

Twenty Ninth Convention of the United Union of Roofers,
Waterproofers and Allied Workers
Tropicana Hotel and Convention Center, Las Vegas, Nevada
October 9, 2018
Tuesday Morning Session

The Second Session of the Twenty Ninth Convention of the United Union of Roofers Waterproofers and Allied Workers, held in the Trinidad Pavilion of the Tropicana Resort, Las Vegas, Nevada, on October 9, 2018, at 8:30 a.m., International President Kinsey Robinson, presiding.

GENERAL PRESIDENT ROBINSON: Good morning. Sergeant at Arms, please take charge of the door.

Will everyone please take your seats. I will call Tuesday morning's session to order.

(Banging of gavel.)

We'll start out with the a short video. It's called "Union Benefits."

And Marion, could you run that, please.

(Whereupon, a video was presented.)

(Applause.)

Our first speaker this morning is Colonel David W. Sutherland of the U.S. Army.

Due to the personal nature of Colonel Sutherland's presentation, I'm asking that no one use a videotape or record his speech or his presentation.

Colonel Sutherland is both a leader and an entrepreneur who currently serves as President of Sutherland Partnership, Inc., and Chairman of Dixon Center for Military and Veterans Services. Following his 30 years of service in the U.S. Army, Colonel Sutherland has consulted with many corporations, non profits and government entities on the topics of leadership and organizational culture.

He is also a nationally recognized speaker and vocal advocate, a transformational change that is driven by the visionary, ethical and engaged leaders.

He and his team have developed tools to quantify what is happening inside specific corporations regarding culture, both positive and negative, and helps identify new ways to manage and drive performance.

He believes from his experiences in the battlefield, that building a successful culture by informed leaders has become one

of the most significant sources of competitive advantage and brand differentiation in the business today.

He knows that culture is a fundamental driver of the operational and individual performance, as well as innovation, execution and overall company success.

Colonel Sutherland culminated his military service following combat brigade command during the surge operation in Iraq, as a Special Assistant of the Chairman of the Joint Chiefs of Staff with principal focus on warrior and family support.

He is respected not only by those who he served with, but by those he served for.

He is recognized for his courage on and off the battlefield and is an untiring advocate of our service members, military veterans, their families and the families of our fallen.

Through his tireless efforts, as the chairman of Dixon Center for Military and Veteran Services, a national nonprofit powered by Fedcap within and across communities in the United States, the center has built a vast network of community based programs and leaders supporting veterans and their families.

Dixon Center is working to break down barriers driving new conversations about the potential of veterans and engaging organizations and communities that connect veterans and military families with the resources they need for meaningful employment, education, housing and overall wellness where they live.

Given that he knows the grassroots solutions that are working and those that are not, he is a trusted advisor to many former senior military leaders, including former chairmen of the Joint Chiefs of Staff, combatant commanders, former Department of Defense leadership and corporate leaders of the evolving needs of the corporate culture of veterans and their families.

Colonel Sutherland has been decorated numerous times during his career and proudly wears the Bronze Star with oak leaves cluster, a Purple

Heart, Ranger's Tab, Combat Infantry Badge, Second Award and Senior Parachute Badge.

He's also been recognized by numerous national organizations for his work on behalf of veterans and their families.

He received his undergraduate degree from Bowling Green State University and a master's degree in Military Arts and Sciences from the School of Advanced Military Studies the United States Army Command and General Staff College.

Please give a warm welcome to Colonel Sutherland, a true friend of ours and a war hero.

... Whereupon, Colonel Sutherland addressed the convention ...

GENERAL PRESIDENT ROBINSON: I just wanted to ask the Colonel to come up on the dais for a moment.

I don't even know what I can say about that presentation. It was I think more than any of us expected. And it gives us a lot to work for and to put the Colonel's words into some action that help our brothers and sisters.

But, I'm honored to have the Colonel here. And as an old worn out Marine, I would like to give him my service coin, which I proudly do.

And I also would like to give him the Union Sportsmen's Alliance which by the way, Colonel, this organization is an organization that's part of us as unions, 11,700 of our members of our Roofers belong to this organization. And this is our Veteran's pin.

Thank you very much.

(Standing ovation.)

COLONEL SUTHERLAND: That means a great deal to me, sir, Kinsey. It means a lot to me. It really does. I love working with the trades. I love working with the building trades because you all bring that same passion that I experienced, that I saw on a day to day basis.

Quite honestly, with a mission most people didn't see as possible, yet my troops went out every single day and did the right things and that's same thing I find with you all.

What you all see up on the screen or what you should see is a Dixon Center coin. Dixon Center enables about or have enabled working with groups like Helmets to Hardhats over 2 million veterans in the past six years and it's because of the personal presence.

We aren't the service provider. We work with other organizations to do that. If you all would like a coin and want to make a donation to Dixon Center. I'll give you a coin for a donation of \$20 or more. I will be in the back of the room. I would love to shake your hand and thank you for it.

By the way, 98 percent of every dollar goes to directly to services and what we do. So on behalf of my team and Latrice Dixon, I'd like to give you my coin.

Now, you all know the rules with these coins. If you don't have your coin and I see you and I come up and coin you, you owe me drinks.

(Applause.)

And if you come up and coin me and I don't have mine with me, you still have to buy me drinks.

(Laughter.)

And I drink a lot.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: Now, my understanding is, the Colonel will be in the back of the room and he'll have coins with him and I hope you let some of the moths out of your wallet and make sure you take a coin home.

Tony Kimbrough will you come up here for a minute. Tony's kind of a young Marine, not an old Marine.

COLONEL SUTHERLAND: There is no such thing as a young Marine.

GENERAL PRESIDENT ROBINSON: We're all Marines. If you never were a Marine, you're always a Marine. I want you, if you would, wherever there is the pot for the money, take that and put this in there and we'll get this started.

COLONEL SUTHERLAND: Semper Fi, Marine. Oorah.

(Standing ovation.)

GENERAL SECRETARY TREASURER HADEL: Just a few announcements before we proceed.

Any women who have not received their Cigna vest can check in at the office located in Trinidad 4 to pick up their vest.

Everyone who was on the original sporting clays waitlist are able to participate in the sporting clays activity on Wednesday afternoon.

Anyone participating in sporting clays will need to visit the USA booth at lunch today to set up their teams and sign their waivers.

And, finally, when you return for the afternoon session, there will be marketing folders on the table. These are the updated folders. If you need additional folders for your local union, please contact Jordan Rittenhauer.

Thank you.

GENERAL PRESIDENT ROBINSON: Why don't we take a short break, so those of you who want to get a coin from the Colonel, that you'll have the opportunity to do it.

(Whereupon, a brief recess was taken.)

All right. Let's call things back to order here. If you'll take your seats.

If someone has lost a pair of reading glasses, you'll figure it out when you go to look at something and you can't see it, we have them up here. The secretary will have them.

It is now 10:00 o'clock.

And I'm gonna call on the Chairman of the Election Committee. Dave Critchley of Local 4, to take over the podium with his committee. David, if you could come forward, please.

(Applause.)

It's yours, David. I know we are in capable hands.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Oh, yeah, baby.

GENERAL PRESIDENT ROBINSON: Any of you that have been here before and seen David run an election, he knows how to do it.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Hell, yeah. Jersey style.

(Applause.)

Okay. Good morning, everyone.

(Greetings from the floor.)

Before I get started, I'd just like to make a quick comment and personally thank Kinsey for mentioning my dad. I get a little choked up.

Some of you knew him. Some of you didn't. Some of you heard about him, but I'll say this, and you knew this from my dad, whenever he spoke, he spoke from the heart and he always fought for what he thought was right for the roofer.

I'm third generation. He always said the Roofing Union was everything to our family, which it truly was.

And since they spoke of history, I thought I had to say something about my dad. They did mention him and Kinsey, God bless him, said something about him, but I just thought it would be appropriate.

My dad would always go to the floor and mention his membership number. So at this time, I just want to mention his number to show you how long my dad was around his number at that time well, still is, as far as I'm concerned 48152. So my dad was around for a hell of a long time.

(Applause.)

That means a lot to me, guys. It truly does.

But I'll say this, I literally grew up at these Conventions.

This is my eighth one. So I literally was a kid with a full

head of hair in the back, not caring about anything partying my butt off and now I've come to this.

And all along I've always said, "I'm a Roofer." You're always gonna hear that from me. I'm gonna die a Roofer. Because I buried my father and my brother as a Roofer. There will be a bumper sticker on my coffin and it's gonna be a Local 4 bumper sticker and I will be buried in my colors. I say that all the time because it comes from my heart and I mean that.

But with this, I say, as I go along, more and more members that were around when my dad were around are coming up and telling me stories about my dad like, hey, I remember this or I remember that.

So there's one agent that every year we always meet from Hawaii, Vaughn, the business manager. We always break and he's always talking. He always has stories to tell me about my dad.

But last convention Vaughn came up to me to say hello for the first time and he started talking to me and he mentioned a lot of numbers to me and I'll be honest with you. I said, what is that? Well, your dad would always mention his number and he belted out his number. So I did feel like a real piece of poop. So what I did it took me five years because I'm a slow learner I learned my number.

So with that, I'm gonna open up the elections and when I mention my name, I'm going to mention my membership number because of my dad.

But I just want to say at this time I'm going to officially open up the election, but first, I want to announce my committee.

And then we'll go through the rules and stuff like that.

But I just wanted to mention my dad because, like I say, a lot of guys have taken time to say stuff about my dad, good or bad, you had to know my dad because he was one hell of a guy. But I just wanted to say that before we go to this.

I say this: He was a small, small part. So now that this is my second time chairing this, I'm a small, small part. And everything my family owns is to this International and to the Roofers Union back home in New Jersey.

So believe me with every ounce of my blood, I'm gonna fight like hell to keep us roofing, baby, because that's all we know how to do is roof and waterproof.

(Applause.)

With that, I'd like to open up the election, but I'm gonna announce my committee first:

Naturally, Dave Critchley Parsippany, New Jersey. Ohh, baby, 159676.

My Secretary Treasurer, James Querio, Chicago, Illinois, Local 11.

Paul Colmenero, San Diego, California Local 45.

Nancy Weibel, Youngstown, Ohio, Local 71.

This one hit home with me. This one hit home with me. I didn't realize until after my meeting that's Sal Panzio's daughter. I knew Sal at that time. Sal was one hell of a labor leader.

(Applause.)

I was fortunate enough to walk these halls when Sal was here.

(Applause.)

So God bless Sal.

And, Nancy, I'm glad you're on my committee. I appreciate that.

(Applause.)

It takes ya back when you're sitting here and kids of guys that you knew I couldn't believe it. I was floored.

But first of all, I was amazed that a woman would take on the business manager's spot for of all the crap you got to go through. But God bless her for stepping up and taking her place.

But once I realized she was a Panzio, that explained it all.

(Laughter.)

So I'll get back to it. Dean Wolf Oakland, California, Local 81.

This one check this out. Subiono from Honolulu, Hawaii, Local 221.

Nick Strauss from, Patterson, New Jersey Local 10. Good friend.

Clark Shiley, Philadelphia, PA another good friend Local 30.

William Franklin, Cleveland, Ohio, 44.

Wilfredo Hernandez, Boston, Massachusetts, Local 33.

John Keating, Nassau the best for last John Keating,

Nassau/Suffolk, New York

154.

(Applause.)

At this time, I'm gonna ask the Secretary, James, to come up and read the rules for the voting. Thank you.

COMMITTEE SECRETARY QUERIO: The election voting rules as follows:

Rule No. 1, nomination of each International officer shall be made in open convention in the following order:

International President.

First Vice President.

Each additional Vice President and his or her title and number, which shall be in his or her designation thereafter.

And then, the Union Secretary Treasurer for those making nominations shall state their name, local number, city and state.

Rule No. 2, elections shall be by secret ballot when there is more than one candidate on the on the form prepared and distributed under direction of the Election Committee and will ensure secrecy, efficiency and integrity of the election process.

