invested in 100 percent union projects that create good paying jobs, while at the same time, earning market returns for the funds.

I assure you that the trustees of the NRIPP remain fully committed to improving the funding status of that plan.

Their goal is to protect your members' assets, so that their promised benefits are available to them at retirement.

We will continue to provide marketing and organizing assistance to those locals that request the services of the Marketing Department.

We have a devoted staff of hardworking professionals to help you develop marketing and organizing plans.

Our goal is to help you organize 2,500 new roofers and waterprooferers in the next five years.

Doing so, you will strengthen your local union along with your pension, your health and your apprenticeship trusts.

Now to accomplish all this, your Executive Board is zealously committed to a strategic business plan. The plan is carefully laid out in the 31 resolutions presented by the Executive Board to this Convention.

We firmly [belief|believe] that these 31 resolutions will provide us the essential tools to move the needle in the right direction, expand membership and increase hours of employment. You've heard this term earlier today and you'll hear it again before the week's out. I believe our Union is at "a crossroads." A crossroads where we have an opportunity to work hard to take advantage of a surging economy. We can adopt the necessary tools to grow our Union, so that we will always be strong and independent.

On the other hand, we can just sit, refuse to change, do nothing, ride the good times out, and in the end, be crushed by the next economic downturn; literally, be left behind.

If you believe as I do, an opportunity currently exists to make a dramatic and positive change in the unionized sector of our industry, that opportunity can only be seized through action. It's time to boldly move forward in a positive direction; if not for ourselves, for the next generation of roofers and waterproofers.

Our Union has too much promise. We simply cannot be satisfied with the status quo. I'm wagering that you agree with me.

(Applause.)

Do you agree with me, Brothers and Sisters?

(Applause.)

So let's roll up our sleeves, work hard, work together and commit ourselves to accomplishing the task at hand and adopt a plan of long lasting prosperity.

It is an honor and a privilege to be your president. I look forward to working with you to make our great union the very best that it can be.

God bless you.

(Applause.)

God bless you. God bless this Convention and God bless the Roofers Union.

Thank you very much.

(Applause.)

Thank you for your patience. I know it was a long address, but there was a lot to be covered, but I appreciate all that you do and all that you will do and working together, we will continue to have a great union.

Tammy, can you bring up the introduction for Sean McGarvey, please.

Our next speaker is Sean McGarvey, President of North America's Building Trades Unions. A glazier by trade, Sean McGarvey is the President of the North America's Building Trades Unions, as I said.

Sean began his a career in 1981 in Philadelphia, PA with the Glaziers Local Union 252 of the International Union of Painters and Allied Trades, and subsequently, worked his way up through the various leadership positions within the Painters.

In 2005, he was elected Secretary Treasurer of the North America's Building Trades Unions.

In 2012, Sean was unanimously elected by the Board of General Presidents of the Building Trades and was unanimously elected again in 2015 by the delegates of the 69th Convention of the North American Building Trades Unions.

Sean currently serves in various capacities for the following organizations:

Co Chair of the Oil and Natural Gas Industry Labor Management Committee, a unique partnership between America's unions and the American Petroleum Institute.

(Applause.)

Co Chair of the Chemical Industry Labor Management Committee.
A member of the U.S. Council on Competitiveness.

Secretary Treasurer of Union Labor Life Insurance, our own company.

Treasurer of the National Alliance For Fair Contracting, Inc.
Chairman of the Board of Directors National Coordinating Committee for the Multi Employer Plans.

Chairman of the Board, The Center For Construction Research and Training.

Labor Co Chair of the Center of the Military Recruitment, Assessment, and Veterans Employment which operates Helmets to Hardhats.

Board of Directors of the Diabetes Research Institute.

Board of Directors of the Nuclear Energy Institute.

Sean also serves on several other union construction industry labor management committees.

Sean holds a Bachelors of Arts degree from the National Labor College and is a graduate of the Harvard University Trade Union Program.

Sean and Shari McGarvey were married in 2014 and currently reside in Maryland.

Sean has two lovely daughters; Kerri Ann and Kelsey Marie and a grandson, Lucas Anthony and a granddaughter, Leah Ann. Sean is the driving force of the Building Construction Trades movement.

Since accepting the presidency in 2012, he has been out front on all important issues. He provides the glue that keeps the trades together.

Please welcome our leader, my friend and brother, Sean McGarvey. (Applause.)

NABTU PRESIDENT MCGARVEY: Thank you so much, Mr. President. Good morning.

(Greetings from floor.)

Now, I know you had a big party last night.

Good morning.

(Greetings from floor.)

Greetings United Union of Roofers and Waterproofers & Allied Workers.

We send our best regards from all of us at North America's Building Trades Unions, Secretary Treasurer Brent Booker and the entire Governing Board of Presidents for a successful Convention.

Thank you, too, International President Kinsey Robinson, my friend, International Secretary Treasurer James Hadel and all the Roofer Vice Presidents up on the dais with me.

And I thank you all of you here today for representing the tens of thousands of Roofer union members participating in regional district councils and local unions across the country.

It's great to be here in Las Vegas and report out to all of you. Your support and activism and engagement truly make a difference for all the building trades and our industry.

It's been five years since your last Convention, and while much has changed in our nation, our industry, our contractors and our building trades union, the US construction economy is now strong and the building trade unions are making a large contributions to the GDP and the national economy.

Construction employment continued to trend up in August. And over the last 12 months, the economy has added about 300,000 construction jobs and that is without passing the Comprehensive Infrastructure Package in the United States.

You know, our infrastructure received a D minus from the American Society of Civil Engineers this year. And we've earned a persistent D average since 1998.

80 percent of Americans agree that our nation desperately needs to rebuild its infrastructure, yet there's been no legislative action.

We are working hard to bring these issues to the forefront, not only in Washington, but in elections across the country and in Canada.

Our message to candidates and law makers is this:

Commit to act now and act in the a bipartisan way with an infrastructure package that would achieve at least one trillion dollars in investments and create millions of jobs.

(Applause.)

Rebuild USA is a 501(c)(4) that we launched with the Governing Board last year. It's laid the foundation for a long term program of targeted research, tested advocacy across the country to communicate with the general public and candidates on infrastructure, energy and our standards.

Rebuild USA is engaged with millions of Americans on the importance of comprehensive infrastructure proposals and ensure candidates and elected officials know that protecting unions and our training models, increasing wages, benefits and safety standards, as well as ensuring infrastructure certainly are at the top of that priority.

And this is important, because next month's midterm elections provide a unique opportunity to, one, elevate our Union infrastructure messaging in key states.

Two, to grow our subscribers and advocates. And, three, build collective power as we mobilize for 2020.

Now, you may have noticed Washington is an interesting place to do business right now. But our work has not let up. We continue to hold the President and the U.S. Congress accountable for the proposals and promises articulated during the 2016 campaign and which attracted the support of a wide swath of our membership.

We forged meaningful relationships in the administration, notably with Secretaries Acosta, Chao, Perry and Zinke, even Ivanka and Jared Kushner.

We continue to engage with congressional leaders to shepherd through that transformational infrastructure package and address incessant permitting delays and subsequent legal challenges and delay on all our projects.

As a result, NABTU has been at the table for important discussions on infrastructure, labor issues, permitting, apprenticeship, pensions and our energy infrastructure.

We testified in front of Senate committees this summer to support regulatory certainty and responsible regulations to protect the environment, public health and worker safety. Furthermore, our opportunity to have our NABTU Governing Board Presidents represented on the President's Apprenticeships Expansion Task Force successfully protected our industries registered apprenticeship programs.

And our apprenticeship programs have been highlighted in recent hearings in both the Senate and the House.

In addition to protecting our apprenticeship models, we are also making inroads for our apprenticeship readiness programs.

Last month, Congressman Norcross of New Jersey, along with Congressman McKinley of West Virginia underscored the quality of NABTU's apprentice readiness programs when they introduced the Bipartisan Pre Apprenticeship to Hardhat Acts to make apprenticeship training more accessible to underrepresented populations.

We welcome this effort. It's great to see these members of Congress stepping up to get in the game to support our growing apprenticeship readiness education programs.

Our 150 thriving programs throughout the country help women, communities of color and veterans access a viable career path to the middle class.

(Applause.)

It is in the nature of all of us union sided folks that we continue to seek out pathways for historically under served communities that have been far too often left behind.

Women, communities of color and veterans, we applaud your work especially with Helmets to Hardhats and the strong women leadership and mentorship you have established in your ranks. Congratulations on the work that you do.

(Applause.)

Later this week, I'll head to Seattle. And I know the Roofers will be well represented at the Women Build Nations Conference, where we'll have 2,300 women of the building trades gather for their annual conference. It's quite a sight. It'll make you all proud when you see the pictures of it.

(Applause.)

We must recruit, train and retain in all aspects of our work. We must invest in us and our future. Educating tomorrow's work force is critical.

Any of you that know me know how committed I am to promoting our world class apprenticeship system everywhere I go.

Brothers and Sisters, we invest over \$1.5 billion annually to support our over 1,600 training centers here in the United States.

NABTU has 150 apprenticeship readiness programs currently running. Over the past two years, the building trades have registered almost 60,000 new apprentices across all trades in the US per year. The highest level of new registered apprentices in 10 years.

(Applause.)

Moreover, NABTU recently partnered with Rowan University on an online Construction Management Degree Program. It is the premiere program in the United States.

NABTU is offering some great scholarships for this program. Apprenticeship, in conjunction with continuing education, enables people to get skill sets that last a lifetime to keep them and their families in the middle class and a Bachelor's Degree pursuit is one more opportunity. We are really proud of this partnership.

Now, safety is another critical, important component of training and recruitment, and that is why we continue to invest in it. You may know that NABTU works very closely, and I'm the chairman of the Center for Construction Research and Training.

CPWR has trained 4,000 nationally per year who in turn train almost 100,000 workers each year in construction 10 and 30 hour safety and health programs. CPWR is an excellent resource to support the Roofers safety and health efforts.

CPWR leads the U.S. based Stop Construction Falls Campaign, which has led the related fall safety stand downs around the globe.

We are also producing training programs and other resources in all areas of construction, safety and health that are available for free to everyone in the North American construction industry.

And while we are on the subject of safety and health, the Governing Board of Presidents and all of us are very concerned about the construction workers and the opioid epidemic. The numbers are staggering, Brothers and Sisters, with studies showing construction workers dying at a rate 7 times the average rate of other occupations.

The opioid crisis has opened all of our eyes, Brothers and Sisters, and we must all do more to help.

NABTU's Opioid Task Force is taking this crisis very seriously. And we are working very seriously with the government, industry, healthcare stakeholders to combat this epidemic.

We'll have much more to report on our programs for the Governing Board and our work taking place across the country after our meeting later this month.

