

Twenty-Ninth Convention of the United Union of Roofers,
Waterproofers and Allied Workers
Tropicana Hotel and Convention Center, Las Vegas, Nevada
October 11, 2018
Thursday Morning Session

The Fourth 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 11, 2018, at 8:30 a.m., International President Kinsey Robinson, presiding.

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

Thursday morning's session is officially in order.

(Banging of gavel.)

I have one announcement, and then, I'm gonna call on Paul Bickford, Chairman of the Credentials Committee for a short report.

The Law Committee will meet today at 12:00 noon in Trinidad 6. That's back towards the office and they will take up the Resolution on Affiliation, so 12:00 noon as soon as we adjourn, in Trinidad 6.

With that I'll call on the chairman of the Credentials Committee Paul Bickford.

CREDENTIALS COMMITTEE CHAIRMAN BICKFORD: I was rudely interrupted yesterday. I wanted to say, how about those Red Sox? How about that New York?

(Disruption from the floor.)

At this time, I'd like to introduce Dan O'Donnell to do the revised and final report.

CREDENTIALS COMMITTEE SECRETARY O'DONNELL: Thank you, Paul. Herein is the revised final report of the roster of Local Unions affiliated with the International Union and duplicate credentials filed with the International office that have been received by the International Secretary Jim Hadel.

The following has filed credentials with the Committee and is entitled to be seated as a delegate. This is the revised final report as of October 11, 2018:

Jose Hernandez, Local No. 91.

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

GENERAL PRESIDENT ROBINSON: On the second?

(Second from dais.)

We have a motion and a second.

All in favor on the question, first of all?

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

Thank you.

Our next speaker is Marty Walsh, Mayor of Boston, Massachusetts. Mayor Martin J. Walsh an accomplished advocate of working people and a proud product of the City of Boston as the city's 54th mayor.

Mayor Walsh was sworn in to serve a second term on January 1st, 2018. Born and raised in the neighborhood of Dorchester by immigrant parents.

Mayor Walsh has striven to make sure Boston is a city where anyone can overcome their challenges and fulfill their dreams.

As a child, Mayor Walsh survived a serious bout of Burkitt lymphoma thanks to the extraordinary care he received at Boston Children's Hospital, the Dana Farber Cancer Institute.

His recovery from alcoholism as a young adult led to a lifelong commitment to the prevention and treatment of addiction.

And while working full time as a legislator, he returned to school to earn a degree in Political Science at Boston College.

Mayor Walsh also made his mark as a labor leader. After following his father into Laborers Local 223 in Boston, he rose to the head of the Building and Construction Trades Council from 2011 to 2013.

Please welcome a great friend of ours, Mayor Marty Walsh.

MAYOR WALSH: Good morning, Brothers and Sisters.

I want to thank you for having me here today. I want to thank President Robinson, International Secretary Treasurer Hadel.

Paul Bickford, Business Manager of Roofers Local 33 and Boston International Vice President.

Thank you, Paul, to my guys and women from Boston, thank you for the escort in today.

To all the representatives from all over the country that's here today, thank you for this important conversation that you're

having this week here in Las Vegas to talk about the future of your Union.

Thank you for standing up for all workers across our country and I want to thank I'm honored to be here today as one of the speakers at the convention. It's one of the things, since I've become mayor, I'm honored to do, go around and talk about what we are doing in Boston.

But, more importantly, I am a member of the Building Trades. I am a card carrying Laborer. I worked in the fields. I worked in the fund office. I ran the Building Trades in Boston. I was the President of Local 223, as well as the Recording Secretary. So I'm not standing up here today talking as somebody who says their great great grandfather was in the union.

My father was in the union. I'm in the union. My brother's in the union. My cousin's are in the union. My family's in the union. We are all everyone's in the union.

(Applause.)

The folks in Florida and Georgia, our thoughts and prayers are with you after the devastation of Hurricane Michael in Florida yesterday. So I just wanted you to know that I reached out to the mayors of the towns affected to let them know that we're standing with them in solidarity in Boston.

The values that I've learned through the labor movement has guided my whole life. I was born and raised in a working class neighborhood in Boston. It's called Dorchester, Massachusetts. I'm a first generation. My parents immigrated from Ireland and came to this country. My father joined the Laborers Union in 1956. My mother came out here in 1959 and she was a homemaker. When my dad joined the union, certainly he joined the union for security. He joined the union to be able to go to work because he had worked on the roads in Ireland and England previously to that.

He got benefits and he fought for those benefits with my uncle and other folks that came before me to make sure that they preserve and enhanced what the Laborers Union and what the Building Trades stood for at that particular point.

My parents were able to buy a home because my father had a job. My parents were able to put.

Food on the table and clothes on my brother and my back because my father belonged to a union. It was about community, our union. It was about hope. It was about dignity and it was about opportunity.

My first job, I was 18 years old and I worked at the World Trade Center in Boston as a union Laborer. And I went on the job.

And I remember being on there and I remember that was the first time that I actually was working on a construction site. And the World Trade Center's on the waterfront in South Boston and it's big and it's long. And we used to have to go up on the roof and the Roofers were up there.

And those you all know this in the heat of the summer, how hot it can get on the roof. And I watched the people in the Roofers Union work hard everyday to put a roof on that. And I watched the other trades work hard every day to earn a living for their family.

The Union has been there for my entire family our entire life. When I was seven years old, I was diagnosed with cancer; the union was there for us, not just with healthcare, but also supporting my family because of the high costs.

When I struggled with alcoholism, the Union was there for me because I called on the EAP Program because I worked for the Laborers Health and Welfare Fund and I called the number and I got the help that I needed to recover from alcoholism.