Rule No. 3, members of the Election Committee may nominate or be nominated if otherwise eligible. If a committee member is nominated for office, he or she shall be excused from further Election Committee duties.

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

Rule No. 5, ballots shall be distributed and initiated by the Election Chairman and any ballot containing such initials shall be declared void and shall be not counted.

Write in votes are not permitted.

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

Rule 8, any ballot containing the name of a voter or other identifying marks shall be declared void.

Rule No. 9, any nominees shall appear on the ballot, but only contested offices shall be counted in the tally.

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

Rule 11, at the conclusion the balloting, Election Chairman shall take possession of the ballot box and the counting, tallying of all ballots shall begin immediately under the direction.

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

Rule No. 13, a majority of all votes cast shall be required to declare a winner; however, balloting shall continue until one candidate has secured a majority after the unsuccessful ballot. The candidate receiving the lowest number of votes shall be dropped.

The conclusion of the counting and tallying, the result of the election shall be announced by the Election Chairman.

Last rule, 14, at the conclusion of the counting and tallying, the results of the election shall be announced by the Election Chairman.

That's your rules.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Secretary. Are there any questions on the rules?

(No response.)

Any questions on the rules?

(No response.)

Okay. With no questions being on, I declare the office for President now open for nominations.

I recognize the delegate at Mic. 1.

DELEGATE GARNETT: Russ Garnett, Roofers and Waterproofers Local 49, Portland, Oregon and President of the Northwest District Council.

I'm here to nominate a man who's spent the most of his life in service to our Union, a man who is tireless in his advocate on behalf of the Roofers, which we all know, Waterproofers and all working people, even his own office.

After graduating from apprenticeship, he worked as a journeyman, and then, became a foreman, Roofers Local 189, Spokane, Washington.

He served as Executive Board member, Recording Secretary, and then later business manager.

In my lifetime, I've seen him elected as Northwest District Council President of the Washington State Building and Construction Trades Council and was appointed International rep in 1982.

He was elected to the International Secretary Treasurer position in 1984 and on four successive occasions.

He was elected our General President in 2006, and then, reelected in 2008 and 2013.

Mr. Chairman, I nominate our current President and my good friend Kinsey Robinson for the office of International President.

(Applause.)

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

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

I declare the nominations closed. And would move for a unanimous ballot for President.

All in favor signal by saying aye.

(Chorus of ayes.)

(Bang of the gavel.)

So be it.

(Applause.)

The next up is First Vice President. Any delegate? I recognize the delegate at Mic. 3.

DELEGATE MARSURA: Leo Marsura, Roofers Local 189, Spokane, Washington.

It is with the great pleasure and honor that I nominate my brother, Douglas Ziegler, for First Vice President to the International Union.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Is there any other nomination?

(No response.)

Is there any other nomination?

(No response.)

Is there any other nomination?

(No response.)

Hearing none no further, I declare the nomination closed and we'll move for a unanimous ballot for the First Vice President.

All in favor, by saying aye?

(Chorus of ayes.)

(Bang of the gavel.)

So be it.

(Applause.)

Thank you. The Second Vice President spot is now open.

DELEGATE McCULLOUGH: Good morning.

My name is Shawn McCullough. I am the business manager of Local 30, Philadelphia, Pennsylvania.

I would like to nominate a man I've known for over 35 years. We attended apprentice school together, and in 1984 he was named outstanding apprentice.

He became a shop steward for one of the largest shops in the area. He's been a dispatcher and an organizer.

A few short years later, the President of Local 30. Soon after, he was elected business manager, a position he held for almost a decade until becoming International Vice President.

He's the hardest working man I've ever met. Tom has not only been an asset and a driving force for Local 30 and the International.

And with that being said, it's an honor and a great privilege to nominate my best friend for Second International Vice President Tom Pedrick.

(Applause.)

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: At this time, guys, I'm gonna excuse myself and let Jimmy take over because I just want to go on the floor and second that motion.

Jimmy, would you take over please.

ELECTION COMMITTEE SECRETARY QUERIO: Mic. 1.

DELEGATE CRITCHLEY: Dave Critchley, Local 4, Parsippany, New Jersey. I don't know where you are, Tom.

But I say this, I've said it every time that I've done it and I was fortunate enough to be a second. You've always been there for me. You've always helped me. You've always given me guidance. You were there when my father needed you and I'll always be there when you need me.

I second that nomination for Tommy Pedrick as the Second Vice President.

(Applause.)

ELECTION COMMITTEE SECRETARY QUERIO: Are there any other nominations for Second Vice President?

(Applause.)

Are there any other nominations for Second Vice President?

(No response.)

Are there any other nominations for Second Vice President.

(No response.)

Seeing none. That closed. Turn it back over to the Chairman.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Okay. Now, on to Third Vice President. I recognize the delegate at Mic 3.

DELEGATE NONNENMACHER: Hi. My name's Andy Nonnenmacher. I'm a Vice President and business agent for Roofers Local 33 in Boston.

I'd like to say good morning to everybody

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Good morning.

DELEGATE NONNENMACHER: and all of my brothers and sisters of this fine organization.

This morning I'd like to take honor and a great pleasure into nominating a guy who's been servicing Local 33 since 1973. He's spent three decades as an International Vice President under three administrations.

This morning I'd like to nominate my boss, my brother, Paul F. Bickford for Third International Vice President.

(Applause.)

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing none, I declare the nominations closed and I move for a unanimous ballot for Third Vice President.

The Fourth Vice President is now open. Fifth fourth. I'm sorry.

I recognize the delegate at Mic 2.

DELEGATE MENZEL: Gary Menzel, Local 11, Chicago.

I rise to nominate a man who I have known for 28 years. He's helped pave the way for our local to grow, our membership to grow, our signatory contractors to get stronger.

And it's my privilege and my honor Rich has been a mentor to me and more than that he's been a friend I nominate Rich Mathis, Fourth International Vice President.

(Applause.)

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Are there any other nominations?

(No response.)

Are there any other nominations?

I recognize the delegate at Mic 2.

DELEGATE GNAT: Larry Gnat, Illinois District Council, Roofers and Waterproofers Local 11 in Chicago.

It's my pleasure to second that nomination on Richie "the rat" Mathis.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Richie.

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing none, I further nominate I declare the nominations closed and we'll move for a unanimous ballot for the Fourth Vice President.

Now, we have the Fifth Vice President.

I recognize delegate at Mic No. 1.

DELEGATE MARSHALL: Thank you,

Mr. Chairman.

Denny Marshall, Local 2, St. Louis, Missouri.

It's an honor to nominate the leader that learned early in life how important labor unions are to working class families.

In 1969, he was initiated into Local 2. From there, he was elected Executive Board in 1985. He also served as apprentice coordinator. Then, elected financial treasurer/business rep in 1992.

He has been the President and business manager for the past 18 years. He serves as trustee on National Pension Plans, Research Education Fund and several more.

He also chairs our local supplemental pension and chairs a big multistate multi trade health and welfare fund.

He has served as International Vice President since 2004, and today, still carries that same passion and beliefs in labor unions and what they stand for that he was taught as a young man growing up.

So without further adieu, I would like to nominate Daniel P. O'Donnell for the Fifth International Vice President of the United Union of Roofers and Waterproofers and Allied Workers.

(Applause.)

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Brother.

I recognize the delegate at Mic. 1.

DELEGATE KNIGHT: Thank you.

Hi. Dan Knight, Roofers Local 2 of Saint Louis, Missouri. I've been a proud 40 year member.

I've witnessed Dan's rise from roofer to business manager. I've watched it closely.

And like the gentleman that spoke before we started this, he's not just a business manager, he's a business leader. And I'm proud to nominate him also as the Fifth Vice President.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Brother.

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare the nominations closed and will move for a unanimous ballot placed for the Fifth Vice President.

(Banging of gavel.)

Sorry.

All in favor?

(Chorus of ayes.)

Now, we're now open for the Sixth.

I recognize the delegate at Mic 2.

DELEGATE PETERSON: Mark Peterson, Roofers Local 149, Detroit.

I've known this man for 54 years. He's led our Local since 2003.

In 2008, in the Great Recession, he formed labor management to work with our contractors as partners in organizing.

In 2011, he led our Local through pension reform.

In 2012, he led our Local when Michigan became a right to work state without losing a single member or contractor.

That being said, I'd like to nominate Robert L. Peterson, my brother, for Sixth International Vice President.

(Applause.)

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

After hearing I recognize delegate at Mic 2.

DELEGATE TACKETT: My name's John Tackett. I'm the business manager for Roofers Union Local 70 out of Ann Arbor, Michigan. I've known Bob Peterson for many years. He's a man that I know very well and my members know very well. Bob was a trustee over Local 70. He helped me and my members get our Local back and turn that local around. And Bob's always been there for me and I want to second the nomination for Bob Peterson.
(Applause.)

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

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare the nominations closed and will move for an unanimous ballot placed for the Sixth Vice President.

All in favor, signify by saying aye.

(Chorus of ayes.)

So be it.

We are now open for the Seventh Vice President.

I recognize the delegate at Mic 4.

DELEGATE MILLIRON: Good morning,
Mr. Chairman. How are you doing today, sir?

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Good morning, Chris.

DELEGATE MILLIRON: Chris Milliron, Local 44, proud member since 1975.

Good morning, Brothers and Sisters. First, I'd like to thank the International Convention Committee. Nice job, fellas and ladies.

This is my third convention that I'm going to nominate Mike for International vice President. I'm starting to run out of good things to say about him.

I look forward to the Sunday before the start of the Convention, Mike and I attend mass, and then, go for breakfast. It's nice. Just a couple of old Catholic school boys talking.

When I met Mike, I was a teenager, so I'm talking about a friendship that's lasted over 40 years. Mike's a good man. He's a good family man. He's helped out our Local and other locals as well.

It's my privilege and honor to nominate my brother and my friend, Mike Vasey for the Seventh International Vice President. Thank you.

(Applause.)

GENERAL SECRETARY TREASURER HADEL: Thank you, Brother.

(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nomination, I declare the nomination closed and I would move for unanimous ballot placed for the Vice President.

All in favor, signify by saying aye.

(Chorus of ayes.)

So be it.

(Banging of gavel.)

We are now open for Eighth Vice President.

I recognize the delegate at Mic 4.

DELEGATE TOOLE: I'm Rodney Toole, business manager of Local 42. It's my honor and my privilege to nominate a man that I have known since I was a child. He worked with my father. He's been a long time member of Local 42.

I was honored enough this year to give him his 45 year pin. He's well known in Ohio. He's always been there for us. Never hesitated to call him at any time. He's always had an answer for me, always got back. He's been a great mentor and friend. A great friend to my family and to the men of Local 42. So I proudly nominate Michael Stiens for the Eighth Vice President.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?
I recognize the delegate at Mic 2.

DELEGATE PONZIO: Good morning. Carlo Ponzio, Roofers Local 71, Youngstown, Ohio.

Even though it's not a necessity to have a second on this, I could talk for those who know me for the rest of the day about Mike Stiens. I won't. I'll tell you that.

But I've never seen a man work harder for us than Mike Stiens. For all the years just like Rodney said, my brother, you call him, he might not answer you, but he'll get back to you that day. And if he needs to be there, he'll frick'n be there for ya.

It's my privilege and honor to second that motion that Rodney made for Michael Stiens for Eighth Vice President of this union. Thank you.

(Applause.)

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Brother.

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nomination, I declare the nomination closed and will move for a unanimous ballot for that Vice President spot.

All those in favor, signify by saying aye.

(Chorus of ayes.)

(Banging of gavel.)

We are now up for the Ninth Vice President.

I recognize the delegate at Mic. 1.

DELEGATE CHONG: Good morning, Mr. Chairman.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Good morning, Vaughn.

DELEGATE CHONG: President Robinson, Secretary Treasurer Hadel, International Executive Board members and support staff and all delegates to the 29th International Convention.

My name is Vaughn Chong, Member No. 237701.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: God bless you.

DELEGATE CHONG: Business manager of
Local 221, Honolulu, Hawaii.