Today, we also need to focus on working together because even though we are strong, our industry cannot continue to progress without collaborative partnerships unifying our industry in a way that promotes and protects the investment in union construction.

We need a secure, unified relationship with our industry. Ensuring the success of our owners and contractor partners, in turn, helps to ensure on time budget results for our end user customers and helps increase our market share.

We need to help our owners and contractors get projects to put our brothers and sisters to work and think outside the box to give us a competitive edge.

Additionally, the building trades need to demand more from not only ourselves in the current industry, but also our pension and retirement security.

As you may know, this is an incredibly perilous time in our country for the multi employer system. While most of our multi employer plans are healthy, like yours, very healthy, and are succeeding in their mission to provide secure and reliable lifetime income to their participants, a small percentage are not.

Their potential insolvency and the challenge facing the multi employer community has never been greater. Moreover, the Pension Benefit Guarantee Corporation has said that its Multi Employer Guarantee Fund, the government corporate fund intended to backstop those benefits will also be insolvent in less than 10 years by 2025.

Congress formed a joint select committee earlier this year to address the urgent need for solutions.

Unfortunately, since the committee's establishment, all the pension and PBGC issues that are critical to the multi employer system have become significantly more difficult.

Now, we are six months into the process with the statutory deadline of November 30th rapidly approaching for the committees' report, which requires five Democrats and five Republicans to agree. When's the last time you saw that?

We must demand more from those who we have retained to help oversee and invest our members' deferred wages, also. That is why since the last time we met NABTU's Governing Board has formed the capital strategies to catalog all our holdings for

all our buildings trades pension funds. When complete, this will be one powerful tool.

Release the new report card that grade investment consultants across a range of fiduciary categories, and then assess real estate managers on how they create jobs and live by responsible contractor policies we've agreed to with them.

We also have a plan for moving \$70 billion of our pension money over the next 10 years into infrastructure and real estate.

We continue to engage with Wall Street firms that are investing in this space for secure commitments and for stronger labor policies such as responsible contractors policies.

This equates to over half a trillion dollars in pension assets leveraged to ensure that we're creating, not only secure retirement, but the jobs that our members and contractors need in their working life.

Once more, it puts us at the table for most deals in North America when we get that \$70 billion deployed.

Our efforts have paid big dividends as we've reached stronger RCPs with the following Wall Street firms and pension plans.

Blackstone, we reached an agreement with Blackstone last fall as part of a new \$40 billion infrastructure fund to ensure that they pay fair wages and benefits, utilize apprenticeship and pre apprenticeship programs, provide us notification on all projects and exclude contractors who have been debarred for safety and health or prevailing wage violations. They can't work on their projects.

(Applause.)

We've reached agreements around stronger labor protections and infrastructure and real estate investments with public pension funds like NYCERS, New York Common Retirement Fund, private entities like The Carlyle Group, Grosvenor and Boyd Watterson. We are securing a new RCP with BlackRock, the largest asset manager in the world with \$6.3 trillion in assets under management and CalPERS from California, the largest public pension fund in the United States.

We are finalizing agreements with JP Morgan, Goldman Sachs, KKR, the Oregon State Pension Fund and we'll be working with New Jersey, Pennsylvania and Maryland State Pension Funds to set up their RCPs.

Now, Kinsey mentioned our company, and it is our company. The standard is set by Ullico and its family of funds, our company, with the best labor requirements in the industry.

Our goal is to continue to build Ullico and raise others to meet the Ullico standard.

The building trades collectively keep building powerful alliances and partnerships with businesses and industries, with community leaders and organizations and with lawmakers of all political leanings. We have to deal with all of them. We continue to construct increased awareness and appreciation for us among business industry and government leaders, as well as the media and the general public. When a former Google CEO tweeted recently calling for ideas for a unicorn for the middle class, he was shouted down by our members on Twitter with one answer: The unicorn for the middle class is unions.

(Applause.)

When Missouri proposed right to work, the public showed us that they value unions and they will turn out to make their voices heard in order to protect our work and our model to make a better life for themselves and a better future for their families.

And, finally, when our brothers and sisters in New York protested their Hudson Yard's developers, their Count Me In Campaign demonstrated to the world everything that our unions stand for.

We must fight against the open shop. We must fight to protect our unions. We must fight to keep the middle class strong. Count me in.

(Applause.)

It is in that spirit now, that struggle, that we've started our High Road Construction Defense Fund. This is brand new. This fund will be a \$10 million trust fund, so that we are prepared for any fight anywhere in North America when it comes to the intent to lower the middle class pathways, economic security and critical benefit and safety standards of our members and which their families rely upon.

(Applause.)

My Brothers and Sisters, we will never lose a fight again because we lack financial resources, ever.

(Applause.)

Now, in closing, it's because of great affiliates and members like you that the building trades are successful. We have our problems. We have our struggles, but we're steadily moving forward.

We always remain vigilant and steadfast in the fight. We could not do it without you. And as a special point of privilege I want you all to know that the Roofers are always there, always

engaged, always step up to the plate. Kinsey and his team step up any time that we need him. He even helps runs the finances of the National Building Trades as he has been our chairman for our Audit Committee for the last 10 years. And you know how good he is with the money. He's been a professional mentor to me and is a personal friend. He's a great leader for the building trades and for the Roofers. I thank him and I thank all of you for what you do every day to make sure that the Roofers and all construction workers have a place in the middle class. Thank you and God bless you for each and every thing you do and have a great convention.
(Standing ovation.)

GENERAL PRESIDENT ROBINSON: After hearing Sean, now you know why he's the leader of the building trades movement in this country.

(Applause.)

He's our President in Washington, D.C., but I can tell you another thing, he's the busiest man in Washington, D.C. Our next speaker is Michael D. Scott. He's the Executive Director of the National Coordinating Committee of Multi Employer Plans. And his message is going to be very important and it's going to dovetail on what you just heard from Sean. Michael Scott is an executive director or excuse me, just roll a little bit. He has a broad investment banking and advisory and public policy experience from serving in senior positions in the private sector and the U.S. government with the Treasury Department and the Securities and Exchange Commission. In his different roles, he has been responsible for federal credit, federal and private sector restructuring, privatization, infrastructure finance, and in 2008, financial crisis issues of TARP and the conservatorships of Fannie Mae and Freddie Mac. Mike is the go to guy on pensions in Washington, D.C. We all rely on him to represent the building trades in the halls of Congress. There is nobody that knows more about pension or health funds in Washington. I call to the dais, Mike Scott. Please give him a good round of applause.
(Applause.)

NCCMP EXECUTIVE DIRECTOR SCOTT: Good morning.
(Greetings from floor.)

My name is Michael Scott and I'm the Executive Director of the National Coordinating Committee for Multi Employer Plans. I'd like to thank International President Robinson for the invitation to address your 29th International Convention. This is a tremendous honor for me.

Multi employer plans and the multi employer system are at a crossroads today; a frequent theme.

Seven months ago, Congress created the Joint Select Committee on Solvency of Multi Employer Pension Plans. The principal driver for the establishment of this committee was the inability to achieve a bipartisan solution in late 2017 and early 2018 on a package of statutory tools to prevent the upcoming insolvencies of the United Mine Workers of America, 1974 Pension Fund, the Central States Pension Fund and the PBGC.

As the Joint Select Committee was formed and began its vital work, we were filled with hope and encouragement as 16 members of Congress and a large supporting staff started their deep dive into the very difficult issues facing a number of plans including several that are systemically important.

Recognizing that very few people have any significant experience with multi employer pensions, our hope was that the Joint Select Committee provided an opportunity to focus the attention of the members and their staff in a way that rarely occurs in Washington.

As we have seen in the five hearings that have been held, the committee still has a long way to go in order to understand multi employer pensions. The significant challenges facing these pensions, the reasons for these challenges and the right statutory tools that will bring real and enduring solutions. To date, we have seen fact based analysis ignored in favor of preconceived notions, populous rhetoric, partisan dogma, the pursuit of theories and proposals lacking in analytical rigor, the unwillingness of parties to engage in constructive dialogue with each other on real solutions, and the dogged pursuit of proposals that have no hope of solving the serious problems of plans heading towards insolvency, of gaining the bipartisan support needed to pass Congress or of being implemented by the Executive Branch.

All of us and I do mean everyone have a serious problem that requires real and timely solutions.

NCCMP has put considerable resources and effort into providing the committee, Congress and the administration with the statistics and economic facts about multi employer pensions, what they mean to our economy, the costs that retirees and the

government will incur if Congress does nothing and let's the current law work its draconian magic and detailed rebuttals into some of the very dangerous and fiscally reckless ideas percolating out of the Joint Select Committee.

We have also developed legislative language for real solutions that can achieve the objectives of protecting healthy plans, protecting retiree benefits to the maximum extent possible, ensuring that a loan program both restores plan solvency and provides for the full repayment to the government, strengthening the multi employer system.

Restoring the finances of the PBGC through the use of solvency restoration tools, which would dramatically limit the need to further tax plans with higher premiums. All in a manner that is significantly less expensive for the federal government than doing nothing.

Make no mistake, there is an existential threat for employers, unions, plans and participants in some of the vigorously argued, but less thought out ideas advocated by the committee.

One is that the 30 year treasury rate or the high quality corporate bond rate is the appropriate discount rate for multi employer plans.

The flip side of a related coin that some are advancing is for the government to mandate the asset allocation of plans to exclude risky assets like equities, except that this is worse in that it limits the ability to actually earn market returns.

Not only is it inappropriate to change the rules of the game after it's started, and in our case, at least 44 years after the game started, these ideas violate well established investment theories for long duration investors.

They would also crash 98 percent of the multi employer pensions, destroy the pensions of active workers and put tens of thousands of employers on the path to bankruptcy.

But these aren't the only bad ideas being considered in Washington. Every decision of the Joint Select Committee is interconnected and has the ability to do to have tremendous impact on the 90 percent of plans that are not critical and declining.

For example, members on both sides look at the "success" of the PBGC single employer program and the premiums that can be as high as \$523 per participant and believe that this is a possible solution for the multi employer program.

They disregard the distinctions between the single employer program and the multi employer program. The benefits payable in the multi employer program are at best one fifth of the single

employer program at \$12,870 annually and that assumes 30 years of service.

Further, the single employer guarantees covers on average 95 and a half percent of the contractual benefit earned by a retiree in a trusteed plan, while the multi employer program covers at best 47 percent of the contractual benefit today in between 2 and 6 percent when the PBGC goes insolvent.

The analysis also ignores that for a variety of reasons including accounting standards, funding rules and PBGC premium increases, more than 91 percent of single employer plans no longer exist.

And of the 22,300 single employer plans in 2016 almost 8,300 were frozen or closed to new participants.