As I said earlier, I still carry my book in my pocket and I'm proud of that. I'm proud of where I come from and I'm proud of the people that support me. It's a constant reminder of who I I came from.

If you go into the mayor's office in Boston or if you go into any mayor's office around country, what you usually see is a picture on the wall behind the mayor's desk of a mayor or a governor or somebody that inspires them.

You walk into my office behind my desk, there is simply a hand holding a piece of rebar and that hand is dirty, those fingernails are jagged. And it's a reminder for me to never forget where I came from.

(Applause.)

That's the picture that's behind my desk.

The labor movement has built American cities. It's been what's given generations of Americans their shot at the American dream. And I'm living proof of that.

When I got elected Mayor of Boston in 2013, I brought the values that I learned in the labor movement to my office.

I want to, first of all, thank the Roofers Union, the International supported my campaign. Local 33 supported my campaign.

And I had members from across the country in the Building Trades that came to Boston to help knock on doors because it was important for them, because it was an opportunity to get one of their own elected mayor. And they came to the City of Boston

and I had people there for months knocking on doors for me sent by the different unions around the country.

(Applause.)

Since I've been mayor

(Applause.)

Since I've been mayor, we have stood up for wage theft. I signed an executive order saying that if you want to do business in the City of Boston, you're going to be held accountable. We revitalized our living wage ordinance making sure that the people that were working with city contracts were getting paid more than minimum wage because they can't raise a family on minimum wage, and we reinforced the living wage ordinance.

We worked with unions and worked with organizations and literally got hundreds of kids young kids, young people into apprentice programs that changed their life. We created a program called Building Pathways in the City of Boston.

We will put about 300 people of color, predominantly, into the building trades. And Operation X is another program I started when I became the mayor to target the kids that were causing the violence in the street. And how do we put them on productive pathways and the Building Trades stood up and said "let's do it." And we've poured 100 kids in so far. We are getting kids jobs, and we are getting kids off the street; something that we have to do.

(Applause.)

There's a lot of discussions in this country about equal pay for equal work and women being paid less than men, but not when it comes to the labor movement because everyone gets paid the same because your collective bargaining agreement says that, whether you're a man or a woman, regardless of the work, you get paid the same rate. And we took that also to the city to fight for women's pay equity

(Applause.)

to make sure that women get paid a fair wage.

(Applause.)

We've made community college free for our high school students, our low income high school students. If they want to go to the community college for free, they can go. They have to meet the requirements and get into community college, so we put them on the pathway to success.

We've led the fight for the raise the minimum wage to \$15 an hour. And I filed an ordinance in the city to raise the prevailing wage in the city to \$20 an hour not on construction on private contracts that we have.

Five years ago, when I ran for Mayor, I had literally every business person in Boston almost was against me because they were afraid of my labor background; I was too close to organized labor. I had too many ties to labor. I wouldn't be good for labor.

In the primary, one of the newspapers endorsed two candidates. I wasn't one of them. And the last line in the paragraph was "anyone but Marty Walsh" because of my ties to organized labor. The Boston Globe didn't endorse me in the primary and didn't endorse me in the final. And people were trying to say and trying to put that I would not be the right person for the seat because I wouldn't be able to fiscally manage the city; I would give the city away; I wouldn't be able to run the city.

Let me tell you what we've done in the five years. We've added 100,000 new jobs; we've brought unemployment down to 4 percent; we've advanced more than \$25 billion worth of development in the last five years.

Right now in Boston, we have \$9.3 billion of development under construction. And this year, we've already added another \$6.4 billion into our pipeline.

Employers all over the world are coming to Boston and opening their doors in Boston and many more are moving their headquarters to our city.

We've built 28,000 new homes in our city. Our housing stock grew by 20 percent. At the end of the year, we will have created more income restricted affordable homes than any other four year period in our city's history, working on making sure that poor people can stay in our city.

We've raised our target of new homes by the year 2030 from 53,000 to 69,000. We're working on a housing plan with other mayors. We're improving strong partnerships with our public employee unions to bring our finances under control and for the first time in the history of the City of Boston, for five consecutive years, we have a Triple A bond rating in the City of Boston. That has never happened in our city before.

(Applause.)

It happened under a labor mayor.

(Applause.)

We're making investments in our schools, our libraries, our parks, our roads, our sidewalks. And we are not even done yet. We are gonna continue to move forward.

So I can say to you, yes, there's confidence in Boston. And I have confidence these are the greatest years in Boston's

history. And it's not just because of our economy, but it's more impressive how our economy is growing.

Four years ago, Boston was ranked the number one city for income inequality in the United States of America. That's a problem. Since then, we have been able to get thousands of people into job training and get them the help in union apprenticeships to help, literally, help people change their lives.

We want a statewide minimum wage increase. We strengthened our local living wage ordinance. The result was that the wages at the bottom of the earning gap went up by 20 percent. We reduced income inequality by 17 percent. We dropped from 1 to 7. That doesn't mean our work is done. We still have more work to do. We have to continue to fight.

Think about that. We moved Boston to the forefront of the global economy while at the same time reducing inequality. It can happen.

We are a stronger city than at any other period in the history of our city. And it's built on the foundation of strong workers, middle class jobs and the belief that opportunity's for everyone: women and men, Black and Latino, Asian and White, gay and straight, transgender, immigrant and native born. That's how we look at the economy in Boston. And that's how I look at the economy in Boston.

28 percent of the residents in our city are foreign born like my parents. 28 percent of the people in Boston are foreign born. The stories that we're hearing around the country is that immigrants are tearing our country down and ruining our country. That Muslims are ruining our country. That everyone is ruining our country. Look at what's happening in Boston. That's the model that I want to talk about today.