I've had the privilege of attending each convention since 1993
and I've seen many great individuals serve on the International
Executive Board.

I've also had the privilege of making life long friends, many of
which are still serving, attending and representing this awesome
organization.

It is my honor and privilege to nominate for Ninth Vice
President a man that has dedicated his life's work to the
greatest skilled craftsmen in the construction industry for over
40 years.

He is the current president of the [Western|western] Regional
District Council, a member of the Santa Anna Work Investment
Board and a Vice President of the Orange County Labor Federation
Board. He has served in many other capacities as well.

I am extremely grateful for his assistance for the assistance
I've received from him over the years and count him and his
family amongst my dearest friends.

Delegates, I nominate a man of honor and integrity, my brother
and friend, Local 220 business manager, Brent R. Beasley as
Ninth International Vice President.

Mahalo.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare the nominations closed
and will move for a unanimous ballot for that Vice President's
spot.

All in favor, signify by saying aye.

(Chorus of ayes.)

(Banging of gavel.)

It's closed.

Tenth Vice President.

I recognize the delegate at Mic 2.

DELEGATE BASS: Marcus Bass from Roofers Local 26, Hammond, Indiana.

I nominate my mentor on the roof, as well as in the office, Joseph Pozzi for Tenth Vice President.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: Thank you, Brother.

(Applause.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare the nomination closed and will move for a unanimous ballot for that Vice President's spot.

All in favor, signify by saying aye.

(Chorus of ayes.)

(Banging of gavel.)

So be it.

(Applause.)

Now, the Secretary Treasurer is now open.

I recognize the delegate at Mic. 1.

DELEGATE KING: Kevin King, business manager, Roofers Local 20, Kansas City, Kansas.

Mr. Chairman, it is my privilege to nominate a man who had been a member of Local 20 since 1977.

He has served as the local's business manager for over 14 years and as a trustee on the local benefit plan.

In addition, he served as President of Tri County Labor Council, Secretary Treasurer of the Missouri State Building and Trades Council and Secretary Treasurer of the Greater Kansas City Building Trades Council for numerous years.

In 1998, he was elected at the position of International Vice President.

In 2004, he began working for the International, when he was appointed to the position of director of Marketing and Organizing. And thereafter, director of jurisdiction, special assignments and assistant to the General President.

Mr. Chairman, it is my honor to nominate James Hadel as International Secretary Treasurer.

(Applause.)

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

(No response.)

Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

Hearing no further nominations, I declare them closed and will
move for a unanimous ballot placed for the Secretary Treasurer.
All those in favor, signify by saying aye.

(Chorus of ayes.)

(Banging of gavel.)

(Applause.)

Told you we'd get through I'm sorry go ahead, Doug.
I'm sorry?

INTERNATIONAL VICE PRESIDENT ZIEGLER: (Inaudible).

ELECTION COMMITTEE CHAIRMAN CRITCHLEY:
For who?

INTERNATIONAL VICE PRESIDENT ZIEGLER: Tom.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: We voted for Tom but
I'll do it again. I'll definitely do it again. My pleasure.
Okay.

Just to speed it up, just to cover ourselves instead of going
just to Tom, I'm going to ask for whatever we just did
unanimously for all the position that's were open and that we
just voted on, one unanimous vote for them or all.

Everybody signify by saying aye.

(Chorus of ayes.)

I would have loved to do it again, Tom, but...

(Laughter.)

But anyway, let me make the final speech here:

I want to thank all the ones that worked on my committee. I'd
like to thank all the delegates. I would like to ask all the
newly elected officers to come forward.

We have a statement to give. And then we'll give I don't
know if you want to swear them in today or you want to swear
them in tomorrow, but I'd ask the officers to come on up and
take their positions, please.

(Applause.)

I just want to mention we're gonna do the oath right now. Last time we did it tomorrow, but we are going to do it now to make it official, official.

Are we ready? Okay. I'm just going to read a quick little statement, then we'll do the oath.

Everyone's ready?

Gentlemen, this organization, having confidence, in your ability, integrity and moral character has by their individual actions intelligently and legally exercised and declared you worthy to honor and fit subjects to encumber the office to which you have been elected.

You will now elevate your right hand and repeat after me the following I'm gonna turn my back on you:

I hereby solemnly swear...

(Oath repeated.)

...on an honor that I...

(Oath repeated.)

...faithfully discharge...

(Oath repeated.)

...the duties of my office...

(Oath repeated.)

...of this Union...

(Oath repeated.)

...that I will support the Constitution...

(Oath repeated.)

...of the United Union of Roofers Waterproofers & Allied Workers...

(Oath repeated.)

...and that I will force...

(Oath repeated.)

...the same, to the best...

(Oath repeated.)

... of my ability...

(Oath repeated.)

...without prejudice or partiality...

(Oath repeated.)

...I further declare...

(Oath repeated.)

...that I am not a member of...

(Oath repeated.)

...or in any manner...

(Oath repeated.)

... affiliated with any...

(Oath repeated.)

... subversive organization...

(Oath repeated.)

... I promise that while a member of...

(Oath repeated.)

...this Union...

(Oath repeated.)

... you will not become a member of or...

(Oath repeated.)

... in a manner affiliated with...

(Oath repeated.)

...at any such subversive organizations.

(Oath repeated.)

Brothers and Sisters, ladies and gentlemen, you have witnessed this obligation as administered and assured.

It becomes your duty to zealously guard and protect these officers in their duties and also immediately bring to their sense of responsibility any violations of this oath.

By the authority invested in me by our International Union of United Roofers, Waterproofers and Allied Workers, I now pronounce you legal officers of this Union.

You will immediately take possession and occupancy of the office to which have you have been elected.

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

That's official. That's a wrap.

(Banging of gavel.)

Amen, as my father would say.

GENERAL PRESIDENT ROBINSON: I want to thank David and Jim and their Committee for all their hard work.

And, you know, David does a great job. And I hope he's our Election Chairman for many, many conventions to come.

ELECTION COMMITTEE CHAIRMAN CRITCHLEY: From your lips to God's ears.

GENERAL PRESIDENT ROBINSON: On behalf of Secretary Treasurer and your officers, I want to thank you for your trust in us to do the right thing by you and your local unions and your members.

And I assure you that we will work together, all 12 of us, to improve this organization and keep it healthy and keep it independent for many years to come.

Thank you very much.

(Applause.)

Marlen, could we queue the video *Pride in Your Work*, please.

(Whereupon, a video was presented.)

(Applause.)

I'm going to call on the Finance Chairman, Douglas Ziegler, and he's going to review with you and place in nominations four resolutions, Resolution 3, 19 and 32 and 34.

And, again, those are in your iPad, if you want to review them while they're being read by the Secretary.

Please come up, Chairman Ziegler, and I turn the microphone over to you.

And before I do, Marlen, would you run the video.

It's entitled Apprenticeship, and it goes to this Resolution No. 3.

(Whereupon, a video was presented.)

(Applause.)

COMMITTEE CHAIRMAN ZIEGLER: Okay.

The Finance Committee has a partial report. The Finance Committee has met and heard testimony on Resolution 3.

The Secretary will now read Resolution 3.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 3.

Therefore, be it resolved that Article II, Section 5 of the International Bylaws be amended to read as follows:

Section 5, effective January 1st, 2019 Local Unions shall bargain for a contribution of no less than six cents per hour in all collective bargaining agreements with signatory employers to the Roofers and Waterproofers Research and Education Joint Trust Fund for each hour worked by all bargaining unit employees.

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

FINANCE COMMITTEE CHAIRMAN ZEIGLER: I second the motion.

GENERAL PRESIDENT ROBINSON: We have a motion and second.

On the question?

(No response.)

I'm calling for the vote.

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

FINANCE COMMITTEE CHAIRMAN ZEIGLER: The Finance Committee has met and heard testimony on Resolution 19.

The Secretary will now read Resolution 19.

FINANCE COMMITTEE SECRETARY BICKFORD: Therefore, be it resolved that Article VI, Section 2 of the International Bylaws be amended to read as follows:

Section 2. Each local union must institute and maintain quarterly and annual audit books and records. Quarterly audits should be made by an Auditing Committee, sometimes known as Trustees, appointed or elected by the local union, and such Committee must report its findings and audits within 30 days following the end of each quarter to the International Secretary Treasurer, provided, however, that the local union may use the report of an independent accountant in lieu of the Auditing Committee's report.

Annual audits shall be performed by an independent accountant, which findings must be reported to the International Secretary Treasurer within 60 days following the end of the Local Union's fiscal year.

Such reports must be made on a format acceptable by the International Secretary Treasurer, and all such reports must be certified by the Audit Committee on a form provided by the International Secretary Treasurer.

It shall be the duty of the Local Union President to ascertain that such reports are made to the International Secretary Treasurer.

Each Local Union must submit to the International Secretary Treasurer copies of its monthly Disbursement and Distribution Journal or other disbursement records determined to be appropriate by the International Secretary Treasurer within 30 days following the end of the quarter.

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

I move for adoption of Resolution No. 19 as read.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion, but we've got a little controversy as to how many days. Kinsey's checking it out right now. It'll be just a second. Okay. There's a controversy on the days and it's gonna go back to Committee.

I'm sorry you had to read that, Paul.

Okay. The Finance Committee also met and heard testimony on Resolution 32. The Secretary will now read Resolution 32.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution give me a drink of water.

How about those Red Sox?

(Laughter.)

Resolution No. 32.

Therefore, it be resolved that Article V, Section 3 of the International Bylaws be amended to include the following:

d. Effective July 1, 2019 and thereafter, each month each member of the International in the bargaining units who are employed under the agreement to which the International is signatory or body to shall pay monthly to the International, in addition to the per capita tax set out in Section 3(a) above, an amount equal to 3 cents per hour for each hour worked during the preceding month. That the additional 3 cents per hour assessment is to be used for the funding of strategic priority on developing and executing aggressive organizing campaigning. This funding would assist in providing training and instruction to Local Union organizers to help develop organizing skills, both bottom up and top down, as well as to provide direct assistance to Local Unions in developing and executing specific organizing campaigns.

Mr. Chairman, the Committee heard the testimony and voted nonconclusive.

Is that right?

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion.

GENERAL PRESIDENT ROBINSON: We have a motion and a second for nonconcurrency on Resolution 32.

On the question? Mic No. 3.

DELEGATE SMITH: Good morning,

Mr. President, Chair, Brothers.

Cliff Smith, business manager, Local 36, Los Angeles.

Upon feedback in our committee and from around the International Locals, I'd like to submit an amended version.
And may I read it?

GENERAL PRESIDENT ROBINSON: You may.

DELEGATE SMITH: Thank you, sir.

Now, therefore, be it resolved that Article V, Section 3 be amended to include the following:

d. Effective upon collective bargaining agreements negotiated after January 1, 2019 and thereafter.

Each member of the International Union and/or a bargaining unit who is employed under an agreement to which the International Union is signatory or party to shall monthly to the International in addition to the per capita tax set out in Section 3(a) above.

For Local Unions with negotiated packages totaling \$50 and greater, an amount equal to 3 cents per hour, for each hour worked during the preceding month.

For Local Unions with negotiated packages totaling \$40 to \$49.99, an amount equal to 2 cents per hour, for each hour worked during the preceding month.

For Local Unions with negotiated packages totaling \$30 to \$39.99, an amount equal to 1 cent per hour for each hour worked during the preceding month.

That the additional per hour assessment is to be used for funding of a strategic priority on developing and executing aggressive organizing campaigns.

This funding would assist in providing training and instruction to Local Union organizers to help develop organizing skills, both bottom up and top down, as well as to provide direct assistance to Local Unions in developing and executing specific organizing campaigns.

The project will be administered by an Organizing Committee comprised of one representative designated from each District Council to be overseen by an International officer.

That's a motion to amend the resolution

(Second from the floor.)

GENERAL PRESIDENT ROBINSON: Did I hear there's a second?
If so, please step to the microphone, state your name and your local union number.