Another idea that we should be skeptical of is allowing the partitions of orphans while simultaneously providing a significant increase in the guarantee.

The PBGC says that the current guarantee results in a \$65 billion deficit. And in 2016 said that they needed on average \$2 and a half billion in premiums annually just to cover a \$54 billion deficit. Raising the guarantee is highly likely to increase the deficit and calls for even higher premiums.

The first law of holes applies here, which is if you find yourself in a hole, stop digging. This idea will also make MPRA less available to plans and result in even more preventable insolvencies and increase the financial costs of the PBGC, all of which is separate from the very difficult issue of defining and documenting an orphan across industries.

As in every other piece of prior multi employer legislation, the committee should be working closely with the multi employer community and plans to vet their ideas to understand how they will impact the plans and the system.

Modeling plan specific impact doesn't happen overnight and should be considered thoughtfully. If an idea is being considered, the committee should consult with the multi employer community first. We are its best source of plan specific data. However, the financial condition of the PGBC's multi employer program can be greatly improved by making sure these plans or a portion of the plans never get to the PBGC in the first place. The government can do this by implementing MPRA as it was intended, reforming MPRA based on the lessons learned since 2015 and adding a new solvency restoration tool in the form of a federal loan program.

This new tool is necessary because the Treasury rejected the central states application in 2016 and they are no longer statutorily eligible to use MPRA.

There are those both in Congress and in think tanks that believe in the event of a federal intervention, the only solution should be putting money into the PBGC to prop up the guarantee.

This approach locks in plan insolvencies and locks in retirees to receiving on average a 53 percent reduction in their contractual benefit at insolvency.

Not only is this unnecessary, it is costlier to the retiree, to the active workers in these plans, to employers and to the government. There are better options available, including MPRA, that while not pain free, maximize the retirees' income while minimizing the government's current and future costs. This will strengthen the multi employer system for the future.

Time is short for real solutions that can save these plans, the multi employer system and the PBGC.

But we need to care about all of the issues as, ultimately, they are all interconnected. Committee recommendations that include a provision that destroys the rest of the multi employer system is a deal we will oppose.

Let's step back and ask how did we get to this point?

Whenever the private sector needs an [Act|act] of Congress to solve a problem or stave off impending disaster, it is the obligation of those asking to provide the federal government with a clear and compelling rationale for the government's intervention.

This includes those problems that the government was complicit in creating and multi employer pensions are one such issue.

In this case, we have provided Congress with the details of the specific laws that contributed to the circumstances impacting these plans in financial distress.

These include the anti cutback provision of ERISA, specifically for those plans heading towards insolvency and the withdrawal liability enacted as part of the Multi Employer Pension Plan Amendments Act of 1980, the excise tax on contributions to well funded pension plans and the deregulation of the trucking industry in 1980.

We have also documented the multi employers industry's efforts to overcome all of these statutory and regulatory constraints through self help in the development, introduction and passage of the Multi Employer Pension Reform Act or MPRA.

We took it upon ourselves to solve the financial problems of plans without federal dollars by providing trustees with the

tools to restore plan solvency and protect the retirees from the even larger benefit reductions that they will see when their plan goes insolvent and subject to the PBGC guarantee.

We have also provided Congress with a detailed financial impact of multi employer pension plans for participants and the government.

In 2015, the multi employer system paid \$41 billion in pension benefits, \$203 billion in wages to active workers, generated \$158 billion in federal taxes, \$82 billion in state and local taxes, supported 13.6 million American jobs and contributed more than \$1 trillion to U.S. GDP.

The single year data is important, but for the U.S. government the 10 year data that comprises the federal budget window is even more critical. It is more than ten times the 2015 data. In any responsible analysis, this is material to the government. The vast majority of critics seem to believe that the U.S. government doesn't have a financial interest in multi employer pensions beyond the cost that they would be asked to bear as part of any intervention.

Nothing could be further from the truth. The U.S. government is a silent, senior, preferred equity owner in every taxpayer's life. And the multi employer system provides Uncle Sam with \$158 billion dividend check annually from our work.

This is far more than it receives from the ivory tower think tanks that have little or no experience in building the nation, driving the economy, building businesses or creating meaningful tax paying jobs.

The men and women of the multi employer systems are more than mere factors of production as Professor Rau, so eloquently dismissed the Teamster witness at the July 25th hearing of the Joint Select Committee.

As in any bankruptcy, the senior preferred equity owners, as well as the creditors, participate in the restructuring else their losses get compounded beyond what is necessary to successfully restructure the entity.

The failure of Congress to act to prevent less bad outcomes for critical and declining status plans will have serious consequences for itself, as a senior, preferred equity owner in the multi employer system.

But it doesn't end there. Because the government provides numerous entitlement programs that step in to provide various types of financial support for those in poverty. And I have a news flash for you, the retirees and insolvent plans that will lose between 94 percent and 98 percent of their pensions will be

accessing the federal poverty programs. We are not the only ones who believe this.

In 2012, ranking member Orrin Hatch of the Senate Committee on Finance produced a report on the consequences of state and local pension plans failing to honor their obligations and the demand that these failures will place on federal poverty programs. Senator Hatch concludes with, "it is simply unrealistic to presume that no state or local pension plan will fail or that such failure will have about no effect on federal spending or revenue."

As many members of Congress have pointed out, this is all about the math. And the math for the U.S. government as a silent, senior, preferred equity owner in multi employer pensions is really bad for them if Congress is not constructive in finding real bipartisan solutions to this crisis.

In our August 14th update to the cost of Congress doing nothing, we provide tax revenue loss ranges based on varying assumptions for employment losses.

At a minimum, we believe that the U.S. government will lose between 31 billion and 101 billion in tax revenue over the 10 year budget window from the collapse of critical and declining status plans.

Since one proposed solution to this crisis includes a federal credit program that offers 30 year loans, we also evaluated the lost tax revenue on the same basis on which a federal loan program would be scored.

On this basis, we believe that the U.S. government will lose between 67 billion and 213 billion in tax revenue on a net present value basis over the 30 year period of the proposed loan alternative.

However, the loss of tax revenue is only one cost that the government will see from the insolvencies of these plans and the PBGC. Retirees forced into poverty will tap the social safety net that the U.S. governments and the states provide.

Based on 2017 data, the U.S. government spent on average \$24,484 per participant through Medicaid, the supplemental nutritional assistance program, supplemental security income, HUD housing assistance and the Low Income Home Energy Assistance Program. At PBGC insolvency, we estimate that new spending on the federal social safety net will exceed \$17 billion annually.

This is based on the 63,000 current retirees receiving PBGC financial assistance and the almost 654,000 retirees in pay status in critical and declining status plans today.

The new federal safety net spending totals \$175 billion over the ten year window and \$335 billion on a net present value basis over the 30 year period of the proposed loan alternative.

This brings a total impact from revenue losses and new safety net spending costs to between \$207 billion and \$277 billion over the ten year budget window and between \$402 billion and \$548 billion on a net present value basis over the 30 year period of the proposed loan alternative.

Relating this back to the bankruptcy analogy advanced by different members of the Joint Select Committee, even if you discount the safety net spending numbers, the math would drive any senior preferred equity owner, who also has financial commitments beyond the equity, to work very hard to make sure the company never needs to file for bankruptcy in the first place. And these numbers do not consider how the economic contagion will play out with employers and with other multi employer plans.

Obviously, the poster child for contagion will be the insolvency of the very large and systemically important Central States Plan.

At insolvency, the contributing employers in Central States will have exposure to either withdrawal liability or perpetuity payments of historical contributions without any meaningful accrual for their actives.

Another group of employers are those that have withdrawn from Central States and who have provided select participants with a pension backstop if their Central States pension is ever reduced, whether it's withdrawal liability, perpetuity payments for insolvency without termination or pension backstop liabilities at insolvency, all of this will be bad for the capital market access and bank credit of the contributing employers, and ultimately, impact the plans that they contribute to.

But contagion also has the very real potential to spread throughout the rest of the multi employer system without fear or favor, affecting plans and employers that have no connection to Central States.

With the insolvency of a large systemically important plan, the Financial Accounting Standards Board is likely to review multi employer pension accounting, which may not be limited to the employers in insolvent plans.

Further, the market transparency that will occur with the insolvency of a systemically important plan is highly likely to

impact all other employers with respect to bank credit and capital market access.

So while the problems seem very difficult, the fact is that there are a set of tools that Congress should focus on that will strengthen the multi employer system for plans, sponsors, participants, the PBGC and the U.S. Treasury.

There are tools that can restore plan solvency for the vast majority of critical and declining status plans. And these same tools can eliminate the vast majority of the PBGC's financial exposure ensuring that these plans never get to the PBGC.

This in turn, will either significantly moderate or eliminate the need for PBGC premium increases beyond the inflation factor currently in law.

While I cannot be sure of this, I presume that members of the committee would want new taxes on multi employer plans to be at least tangentially tethered to a mathematical analysis of both the PBGC and the economic ability of employers to absorb these new taxes.

And make no mistake, PBGC premiums are taxes because the value of the insurance provided is not a transaction that would be entered into voluntarily.

What are the right tools? Because multi employer pension legislation is rare any legislation needs to provide tools for healthy and distressed plans.

Let's start with the healthy plans. We believe that the GROW Act introduced by Congressman Roe and Congressman Norcross is an important new voluntary plan design option for trustees. And likely, the only design that will provide for future growth and new employers for multi employer pensions.

For distressed plans, we need to ensure that MPRA is a reliable and predictable tool for trustees to restore plan solvency and protect the retirees from the even larger benefit reductions that they will see when their plan goes insolvent and subject to the PBGC guarantee.

We know from the MPRA applications that the average benefit reduction was 36 percent. And we know that retirees will receive, on average, a 53 percent reduction in benefits when their plans go insolvent and subject to the PBGC guarantee. We also know that the PBGC is going to go insolvent around 2025, which will result in further benefit reductions and take the average benefit reductions to between 94 percent and 98 percent of the original contractual benefit.

It is unfortunate that we needed MPRA, but we did. And the math shows that it provides a better outcome for retirees than having these plans get to the PBGC.

We certainly support corrections to MPRA to clarify the ambiguities that Treasury has interpreted and have provided language to the Joint Select Committee to accomplish this. We are also open to discussing other changes to MPRA based on lessons learned since 2015.

The next tool for distressed plans is to enact a responsible, subsidized loan program. All of the proposals seek to solve the problems that critical and declining status plans face.

If this were just a math problem, there would be a number of ways to get the numbers to work. But loan programs are not developed in a vacuum and the structural details are incredibly important because federal credit is a very complicated product. There is a 1990 law that governs all federal credit programs. There are well established policies that govern federal credit. There is a way to get a federal credit program passed and actually lending money and there are countless ways to pass a program that never lends a dime.