Nearly half of our kids in Boston have at least one parent that's an immigrant. They're first generation like me, like almost every one in this room today.

Embracing that fact is a huge part of our success in a global economy. I'm proud of how far we've come in the City of Boston. And I know that many of you here today, can tell very similar stories about your areas in your hometowns where you come from. We're building momentum on all the success, how we can replicate it around the country.

But what's frustrating me is how hard Washington is working against us. We could be even stronger. Working families could be doing even better if the White House actually cared about the working class, if the Congress actually cared about the working class instead of stripping away labor protections, attacking

overtime and safety protections, going after healthcare and cutting healthcare protections, giving tax breaks to the wealthiest people in the country who don't need a tax break. They're cracking down on our ability to organize and stand up for our rights.

That was the goal of the Janus decision. Now, many people in this room and in our Building Trades' room say, "Well, the Janus decision doesn't affect me because they're the public employees unions. "

You think they're not coming after you next?

Kavanaugh got appointed to the Supreme Court the other day and there were 45,000 pages of documentation of his time in the White House that they would not tell anybody. These judges aren't supporting us and aren't for us. They're not for our rights. They're not for your rights. Think about that for a minute.

They're coming after you next. They absolutely are gonna do that. There's no question in my mind.

(Applause.)

You know, I've given a lot of speeches and talked a lot about how I feel about what's going on in the country and I was in Ohio and I was in Indiana and I was in Iowa and I went into union halls and I talked to the union members and they were sitting there and they were talking and people concerned about the guns, and people concerned about God, and they were concerned about all the things that we're concerned about.

But not many people talked about working 30 years and having a pension and being able to retire with comfort, so you can hunt, so you can worship, and you can do all those things.

What's happening right now it's been happening a long time; we are being divided, we are being turned against each other. It's one of the oldest tricks in the book and we have been fooled.

My remarks say here "don't be fooled." But we have been fooled because we're in the situation that we're in today. They're trying to get our focus on different things. They're trying to take our focus off of what's important. They're trying to take our focus off what keeps us moving everyday. They're trying to make us suspicious about anyone who doesn't look like us or worship like us.

And that's what these attacks on immigrants are, immigrants like my parents, on women, like our daughters and our wives, our sisters, on religious Muslims. It's about keeping American people from organizing, working together, demanding a decent quality of life.

Think about that for a minute. That's what's happening in our country right now. Nobody in this room can tell me that you like what's happening. And if you do, you live on another planet because there's something not right here, the attacks that we've been having.

I have been in the union for a long time. I'm 51 years old and I got my union book 30 years ago. And I remember going to the Laborers' Convention 30 years ago and listening to the General President at that time talk about the attacks on the labor movement.

And then five years later, they talked about the attacks on the labor movement. Five years later. And now it's 30 years later and those attacks are still happening and our numbers are shrinking and shrinking and shrinking. And our jurisdiction is shrinking and shrinking and shrinking. Think about that for a minute. Think about that for a minute.

The sad truth is that some people are falling for it. Some people in the labor movement, some people in this room, some people in my union hall are falling for what's happening. Sometimes I see a truck. It's got a sticker on the back. It has two stickers on the back. One sticker has the number of a Local Union representing a Local Union and the other side has Trump on it.

When I see that it drives me crazy. Because the sticker with the numbers on it represent healthcare, annuity, wages, pensions, training, working conditions, working rules. That's what those numbers represent. And the other sticker, the other sticker represents somebody who wants to take all that away, all that away from you.

(Applause.)

Those numbers stand for our parents and our grandparents and the generations of immigrants and anyone who came before us who built our unions. We inherited this Union. We inherited the labor movement. We didn't put the fight on the front lines. We weren't part of that in the beginning. No one in this room was, but what you did was you fought to make sure those rights were protected

(Applause.)

and we shouldn't give them away.

(Applause.)

We shouldn't give them away.

(Applause.)

I was in Boston the other day, and I was driving to a ribbon cutting. I have a place in South Boston. And as I drove down the street, I saw a pick up truck and I saw number on the pick up truck I'm not going to say what number it was it wasn't 33. And I saw a Trump sticker.

So I went into the place and I said to the general superintendent, I said, do me a favor whose truck is that? Can you bring the person down?"

So he went up and said, "The man wants to see you." And the guy said, "well, I don't like Democrats." So he came back downstairs and his boss came up to me and said, "He doesn't like Democrats."

"He doesn't? Does he like his pension? Does he like his healthcare? Does he like this job that he's on today because this job is a government subsidized job? Does he like that?" He didn't have the balls to come down to tell me that he defended Donald Trump. So if you're gonna stick up for him, you might as well stand up for him. And he did not have the courage to do that.

And that frustrated me because I know at the core of this labor movement, when I joined it, I joined it for a reason. I joined it because it gave my parents the opportunity to buy a home and raise a family and send money back home, as well.

My uncle was the business manager of Local 223 in Boston and in my kitchen on Sunday nights my father and uncle would argue about fighting on behalf of working people. That's the kitchen I grew up in. That's the house I grew up in.

And when I see what's happening in Washington. And I see our members being buffaloed by this person, it pisses me off. Because he lies. And he hasn't stopped lying since he became the President and before that.

He told us in the primary that he was going to put the biggest infrastructure bill in the history of the United States of America in front of Congress. And that 80 percent of the money was going to be paid for by the federal government and 20 percent was gonna be covered by the state. And we were gonna go around and fix up all these roads and bridges all over the place, which would spark our economies in America.