DELEGATE GARCIA: Felipe Garcia, Local 36, Sergeant at Arms.

And I second that.

GENERAL PRESIDENT ROBINSON: Thank you, Brother.
Let me ask one question, Cliff. Was this submitted to the
Committee yesterday or is this a new amendment?

DELEGATE SMITH: This is a new amendment.

GENERAL PRESIDENT ROBINSON: All right. Thank you. You've
heard the amendment, Gentlemen.
Now, we're going to vote on the amendment first, and then we'll
go back and vote on the resolution.
The amendment, keep in mind, is to amend the current resolution
that you see written before you.
If it is approved, then that becomes the language in the
resolution, and then, we'll vote on the resolution.
If it's not approved, then the resolution remains as it is, and
we are going to vote on the resolution.
The question on Mic. 3.

DELEGATE SMITH: If I may speak to the amendment.

GENERAL PRESIDENT ROBINSON: Yes.

DELEGATE SMITH: Based on the feedback I've received from many
Locals around the country, the initial concern was if we
allocate these resources to the International, how effective and
efficient would our International body be to understand our
conditions on the ground in our various locations, and so a
proposal was brought to me by a Midwestern Local, and I very
much appreciate it, and I think it resolves this issue, that the
project would be administered by an Organizing Committee
comprised of one representative designated from each District
Council, and then, that to be overseen by an International
officer.

So I believe that this will serve as a transmission belt from
our International to be able to collect and accumulate and
authorize this funding, as well as the actual practical
application of it where the rubber hits the road by a working
committee in direct connection with the Local District Councils
through one representative designated from each council and to
be overseen by an International officer. So I think that that
conflict can be resolved.

And then, the second amendment was based on concerns that were brought by our International Marketing Director that some of the smaller Locals, particularly in the South, have total packages that are significantly lower than, for instance, my local in Los Angeles.

And some of these locals have a package of maybe \$35 an hour total and every penny matters to them.

And so we are offering an amendment where there would be a graduated scale. So if you had 30 to \$40, you would be putting in one penny. If you have 40 to \$50, you'd be putting in 2 pennies. And if you had \$50 or greater, you'd be putting in three pennies, so that the larger and perhaps more stable Local Unions could carry some of the greater weight.

We do not intend to create any burden for any of our smaller Locals that are struggling. We intend to create assistance and just try to help from the larger Locals to be able to lift up the smaller Locals.

GENERAL PRESIDENT ROBINSON: Thank you, Brother.
Brother on Mic 2, please.

DELEGATE CONROY: My name is Mark Conroy. I'm the business manager for Roofers Local 96 out of Minneapolis.

I completely agree with Brother Cliff from Local 36 is talking about.

This is the time we need to organize. This is the time we need to get out there. But I also feel that that money, that 3 cents per hour or 2 cents or 1 cent that goes to the International can be used by that Local Union.

Even though your Local may not be large, even if you're smaller, you take 3 cents per hour that can pay a lot of per diem and mileage and gas and things like that.

What we've found in our area and Local 96's area covers North and South Dakota, Wisconsin excuse me northern two thirds of Wisconsin and all of Minnesota. Every area is different.

Okay?

So to bring in any International help or outside help, it doesn't work. Even within our area, I can take somebody from the Twin City Metro and put them in the middle of Wisconsin, they're not going to be as effective as my agent who is from the middle of Wisconsin. Same thing saying with that middle of Wisconsin agent, I can't put him in Northern Minnesota.

So you need to have the Local organizing, and I think that money has to stay with the Locals and it should be used wisely. Okay.

I'm not saying that the International's organizing task forces aren't great. They have great organizers at the International level, but I also feel that it has to be done locally. Okay. With that being said, as for giving classes, the only thing that's gonna make that organizer better is to get out there and do it. And then do it again and do it again and do it again and eventually that will pay off. But I believe the Locals should hang onto that money, use it in their own efforts, and put it to good use that way. Thank you.

GENERAL PRESIDENT ROBINSON: Thank you, Brother Conroy. Anything further on the question? This will be your last and final time, Cliff, to speak on this issue.

DELEGATE SMITH: Just as a point of order, right now we are voting on the amendment, yes?

GENERAL PRESIDENT ROBINSON: The amendment correct. We are going to vote the amendment up or down. A no vote means it goes down. A yes vote means it becomes the resolution. All those in favor of the amendment, signify by saying aye. (Chorus of ayes.) All those no, signify by saying no. (Chorus of noes.) Noes have it. Now, we will vote on the amendment itself. The amendment, the motion is to nonconcurrency. All those in favor, signify by saying aye. (Chorus of ayes.) Opposed? (Chorus of noes.) You realize you just voted to put that resolution in place? I think there is a confusion. Yeah, I think you didn't realize what you were voting on. Let's go back and cover this again. It's a resolution of nonconcurrency, nonconcurrency. That means that the committee is recommending you turn that down. So a "yes" vote means you're turning it down. A "no" vote means it goes into place. Is everybody following me? All those in favor of the motion, signify by saying aye. (Chorus of ayes.) Those against, signify by saying no.

(Chorus of noes.)

Ayes have it. So ordered.

(Banging of gavel.)

FINANCE COMMITTEE CHAIRMAN ZEIGLER: The Finance Committee has met and heard testimony on Resolution 34. The Secretary will now read Resolution 34.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 34.

Therefore, be it resolved that the provisions set forth in Article III, Section 2(a) of the International Bylaws should be modified to change \$2 to read \$8 and to modify the provision should hereafter read:

The service dues be in lieu of any and all regular dues and assessment and shall amount to \$8 per day during the period of time such as the member is working in the territory jurisdiction of a sister local.

Mr. Chairman, the Committee heard the testimony and voted nonconcurrency.

FINANCE COMMITTEE CHAIRMAN ZEIGLER: I second the motion.

GENERAL PRESIDENT ROBINSON: We have a motion and a second on Resolution 34.

On the question?

(No response.)

Now, again, this is a motion of nonconcurrency. A vote means the resolution "yes" vote means the resolution goes down, a "no" vote means it passes.

So, again, the Committee is recommending nonconcurrency, what they're doing is recommending a "yes" vote.

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

Thank you, Mr. Secretary,

Mr. Chairman.

At this time, I'd like to call on Vice President Mike Vasey, Chairman of Trials Committee. And if you could give your report, I would appreciate it.

TRIALS & GRIEVANCE COMMITTEE CHAIRMAN VASEY: Good morning, Brothers and Sisters. The Trials and Grievance Committee met this morning at 7:30. We had one case before us. And I'd like to announce that I was the Chairman of that Committee from Cleveland, Ohio, Local Union 44. Secretary is Brent Beasley, Orange County, Local 220. Philip Lester, was on there, Binghamton, New York, Local Union 203. Isaac Hernandez, Colorado Springs, Colorado, Local Union 58. Mark Azzarello, Pittsburgh, Pennsylvania, Local Union 37. Jeffrey Mullins, Charleston, West Virginia, Local 185. Mike Rossi, Albany, New York, Local Union 241. Gary Swan, Syracuse, New York, Local Union 195. Travis Hopkins, Portland, Oregon, Local Union 49. Scott Johnson, Erie, PA, Local Union 210. Mike Hassett, Hartford, Connecticut, Local Union 9. Andrew Nonnenmacher, Boston, Massachusetts, Local Union 33. I want to thank all of the members that participated in the Trials and the Grievance and I appreciate your help. Now, I'd like to bring up the Secretary Brent Beasley for the report.

TRIALS GRIEVANCE COMMITTEE SECRETARY BEASLEY: Good afternoon. The Trials and Grievance Committee met at 7:30 in Trinidad 6. An appeal was presented by Keola Bradley. After testimony and deliberation, there was a motion made, second and carried to grant the appeal to Keola Bradley regarding Case 1723. And a refund of \$250 held in escrow by the International Union and I so move.

TRIALS & GRIEVANCE COMMITTEE CHAIRMAN VASEY: I second the motion, Mr. Chairman.

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

On the question first?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it. So be it ordered.

(Banging of gavel.)

I have a couple announcements, the Resolutions Committee will meet at 12:00 o'clock today, 12:00 o'clock noon in Trinidad 9 to hear the rest of the resolutions. I believe there is just one left, right, Tom? Just one.

The Revisions Committee will meet at 12:00 noon in Trinidad 11. And this afternoon at 4:30, the Finance Committee will meet in Partagas 2 to conclude their business.

Another notice to going out at the end of the week, just so you have it on the agenda, the Entertainment Committee, those who are on that committee will meet at 8:15 on Friday a.m. in the Trinidad 11.

Being that we have the two committee meetings coming up at 12:00 o'clock noon and those that wish to be there, we want you to make sure to have an opportunity, I'm going to adjourn for this morning early, so that you have a chance to eat and get to the Committee, and we will see you back here at 1:30.

Don't leave the hall. Let's take the picture first. All right. Just hang tight a minute.

You're gonna get me in trouble with Steve, if you leave.

We have a brother at Mic. 3.

DELEGATE DAVIDSON: All right. Butch Davidson, Roofer Local 12 out of North Haven, Connecticut.

With Resolution 19, it's regarding the audit reports.

Seeing as how you're going to be talking about it again, you have to bring it back to the body, I need to ask about those handwritten reports, those audit reports that my accountant literally laughs at every time she has to do them on a quarterly basis and an annual basis.

Are we still going to require those handwritten audit reports?

GENERAL PRESIDENT ROBINSON: Well, you'll take that up at the Committee.

Am I correct, the Committee is going back into session on 19? Is that right? Is that right?

Butch, that resolution is going back to Committee. You'll be able to go back to the Committee.

The Committee meets at 4:30, correct? At the Partagas Room 2. So any of your questions pose them to the Committee, if you would.

DELEGATE DAVIDSON: Okay. Thank you.

GENERAL PRESIDENT ROBINSON: All right. Steve, you want to get ready.

... Whereupon, the Convention photograph was taken ...

... Whereupon, the Convention recessed at 11:00 a.m. to reconvene at 1:30 p.m. that same day ...

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

GENERAL PRESIDENT ROBINSON: Sergeant at Arms take charge of the door.

(Banging of gavel.)

Welcome back to the afternoon session.

Our next speaker is Ed Smith, President and CEO of Ullico.

On January 3rd, 2011, Ed was elevated to Chief Executive Officer of Ullico, Inc., and has been serving as its president since May 2008.

Ullico, Inc., was founded in 1927 to provide insurance and financial solutions for labor unions, union employers, union benefit funds and union members.

Prior to becoming President, Ed served as Ullico Inc.'s, Executive Vice President, and from January 2007 until May of 2008.

Before joining Ullico, Ed had a long and a distinguished career at the Laborers' International Union of North America.

After joining LiUNA at age 13, he was elected business manager of Laborers' Local 773 at age 21.

Ed later became International Vice President and Midwest Regional Manager serving 58,000 members. He also served as Assistant to the General President.

Ed formerly served as Chairman of the Illinois State Board of Investment, Chairman of the National Alliance For Fair Contracting and a member of the Illinois Department of Labor Advisory Board.

He has also been a key benefactor to the Therapy Center in Carterville, Illinois, which provides free services for children with disabilities.

Ed attended Shawnee Community College and graduated with an associate's degree in 1974.

He was the first member of the Laborers' International to graduate from the National Labor College with a bachelor's degree. Ed went on to graduate from the Harvard University Trade Union Program.

He is now an active board member for the National Coordinating Committee for Multi Employer Plans, the Laborers' Charitable

Foundation, Laborers' Care, Jobs with Justice, American's Agenda, Healthcare for All, and serves as a Trustee of the AFL CIO Staff Retirement Plan.

Ed is an honorary member of the Roofers Union and he is a member of The Union Sportsmen's Alliance and he carries a Roofers USA card.

Most importantly, he's my friend and your friend.

Now, Ullico is labor's own company. Unions like ours, we own Ullico. Our Union has been a stockholder for over 50 years and just three years ago, your Executive Board significantly increased the shares of stock that you now own.