Since time is of the essence for Central States, the Mine Workers and others, NCCMP is focused on a program that can gain bipartisan support and once passed, will actually lend money. While NCCMP supports a responsible loan program that is based on investment arbitrage, our support is not an open ended endorsement of any loan program.

The subsidized loan program that we designed which mandates a 1 percent loan for 30 years requires demonstrating success using very conservative assumptions with respect to investment returns that do not exceed 5 and a half percent while achieving the policy objectives of, one, restoring and ensuring plan solvency. Two, protecting the maximum amount of benefits possible for retirees.

Three, providing the U.S. government with certainty on the timely repayment of the loan.

Four, having very high confidence that once passed, it will get executed by the executive branch.

And, five, consistency with the Federal Credit Reform Act of 1990 and related OMB circulars.

While we mandate the structural details in order to maximize the success of this tool, we leave the critical policy choices to Congress, which will be important enablers for bipartisan support.

Three examples include the eligibility requirements, benefit reductions and who bears the cost.

As we previously mentioned, the solvency restoration tools of MPRA and a well designed loan program will ensure that the majority of plans will never need PBGC financial assistance, and this will massively reduce the financial needs of the PBGC and any corresponding calls for premium increases.

In closing, I want to thank you for your interest in solving the looming crisis for the multi employer pension system. This is a fight that needs your active engagement both as members of NCCMP, as well as in the political process that affords us with the only potential for real and enduring solutions.

The leadership of the House and Senate, as well as the members of the Joint Select Committee need to hear from you and your colleagues, whether from labor, employers, plans or participants imploring them to work on a bipartisan basis to pass the types of constructive solutions that we have discussed.

Thank you very much.

(Standing ovation.)

GENERAL SECRETARY TREASURER HADEL: Brothers and Sisters, just a quick announcement, the Sergeant at Arms Committee will have a picture taken immediately following this morning's session by the entrance door.

GENERAL PRESIDENT ROBINSON: I'm going to now call on the Rules Committee Chairman Tom Pedrick to give the report of the committee.

(Applause.)

COMMITTEE CHAIRMAN PEDRICK: Tough act to follow.

My name's Tom Pedrick, International Vice President from Local 30, Philadelphia, Pennsylvania, the City of brotherly love.

(Applause.)

It's a privilege and a pleasure to look out at all our delegates and guests that represent the greatest, hardest working and toughest members in the country. That's our members.

(Applause.)

I want to thank all you for your dedication and service to our membership.

Give yourself a big hand. You deserve it.

(Applause.)

Before I announce the Rules Committee, I'd like to take a moment for you to join me in wishing my buddy from Detroit, Bob

"Hollywood" Peterson, a happy birthday. Happy birthday, Bob. 29 years old again.

(Applause.)

I would now like to recognize the members of the Rules Committee. They are the following Vice Presidents:

Secretary Doug Ziegler, Local 81, Oakland, California.

Rich Mathis, Local 11, Chicago, Illinois.

Brent Beasley, Local 220, Orange County, California.

And Bob Peterson, Local 149, Detroit, Michigan.

I'll you a now turn it over to Secretary Doug Ziegler to read the rules of the Convention.

(Applause.)

COMMITTEE SECRETARY ZIEGLER: Thank you, Tom.

The Rules Committee has met and submits to the officers and delegates of this, the 29th Convention of the United Union of Roofers, Waterproofers and Allied Workers for your approval of the rules governing the procedures of this Convention and they are as follows:

Rule No. 1, the Convention shall convene on October 8th, 2018 at 8:30 a.m. and remain in session until, approximately, 4:30 or at the conclusion of business each day as determined by the International President.

Each morning, thereafter, this Convention shall be called to order at 8:30 a.m. and remain in session until the conclusion of business of that day is determined by the International President.

Rule No. 2, only accredited delegates and staff shall be permitted on the Convention floor during proceedings of the Convention. Guests are welcome to observe from the gallery section. The International President shall, after warning, excuse the gallery or any other individual member or members of the gallery section when, in his judgment, the section is interfering with the business of the Convention.

Rule No. 3, when a delegate rises to speak, he or she shall give his or her name, number of the local he or she represents and the city in which that local is located. To be recognized, the microphone light must be on.

Rule No. 4, if a delegate, while speaking, shall be called to order, he or she shall, at the request of the Chair, take his or her seat until the question of order is decided.

Rule No. 5, should two or more delegates rise to speak at the same time, the Chair shall decide who is entitled to the floor.

Rule No. 6, no delegate shall interrupt another delegate during their remarks except to call him or her to a point of order.

Rule No. 7, a delegate shall not speak more than once on the same question until all who wish to speak have had their opportunity to do so.

Rule No. 8, a delegate shall not speak more than twice or more than two minutes on a question without permission from the Convention. Note, that a required permission is a two thirds majority vote.

Rule No. 9, a motion shall not be open for discussion until it has been seconded and stated from the Chair.

Rule No. 10, a motion to reconsider shall not be entertained unless made by a delegate who voted with the majority and shall receive the majority vote.

Rule No. 11, a motion or a resolution shall not be voted upon until a moving party or the person who introduced it has had a chance to speak if he or she desires to do so.

Rule No. 12, resolutions presented after 10:00 a.m. on October 8, 2018 shall be received for consideration by the Convention if approved by a unanimous vote of the delegates in attendance at the Convention.

Rule No. 13, appeals from the decision of the Chair shall not be debated and shall require a majority vote of the Convention to overrule the Chair.

Rule No. 14, the election of officers shall be held at, approximately, 10:00 a.m. on Tuesday, October 9, 2018. Any contested position shall be decided by a secret ballot vote. Only accredited delegates and staff shall remain on the Convention floor or area during the election.

Rule No. 15, a vote referred to in Article V, Section 3, Section 3(a), Section 12 of the Constitution relating to monthly per capita taxes shall be by a secret ballot. Only accredited delegates and staff shall remain on the Convention floor area during that vote.

The proceedings of the Convention shall

Rule No. 16 I'm sorry the proceedings of the Convention shall be carried out under the parliamentary rule or procedure under Robert's Rules of Order and must conform with the Constitution and Bylaws of the United Union of Roofers, Waterproofers and Allied Workers. The general counsel will act as parliamentarian and advise the Chair on all questions and procedures and order.

Rule No. 17, cell phones and pagers are not related to not related to security shall be silenced and shall not be used on

the Convention floor during the proceedings of this Convention. Only accredited delegates and staff may remain in the Convention floor area.

Mr. Chairman, these are the rules that have been unanimously approved by the Rules Committee and I move adoption of the committee report.

GENERAL PRESIDENT ROBINSON: Do I hear a second?
(Seconds from the floor.)

GENERAL SECRETARY TREASURER HADEL: Second.

GENERAL PRESIDENT ROBINSON: We have a motion and a second. On the question. All those in favor, signify by saying aye. (Chorus of ayes.)

Opposed, no.

(No response.)

The ayes have it.

Thank you. I thank you, the committee, for their work. That was a lot of rules and I appreciate everything you've done. I know we'll have a good secure Convention because of your work. At this time, I'm going to call the Secretary to give partial report of announcing the various committees.

And soon as the Secretary has announced he's going to announce the four committees that are going to be hearing testimony this afternoon. He will also assign the resolutions that'll go to each of those four Committees.

The remainder of the Committees will be announced later this morning or this afternoon.

Mr. Secretary.

GENERAL SECRETARY TREASURER HADEL: Thank you, Chairman Robinson.

Law Committee:

Chairman, Dan O'Donnell, Local 2.

Secretary, Joe Pozzi, Local 26.

Members:

Larry Gnat, Local 11.

Russ Garnett, Local 49.

Steve Peterson, Local 69.

Sal Giovanniello, Local 154.

Morgan Nolde, Local 81.

Mark Conroy, Local 96.

Steve Hurley, Local 54.

William Alexander, III, Local 106.

Jeff Eppenstein, Local 11.

Resolutions Committee:

Chairman, Tom Pedrick, Local 30.

Secretary, Brent Beasley, Local 220.

Members:

Andrew Richmond, Local 96.

Vaughn Chong, Local 221.

Mark Peterson, Local 149.

Anthony Bergeson, Local 54.

Jose Padilla, Local 40.

Marty Headtke, Local 11.

Barry Schader, Local 8.

Kevin King, Local 20.

Cliff Smith, Local 36.

Finance Committee:

Chairman, Douglas Ziegler, Local 81.

Secretary, Paul Bickford, Local 33.

Members:

Leo Marsura, Local 189.

Dennis Marshall, Local 2.

Rodney Toole, Local 42.

Nick Siciliano, Local 8.

John Tackett, Local 70.

Gary Menzel, Local 11.

Joe Logsdon, Local 20.

Charles Waddell, Local 23.

Shaun McCullough, Local 30.

Revisions Committee:

Chairman, Robert Peterson, Local 149.

Secretary, Mike Vasey, Local 44.

Members:

Harold Davidson, Local 12.

Barbara Dixon, Local 88.

Nicholas Gechell, Local 74.

Richard Geyer, Local 153.

Brett Perkett, Local 200.

Robert Rios, Local 95.

Matt Lloyd, Local 20.

Charles Lavelle, Local 44.

And Rob Critchley, Local 4.

The following Resolutions will be assigned to those Committees.

Resolution 1 and 2, Revisions. Resolution 3, Finance.

Resolution 4, Resolutions. Resolutions 5 and 6, Resolutions.

Resolution 7, Finance. Resolution 8, Revisions. Resolutions 9, 10, 11, 12, 13, 14, 15, 16 will be Revisions.

Once again, Resolutions 8 through 16 will be Revisions.

Resolution 17, 18 will be Resolutions.

Resolutions 19 and 20, 21 19, 20, and 21 will be Finance.

Resolution 22, Resolutions. Resolution 23, Law. Resolution 24, Resolutions. Resolution 25, Finance. Resolution 26, Law.

Resolution 27, Resolutions. Resolutions 28 and 29, Law.

Resolutions 30 and 31, Resolutions. Resolutions 32, Finance.

Resolution 33, Law. Resolution 34, Finance. Resolution 35,

Law. Resolution 36, Finance. Resolution 37, Law. Resolution 38 to the Resolutions. Resolution 39, Finance. And Resolution 40, Law.

Any questions on the assignment of Resolutions?

(No response.)

Thank you, Mr. Chairman.

GENERAL PRESIDENT ROBINSON: Now, the following Committees will meet at 4:30 this afternoon with their committee members and they will begin taking testimony at 4:40 sharp.

And here's the assignments: The Finance Committee will meet in Partagas 2 at 4:30 for the committee. 4:40 to start taking testimony. And Partagas 2 is up the escalator up on this next floor.