And when the Bill came out, it was 20 percent from the federal government and it wasn't the largest infrastructure Bill, and it didn't do what it was supposed to do. It didn't happen.

Cities and towns across America, and as I walked down this aisle, I saw Michigan, Indiana, North Central States, all of you need it, Western Region. Whether you're from the West or the

East, the North or the South, it doesn't matter. We're all the same. We have to start thinking like that that we're all the same. There's no difference between us.

Because when I was in Ohio the other day, Danny O'Connor who's running for Congress, and I gave I was doing a speech at his kick off. And I was talking about the person in the town that I was in that day, there's a mother or a father with their child struggling with heroin addiction in that town somewhere in Ohio. And I said, "You know what's happening in Boston, in the neighborhood in Boston, there's a mother and father struggling with their child with addiction Boston."

Whether you're in the Midwest, wherever you are, we get divided because they're trying to say the country is divided.

We care about the same things. We care about putting food on our table. We care about paying our mortgage or our rent. We care about being able to retire with dignity and enjoy our lives. We care about making sure that if people need to get into recovery, there's programs for them. We care about making sure that our hospitals are surviving.

We don't care about giving tax breaks to the most wealthiest people in the country. That doesn't matter to us.

Elections have consequences. They have big consequences. What we're getting out of Washington is empty promises. I'm tired of the blatant attempts to try and rip us apart and I'm tired of us falling into that trap. That's what's happening.

We have an opportunity in a month with the midterm elections.

We have an opportunity in a month to be able to go out there and make a difference.

In Iowa, we were at a labor rally. There was about five unions' Locals at that labor rally. It was a labor rally to win back the United States Congress. It was a labor rally to win Democratic seats. We had five unions present; five Local Unions present. That's not how we win back.

We also need you and to go back to your Union halls to educate elected officials on what you believe in and what you stand for.

We need you to go back and build relationships with Democrats and hold them accountable and let them know that they have to stand up for you. Because I know that a lot of times we focus on legislatures and making sure they're Democratic. But sometimes the mayors tend go the other way and they're Democratic mayors.

Call them out. Hold their feet to the fire. Don't assume that they know the struggles that you're going through. Don't assume

that they know what you need. Build those relationships up with them and hold them accountable, as well.

But we need to step up. We need to continue to move forward. We need to stop having them divide us. We need to stop playing into their hands. We need to stand up for the values that built our unions and built America's cities and our towns.

Right now is more important than any other period in the history of our country. Elections have consequences. Those consequences can be drastic.

Those consequences can come right after us. They're coming right after you; right after the labor movement; right after the Roofers Union. They want to tear you down. They want to take your numbers. They want to rip them off the wall. They want to burn them and they want to annihilate you.

They don't want you out there. They don't want you competing because what you stand for is middle class. What you stand for is wages. What you stand for is equality. What you stand for is workers' rights. What you stand for is all those things.

They don't want those things.

But, yet, some of us still play into the hands of what they're saying.

"Recruit. Train. Retain." Those aren't just words. That is what the future of this Union is about. That is what the future of the Laborers Union's about.

And I know we fight with the Carpenter, but that's what the future of the Carpenters Union's about. We can fight with them all day long. We can fight with everyone all day long. But if you're not recruiting people, if you're not retaining people and if you're not training people, we don't have anything.

100 plus years ago, I don't know how many guys were in the room, I think the Laborers had six, probably six for the Roofers.

They sat in a room and they signed a charter and they decided to create a union.

They decided to create a union because people were being taken disadvantage (sic) of on the jobs. People didn't have a work week. People didn't have overtime. There was no safety. There was no annuity. There was no travel time. There was no good wages. None of that was happening. People were dying. People weren't getting paid. There was no safety, all that stuff. It kind of sounds like the non union side.

They got in a room and they started something special. They started something special that built this country I mean, literally built this country. The labor movement built this country.

If you look at the decline in the labor movement and you look at the decline in wages, it happened at the same time. It happened at the same time.

In Boston, I gave you those numbers earlier because as we see the middle class come up, we're seeing an increase in the labor movement and we're seeing more people getting opportunities to get into the middle class. We're seeing that income inequality number go down. We're not perfect.

You are the future of this country. The people in this room are the future of this country.

Roofing work is difficult. I don't have to tell you that.

Anyone who spent years and decades of their life up on a roof in all kinds of different weather deserves great healthcare and a dignified retirement. That's what you fought for and that's what you deserve.

And that's what every single American worker deserves. And that's what we're gonna continue to keep fighting for and that why as long as I'm in public offices, that's what I'm going to keep fighting for.

And I'm gonna continue to get up on daises like this and give speeches like this and the people that don't like what I say, I don't care.

(Applause.)

We need to continue to go across this country and show how strong we are and what we represent and who we stand for and who you stand for.

And we need to show and explain what the labor movement's all about. I'm one person. I decided one day to get up and go to those states and try and make my voice be heard because I was pissed. I was pissed.

I was pissed about what I'm watching in Washington. I'm pissed about what I'm seeing in Congress. I'm pissed about them fighting on immigrants. Even the Kavanaugh conversation was taken sideways. There was so much more there that they didn't talk about that the press didn't cover. So much more there. The last two United States Supreme Court justices that have been appointed are antilabor. They don't just not like us, they hate us.

Kavanaugh made a ruling for Trump years ago on one of his properties against labor. They hate you. Some of the people in this room might have voted for Trump. Good for you. His people around him hate you. Because you work for a union. They don't like you. Think about that for a minute. Don't get caught up

on the issues. Don't get caught up on all of the social issues because they're important.