We have hundreds of millions of dollars invested in Ullico's financial products.

Ullico backs our Stop Loss Program, our Union liability in Labor Leaders' Insurance Coverage Program. Ullico's only purpose is to serve our needs by our friends specialized products and services to our members and local unions.

Here's the deal, guys, and ladies, next time your Local or trust fund considers investment products or needs insurance, I urge you to consider Ullico. Ullico is our company.

So let's do business with ourselves instead of some company that turns around and uses the money against us.

With that, I ask you to give a warm welcome to one of us, Ed Smith.

(Standing ovation.)

ULLICO PRESIDENT SMITH: Good afternoon, Brothers and Sisters.

(Greetings from delegation.)

Thanks for that kind introduction, Kinsey. I know when you speak right after lunch everybody is trying to doze off. They had a big lunch, Kinsey, but I'm not going to let them doze off. Okay? I'm going to have to get you guys going here today.

First of all, what a great honor it is for me to speak at your Convention. I got to speak here five years ago. And, Kinsey, it was a different world back then. We had a lot of unemployment. We were in trouble as a country and right now things are good around the country. I know they're good with your Union.

And congratulations on your re election, Kinsey, and all the General Executives, Jim, congratulations. You guys have a great slate of officers.

(Applause.)

Kinsey gave you my bio. I got my 50 year card this year, Kinsey, because I've been a member of my Union for 50 years.

Now, my dad and four uncles were all in the Laborers in Southern Illinois, where I'm from, and my dad put me out to work. He had me taking the minutes. Kinsey said I joined when I was 13. I did because my dad got a call their recording secretary was sick and he told me, "You're taking the minutes at the meeting." I said, "yes, sir." That's what you told your dad, right?

Now the property of the union is the property of the union, but I want you to know that minute book is at my house because back in those days, we took the minutes in longhand in a bound book. And I kept that book because it's in my writing back when he had me take the minutes way back then.

He sent me out to work when I was 14. I'm a big guy. I was always a big kid. And he told my mother, "Listen, he's got too much energy. He's running the streets. He's gonna get in trouble." He didn't want me to get arrested, get in trouble, so he put me out working ten hours a day on a bridge job and, now, I was 14.

So he told me when I went out to fill out my paperwork to put down that I was born four years younger than when my date was, so I could be 18 because it was a State of Illinois project, so I put down that I was 18.

And when I was 16, we had a project going with three contractors and only one of them was union; the other two weren't. And he sent me to put pickets on that job. And it was a big we were rebuilding the levy, so there were a lot of Operating Engineers and Teamsters on it.

And he called the Operators and he called the Teamsters and said, "We are gonna picket that job tomorrow until we get our contract signed and the Laborers on and I'd appreciate you on our picket," which they did.

I was 16 years old and he sent me down to shut down all three projects, which I did. And I was excited. I thought I was Rocky Balboa or Jimmy Hoffa or somebody. You know, I was down there with pickets at 16 years of age.

So I did that. We got all the contractors signed up. They all hired the Laborers out of the hall. So then my dad had a lot of health problems. He had a heart attack, a pretty severe heart attack when I was later as a teenager, and I ended up running for business manager when I was 21 years old. And I got elected. I didn't even have any opposition. Not because of me, but because of him, because the membership had such great faith in him that if he was recommending me, then they were taking a chance on me.

So I had a great career, as Kinsey read at the Laborers. And then, after 34 years there, I came to Ullico labor's company. And I would like to tell you just a little bit about it today. And I know what it's like to be at a convention. I went to my first Laborers' convention in 1971. I was a guest. And then, I got elected in '76. My dad was a delegate in '71. And I was a delegate then from '76 all the way up to 2006. And 2008 is when I retired from the Laborers' and came to Ullico.

In 2011, my son, Matt, who Kinsey's actually hunted with, was elected. And he was a delegate in the 2011 and the 2016 convention of my Union, so my father was first elected in 1945 up until I got elected in '76, and then my son, Matt, in 2011 and 2016. So our family has been delegates to my Union, you know, all the way back since the 40's.

And I know in the labor movement, there is no higher body than the delegates to the Convention. Every one of you in your seats, every one of you are leaders because you've been elected by the members of your local to represent them here at this important convention.

And the Convention is the higher body even in than your General Officers and your General Executive Board because you're setting the stage for the next five years and the future of your Union. And so, look, you take care of a lot of business by day, but you're in a great place to have fun at night. And I know you're doing that. You get to have camaraderie with each other and you get to see each other.

And I compliment you for always having it at a union hotel, which this is a great union hotel in a great union city. So it's an honor and privilege for me to be here with you today. And if you would, I just want to tell you a little bit about what we are doing at Ullico. And I want to thank you for all of your support.

Your Union, with your General President, is involved in every aspect of our company. He's on our Board of Directors. He serves on our committees. He serves on our Infrastructure Advisory Board and he's the EF Hutton, if you guys are old enough to remember that commercial, when Kinsey talks, the whole Board listens and he's well respected.

One of his best friends, I know, is Rich Trumka who is the President of the AFL CIO and, Kinsey, I think you had Sean McGarvey yesterday and Sean, who's President of the National Building Trades is Secretary Treasurer of our company. And I know that he's Kinsey's got a well respected voice at the Building Trades.

And he's right, I heard him Kinsey, I looked up while I was sitting back in the green room. You gave me my Union Sportsmen's

Alliance and I wrote it down you gave me my Union Sportsmen's Alliance card is through your Union, not my Union. And you gave it to me it's dated September 23, 2009; nine years ago, Kinsey, so I will be a Union Sportsmen's Alliance member 10 years next year. And I want to say this about the Union Sportsmen's Alliance:

Look, there is no secret that our members in the Building Trades, your members, members of my Union, members throughout the Building Trades and not only the Building Trades, other unions have a lot of I guess, our natural thing to do when we have time off is many of us like to hunt, fish and we grew up that way. I grew up that way in my family. And I know that many of our members belong to the National Rifle Association. And there was a time when there was Hunter Safety Classes and things like that before they took such a right turn supporting in many cases many anti union candidates. And I know that Kinsey, one of the leaders and founders of the Union Sportsmen's Alliance, so that we can enjoy with our families the things that we grew up doing and pass it onto our sons and daughters, but I also know that we can do it in a union setting. And that's USA the Union Sportsmen's Alliance.

So when we're out having fun and enjoying each other's company, bringing our families along, having camaraderie with our brothers and sisters and not only your Union, but all unions that attend USA events. I also know that, you know, that it's no surprise that we're talking union talk because we are union members.

And I know that the Union Sportsmen's Alliance look, we got an election coming up here in about three weeks or so. And I know that we've gotta make sure that we vote for pro union candidates. And I know that, Kinsey, your leadership on USA has been tremendous to try to, not only have a recreational organization for our members, but also that we can continue to get the union message out to our members in a setting that may be they'd be exposed to a nonunion or an anti union setting. So your work on the Union Sportsmen's Alliance is critical to our labor movement.

I want to tell you a little bit about Ullico. We celebrated our 90th anniversary last year, 1927.

Look, union leaders back then had the courage and the guts. There was no National Labor Relations Board. There was no

Prevailing Wage Act. There was really no law that even allowed us to have unions and unfair labor practices and things like that, but courageous union leaders back then formed their own company called the Union Labor Life Insurance Company to protect the lives of union members because they could not get life insurance because of companies either discriminating against them because they were union members, because you had places like The American Plan in Northern California, where you could not have 100 percent union job. You had to have half the job nonunion and the foremen had to be nonunion. That was struck down in the '20s because of union leaders. So union leaders started our company.

And here's what we did. We did it back then on courage and guts and vision and leadership. And if you'll fast forward 90 years, I say that our company's, the role we play in the labor movement, is just as important today as it was back 90 years ago.

Kinsey mentioned that your Union, your Union plays a critical role in Ullico. You're the 20th largest shareholder. Our shares are 80 percent owned by the Building Trades. Your Union has 20 percent of the shares.

And Kinsey, I called Dave Barra, our CFO our chief financial officer this morning. I said, "Dave, give me an update on the stock" that your Union owns.

You guys are smart investors because you guys on 6/15 or in June of 2015 bought 32,000 shares of our company at \$10.81. Today, it's at \$16.50, a gain of 52 percent on the stock in just three years in labor's company.

(Applause.)

That's your leadership, who bought stock in our company. So it turned out to be a pretty good investment.

Now, I want to tell you about Ullico and I always say this, I told you this five years ago and I say it to you today.

All you gotta remember about Ullico, and I'm a Laborer, you know, I'm not as smart as you guys. So all you gotta remember is two things, Ullico grows your Union and protects your Union. That's it. We are gonna grow your Union and we are gonna protect your Union.

And I'm going tell you how we do it. 40 years ago, 40 years ago, Ullico had some visionary leaders who started our separate account J. which we call J for Jobs. And the idea back in the late 70s, was look, we had high unemployment in the trades, so Ullico said why don't we take union pension investment, union pension dollars, put them to work in building construction and

real estate construction and create our own work. We will do it smartly. We'll get a good risk adjusted rate of return. We won't take undue risk. As a matter of fact, J for Jobs is the safest investment in what's called the capital stack because what that does

that is the we're the safest loan; when the equity or the mezzanine financing is gone, think about when you finance your house, you put your house up the owner puts the building up, the developer does. So back five years ago or so, when we were going through an economic downturn, we ended up, unfortunately, having to take some of the buildings that couldn't be paid, but we took them so we could complete them 100 percent union, and then, paid back the pension funds. Now, I'm happy to say that we're stronger than ever over the last five years since we met last.

Since inception, J for Jobs has closed over 500 loans, over \$16.5 billion of union member money, which have created over 600 million hours of work for Building Trade members and 300,000 jobs for the trades.

(Applause.)

Thank you.

Since your last Convention, we have loaned 2.8 billion in construction loans, creating over 30,000 building trade jobs, 59 million hours of work, \$3.9 billion of wages and benefits.

And here's what I was at the Building Trades Board of Presidents, which Kinsey goes to and Sean McGarvey had a slide and he pointed this out to me. I didn't think about it. He said Ullico's J for Jobs and our Work America Fund, which for Health and Welfare Funds, and you guys are invested in that, you guys create more work for Building Trade members talking about

Ullico than all the hours created by the Tennessee Valley Authority Agreement, the Southern Company Agreement or the General President's Maintenance Agreement that the Building Trades track the hours.

As a matter of fact, since your last Convention, J for Jobs has created jobs for 2,236 members of your Union that went to work on our finance projects, 4.5 million hours of work for your members, and you've earned over \$261 million of wages and benefits for your contractors and your Union members through J for Jobs.

Now, we're creating work

(Applause.)

everyday for your Union.

(Applause.)

I was in Chicago last week with our real estate team and we I don't know who's here from Cleveland, but we had a project that the we just financed in Cleveland recently that was going nonunion. It's called the Cleveland Euclid Grand. It takes almost a block in Cleveland. And it was going to a company called Cleveland Construction Company, nonunion.

Ullico stepped in and with almost a \$40 million loan, just the debt part, let alone the equity part, we've turned that job around. We worked with the Building Trades. We worked with the developer. We financed that project.

Now, instead of going to a non union contractor, it's going to 100 percent union contractor. That's the power of your money invested in our J for Jobs.

(Applause.)

That's how we get the job done.

(Applause.)

You guys have between J for Jobs and our Work America Fund which is the same as J only it's for health and welfare funds, you guys have \$170 million of your members' money invested in those. And you say, "well, how's the return doing?" Our return on that money is beating those of you that are trustees in the room know you get benchmark. We benchmark against what's called the Barclay Egg, which is on fixed income, we're beating that benchmark for one year, for three year, for five year and seven years.

We're delivering the best returns for your pension funds and your health and welfare fund, putting your members to work and other Building Trade members to work. That's what we are doing at Ullico. Not bad.

(Applause.)

Let me talk to you about infrastructure. In your magazine, your General President lays out about an organization called Rebuild USA. And Ullico is a big supporter along with your Union and the other unions. The whole idea being that we have to rebuild America's infrastructure.