The Law Committee, again, will meet at 4:30 with the committee taking testimony at 4:40 sharp in Trinidad 6, which is back down the hall towards where you had breakfast and your registration.

The Revisions Committee will also meet at 4:30 with the committee taking testimony at 4:40 in Trinidad 11, which is again down the hall, back towards where you took up your breakfast this morning.

And the Resolution Committee will also meet at 4:30, taking testimony at 4:40 in Trinidad 9. Again, down the hall back towards where the office is.

So with that, I thank you for your attention in this matter. If any questions come up, you're not sure of where you're supposed to be and what time, make sure to contact your committee chairman and we'll make sure everything gets worked out.

Mr. Ziegler.

COMMITTEE CHAIRMAN ZIEGLER: I'm Chairman of the Finance Committee, as he just announced, we're going to meet at 4:30 in the Partagas room.

We will be hearing these five motions first or Resolutions first: 3, 19, 25, 32 and 34. So if you have any special interest in those, be sure you attend.

Thank you.

GENERAL PRESIDENT ROBINSON: Thank you, Mr. Vice President. Marion, would you cue the video for the USA, please, Union Sportsmen's Alliance.

(Whereupon, a video was presented.)

(Applause.)

Our next speaker is Scott Vance. Scott is the Executive Director of the Union Sportsmen's Alliance.

Roll a little bit, Tammy. Thank you.

His goals are to continue and grow the organization, more deeply engage and reward its members expand Work Boots on the Ground Program to nationally renowned access and to create community based conservation programs that connect union labor workers with their families to the outdoors and preserve our outdoor heritage.

Since taking the helm at USA just two years ago, Scott has done a fantastic job of moving the Alliance forward. He has brought more Charter Unions on board, adopted corporate partners, updated our outdoor TV program, purchased the building in Spring Hill, Tennessee, which we will be moving into in the next month or so.

Because the Roofers Union is a Charter Union of the USA, membership in the USA, for our people, is at no cost.

Today there are 11,700 of our members that are members of USA. Please welcome the heart and soul of the Union Sportsmen's Alliance, Scott Vance.

(Applause.)

USA DIRECTOR VANCE: Good morning, Brothers and Sisters.

How are you?

(Greetings from floor.)

Thank you, President Robinson, Secretary Treasurer Hadel. I appreciate this opportunity. It's an honor to be here today. It's an honor to get to talk to you about something that we're so passionate about.

I can tell you, without a doubt, and I think Kinsey knows this, I would not have taken this job if it had not been for him.

Now, he was on the Search Committee for the position. He and I talked numerous times at various hours of the day and night.

And I can tell you without a doubt, you have one of the finest

individuals at the helm of this organization that I've ever met in my life.

(Applause.)

And he convinced me to take this job, so and I'm glad that I did. It's been an honor. It's been a lot of fun.

You know, when you get to do something that you're passionate about every single day, it's not like work. I absolutely look forward to going to work every morning and I go to bed thinking about it every night.

So thank you for that gift that you gave me. I do sincerely appreciate it.

And I'm looking forward to doing more great things with all of you.

Real quickly, how many of you guys and ladies hunt, fish or recreational shoot? Raise your hands.

(Show of hands.)

That's a pretty good number of you.

You know, our data says that 76 percent of union members in the building trades do just that. So we have a high affinity for what we do. And this organization was formed really as a sportsmen's club. It was a place where we could come and join together as sportsmen as union sportsmen and women and celebrate that heritage, celebrate that opportunity to get outdoors, but it's become so much more than that.

Over the past few years, this organization has grown into a conservation powerhouse. And it's because of leaders like President Robinson. It's because of our Board of Directors' vision that we've been able to do that. And I'm going to tell you a little bit about how we're doing that today. And I hope you'll enjoy the presentation.

So our mission, you can see the verb in that is to unite the Union community through conservation. Conservation is actually the side effect of the great things we do uniting union members. What you may see here is a bunch of folks that are celebrating the completion of a project. What I see here is 13 different unions, people from all walks of life.

This is actually in Washington, D.C. It's at Jones Point. We re did a fishing pier. And I can tell you that that pier gets daily utilization by people in D.C. that don't have a lot of opportunities to go hunting and fishing, but they come down a lot of people come down and actually fish off of this pier during their lunch break.

And what I see here is the unification of people who probably knew each other. They probably ran into each other at building trades meetings; they probably had worked together some. After this project, after spending about 1,000 hours together over five weekends, redoing this pier, working really, really hard together, they left as not only associates, but as friends. Our projects build friendship. Our projects build something that you all call solidarity. And I can't think of any stronger way to do that than getting people outdoors and working on something they deeply care about than to do that, so. Our Work Boots on the Ground Program, you can see engage, conserve, organize and unify. It does more than just conservation. We do great work. The project that you just saw a picture of before is our 100th project. We are very proud of getting to that number.

I will tell you this, in 2018 alone, we will do over 40 projects this year. So to say that we are growing fast is a huge understatement.

In the 11 years prior to that, we had only done 100 projects. This year we will do 40.

In the 11 years prior to that, our projects had totaled, the total impact was about \$1.6 million of impact on the ground. This year we have three projects, just those three projects total about \$1.8 million of total impact.

So we've been very, very blessed. And it's because of help from all of you, the volunteerism, the support that we get from all of our Union members. We cannot do this as a staff.

We only have a couple of dozen staff, and so if we didn't have committed volunteers, we certainly couldn't do what we do across the nation.

Folks commonly ask me what my job is and I could go into a lot of detail and talk to them about the mission and exactly what and how we do what we do.

My wife thinks that I hunt. I will tell you that, Kinsey. She thinks I hunt for a living. Sometimes I fish, so that's not true.

Actually, I spend a lot of time on the road, doing things just like this. I spend a lot of time at our events. And it's very, very gratifying to see all of the folks coming together, to see the lives that we actually change. And I'll tell you we are in the business of changing lives.

And we do that in a number of different ways, not only for the participants that come to our events, which it is life changing for them to get out and participate and see something that

they've never seen before, experience things that they've never seen before. A lot of these urban kids have never held a fishing pole; they don't even know which end to hold when they start out and a lot of them catch their first fish at our events.

But even more than that is the engagement and the experience that our volunteers get. And I can tell you that the volunteers are touched by our events more than the participants ever can be. I've got a couple of stories that I'll tell you in a little while about that.

So I mentioned the Work Boots on the Ground Program. That is our flagship. That is where we deliver our mission on the ground, that's where we unify the Union community and I have a short video that I'd like for you to watch right now about that program.

(Whereupon, a video was presented.)

(Applause.)

Thank you.

So you can see we're so much more than just a sportsmen's group in the way that we're engaging our members and engaging the unions.

We also provide great events. How many folks have been to a Union Sportsmen's Alliance shooting event or conservation dinner?

Anybody been to any of those?

(Show of hands.)

Great. I'm glad to see so many hands. I was giving a presentation in Illinois and I got to this part talking about providing extraordinary events for our members and nonmembers, bringing people together in a way that only the Union Sportsman's Alliance can.

And one of the guys was from Iowa and he raised his hand during that section and I called on him. And he said, you know, he said, as you said that, it dawned on me that our event in Des Moines, the Union Sportsman's Alliance dinner, brings together over 700 people in one night. That's how big that one event is in Des Moines, Iowa.

And he said, as I thought about that, I was trying to think if there was another event in the entire Midwest that brought together more union members and I couldn't think of one.

And that was very impactful (sic) to me. I had no idea that our event had that much impact, that it was that important.

And as I mentioned before, when they come to that dinner, they come there as acquaintances; they may know each other. When they leave, they leave as friends.

It gives an opportunity for people to enjoy something outside the workplace, to enjoy something outside of work and it builds friendships that last into that workplace as well and into the things we do in our local community.

So it's a very powerful opportunity that we provide with our events.

This year we will have almost 60 events across the nation. And that's up from what? Just a few maybe a dozen a few years ago. So definitely growing that as well.

If you have any interest in your local areas in hosting an event, let us know. We'll be glad to help you do that. We have a great team that provide wonderful experiences.

I won't read that to you, but that's basically what that says right there. This is a great testimonial from one of our Committee Chairs in Ohio. And that Ohio event pulls together about 350 people in one night as well.

And then, this is a project that we did down in Tennessee. If anybody is in the Tennessee area, you know that Tennessee is not a tremendously strong union state. It's where we live. It's where our office is. It's in Franklin, Tennessee. And uh oh, the slide went back.

That's all right. I know what it says anyway.

We live down in Tennessee. Tennessee is a right to work state. We don't have a lot of union individuals in Tennessee.

We have a very strong presence with the Union auto workers.

Union auto workers have a big plant there in Spring Hill, which is going to be our new neighbor at our new headquarters.

But they also have a big plant, big VW plant, Volkswagon plant down in Chattanooga. And for several years, they have been trying to organize through that plant and they had had varying levels of success; mostly failure.

And so with their help, we did a sportsmen's dinner down there. We did one for a couple of years. They took the proceeds from that sportsmen's dinner. We went to the Tennessee Wildlife Resource Agency and we got a \$20,000 grant to match the \$10,000 that were raised there locally.

And we put in a boat ramp. This is the old boat ramp that you're looking at a picture of. We put in a boat ramp and we put in a \$30,000 floating pier.

This access point just happens to be one the most popular access points in the state. And it's on one of the most popular lakes,

Chickamauga Reservoir in the nation. Supposedly, the number one bass lake in the nation right now.

So this was a very, very important project to sportsmen. But it was also very important to that local community. We went back through the archives and we tried to look for any positive PR in Chattanooga for any union in history as far as back as we could look. We couldn't find any.

We saw quite a few negative things: union's gonna come in, they're gonna increase prices; they're gonna do these things; they're gonna do bad things to our community. If you vote the Union in, it's gonna be bad.

In two weeks, and you can see one of the news releases here. In two weeks, we had 44 media hits, 44 examples of the great things that unions did for that community.

So to say that we can eliminate the positive impact they have through PR is a true understatement.

So if you want to help tell your story, if you want us to help tell your story, do a project with us. I promise you it will make a difference in your local community.

With that, I'm gonna give you some things to smile about. It's hard to watch this next reel of pictures without smiling, so I challenge you to do so. So if you guys will play the PowerPoint with all the kids fishing, I would appreciate that.

(PowerPoint presentation.)

(Applause.)

So in just the month of June, we took over a thousand kids fishing this year.

(Applause.)

Thank you. I didn't do it. My staff did. So you can clap for them. This year we'll take almost 2000 kids fishing through our programs. And every single one of those children will take home a rod and a reel and a small little tackle kit because of our friends at Pure Fishing. Hopefully, it will give them a great experience outdoors. It'll give them something to look forward to and they'll know that the Union did that for them.

(Applause.)

And that's our hope when they come to one of our events.