I've said this before, as a state representative, I fought for labor rights. I fought for prevailing wage.

As the head of the Building Trades, I worked on PLAs. We were able to sign big contractors. I was able to do great things.

I voted on every single labor issue you can vote on. I voted the right way and fought for it all the way across the board.

A lot of people say I didn't hear the President's introduction of me, but they probably said that, you know, Marty Walsh is one of the best labor people in the country.

If you ask anyone, they'll probably say that to you. I'm not touting that myself.

But I also voted against the death penalty in 1997 in Massachusetts.

And in 2004, I preserved marriage equality, and the rights between same sex couples. I voted to support same sex couples.

And when I became the mayor in 2014, you know what I did on the 5th floor? I put a transgender bathroom on the 5th floor of the mayor's office.

A lot of people in this room say, Oh, God. Does it really matter where I stand on the issues because the first part of what I said is what's important to people: Fighting for your rights and fighting for all the things that are important.

I'm gonna continue to fight. I'm gonna continue to push forward. We are stronger when we work together. We're going stronger when we show solidarity.

We are carrying on a proud tradition at this conference right here, your conference here and even back home, whether you're from Nevada or Massachusetts or Minnesota, Chicago or New York or anyplace that I didn't mention, we need to be together. We need to work together and move together.

(Applause.)

We need to keep standing up for the American people.

(Applause.)

We need to set new standards of excellence for the American people.

(Applause.)

We're building on the legacy of our parents and our grandparents in the spirit that this country was founded upon. That's what we're doing right now.

This is about a lasting legacy. It's about building a better future for those who came after us.

The group of men that came together to start this Union, your International Union, they started it for a reason. It's our obligation to keep what they did alive and grow it. That was the intention here.

And we've gone through a phase where we haven't grown as a labor movement as a whole. And it's time for us now to start growing. Four weeks from yesterday from Tuesday was a big day for the labor movement. It's gonna be a big day for the labor movement because for the last four years we've had a Republican so called Republican president, a Republican Congress and a Republican Senate that have been stripping away our rights. Yes, we have friends in the Republican Party. I'm not saying we don't. There are definitely friends of the trades in the Republican party, but the hardcore majority Tea Party and whatever the other organization is, they want to take everything away from us.

We have to. We have to win seats back a month from now. We have to take back the Congress. We need the balance of power. We need to stop the attack that middle class and working class people in this country are under attack. We need to stop that. Every great movement in this country that I have been associated with or that I have been part of, for me, it's been the Building Trades and labor movement that stood up and fought back on. This is what we need to do. All it takes is one person in this room to go back to your hometown and get people fired up. Get people excited.

You don't have to scream and yell. I thought I was going to scream and yell today, but I didn't. What you have to do is explain what's at stake.

There are people in this room today that in the course of the next year that are gonna retire. There are people in your Local Unions at home in the next year that are gonna retire.

They're gonna retire with a pension. They're gonna get Social Security. They're gonna be able to have healthcare until they go into Medicare. They're gonna be able to have a lot of great things because of their opportunity to work in the union.

There are some of us in this room and some of us in your Union halls that, if we don't smarten up and we don't move forward, aren't gonna enjoy those benefits because everything's on the table: Social Security, healthcare, working rights, working conditions, all of those things are on the table. Let's not kid ourselves that we don't think that if four weeks from Tuesday if we don't win back the United States Congress, the attack we had

for the last two years will be nothing compared to what they're gonna throw at us in the next two.

So, Brothers and Sisters, I want to thank you for the opportunity to come here and speak today. I want to thank you for the support that you show me in my political career as Mayor of the City of Boston.

And I want you to know that I will always, always stand in your corner.

Thank you and God bless you.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: We've got a little presentation for the Mayor. We know he's a very proud member of the Laborers Union, we want him to go home with a Roofers' shirt, so you could wear that and a Roofers' knife.

(Applause.)

Thank you, Marty.

I think you see the importance of having a building tradesman elected to public office.

Marty's the perfect example of why we need to get behind any person from labor that wants to run for office because we need our people in place.

And without it he painted the picture better than anybody could; with people like him, our future's bright. But with people like we have in the White House today, our future's pretty bleak.

With all the paraphernalia up here and coming in, while we are waiting, Marlen, if you could cue the video, I believe called "2018 Brotherhood Sizzle."

(Whereupon, a video was presented.)

GENERAL PRESIDENT ROBINSON: If you haven't watched our TV show that's our TV show. So you should be watching it on outdoor channel. I'll tell you what, it's terrific.

I would like to call Heather Tazelaar to the stage. Now, I know you've all met Heather. She's the heart and soul of USA. She's the one that makes me proud. She's like my adopted daughter. She's one hell of a girl.

So now what are you going to do today, right? You're going to pull three tickets? Is that right?

MS. TAZELAAR: I'm going to pull lots of tickets.

GENERAL PRESIDENT ROBINSON: She's gonna pull lots of tickets. So what we'll ask: When she pulls the ticket, if you have the number, please come up here to the stage and we'll verify the ticket and then stay here, so we can get a photo op once we've pulled all the tickets; is that all right?

Okay. I'm gonna turn it over to you, Heather. Then, we've got Kyle Wall, my impressive bodyguard while I'm out there on the course. He does a great job. And Kyle is Frank Wall's son out of Local 150.

(Applause.)

MS. TAZELAAR: All right. Brothers and Sisters, we are going to pull a bunch of prize winners.

First and foremost, I would like to thank so many of you for stopping by our booth for inviting the Union Sportsmen's Alliance to be a part of this Roofers and Waterproofers Convention.