Look, the American Society of Civil Engineers gives us a D, a grade of D. Now I used to take home Ds every once in a while and I'd get my you know what beat. Okay. But we can do better in America that we should get a D on our infrastructure. Our infrastructure is crumbling in this country.

So what your General President and the other General Presidents gave us orders back in the middle of the Recession, back in 2010 and '11 to create our own infrastructure fund at Ullico.

We said, "Look, we're not gonna wait on Congress. We're not going to wait on the President. We're not gonna trust Wall Street. We'll do it ourselves. We'll create our own infrastructure fund."

That's how we created our own Health and Welfare Fund. That's how we created our Pension Fund, our Training and Apprenticeship Fund. We didn't wait on anybody. We did it ourselves with our signatory contractors.

So what have we done since 2011, 2012? Ullico's Infrastructure Fund has invested over a billion dollars of union members' money. And don't be surprised, but your Union was one of the first investors in our Infrastructure Fund.

And what are we doing with it? We're building gas fired power plants in Ohio, Connecticut. We're building water and wastewater treatment plants in Southern California. We're doing transmission lines. We're doing schools. We're doing courthouses. We're doing social infrastructure, hospitals. All of these things that we can do with Rebuild America's Infrastructure with union member dollars.

And I'm very, very happy, and very, very excited to say and your General President sits on our Ullico Infrastructure Advisory

Board last week, last week we got notified that we got Terminal 1 at the JFK Airport in New York, a \$13 billion project, 4,000 union construction workers will go to work. (Applause.)

That project won't be completed until 2025. That's your company. That's Ullico.

(Applause.)

We're rebuilding America's infrastructure. \$13 billion project. We've got partners with Carlyle and JLC as our two other partners.

But the reason they chose Ullico is they said, "We want you to handle all the labor language. We want to make sure that all the union issues, all the contractors selected are selected by Ullico because we know when Ullico does it, we won't have any labor problems. It'll be 100 percent union built. It'll be 100 percent union maintained. It's the largest public/private partnership in America. It's being financed by your pension fund and your Union and the other unions. That's what we're doing at Ullico.

(Applause.)

Look, I negotiated I know your officers. And some of you in this room negotiate a lot of contracts. Our labor language says

that all the construction and all the maintenance will be done 100 percent union.

These investments, the water deal, the power deals that we're doing are 20 and 30 year investments.

Now, here's what I say about that: I've never negotiated a 30 year collective bargaining agreement. I've never negotiated a 20 year collective bargaining agreement. But these investments have that kind of a lifespan.

Think about it. Not only are we building it union, all the maintenance will be union the entire life of the investment. And how's the returns on our infrastructure fund? How are we doing on it? So I got that, too.

So one year on our returns, net of fees on Ullico's Infrastructure Fund 11.66 percent. Three years net of fees, 9.54 percent and 5 year net of fees 9.79 percent.

So not only are we building the infrastructure, rebuilding our country 100 percent union, we're paying your pension fund. You guys have \$40 million, one of first investors in this. You're getting over a 9 percent return to fund your retirees, fund your participants, fund your pension to keep your pension fully funded, while recreating jobs for your contracts and your members. That's what we're doing at Ullico's Infrastructure Fund. And we are just getting started. The tip of the iceberg. We are just getting started.

(Applause.)

As Kinsey said, what's the lesson? The lesson is don't give your money to non union companies or companies that want to build non union or destroy the union. You can do this yourselves. We're doing it ourselves with the labor movement's money, with union members' money putting union members to work and getting a good safe, sound return for union pension plans. Look, I want to switch gears for a second. Talk about insurance. You guys are the leaders. You guys are the leaders in our fiduciary and union liability.

Your International Union, starting this April 1, put together with Union Insurance Group, a broker who we work very closely with everyday, a fiduciary and union liability policy to protect every one of you. And your Union put it together by getting the purchasing power of every local in this room, so that the rates that you pay for union liability insurance are basically about half of what the other locals pay because of your strength of your Union and your purchasing power.

So what does that mean? I wrote down what the Trump Department of Labor Budget is doing.

While the Department of Labor has cut funding for Wage and Hire Enforcement, has cut funding for OSHA, for worker safety, this Department of Labor has increased the budget \$6 million to hire 39 more employees to enforce auditing your Locals. 18 more employees to audit International Unions. And they want to complete 360 compliance audits of Locals and District Councils to try to uncover violations of the Labor Management Reporting Disclosure Act and complete 300 criminal investigations of unions. That tells you where their priorities are. That tells you what they're gonna to do.

When they talk about cutting regulation, they're not cutting regulations on you or us. They're talking about re regulating you and coming after you.

Here's what's happening, we've got groups like the National Right to work Committee. We got groups like this Koch brothers group. We got groups like this Uline guy out of Chicago, who funded the Janus case, all of them targeting unions trying to come after us. And you got an unfriendly Administration.

That's why your Union, your Union put together this policy, so that if your Local Union is sued, we've got your back; we pay those legal fees. You guys do your job. You represent your members. You organize the unorganized. We've got your back. We'll pay the legal fees.

You guys have the coverage. You guys have the protection. You guys have, even the union leader policy. Even if one of you is charged in a criminal matter or something that cannot be paid by us or the local union, we have the union leader policy; where for 100 bucks a year, you get \$100,000 of personal coverage for you in addition to the coverage that your Local Union has. Your International is protecting you and they put it together in a policy, a blanket policy, to cover all of you. You've got 50 of you that have signed up to date.

I know UIG, the Union Insurance Group, is working with your Locals to get you covered and protected. That's the power of your Union, to protect you so you can sleep at night.

You know that if you get some group coming after you, that you know it's not gonna bankrupt your Local. It's not gonna bankrupt you. We're gonna protect you. This is your company. That's what we have. And that's what we're gonna do under the Union Liability Policy.

Look, we had 90 years ago we protected you on life insurance. And we're still a great life insurance company.

Some of you saw over the weekend the terrible tragedy in New York where 20 people were killed in this wedding party, in this limousine.

I got a call this morning, Kinsey, that two of those were union members insured by our life insurance. Now, look, the union notified us that two of them were union members.

The State Police and people are gonna investigate that accident. They're not gonna have a report for some time.

But at Ullico, here's what happens, when the union notifies us, we immediately get the checks for the life insurance to that family, the survivors of that fallen union member, whether it's a death on a job or in this case a terrible accident. We could care less about getting we'll get the death certificate later for the insurance regulators, but when a union notifies us our great union workforce and our workers are organized at Ullico. They got a collective bargaining agreement same as you do. They know to get the money to that family within 72 hours because that's when they need that money. That's Ullico.

(Applause.)

That's our company.

(Applause.)

Mentioned stop loss. You guys put together your International Union sat down and worked out with us a Group Stop Loss Program.

They said, look, the first rule of insurance is expand the pool. The larger the pool the more risk you can avoid because then you got more numbers.

The first rule of trade unionism is there's strength in numbers. And that's your Union. Your officers sat down with Ullico and put together a stop loss program to protect your health and welfare funds. And to date we've paid over \$100,000 in dividends back to your health and welfare funds just because you were able to put together a program instead of this fund here and this fund there. You've got them all combined, which means that we lower the risk, which improves the performance, which gets you \$100,000 dividend.

That's what your International Union did. It's paying off for your health and welfare. And we're delighted to be paying you those dividends back to you.

Look, let me let me quit talking about Ullico and I just want to talk about the labor movement for a second.

As I've told you, I have been around 50 years. And I've heard our obituary written more times than I care for about the labor

movement's in trouble and going out of business. But let me just point out just this year.

This year, if you watched the teachers in West Virginia and Oklahoma and Arizona organize and come together, if I know we got members from Missouri here.

(Applause.)

And if you look at the right to work vote in Missouri, 67 percent of the people not union members, 67 percent of the voters rejecting right to work in Missouri.

(Applause.)

67 percent.

(Applause.)

Standing up for the union

(Applause.)

they know that we're a stronger country when we have strong unions. Look, when the labor movement's strong, America's strong. It's what kind of country we want for our kids to be in. Too often we have too much resentment and we have a divided country.

Too many times I hear people say: "Why should union members get all the wages and benefits?"

"Why should union members have all the good jobs?"

I say:

"That's the wrong question.

"The right question is:

"What if all workers had a union?"

"What if all workers had wages like the Roofers?"

"What if all workers had healthcare for their families," like your members do?

"What if all workers, when they were too old to work, had a pension?"

"What if all workers had a voice on the job?"

I'd say:

"That's the kind of America we want for our kids.

"That's the American dream and when we have strong unions, we have a strong country and everybody wins."

(Applause.)

When I joined, one in three workers was in the union. Today, one in ten is in the union. That's the wrong direction. We have to turn this around and go in the right direction. Your Union's doing it everyday. Ullico's doing it everyday. We're working at it everyday. You wouldn't have had that vote in Missouri people that aren't in the union know, look, if we

don't have a strong labor movement in this country, we're not gonna have a strong country.
Thank you for what you do everyday. Thank you for inviting me. It's a great pleasure to be here. I'm honored to speak to your Convention. Thank you for what you do.
Have a great Convention.
Thank you very much.
(Standing ovation.)

GENERAL PRESIDENT ROBINSON: I think you can all see why Ed runs our company, huh? Like I said, he's one of us.
(Applause.)
I'm going to call on Vice President Dan O'Donnell of the Law Committee.
He's gonna present three resolutions.

LAW COMMITTEE CHAIRMAN O'DONNELL: Good afternoon, Brothers and Sisters.

As Kinsey said, my name is Dan O'Donnell from Local 2, St. Louis, Missouri. The state that just kicked right to work's ass.

(Applause.)

I would like to introduce the members of the Law Committee that worked so hard on this.

Secretary Joe Pozzi, Local
Union 26.

Larry Gnat, Local 11.

Russ Garnett, Local 49.

Steve Peterson, Local 69.

Sal Giovannello, Local 154.

Morgan Nolde, Local 81.

Mark Conroy, Local 96.

Steve Hurley, Local 54.

William Alexander, III, Local 106.

Jeff Eppenstein, Local 11.

The Law Committee has met and heard testimony on Resolution 23.
The Secretary will now read Resolution No. 23.

LAW COMMITTEE SECRETARY POZZI: Good afternoon, Brothers and Sisters.

Resolution 23.

Whereas, the overall health, safety well being of our membership and their families is extremely important to our Union, and

Whereas, the mental health of our membership is as important as their physical well being, and
Whereas, it has been determined that mental health issues affect safety and productivity, and
Whereas, recent North America's Trades Union's statistics conclude construction is the number one industry for the number of suicides and the number two industry in suicide rates, and
Whereas, recent North America's Trade Unions' statistics have reported there are 5.3 suicides for every 100,000 construction workers, and
Whereas, our recent membership data reveals that we are incurring 55 suicides for 100,000 workers;
Now, therefore, be it resolved, that the International Union, its Local Unions and District Councils continue to support electoral candidates regardless of party affiliation who are friends and allies of workers, pursue strategic strategies for advancing our core issues throughout referendum ballots initiatives and propositions at statewide and local levels and explore all the reasonable means of advancing the interests of labor in electoral politics.
Be it further resolved, that the United Union of Roofers, Waterproofers and Allied Workers vigorously uphold this resolution and do everything in its power to move it forward.
Mr. Chairman, the committee heard testimony and voted unanimously in favor of it.
I move for adoption of Resolution 23 as read.

LAW COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

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

On the question?

Mic. No. 3.

DELEGATE SMITH: Thank you, Mr. President.

Cliff Smith, Business Manager of Roofers and Waterproofers Local 36, Los Angeles.

This motion was initially introduced by Local 36. I appreciate the amendments brought forward by the Law Committee.

I just want to take the opportunity to say that in exactly four weeks from today is gonna be an election that's going to determine the future of our Union and our labor movement in this country.

If we do not manage to flip 23 seats in Congress and two seats in the Senate, we are gonna be set against an Administration who is dead set to destroy our unions.