(Applause.)

I'm gonna leave you all with one more little story. A lot of you guys don't know me very well.

The folks that do, you know the history of my child. I have a 11 year old little boy. He's the light of my life. He's a big time baseball player and a great student; just a all around great kid.

What a lot of people don't know is my wife and I tried to have biological kids for about 11 years. And we were unable to do that. And so one night, we sat and we prayed about what we should do and eight days later, we got a call from the hospital that there was a baby boy for us to adopt.

So we went and adopted him, and like I said he's 11 years old, and it changed our lives.

I had a big strong Steelworker come up and when he came walking up to me, he was at the Building Trades Legislative Conference this year and when he came walking up to me, his posture was interesting. And I thought is this guy going to take me on or is he just wanting to talk. And he stopped. And I could tell he was very emotional when he stopped me.

And he said, "I want to tell you something. Anytime you need help at one of your events, I'm in. I'm all there." And I said, "Well, man, I appreciate that. That's great. We need all the volunteers we can get." He goes, "No, you don't understand." He said, "I volunteered at your Montgomery Bell Event." And he said, "I had a single mom. She had three little boys and she showed up and she was so thankful to me and everybody for giving them that opportunity." She said, "There's no way I could have ever afforded to this. I had no idea how to take them hunting or take them fishing or take them camping." And it was overnight camp out. We gave those little boys a tent and place to stay and we showed them how to camp. Then the next day, we let them go fishing and they were very, very grateful. I was there too. And I saw that gratefulness.

And he said, "You know, that was good." He said, "Helped that had little boy catch his first fish and he was so excited." He said that when they got ready to leave, he said, "The little boy came up to me and shook my hand." And he said, "I thought he was gonna thank me for helping him catch his first fish, but he looked me straight in the eye and he said, 'Mister, thank you for spending time with me this weekend.' He said 'I don't have a dad.'"

(Applause.)

"He said, 'I don't have a daddy at home,' and he said, 'your time means the world to me.'" And that was a 10 year old little boy telling him that.

So that touches my heart because I wonder where my kid would be if it hadn't been for my wife and I adopting him. And anything we can do for these kids, anything we can do to show them there is more to life out there. And that the way to do that's through the unions and it's a great thing for me.

So thank you for all that you do. Thanks.

(Applause.)

Thank you.

We do have a couple special awards to give out today. I want to recognize a couple individuals for their service to the Union Sportsmen's Alliance for many, many years and Kinsey was grateful enough and nice enough to let me spend just a little bit more time doing that at a Convention. I wanted to recognize these fellows in front of their peers.

So if you'll join with me, I'll announce these award winners. Unfortunately, someone liked our award a lot. They were handcrafted metal oars. They're beautiful awards. They liked them so much that apparently they kept them. So they are not here right now, so hopefully we can track those down, but we do not have an award to hand these fellows.

The first person has helped with our Minnesota Get Youth Outdoors Day and our sporting clay shoot for several years. He's done a great job in that area. He makes sure that things go smoothly.

Just so you guys know, we set an all time participation record through that shooting event. It breaks a record every single year, Kinsey. And I know that a lot of that's because of you, but a lot of that's because of this individual as well. We do appreciate that. It makes a huge difference to us. It makes a huge difference to that market and it makes a huge difference to the people there as well.

We also set a record with the number of kids that came out this year. We had a grant through the National Shooting Sports Foundation, so we could teach them to be respectful and safe with firearms. They came out and they learned to shoot and they learned archery and it was all around just a wonderful day. So I'd like to recognize Mark Conroy who is the business manager for Roofers Local 96.

(Applause.)

GENERAL PRESIDENT ROBINSON: Mark, can you come on up.

USA DIRECTOR VANCE: He's also kind of humble. He wasn't expecting this. It was a surprise for these guys. I was surprised when I didn't have an award to hand him.

(Laughter.)

(Applause.)

Being the humble person that Mark is, he was concerned that we didn't mention Pete Jaworski. That's the kind of people that you guys have on staff, as you well know. It's a team.

(Applause.)

Pete's done a great job as well. He did that event for many, many years. And there might be an award for him in the future, too, so you never know.

I do have someone else that I want to recognize. This individual not only helps out with that event, but he also runs the show in his region. He makes sure that all of our shoots and our dinners in that area go smoothly, that they have great attendance. This individual is always willing to step up when we need anything.

When we need something from the Roofers Union, we can call him and he can make sure at that it gets done. And we couldn't do what we do without his help and he's been great for the whole 11 years that the organization's been in existence.

And I want to recognize the business manager for Roofers Local 220 and our new General Vice President Mr. Brent Beasley.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: I guess we are going to find this plaque. Is it a plaque?

USA DIRECTOR VANCE: It's a handcrafted globe.

GENERAL PRESIDENT ROBINSON: Hopefully, we find this and we can get it to you two gentlemen; otherwise, I'm sure that Scott will figure out how to produce another one.

USA DIRECTOR VANCE: I'll send them a knife.

GENERAL PRESIDENT ROBINSON: Yeah, we'll give them a knife.

(Laughter.)

USA DIRECTOR VANCE: Thank you, Kinsey.

All these guys are huge. When I stand beside all you guys, it makes me feel tiny. I thought my into song was gonna be Little Bitty by Alan Jackson. I didn't know what it was going to be. And we do want to do one more thing. Union veterans and veterans in general are very near and dear to me. And if you come to any of our events, you know that we recognize them at every single event.

Many of you guys know that we have a Marine right here, 55 year veteran and he supports all the veteran's programs as staunchly as anyone I've ever seen. My dad was a Vietnam vet. He got drafted six days after he graduated from high school and he spent a tour in Vietnam. And he suffered from PTSD ever since, and so I've lived with that my whole life.

I have nothing but respect for everybody that have served and the commitment that they've made, because it's a lifetime commitment.

So thank all the veterans.

(Applause.)

And we want to do that.

(Applause.)

We want to do that formally right now. Kinsey, would you like to make a few comments.

GENERAL PRESIDENT ROBINSON: What we'd like to do is have all the veterans in the room, guests and delegates, please come to the front up front here where we can get a picture of everybody. And Scott and I'd like to award you with a USA veteran's pin. So if you could please come forward.

(Applause.)

(Whereupon, pins were awarded.)

As you can see, Scott is a dynamite young guy. And when I had the opportunity to hire him, believe me, I grabbed onto him.

And he's just done a great deal for our organization.

I have a gentleman with me Dean Reams. This guy, he's is a special man.

(Standing ovation.)

Many of you know Dean, but maybe some of the new guys don't. This is Dean's 14th convention. He's been to every convention since 1963. And I'm sure that's a record in our organization.

(Standing ovation.)

I want to thank him for his service to our Union. I was fortunate enough to work with him for about 15 years on the Northwest District Council together. I've known him for a long time. He's also a 64 year member, just shy of 65.

(Standing ovation.)

So I want to award him at this time. It's his 60 year pin and I hope next year, I'll have the opportunity to give you your 65, Dean. Thank you very much, sir.

(Standing ovation.)

With that, we are closing I'm gonna call on the Secretary to make a couple of announcements.

GENERAL SECRETARY TREASURER HADEL: Brothers and Sisters, we've noticed that many of you are exploring the app and have tried to log in to get more features.

When we developed the app, we wanted to make sure everyone sees the same information, so we disabled this feature until the end of the Convention. You do not need to log in every day. It's automatically logged into the program.

Second item, any one participating in the sporting clays will need to visit the USA booth at lunch today or by breakfast tomorrow to set up their teams.

Thank you very much.

GENERAL PRESIDENT ROBINSON: I'm going to call the Secretary back up here to do the final finish partial report of announcing the Committees.

And if you would takeover the mic please.

GENERAL SECRETARY TREASURER HADEL: Thank you, Mr. Chairman.

Credentials Committee:

Chairman, Paul Bickford, Local 33.

Secretary, Dan O'Donnell, Local 2.

Members:

Rich Mathis, Local 11.

Joe Pozzi, Local 26.

Mike Vasey, Local 44.

Trials and Grievances Committee:

Chairman, Mike Vasey, Local 44.

Secretary, Joe Pozzi, Local 26.

Members:

Phillip Lester, Local 203.

Isaac Hernandez, Local 58.

Mike Azzarello, Local 37.

Jeffrey Mullins, Local 185.

Mike Rossi, Local 241.

Gary Swan, Local 195.

Travis Hopkins, Local 49.

Scott Johnson, Local 210.

Mike Hassett, Local 9.

Andrew Nonnenmacher, Local 33.

Sergeant at Arms Committee:

Chairman, Mike Stiens, Local 42.

Secretary, Eric Anderson, Local 96.

Members:

Kevin Guertin, Local 12.
Marcus Bass, Local 26.
Jim Brown, Local 30.
Travis Gorman, Local 11.
Todd Heisserer, Local 2.
Mike Kujawa, Local 134.
Frank Mora, Local 36.
William Wilmer, Local 8.
Dean Reams, Staff and Local 54.
Officers Report Committee:
Chairman, Rich Mathis, Local 11.
Secretary, Brent Beasley, Local 220.
Members:
Fred Kaohe, Local 221.
Luis Rivera, Local 32.
Norberto Gutierrez, Local 36.
Robert Doyle, Local 49 149.
Ron McDonald, Local 147.
James Walton, Local 37.
Matt Sparks, Local 188.
Ron Martin, Local 143.
Raydean Slack, Local 142.
Entertainment Committee:
Chairman, Rich Mathis, Local 11.
Secretary, Jordan Ritenour, Local 123.
Members:
Ted Clark, Local 92.
Darrell Harrison, Local 97.
Clinton Grayless, Local 150.
Eric Elliot, Local 248.
Nephi Kaonohi, Local 221.
Moises Ruiz, Local 91.
Robert Rowe, Local 182.
John Nicks, Local 112.
James Stiles, Local 75.
These are the entertainment subcommittees.
Golf:
Paul Bickford, Local 33.
And Mike Stiens, Local 42.
Shooting:
Brent Beasley, Local 220.
Jordan Ritenour, Local 123.
The Go Karts:
Mike Vasey, Local 44.

Kevin King, Local 20.

GlowZone:

Morgan Nolde, Local 81.

And Matt Lloyd, Local 20.

That's it, Mr. Chairman.

GENERAL PRESIDENT ROBINSON: Thank you, Mr. Secretary.

Now, the subcommittee members, you're responsible to make sure things go smooth at your event. So you're a very important part of this, so if somebody's got a question or needs something, you need to keep peace out there, that's your job.

So with that, we are gonna adjourn for the morning. But I ask everyone to be back in the hall not at 1:30, be back here no later than 20 after and ready to go. Because Linda Sanchez is flying in just to speak to us and turning right around and leaving here going straight to the airport, flying back to Washington, D.C.