Anyone who stopped by our booth is eligible for the drawings that we're doing for door prizes. And that's what we're going to start with.

So the winner of our first door prize package, which is a bunch of Carhartt products, Carhartt is a great partner of the Union Sportsmen's Alliance is going to be representing Roofers and Waterproofers Local 43, Andrew Nonnemacher.

(Applause.)

Andrew.

(Applause.)

Andrew will be taking home a Carhartt tool bag, a nail apron and a work pack.

All right. Next door prize package, gonna win a little bit of optics, a pair of Steiner binoculars and a blue Steiner hat. Representing Roofers and Waterproofers Local 149, John Alan Johnson.

(Applause.)

Our next winner is gonna win a package that I like to call "winter is coming" a Carhartt jacket, a Milwaukee M12 heated hand warmer kit and a pair of Steiner binoculars this is not rigged and he's going to tell me to draw again Kinsey Robinson. I'm just gonna draw again.

(Laughter.)

James Hadel.

(Laughter.)

We're gonna draw again. We're gonna draw again.

All right. This time we are gonna go with Local 11, Richard Huffman.

(Applause.)

Now, all of you who got into our gun raffles go ahead and get your tickets out. After I draw this next door prize, I'm gonna pick some gun winners.

Our last door prize package with some Burris binoculars, a Flambeau tackle box and a Buck knife goes to: Representing Roofers and Waterproofers Local 30, Glenn Redmond.

(Applause.)

While we wait for a photo opportunity with all of our winners, I just want to ask you guys to keep in mind that it is completely free for any Roofers' member, any family member of a Roofers' member to join the Union Sportsmen's Alliance and to activate your membership.

You can join the Union Sportsmen's Alliance by going to our website. You can also call our 800 number or you can call anyone who works at the USA and we can help you. We need members in order to stay strong, so please encourage the members of your Local Unions, your District Councils, and even members that you work with in other trades to join the Union Sportsmen's Alliance.

(Applause.)

MS. TAZELAAR: Ready?

All right. Get those pink tickets out. We're gonna draw some guns. If I draw you as a winner of a firearm or any of the packages that I'm about to announce, please come up front here. Kyle is gonna have you fill out some paperwork. And we'll get you your prize.

You all were super duper generous and for that, we hugely appreciate it. We raised about \$3,500 on our gun fundraiser here.

And the first ticket I draw is for a Remington 11 87 12 gauge. Whoever holds this ticket not only wins that Remington 11 87 12 gauge, they also win a 1 in 75 chance at being drawn to go to the Superbowl, the 2018 Superbowl in February of 2019.

The ticket No. is 742680. 742680.

(Applause.)

The next gun we are going to draw is a Savage Axis II rifle. And I'm gonna stir the pot. And this winner is 743547, 743547. There he is.

(Applause.)

Our next winner is gonna get a Ruger 10/22. And that winner is 742324. 742324.

(Applause.)

All right. Our next winner is going to receive a 40 quart ORCA cooler with the Union Sportsmen's Alliance logo emblazoned on the top.

And this one is going to lucky winner 743265, 743265.

We have a winner.

(Applause.)

And last, but not least, our runner up prize is going to be a Carhartt J220 winter jacket and one 2019 USA gun a week calendar. We'll ship that to you. And it's a 2019 calendar, so it starts next year and runs all year long.

It's gonna be 742496, 742496.

All right. And those are all of our winners.

Thank you guys so much for helping us fundraise at this event.

(Applause.)

Don't forget, get your friends, your family to join the Unions Sportsmen's Alliance.

(Applause.)

And thank you, President Robinson.

GENERAL PRESIDENT ROBINSON: Thank you, Heather. We appreciate all you do for us and everything the USA does to work with our members.

MS. TAZELAAR: You got it.

(Applause.)

GENERAL PRESIDENT ROBINSON: Before I call our next speaker, Will Attig, who you're gonna find is a fired up young kid. He's with the Unions Veterans Council. I'm gonna call on Chairman Ziegler to present Resolution 7.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: The Finance Committee has met and heard testimony on Resolution 7.

The Secretary will now read Resolution 7.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 7.

Therefore, be it resolved, that Article I of the International Bylaws be amended to add Section 6 as follows:

Section 6, International Union shall affiliate with American Federation of Labor and Congress of Industrial Organizations, the North America's Building Trades Union, the Union Sportsmen's

Alliance and the Union Veterans Council and shall remain in conformity with the governing documents of each organization. Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. I move for adoption of Resolution 7.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and second on Resolution 7.

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

Ayes have it.

(Banging of gavel.)

Thank you Mr. Chairman and Mr. Secretary.

Our next speaker is William Attig, Executive Director of the Union Veterans Council, AFL CIO. Will Attig is a combat veteran of the Afghanistan and Iraq wars. He served proudly with the 1st Battalion, 26th Infantry regiment in one of the most decorated units of the Iraq war.

Attig was given an opportunity to attend the veteran welding program with the Helmets to Hardhats organization in 2010. In 2015, he was appointed to the Political Coordinator for the UA Local 160 and in May 2017, he was selected to lead the Union Veterans Council.

I'm going to call on Will to come out and tell you what the Council does and what's their accomplishments and what they're doing for our members, our members that are veterans and served and gave their every bit but their lives and some of them did give their lives so we can enjoy what we're enjoying today.

Will.

(Applause.)

UNION VETERANS COUNCIL DIRECTOR ATTIG: Well, I didn't realize that there was gonna be a Resolution passed right before this. But thank you all so much for that. I really appreciate that. Let's give a round of applause for that.

(Applause.)