We see this in the Janus decision. We seen this in the appointments to the Supreme Court. We seen this in the appointments to the National Labor Relations Board.

We have four weeks, Brothers and Sisters, once we get back to our locals to start banging on these doors.

It's a disgusting disgrace that 40 percent of union households voted to put this Administration in office when his number one priority is to attack working people.

It's my view, that the Democratic party cannot save us, but we need to vote to defeat the Republicans, but at the same time, we need to build a political party that represents working people from the ground up.

I'm going to be voting for the Democrats to defeat the Republicans, but in my local elections for school board for city council, for mayor, we're gonna be supporting independent political candidates who support unions and working people where we can win.

Thank you for your support.

(Applause.)

GENERAL PRESIDENT ROBINSON: Thank you, Brother.

This resolution needs to be restated, the resolve was from the resolution that Brother Cliff Smith spoke to.

So I'm gonna ask the Chairman and the Secretary to read the proper resolve that was approved by the Committee.

LAW COMMITTEE SECRETARY POZZI: Now, therefore, be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers supports and promotes suicide prevention and other programs that provide information and resources for suicide prevention and mental health promotion in construction, and Be it further, resolved, that we encourage our Local Unions to recognize the importance of this issue, join suicide prevention and mental health programs and provide the necessary resources and support to assist our members.

I make a motion we adopt this resolution.

LAW COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

GENERAL PRESIDENT ROBINSON: Sorry for the confusion, Gentlemen and Ladies.

You've heard the motion and the second.

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

LAW COMMITTEE CHAIRMAN O'DONNELL: The Law Committee has read and met and heard testimony on Resolution 26. The Secretary will now read Resolution 26.

LAW COMMITTEE SECRETARY POZZI: Resolution 26.

Whereas, only through integrity and honesty can Union Officers and Executive Board Members gain and maintain the trust of the membership, and

Whereas, Union Officers and Executive Board Members must be accountable to each other, members, employers and a greater community, and

Whereas, Union Officers, Executive Board Members must wholly commit to a strong work ethic and be accountable in the exercise of their duties, and

Whereas, Union Officers and Executive Board Members are responsible for the assets of the union and the general welfare of the membership and their families, and

Whereas, members expect their union leaders to be above reproach;

Now, therefore, be it resolved, that Article III of the International Bylaws be amended to add Section 7 to read as follows:

Section 7, the Statement of Personal and Professional Standards of Conduct adopted or revised by the International Executive Board are hereby adopted and made part hereof in all respects for and on behalf of the International, Local Union and District Council Officers and Executive Board Members of the United Union of Roofers, Waterproofers and Allied Workers.

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

I move to adopt Resolution 26 as read.

LAW COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 26.

On the question?

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Ayes have it.

(Banging of gavel.)

Marlen, will you run the video on Advancement Opportunity.

(Whereupon, a video was presented.)

(Applause.)

LAW COMMITTEE CHAIRMAN O'DONNELL: The Law Committee has met and heard testimony on

Resolution 28. The Secretary will now read Resolution No. 28.

LAW COMMITTEE SECRETARY POZZI: Resolution 28.

Whereas, our Local Union leaders are essential to the success, growth, stability of our Union, and

Whereas, the future of the United Union of Roofers,

Waterproofers & Allied Workers depends upon a well trained and educated leadership at a local level, and

Whereas, our Local Union leadership is responsible to manage the affairs, safeguard the assets and reflect a professional and positive image of their union, and

Whereas, it's been determined that the leadership and management of a Local Union requires an enormous amount of knowledge, skill and training;

Now, therefore, be it resolved, that Article II of the International Bylaws be amended to add a new Section 10 current Sections 10, 11, 12, 13 and 14 to be renumbered 11 and 12, 13, 14 and 15 respectively to read as follows:

Section 10, effective February 1, 2019, all newly elected Local Union principal officers shall be required to complete Leadership Training as prescribed by the International Union.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. I move to adopt this Resolution No. 28 as read.

LAW COMMITTEE CHAIRMAN O'DONNELL: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 28.

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

Thank you, Mr. Chairman and Secretary.

Before I move to our next speaker, which I will do shortly, I want to recognize a gentleman in the room who is our longest serving Business Manager.

In fact, I'm gonna ask him to stand up as we'll give him a round of applause. He was elected in 1977 as Business Manager of Local 200. 41 years, continuous years, he's been serving as one of our Business Managers.

Would you stand up, Bret. Bret Purkett.

(Standing ovation.)

Thank you for your service, Bret. And I tell you you've given something for these young guys to shoot for.

Our next speaker is Dennis Ryan of Waterproofing Associates.

Dennis Ryan has 44 years of experience in the roofing and waterproofing industry.

He is the president of Waterproofing Associates, Inc., a commercial and industrial roofing and waterproofing in Mountain View, California.

Dennis is a former president of the Western States Roofing Contracts Association, is on the board of directors of the association for over 12 years.

He is the current lead for the former president's council for the association, a trustee on the Davis Memorial Foundation, a member of the Joint Roofing Industry Labor Management Committee and the Recruitment and Retention Task Force of this Union.

Dennis is a great friend of ours. He is one of the employers that works with us on a daily basis. He's working on the task force to help us figure out how to recruit and train and retain. He's on the committee that helps put together all the training materials that we use everyday.

So I thank him very much for what he does, and other contractors like him. Without them, we don't have good jobs. And without their efforts with us, we don't have a union that moves ahead the way that we move ahead.

Would you welcome Dennis Ryan, please.
(Standing ovation.)

MR. DENNIS RYAN: Well, Kinsey, I have to say thank you for that very, very kind introduction.

I had a little presentation here that I thought I'd speak for about roughly 15 minutes give or take, but he just used half of my presentation, so I think I'll have to cut short here. No, I'll embellish. I'll figure something out to extend it a little.

You learn something new every day. And I was sitting in the green room with Frank and he said, "You know this convention happens once every five years." I said, "You know, I thought it was an annual event," when I look at the size of this, I can see why, once every five years, so given that, this is more of an honor to be able to speak here than I thought. And I'm going to do everything in my power and possession to do justice and give justice to that honor. So thank you for having me here.

Well, Waterproofing Associates is a commercial and industrial roofing company. We have locations in Mountain View and Lodi, California.

We run an average of about 225 people in the field through the course of the year. In the high season, we are up in the 250 range. And we have about 40 employees that support that field operation.

You know, I've been in the roofing business, like Kinsey said 44 years, but 16 of those years I was out in the field. I started back in New York on a two man it was a roofing and siding company. I was the third man. So I was the guy that carried everything up the ladder. That's how you did it 44 years ago. And thank God they got rid of that routine.

In the late '70s, I moved to California and having a trade really helped with that because I could move here and just go to work. And I ended up getting into the apprenticeship program and I went through the apprenticeship program in the Bay Area. And I'll say, "a modified version of the apprenticeship program" because it's a lot different today and, a lot more formidable. And I'm proud to say now well, in the last 23 years, I've been an owner at Waterproofing Associates. And I'm proud to say now that Waterproofing Associates is a union company.

(Applause.)

Thank you for that. Thank you. I was hoping the brotherhood would recognize the fact that we are. Good. And it was a long slog to get there, believe me.

(Laughter.)

When we started in 1995, my current partner and I, we came into the company and there was three or four owners of this other company, so as you develop and you're trying to grow, it creates a little turmoil.

And I had some union background, so I always had in the back of my mind, let's build this company to get to a point where we can compete with the union contractors but when we started we had about 16 people in the field.

And with the talent that we had in the field, not to cast any disparaging remarks on what these guys could do, because they were hard workers, they couldn't do what the contractors that are in the union do. They just wouldn't work.

So we set out, we were bringing new people in, doing everything we could to build the company. I had a good relationship with the union. I knew Dan Smith. I've known Dan for 30 years. I was in the field when I met him. And Dan is a really good guy. I consider him a friend.

So there are a couple things that helped us be on the road to being union. One was having that union background and knowing the guys that created a pretty friendly and just a respectful relationship.

Another one of the things that kind of edged us along and this is Doug's version of how to recruit. I'd go to the Western States Expo and I'd walk down the aisle where the National's booth was and there would be Doug waving his pen, a nice flashy pen

(Applause.)

saying, "Right over here. Come right over here. I have something. You know, there is a little line here I want you to look at." And Kinsey would be there. I met Kinsey there. I met Jim. I met Brent. And it became an annual event. I'd go there every year, the same thing would happen. But now when I do it he doesn't bring the pen out because I'm on the team, so it's a good feeling.

One of the big drawing cards for us getting into the union was the training program. We were outside the ballpark looking through the knot hole at that training program going, "how do we get in there?" You know, "how do we build this company to get to the point where we can actually participate and get out there and compete in the field with the union guys?"

So we were pretty much on the road to doing that and we got up to about 2006 2007, and then, the downturn hit. And it was all bets were off then. It was just pure survival at that point.

You had to do everything you could do just to survive and get through.

So around 2010, I was talking to Dan Smith and the project labor agreements came up. I said, "You know Dan we just don't bid those." And he said, "well, why not? You know you could do it, but you have some parameters, some things you have to follow."

So he kind of showed us the ropes on what we needed to do.

So we started bidding some projects labor agreements and we and got some. And I say working with the union it gave us a chance to work with the union and see what it was like. And one of my superintendents when we were getting ready to get the personnel ready for one of our crews, one of our job sites, he said, Let's just take a use of 50/50, 50 percent union, 50 percent from us he said, "Let's take our foreman and our second man and let's get the rest from the union."

I said, "Why do you want to do that?" He said, "Because these guys that come out of that training program, they just got it. They move different. They know the systems. I really want to work with these guys."

So I thought, you know that makes sense. You know, they have a good training program. Let's see if Doug will do that.

We managed to make some of those things work. Any in business relationship, you're gonna have bumps in the road, but we always managed to work through them. And these guys really guided us. So the project labor agreements ended up being a good thing, but it got to the point where we had like seven of them on our schedule over the course of a year or so. And I had too many buckets in our administrative offices, some union work here, they split this job up, there's nonunion over here, we had a third party administrator handling all of our benefits that we were paying and we were putting in. It just got too convoluted. Plus, we were losing jobs to the point now where we could get out there and actually do the work and compete, but the generals wouldn't let us do it. They let us do their small stuff and they'd work with us here and there, but we couldn't break through and get into the big jobs, so we were losing too much. So we still had a little inner turmoil of whether we should do it or not. You know, there's a fear factor of what would happen to the company. But I was pretty inclined to think, you know, I think this is a good thing. You have to go with your gut sometime.

So Doug came down and said, "Let me lay this out for you. Let me show you how it can work." He sat me and my other business

partner down, the two of us, and he laid it out there, and it made sense.

So Doug took out his pen and made an appointment with us and wrote his appointment down and came down from Oakland on August 1st, 2012 and at 10:01 a.m., we signed a contract and a union agreement with Local 81 and became signatory.

(Applause.)

Signing that agreement ended up being one of the better moves we've ever made as a company. And the first thing that happened, all my project managers that had these high end contractors out there that wouldn't work with us, they were already laying track two weeks before when they knew we had an August 1st signing date, talking to these guys getting projects lined up that they could bid as a union contractor.

And they welcomed us. We ended up securing some of these jobs, which was a benefit for us. On those jobs, there were bigger jobs, especially in the waterproofing end, we ended up hang on yeah, in waterproofing, we were getting new products; things that we hadn't done before at this level and this volume. And there's a lot of training involved through the manufacturers and they worked with us. They got us trained. We'd send our guys out for a week to get the training and it just built our waterproofing and it got us into that market on a much higher level.

And people started coming to our door that wouldn't happen before. We had project manager estimators, superintendents. We had admin people that came in and helped us with the admin part of it. We had foremen, journeymen, apprentices.

Over the course of three years, our annual volume tripled. And we were coming out of the downturn. We had just got to where we were before the downturn. And it was a pretty good volume. And in three years for your volume to triple, that could cripple a company financially.