So we've got a very, very important Congresswomen making this trip to spend with us. Let's make sure we're here to hear her out.

So with that we will adjourn until 1:20.

... Whereupon, the Convention recessed at 12:00 p.m. to reconvene at 1:30 that same day ...

The Convention reconvened at 1:30 p.m., President Kinsey Robinson presiding.

GENERAL PRESIDENT ROBINSON: Can you get the Sergeant at Arms to take charge of the door.

Linda Sánchez is in the house. And we want to get it rolling. (President Robinson bangs the gavel.)

Call the meeting back to session.

Our next speaker is Linda Sánchez and we are honored to have her with us.

She's the Congresswoman representing the 38th District of California in the United States House of Representatives. She's nationally recognized as a leading progressive voice in Congress for working families.

Congresswoman Linda T. Sánchez has fought to strengthen our communities by helping small businesses create more good paying jobs, increasing access to educational opportunities and helping hardworking people get ahead.

Linda Sánchez is proud to serve as Vice Chair of the House Democratic Caucus, the fifth highest ranking position in the House Democratic leadership.

In this leadership position, she has focused on strengthening the American dream for men and women all across our country. Linda is the first Latina elected to the leadership position in U.S. Congress and the highest ranking Latina in the House of Representatives.

The sixth of seven children, Linda Sánchez was born in Orange County to migrant parents from Mexico.

She attended the University of California at Berkley where she earned a Bachelor's of Arts in Spanish literature, with an emphasis in Bilingual Education.

After working as a bilingual aide and ESL instructor to pay for school, she earned her law degree from the University of California Los Angeles.

After law school, Linda worked in private practice before going to work for the International Brotherhood of Electrical Workers, Local 441 and the National Electrical Contractors Association. Prior to coming to Congress, Linda Sánchez served as Executive Secretary Treasurer for the Orange County Central Labor Council, AFL CIO.

Linda is still is an active card carrying member of I.B.E.W., Local 441.

Linda Sanchez serves on the powerful and prestigious House Committee on Ways and Means.

Ways and Means is the chief tax writing committee in Congress and also plays a critical role in federal legislation on trade, Social Security and Medicare.

As a member of the Ways and Means Committee, Linda is a steadfast advocate for protecting seniors' Social Security, Medicare ensuring U.S. workers and their employers get a fair deal in trade agreements and reforming the Tax Code to create an even playing field for the middle class.

Linda served as chair for the Congressional Hispanic Caucus, a 26 member organization dedicated to advocating for the important issues affecting our Nation's growing Hispanic and Latino community.

Linda Sánchez has served in the United States House of Representatives since 2003 and currently represents California's 38th District, as I said before.

She is dedicated in reducing crime in our communities, making schools safer for all children, providing quality education and affordable healthcare, and cleaning up the air and water in Southern California.

Linda Sánchez and her husband James Sullivan are the proud parents of Joaquín Sánchez Sullivan and his Sullivan brothers

Brendan, Jack and Seamus. That should be Joaquín. I apologize. Linda is also a lifelong Los Angeles Dodger's fan. Please welcome Congresswoman Sánchez and we appreciate her being here.

(Applause.)

CONGRESSWOMAN SÁNCHEZ: All right. Well, thanks so much for that warm welcome.

I am always so pleased when I can be with my Union brothers and sisters because you represent a long proud line of hard workers who built this country from the bottom up and the inside out. I know how hard you work because my father was an industrial mechanic. He raised seven children on the wages of a skilled worker, and I lost my father in August, but on his wages, he was able to raise seven children, send them all to college, and ultimately, brag that he is the only father in the history of the United States to send not one, but two daughters to the United States Congress.

(Applause.)

I'm one of just a handful of members that comes from organized labor. I'm a proud card carrying member of I.B.E.W. Local 441. And I'm proud to tell people that I'm a union member because organized labor has always been and continues to be the reason why we have a middle class in this country.

(Applause.)

So many of labor's major accomplishments have been so ingrained in our daily lives that it's hard to imagine that we didn't once have them. Things like the eight hour workday, weekends off, healthcare, the minimum wage, workplace equality, unemployment insurance, Social Security and the social safety net, family and medical leave, the prohibition against child labor and occupational health and safety standards. Those are the cornerstones of our economic security. They form the foundation of a strong middle class.

Brothers and Sisters, we helped build the middle class and now we have to help defend it.

So we have got to stick together. We're stronger when we're all on the same team, fighting for the same goal. Unions succeed because we stick together and because we look out for one another.

Brothers and Sisters, the threats facing American workers are greater today than I've ever seen them. Washington is in complete upheaval. And I'm not gonna lie, for me, and for those

who are committed to helping struggling middle class families, the last two years have been extremely challenging.

Donald Trump is in the White House. Republicans control both the House and the Senate, not to mention many state houses and governors' offices.

Republicans have added another conservative antilabor justice to the Supreme Court. They control all the levers of government now.

And that's why the election that will happen in just under a month matters so much to the future direction of the Labor Movement.

If we fail to elect a Democratic majority in the House this year, the attacks on organized labor by the Administration and House Republicans will only get worse.

We need to win because there's nothing stopping them from passing every anti worker policy that they support.

Republicans are doing everything they can to dismantle unions and take collective bargaining power away from workers. They've launched a multi front war on labor.

Today, 28 states have so called right to work laws on the books. And Republicans in Congress have introduced national right to work legislation.

And earlier this year, the Supreme Court ruling in Janus severely weakened public sector unions. And if you don't think that that means a threat to other unions, you're wrong.

The decision laid bare the zealous crusade of the conservatives on the Supreme Court to weaken labor unions in America, if not completely abolish them.

At the federal level, Republican lawmakers are launching Congressional investigations into union activities, trying to curtail any efforts to organize or fight for better working conditions.

Anti union conservatives are filing union election complaints and pushing legislation to gut union membership and dues; in other words, a direct assault on the very existence of unions. And let's be honest here, these anti union attacks have nothing to do with the economy or jobs. It has everything to do with enriching our biggest corporations and the amassed, vast fortunes by stacking the deck against working people. They're doing everything they can to tear us down because they know that we are stronger when we stand together.

So, logically, they want to divide us. If they divide us, Brothers and Sisters, they conquer.

So we have a choice to make. Are we gonna stand up and fight for our right to unionize?

Are we gonna stand up and fight for a living wage?

Are we gonna keep fighting to keep our families strong?

I hope that answer for you is not just a yes, but a hell yes.

(Applause.)

Because you must stay engaged. You need to pay attention to what's going on in Washington, D.C.

Now, I represent a district in California, and for all they know, Washington, D.C. may as well be another country because it's so far away, but everything that happens there impacts everybody on a daily basis.

Now, Donald Trump made a lot of promises to help workers, but he's done more to hurt American workers than to help them.

When you look who sits around the table in Donald Trump's cabinet, you don't see anybody from the labor movement.

And we have a saying in Washington, D.C.:

"If you don't have a seat

at the table, then chances

are you're on the menu."

Well, I see a lot of CEOs and billionaires sitting at the table with Donald Trump, which makes me think for sure we are on the menu.

That's why we have to keep our eyes on these guys. While they may be shaking your hand and promising you better days ahead, you cannot let them fool you.

They introduce bills that sound really great, they sound like they're gonna help us, but you've got to look inside and see what's hiding inside. I know that infrastructure is a priority for all of you; it's a priority for me, too.

Investing in infrastructure means more than just roads and bridges; it means fixing our schools and our buildings, creating Internet access in rural areas, a \$1.5 trillion public works package means good paying jobs. And it's something that Republicans and Democrats talked about during the 2016 election cycle.

I know that there's broad agreement that we need to make serious investments in our crumbling infrastructure, because let me tell you what, countries in Europe and Asia are investing heavily in building a 21st Century infrastructure.

And we can't continue to believe that just because we are America, everything that we have is the best. If we fail to make those investments and remain competitive, the world is

gonna pass us by. These types of investments will help our economy thrive.

I believe that when you invest in good paying union jobs, through a public works plan, there are long term economic benefits to be gained. And if we're gonna invest so much money, we better do it the right way, and that takes union jobs and labor training programs like union apprenticeships.

Every time one of your members gets a job earning a decent wage that means that maybe they take their family out to eat at a restaurant and that restaurant owner is gonna do a little bit better as a result; they're gonna invest a little bit more into their business or buy new equipment, maybe hire a new worker and the economic benefits continue to grow down the line. It's an economic multiplier, and that should be a no brainer.

So I want to wrap up my remarks by telling you that everyday over the next few years are going to be critical for workers because sadly, the opportunities that existed for my father and his large family don't exist nowadays for working families that are struggling.

With the Republicans in control of all three branches of government, we have to hold them accountable. And let me tell you, man, I am in 100 percent

(Applause.)

but I cannot do it alone.

(Applause.)

I need your help. I need your help. I know it sounds daunting, but that's how we have to think about this. We have to get up trying to win each and every day. Failure is not an option at this point. And everyone has got to do it. You have to do it. And you have to go back home and you have to talk to your friends and your neighbors and your coworkers and your family and you have to tell them what's at stake.

We have to stand together. We have to use our strength to organize, to engage people and to act. We must fight for the future that we want. That's how we make America stronger, by fighting for economic growth that benefits everybody, not just the people at the top.

(Applause.)

So my, Brothers and Sisters, I am in this fight with you. I am fighting hard every single day. I've been on the road for eight days campaigning all across the country to try to make a difference in these midterm elections, but the question that I have for you out there is whether or not you guys are in the fight.

Are you guys in this fight?

(Cheers from the floor.)

Are you in the fight? Because I can't hear you.

(Cheers from the floor.)

All right. I want you in that fight and I want you out there kicking some ass for the working class.

God bless you.

Thank you so much.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: Linda is a true champion of working people throughout our country and us as unionists, and I couldn't thank her enough for coming and spending the time with us when she has such a busy schedule.

We wish you Godspeed, Linda.

The Bank of Labor is with us this week. And as many of you know, you probably saw their booth and, hopefully, you got by to speak to them.

The Bank of Labor is 100 percent union owned. It's owned by the Boilermakers. It's not owned by Wall Street. It's not owned by money people. It's owned by union workers.

They're represented in their bank every one of their employees by the United Mine Workers 100 percent union.

And when we do banking that should be one of our choices. We should be looking at Bank of Labor. So if we're looking for a new bank or we are looking to place some money, we should always look at Bank of Labor. They should be part of the choice. Give them the opportunity to be able to do business with you.

And why it's so important is many times we invest with people that turn around and use that money against us or maybe they build a couple buildings that are union and they build everything else nonunion. Or maybe they do everything in your city right, but they do everything around the country badly. But the Bank of Labor does it right everywhere no matter where they're doing work.