I'm trying to get my slide show pulled up here. I, a little over a year ago, I met President Robinson at the first big

meeting that I ever went to when I came out to Washington, D.C. A couple weeks before that I was hanging off the side of a building welding pieces of pipe together. And here I am in Washington, D.C. and he said, "What are you going to do for our veterans?" And I said, "I'm gonna build a unified voice for every single one of our veterans inside of labor so we can advocate for working class veterans across the country." And a little over a year into it, I think we're doing a pretty good job.

And I want to start by asking a question. What does being in a union mean to you?

("Strength" from the floor.)

All right.

("Brotherhood" from floor.)

I want you to think about that while we play this video. Let's watch this video real quick.

(Applause.)

If you're a veteran, could you please rise or if you're a family member of a veteran please rise and be recognized right now.

(Applause.)

Look at that. I believe we are the most patriotic people in the world and this will show that right there. My journey to get here is not the exact, a typical, norm journey to stand in front of a group like that.

As I said, my name is Will Attig. I'm the Executive Director of the Union Veterans Council. I'm a proud Journeyman Pipefitter and a decorated combat Infantryman.

But before that, I was a young man growing up in Southern Illinois and I struggled. I came from a very poor family. I was the kid that got one pair of tennis shoes a year and I couldn't play sports because it cost too much to travel. And in a world where everything's about buying stuff and having things, it's hard to grow up like that when you're a kid.

I didn't have a lot of dignity. It was hard not to be able to go out and go to the movies because it cost too much money. And when I was 17 years old I took an opportunity to join the United States Army to improve my life.

See, in Southern Illinois where I'm from, no matter how good the stock market's doing, it doesn't seem like it trickles down to where I'm from. After the mines closed and industry left, it left us with nothing.

And that's where our veterans come from. They come from communities like Southern Illinois, from the inner cities of Baltimore and Chicago and rural America across the country.

Six months after I signed up I found myself in a Humvee driving from from Kuwait to Iraq during the very start of the war. Six month after it started. But it wasn't just me driving in those Humvees. I remember in one of the most brilliant visions that I had, it was nightttime and there was a convoy as far as you could see of lights. And every single one of those vehicles had young men and women willing to go and fight for an idea of America and that's something I was very proud of. And I had that uniform on and I started to feel dignity for the very first time. I was part of something bigger than just myself. I was a pretty good soldier. I used being in the military to help provide for my family back home and my younger brothers going through high school. Because again, the economy wasn't there to support a single mom like my mom.

At the same time, I started to lead soldiers. By the time I was 22, I was leading a fire team of five soldiers. That was a lot of responsibility for a young man, but that's what our military does. It takes young men and women and turns them into leaders and gives them resources to not just lead soldiers on the battlefield, but make sure their finances are right.

By the time I was 25 years old, I was leading a squad. That meant I led two sergeants and 14 soldiers. The Army invested millions of dollars in training for me to become an expert at my job. As I said, I fought with 126 Infantry during the Surge. We were one of the most highly decorated units since Vietnam and during the Iraq war.

But we also received the worst casualty rate since Vietnam. And that's something that we all had to live with. We all had to band together. And we used that camaraderie and brotherhood to forge an alliance that was unbreakable. And we had that because we had unity. People don't really think about the military being much like a union, but I have a strong disagreement. That's what we do in the union, we bring brotherhood and sisterhood together.

When I left the military in 2009, I didn't realize even after those horrible days in Ramadi and Samarra and Baghdad, that the worst fight that I was ever going to face was going to be on the streets in Southern Illinois.

I came home in 2009 with a lot of dignity. I had that uniform. I had a chest full of medals. I had a parade in my small hometown. And I thought I was gonna make it.

But I also brought this big baggage of issues home with me also. Within six months, I found myself without a job, without a

degree and without a future. And that's what's happening to hundreds of thousands of veterans across this country. Our economic system is set up against the very people that fight for our country. If you look at the statistics, 31 percent of all working veterans make less than \$30,000 a year and that is shameful. And that's because corporations and CEOs have rigged an economy against us.

We're not different than anybody else. We're working class people. We want a shot at the American dream we fought for. The system is rigged.

If you look at this red line in the middle, our young veterans, our National Guard reservists, 73 percent of veterans in that age group make less than \$30,000 a year. And think about that. Now, I'm a proud union pipefitter and I made a pretty good wage when I was a welder, but our veterans go home and a lot of them go to the construction trades or they work in the construction industry, 39 percent of our construction workers that are veterans make less than \$20 an hour and most of the time without benefits.

And that's what we've got people promoting. Calling good jobs. Trickle down economics. Deregulation. They're crippling our workers. Those aren't our union members. They're crippling our workers and the American working class to have to struggle to barely pay the bills or sometimes choose between bills and that's what's facing our veterans.

For me, I can tell you about the very worst day of my life and it was about 8 months after I had gotten home. I had been struggling very hard and I had an opportunity to interview at a Pepsi distribution center. The wages were about \$15 an hour with some benefits. It was a mid level manager. I was gonna tell five people how to load soda pop on the back of a truck. And I thought, "Well, I've got millions of dollars of training behind me. I've led soldiers in combat. I can tell people how to load a little soda pop on the back of a truck."

I went through an interview process with the HR director. And he asked me one last question. He said, "Where is your Associate's Degree."

I kind of looked at him dumfounded. I said, "You know, I just got done telling you I spent 7 years fighting for this country. I didn't have time for night school." And he sent me out the door. They had a policy any manager had to have some college. And I got in my car and I cried the entire way home. Every bit of that dignity I had made in the military had been ripped out of me that day.