But the people that we had were really good at what they did. And everybody did their jobs. And it managed to flow okay. And it really worked for us.

So the best thing was after about a year and a half, two years, my business partner, he was the one that had a slight aversion, maybe that's a subdued way of putting it. He came up to me and said, "You know, signing a union contract, that was the best move we've ever made as a company."

(Applause.)

He's a believer now. And he's right, it was the best move we've ever made as a company. And there's several moves we've made as

a company since then that we could make because we are a union. And we're happy to be here.

Some of the other things that were a benefit of being union, which I never could have imagine, after being union for two years, I was invited to participate in the Labor Management Committee. And I was honored to take that place on the Committee. I met some great people.

And I've learned something every time I go to one of those meetings. And like I said, I learned something here today already. I'm sure I'll learn a lot more before I leave here today because there's a lot of information to be had. It's just so involved and so much to it, but being on that Committee, it's a good thing for me. And it's a good thing for our company. Every one of those meetings for the past four years, we've talked about recruitment and retention. We've talked about Helmets to Hardhats. And it's an issue that's been burning out there, everybody feels it, and not just our industry. But we definitely need to do something about it.

And after talking about it for four years, and I got a call after our meeting last fall from Keith Vitkovich, and I think you guys all know Keith. He gave me a call and said, "You know, we've been talking about this for four years now and probably longer. And the talking part's over. I'm putting together a committee and a task force to handle recruitment and retention. And we wanted someone from the West Coast, so we want you to be on the committee."

So I'm thinking all these other things that I'm doing while he's telling me this, am I gonna be able to do this? How am I going to fit it in? So I figured I'd stall Keith for a minute and say, "What do I have to do?" And while he was explaining to me what I had to do, I was gonna think a little bit more about it. But he said, "You just have to say 'yes'." So I said, "Yes. Okay." And I went with it. And I'm happy I did because I think the recruitment and retention is an important thing.

Like the videos I saw up there, I think those could come in very handy for some of the things I'm doing now, which I'll talk about in a minute.

We had our first recruitment and retention meeting back in March of this year.

And by the way, thank you to Local 11. You guys are out here somewhere. You were very gracious hosts. You made the trip very smooth getting in and out for me, right down to the ride to the airport. So thank you guys, I appreciate the hospitality.

We talked about recruitment. We were listing things, you know, all the typical things that they had, the four year college dilemma, the trade schools are gone, the Millennials don't want to work, the aging workforce, we're making a laundry list of things that were affecting our recruitment.

And the more we did it, the more we thought, well, wait a minute, this recruitment, if we don't retain who we recruit, we end up with a revolving door here. We're spinning our wheels. What can we do to retain?

So we started talking about retaining. And we thought a mentorship program where we get a journeyman to take an apprentice on and teach him, teach him what the benefits are, teach him what's going on during the day at the roof, teach him the system, teach him the company culture, respect them, educate them. Maybe we can hang onto these guys a little longer.

We had guys that would show up to jobs, the first day on the job, they'd get there in the morning all ready to go, they'd tear off, they'd go down for break, they wouldn't come back. They'd get in their car and they'd disappear. They wouldn't even come back and get their paycheck. Some would last till lunchtime; some would last a full day. The guys that lasted a full day would get their check, so this is what was happening. So what could we do to retain some of these people? The guys that were leaving at break time the first day, they probably weren't really invested in the business, but the guys that are there the day, the week, the month, if we mentor them and bring them into the fold and really make them feel welcome, we might be able to hang onto these guys a little bit longer. So that's something we're working on and we had one meeting.

So these are the things we came out with, one meeting. And I'm sure there'll be some things from this today that Keith and Jim and everyone has when we get to the next meeting. We haven't set that yet, but I'm sure we will.

Well, right after that recruitment and retention meeting in Chicago, that night I flew to Washington, D.C. to participate in the Roofers day in Washington, D.C.

Reid Ribble put that together. And you know, Reid, he was the former president of the NRCA. He was a Congressman from Wisconsin for eight years and now he's the CEO of the NRCA. And he went around for a year and a half talking about how no one in the eight years he was in Congress, no one ever came into his office that was a Roofer. He never saw a Roofer. So he was going to change that.

And he had 400 roofing contractors down there. The NRCA put this together. It was a very highly organized event. So I went down there and I met my operations manager, Jay Hartung there. We were going to participate in the day.

And in our orientation, they said "You'll get 15, maybe 20 minutes with the aides, the Senators and members of Congress, and that's about it." They told us how to treat them, how to act.

They gave us three position papers; one was on immigration reform, one was on regulatory reform and then workforce development.

So the highlight of our day for Jay and I, we went to visit our Congresswoman, Anna Eshoo. And we went in figuring, okay, let's go through our position papers. We went through immigration reform. And she was kind of I don't want to say standoffish, she was just matter of fact.

We talked about the regulatory reform and she was polite. We got into workforce development and we were telling her our plight and the things that we're dealing with in the Bay Area and in the industry in general.

And she looked and said, "You know what, I can help you with that." And she turned to her aide and said, "Get ahold of the chancellors at Foothill De Anza Community College, San Jose City College and Evergreen Valley Community College and have their workforce development teams get ahold of these gentlemen."

So I thought that's a pretty good sign. That was a good thing to get out of the day. We were pretty happy about it.

So a week or so after when I got home back to Mountain View, I got a call from Teresa Long, who is the coordinator for the Workforce Development Team at Foothill College, and she wanted to arrange a meeting with us.

Okay. So Jay, who is very vested in this now after meeting with Anna and going to D.C., he thought that was the greatest thing. So he was going to come to the meeting and I took three of my project managers.

And we went in and met with them, Teresa and her aide. And the first thing she did was talk to us about a couple of agencies, they were non profits that placed people in careers.

So we followed up, went to those agencies and from one of them, we hired two apprentices. These apprentices worked with us through the summer, but one of them just recently left.

And these guys were good guys. All my foremen and the foreman that worked with them and the superintendents that worked with

them on these jobs really like these guys; they had a lot of potential, they were good workers.

But one of them, he just left recently because the commute was too much from his house to the job site. And, actually, it's not that far in terms of being far in terms of how far we actually do travel, but the traffic is horrendous. It could take him two hours to get to the job just because of traffic, so he left.

And I just read last week in an article that 23 percent of people leave their jobs, not because they don't like the owners or they don't like the people they work with or they don't like the job. They leave because they don't like the commute.

That's a pretty high percentage of people that say, "I'm not going to work here because it's too far for me to go."

So when it comes to retention that may be something we want to consider. Is there anything we can do about it? I don't know what we can do about the guys in the field. But if we get ourselves together and brainstorm a little, hopefully, we can come up with something because I think that's a pretty big issue.

The other thing Teresa asked us to do, she said, "I want you to come to a counselor conference. I think it's going to be a good thing for you guys." So I said, "Okay." She gave me the website. I signed up. Jay signed up. I told you he's vested. He's gonna do everything.

And I got a call shortly after I registered from the coordinator of the counselor conference and said, "Our agenda is full, but I want to get you 10 minutes to do a presentation for your industry." I said, "oh, okay. That sounds good." She goes, "Do you need help with your handout?" I said, "I just heard that I was going to be presenting. I hadn't given much thought to a handout." I said, "No, I'll figure it out."

So I took one of Keith's tri folds and a couple articles that I had been reading and highlighting and saving for workforce development and shamelessly added a couple of brochures from Waterproofing Associates and used a Waterproofing Associates folder.

I put it all together. And I needed 80 of them. So we got 80 of them and we went to this conference. It was a guidance counselor conference. And there were 80 guidance counselors there from the local high schools and the local two year colleges in the Northern California area.

And these are the people that guide people into a career, continuing education, maybe a trade show. And I'm sitting there

looking saying, I wonder if we do that kind of a thing now. And I see that video up there, I was wishing I had something like that to present to them instead of just me with my little folder and handouts.

But it didn't matter because I had 10 minutes and within five minutes, I was peppered with questions. They were asking me everything. And I couldn't answer all the questions. I couldn't finish the presentation I had. And I couldn't answer all the questions they were asking me because we ran out of time.

The coordinator came up and gave me the hook pulled me off the stage. Said, "That's it. Time's up. We're on a tight schedule."

Three of the things the guidance counselors were really interested in was:

"Is that your starting pay? Do you really pay that much?"

"Are those benefits real? Do you get those benefits when you come in?"

"Is it hard to get into the training program? You can just walk right in? It's available to us?"

"Yes, yes and yes."

So I think getting a good presentation in front of those people with videos and a PowerPoint, we'll seek them out. I'll get with Teresa and see if those things happen more. And work with the task force to see if we can't really get something substantial to show and bring in a show of force, because I think these types of things are getting our name out there, getting our image out there because we're a good industry and it's good to get it out there and let people see it.

I met with Teresa again just last week. And she was very interested in the training program. So I'm gonna put together, I hope, Dan Smith, if he's here, I didn't tell you this yet, I want to get a tour of your facility with Teresa, the Evergreen Valley Community College people, and maybe some of those guidance counselors and do a little tour up at your facility in Livermore, if that's okay.

So before I get the hook from Kinsey, it'd be the second time in one year, I'll finish with a little story and then some finishing remarks.

I was with a colleague from the industry it wasn't a colleague. It was my cousin. She's in the industry. She's been in it for 35 years. Her company's been in it for 45. They're a union shop. They're a family business. They're a really good company.

And we're in her backyard drinking a glass of wine. And we're talking about the things we're involved with, the things that we do. And she said, "You're going down there to speak. You're doing this. Are you ever gonna learn to say no?" I figured it was a rhetorical question. I wasn't gonna answer it. And as I was driving home, I was thinking, "Am I ever going to learn to say no? I'll say no, if a yes is gonna get me a Darwin Award." (Laughter.)

I realized, you know, I haven't really learned to say no, but what I did learn is to say yes. And saying yes is much more powerful. You get a lot more done when you say yes. So I said yes to the Western States Roofing Contractors Association, when they asked me to be on their board of directors, which I did for 12 years, which Kinsey somehow found out about.

I said yes to the Davis Memorial Foundation when they asked me to be a trustee just recently.

And I said yes to the Western States again when they asked me to be the lead for the former president's council.

I said yes to signing a union contract.

I said yes to the Labor Management Committee.

I said yes to the Task Force For Recruitment and Retention. At least, I think I said yes. Keith might have said yes for me, but I'll take it as a yes.

And I said yes to Roofers Day down in Washington, D.C.

And I say yes to the roofing industry. This is a professional, multibillion dollar industry that any building you walk in, any building you sleep in, eat in, drink in, live in, play in, nothing in it works unless we do what we do.

The sheetrock, the carpets, the walls, the electrical, the plumbing, the insulation, nothing works. Maybe in Vegas it would work a little better because it only rains twice a year. But throughout the rest of the country, they need us. We are an important part of the construction industry. We need to be proud of that. We need to let people know we're proud of it.

I know I'm proud to say I'm a Roofer. And I'm gonna say a great big yes to the roofing industry.

And I thank you all for letting me come here (Applause.)

and say a few things today.

(Applause.)

I appreciate it.

(Applause.)

Thank you very much.

(Standing ovation.)

GENERAL SECRETARY TREASURER HADEL: Brothers and Sisters, before we adjourn this session today and before the workshop, if you have a District Council that wants a picture, you need to get up here immediately, so we can proceed to the workshop.

GENERAL PRESIDENT ROBINSON: So I'm gonna adjourn for the day. And the workshop is going to begin and, of course, it's on recruitment. And we'll have Keith will moderate and we'll get this thing rolling.

Now remember, we are gonna give away ten more tickets, so don't leave early.

And the session will begin at 9:00 o'clock tomorrow.

And the Executive Board, for the Executive Board members, we are going to have a meeting at 8:00.

So with that, we're adjourned for the day.

... Whereupon, the Convention session adjourned at 3:00 p.m. to reconvene on Wednesday, October 10, 2018 at 9:00 a.m. ...