And one of the things that's very important about them, if we have a local union and they need to build a new union hall or they need an addition and they can't get the people in their local community to give them the money because they don't have a lot of assets, we can go to the Bank of Labor and lay our case to them and invariably they reach out and find a way to help our people.

So it's important, again, that you give them the opportunity when you are looking for banking needs.

And with that, Marion, could you run the Bank of Labor video, if you would.

Thank you.

(Whereupon, a video was presented.)

(Applause.)

I think that video says it all. I don't need to say any more. With that, I will call on Vice President Bickford to give the report of the Credentials Committee, which will be a final report.

(Applause.)

CREDENTIALS COMMITTEE CHAIRMAN BICKFORD: Good afternoon, Brothers and Sisters.

(Greetings from the delegation.)

Hi. I'm Paul Bickford and I'm the Business Manager of Local 33, Boston. I'm an International Vice President. And I'm gonna introduce my Committee members:

Secretary, Dan O'Donnell, Local 2, St. Louis.

Richie Mathews, Local 11, Chicago.

Joe Pozzi, Hammond, Indiana.

Mike Vasey, Cleveland, Ohio.

And we have the honorable Donald O'Blenis in the background somewhere there. And without these guys, I would have never got this done and I think it's kind of the first time that it's all done in one day.

So these guys did a great job.

(Applause.)

CREDENTIALS COMMITTEE SECRETARY O'DONNELL: Thank you, Chairman Bickford. My name is Dan O'Donnell.

Good afternoon, Brothers and Sisters. Herein is the final report of the roster of local unions affiliated with the International Union and duplicate credentials filed with the International office that have been received by the International Secretary Treasurer, Jim Hadel.

The following have filed their credentials with the Committee up to the time of this report and are entitled to be seated as delegates. This is the final report as of October 8th, 2018.

Let me first apologize to anybody if I get your name incorrectly, but I'll do my best.

Local Union 2:

Dennis Bello.

Thomas Hamilton.

Todd Heisserer.
Daniel Knight.
Denny Marshall.
John O'Connor.
Daniel O'Donnell.
Robert Stanton.
Gary Stepka.
William Thurston.
Matthew Wittenborn.
Local 4:
David Critchley.
Robert Critchley.
Thomas Hall.
William Millea.
Local 8:
Anthony Arena.
Danell Daniels.
John Esposito.
James Imhoff.
Thaddeus Judd.
Patrick Kelly.
Vito Parenti.
Barry Schader.
Nick Siciliano.
Tyrone Stancil.
Robert Ventura.
Piotr Wadolowski.
William Wilmer.
Local 9:
Mark Canino.
Michael Hassett.
Jeffrey Nagy.
Pedro Viveiros.
Local 10:
James Destephano.
Nick Strauss.
Local 11:
James Athans.
Ruben Barbosa.
John Barron.
Robert Burch.
Jason Catona.
Kevin Coleman.
Richard Coluzzi.

Joshua DeLaRosa.
Brian Dubin.
Jeffrey Eppenstein.
Richard Gabel.
Lawrence Gnat.
Travis Gorman.
Brandon Grise.
Martin Headtke.
Richard Huffman.
Michael Lafferty.
Richard Mathis.
Gary Menzel.
Leslie Mezo.
Gerardo Morales.
Steven Oboikovitz.
Steven Peters.
James Querio.
Nathaniel Tell.
Mitchell Terhaar.
Jacob Wren.
Local 12:
Harold Davidson.
William DeLeon.
Kevin Guertin.
Nelson Montero.
Local 20:
Ryan Anderson.
Roosevelt Butts.
James Hadel.
Kevin King.
Matthew Lloyd.
Joseph Logsdan.
Paul Newberry.
Paul Post.
Local 22:
George Davis.
Marvin Jerome.
Steven Lambert.
Daniel Reinbolt.
Local 23:
Steven Bergenham.
Derek Carrington.
Charles Waddell.
Local 26:

Bruce Bailey.
Marcus Bass.
Scott Cooper.
Daniel Filla.
Joseph Pozzi.
Local No. 30:
Joseph Boyd.
James Brown.
Kenneth Devenney.
Mark Goodwin.
Arthur Howell.
Patrick Kinkade.
Nicholas Lodise.
Frank Masino.
Shawn McCullough.
Michael McCullough.
Denis McIntyre.
Frank Olenick.
Thomas Pedrick.
Brian Pleis.
Clark Shiley.
Ernest Washington.
Local 32:
Luis Rivera.
Local 33:
Paul Bickford.
Joseph Ferris.
Scott Ferris.
Wilfredo Hernandez.
Michael McKinnon.
John Mead.
Robert Membrino.
Andrew Nonnenmacher.
Anthony Williams.
Local 36:
Victor Albarran.
Nicolas Avila.
Hector Drouaillet.
Felipe Garcia.
Norberto Gutierrez.
Frank Mora.
Salvador Muniz.
Cliff Smith.
Alejandro Torres.

Gabriel Ulloa.
Local 37:
Mark Azzarello.
John Ochap.
Robert Rothmeyer, Jr.
James Walton.
Local 40:
Lester Corpening.
Peter Lang.
Rogelio Munoz.
Jose Padilla.
Lee Walls.
Local 42:
Brandon Burke.
Nicholas Craig.
Michael Stiens.
Rodney Toole.
Curtis Williams.
Local 44:
William Franklin.
Charles Lavelle.
Christopher Milliron.
Carl Timko.
Michael Vasey.
John Wasilko.
Local No. 45:
Paul Colmenero.
Roy Sugioka.
Local 49:
Jason Barthel.
James Breneman.
Ray Carpenter.
James Dittimore.
Russell Garnett.
James Hale.
Samantha Henson.
Travis Hopkins.
Local 54:
Anthony Bergeson.
Gregg Gibeau.
Steven Hurley.
Tony Kimbrough.
Local 58:
Isaac Hernandez.

Local 65:

Christopher Medrow.

Taylor Nelson.

Joseph Woiak.

Local 69:

Travis Kimble.

Steven Peterson.

Local 70:

Kenneth Adkins.

Enrique Garcia.

John Tackett.

Mark Woodward.

Local 71:

Carlo Ponzio.

Nancy Weibel.

Local 74:

Michael Doyle.

Nicholas Gechell.

Daniel McCarthy.

Edward Undercoffer.

Local 75:

James Stiles.

Local 81:

Orlando Castellon.

J. Cesar Esqueda.

Francisco Garcia.

David Miller.

Patrick Milligan.

Morgan Nolde.

Carlos Opfermann.

Salvador Perez.

Amber Wolf.

Douglas Ziegler.

Local 88:

Barbara Dixon.

Local 91:

Moises Ruiz.

Local 92:

Theodore Clark.

Local 95:

Daniel Garcia.

Jose Martinez.

Robert Rios.

Daniel Smith.

Local 96:

Benjamin Anderson.

Eric Anderson.

Vance Anderson.

Samuel Bloom.

Nickolas Brenner.

Mark Conroy.

Robert Danley.

Samuel Good.

Kelly Hannigan.

Peter Jaworski.

Tristan Lundblad.

Chris Mortinsen.

Andrew Richmond.

Local 97:

Darrell Harrison.

Local 106:

William Alexander.

Local 112:

John Nicks.

Local 123:

Jordan Ritenour.

Local 134:

Michael Eades.

Michael Kujawa.

Michael Spangenberg.

Local 142:

Blake Fleming.

Raydean Slack.

Local 143:

Ronald Martin.

Lucas McCartney.

Local 147:

Ron McDonald.

Local 149:

Christopher Arnold.

Adrian Bonds.

Michael Chilcott.

Robert Doyle.

Chris Franko.

Joseph Gillaim.

Brian Gregg.

Thomas Jaranowski.

John Johnson.

Roger Lee.
James Micovich.
Robert Peterson.
Mark Peterson.
Local 150:
Clinton Grayless.
Local 153:
Richard Geyer.
David Herbrand.
Andrew Stark.
Local 154:
Salvatore Giovannello.
John Keating.
Timothy Minnick.
Local 182:
Robert Rowe.
Local 185:
Bruce Hysell.
Jeffrey Mullins.
Local 188:
William Porter.
Matthew Sparks.
Local 189:
Dustin Chambers.
Orin Gumm.
Leo Marsura.
Kinsey Robinson.
Local 195:
Kevin Milligan.
James Sugrue.
Gary Swan.
Local 200:
Bret Purkett.
Local 203:
Philip Lester.
Local 210:
Scott Johnson.
Bryan Moody.
Michael Morrison.
Local 220:
Brent Beasley.
John Gauthier.
Matthew Moore.
Rudy Recendez.

Local 221:

Vaughn Chong.

Fred Kaohe.

Nephi Kaonohi.

Enrique Subiono.

Local 241:

Richard Harwell.

Michael Rossi.

Steven Sawyer.

Local 248:

Eric Elliot.

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

CREDENTIALS COMMITTEE CHAIRMAN BICKFORD: I second the motion.

GENERAL PRESIDENT ROBINSON: We have a motion and a second.

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

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

Thank you, Gentlemen. I appreciate all the Committee has done. The Committee assignments have been put on the iPads, so if anybody has any questions after the Secretary had read them earlier today, you will be able to look on your iPad and they'll all be listed.

If you just go under, I believe it's just go under Resolutions and it'll be listed all four Committees and all the resolutions that will go before those Committees.

I want to announce the Election Committee.

Do we have a room for the Election Committee, Jim? James?

The Election Committee is gonna meet at 4:30 p.m. And as soon as we get you a room, I'll make the announcement.

And that committee is Dave Critchley, Jim Querio, Paul Colmenero, Nancy Weibel, Dean Wolf, Ricky Subiono, Nick Strauss, Clark Shiley, Bill Franklin, Willy Hernandez and John Keating. So as soon as we get that room number, we'll pass it onto you. Okay. The Election Committee will meet at 4:30 in the display area, so we don't have to wait to get a room assigned. It looks like it's gonna be a little while before they can do it, so just go ahead into the exhibit area. Counsel will be there. We will set up a table where everybody can sit down and we can get to your business.

Let me check the time. All right. Well, we've done a lot of business today, so I think we will conclude for the afternoon. We'll set up for the workshop. The workshop participants are ready to go, I believe.

So we'll clear the dais and everybody stay in their seats and we'll get the workshop going.

With that, we'll see everybody I'll see you here in this room. We, finally, got a room: Trinidad 5 for the Election Committee. So it will be Trinidad 5 at 4:30.

And with that, I'm going to adjourn us until tomorrow morning at 8:30.

Please stay in the room. We'll start the workshop right away. ... Whereupon, the Convention session adjourned at 2:15 p.m. to reconvene on Tuesday, October 9, 2018 at 8:30 a.m. ...