But that's not just my story. We have serious issues in our veterans' community. We've got suicide and homeless rates that's appalling. We've got politicians that like to take a picture with us, at the same time, they cut the regulations and the benefits for our union members and our workers, but I've got an answer for all of those questions and it's called joining a union.

Our veterans that join a union do better in every demographic. As leaders of a union, you give those opportunities to our veterans and working class people all over the country. On average, veterans that are in a union make over \$12,000 more than nonunion veterans. And that's something to be proud of. (Applause.)

Now after I got my opportunity so what happened was I was in that car, and three days later someone told me about Helmets to Hardhats. And I was at the lowest point in my life. And I didn't know much about unions, I didn't come from a union family. I went in and they told me, "You're gonna make a good wage. You're gonna be able to retire. You're gonna have benefits."

And I started that Helmets to Hardhats welding program. One of the greatest programs to put veterans back to work in this country. We spend over \$1.2 billion to train and equip our veterans for success with great results.

I dedicated my life that day to help other veterans out. And through some blessing I got an opportunity to lead the Union Veterans Council.

One thing that I didn't really realize was that for as long and as storied the history of labor and veterans, the connection between the two, we've never had a true unified voice for our veteran members. So I said, "I'm gonna build one." But where do you start?

As a builder, you always know you've gotta start with a foundation. So I went out and I started talking to the union veterans. And I asked them what they wanted in an organization. I surveyed them and when they responded, 91 percent of our union veterans that answered the survey said they wanted to see some sort of local program to support and engage our veterans in their local community. 74 percent said they would advocate. And almost 50 percent said they would be active volunteers or leaders.

And I don't know how many of you ever tried to get someone to volunteer for something, but usually 50 percent doesn't end up

in the number line. Our veteran members are eager to be engaged.

We don't have a voice for working class veterans. The issues that we talked about: suicide, homelessness, supporting the VA, those are union issues, those are workers' issues and we bring them together.

We've built a new vision. Built around engaging, educating and mobilizing our veterans. We're going out and creating local chapters for our veterans at the local CLC and State Federation level with the AFL CIO. And the idea behind that is to build that union, that camaraderie back by bringing our veterans from all different trades and industries together underneath an umbrella that says we're both union and we're veterans and you've got to mess with us now.

We want to deliver information to teach our veterans about the issues that they face and how to understand how important being in a union is. And it's not just going to work and getting a paycheck on Friday. There's a lot more to it than that.

We're going to mobilize our veterans. Because when we mobilize our veterans, we can move mountains. They call us force multipliers in the military. And that's what we want to be for the labor movement.

Just a few months ago, I named our first major mobilization push in Missouri. A few folks there wanted to take away a bunch of workers' rights. And I betcha some of you in this room went out and helped there. But we mobilized our veterans. We created a message about how many veterans were gonna get affected by right to work in Missouri. We made a website. We had union veterans walking around with our shirts on. Talking in front of cameras and we kicked the shit out of right to work in Missouri.

(Applause.)

Sorry for the French.

(Standing ovation.)

I built a program around four key pillars and this is why we passed that resolution because this is key. We are not just pie in the sky. I'm doing a bottom up approach.

But we want to support our veterans inside and outside of labor. And that's done through recruiting veterans, making sure that our veterans have things to do.

We just teamed up with the Union Sportsmen's Alliance, where now, whenever they have a shoot, our veterans get free spots. At least five, and we give them away to our members.

And we want to tell the veterans' story. We want to talk about what labor does for veterans.

In Kansas City, Missouri, the CLC partnered with the Transportation Department a little over two years ago, and they funded a program that every veteran gets to ride public transportation for free in Kansas City. And people may think, you know, that's not that big of a deal. Veterans have it all right, if you watch the news, and everybody loves to stand with us. Since that partnership between labor and industry and city, over one million swipes, rides have been taken. So that means veterans have used their card a million times to ride public transportation for free. That means there is a need for that. And we're gonna build and expand that across the country. We want to talk about legislation. In a little over a year, we've turned into one of the leading voices for law makers in Washington, D.C. addressing workers' rights, especially, veterans workers' rights.

A little over three months ago the largest attack attempt to cut middle class wages to veterans happened underneath all of our noses. And through some really good help from some other organizations, we were able to put an imprint. The Administration tried to change the retirement rating for federal workers.

Draining the swamp, right? Those swamp creatures.

Those poor workers, the janitors, the people that clean the VA Hospitals, they don't deserve a retirement. They tried to cut \$5,000 per year from over 600,000 middle class veterans and that is shameful. And that's the people that stand next to us and take the pictures and check the box.

And that brings us to the next point. We are gonna get involved in politics. We are gonna fight for people that are willing to stand side by side with labor and fight with them. I don't care. I don't care.

(Applause.)

I don't care if you've got an I at the back of your name, a D or R. I want you to stand next to me, say, "I'm proud to support labor. I'm proud to support veterans." And we are gonna stand with you.

We did that in Conor Lamb's race in a special election in Pennsylvania. We organized our veterans. We mobilized them. We won that race by a couple hundred votes and I think that we had a big part to do with that.

Because as they wave their flags and cut our legs out from underneath us, we can break that cycle. We can say we're patriotic. We're proud to be Americans here.

And that's what we're gonna do. But we need your help. We need you to go out, find your veteran members, get them to sign up. If you're a leader in this room, sign up on the website. We have a website. Sign up on it.

We put out a lot of really good information. There's a box to check if you're not a veteran, because we need to start fighting back. And you're gonna hear about that later today, but I don't think there's anybody better to fight back than veterans across this country.

You know, are called a lot of names in labor, but there is no board room that have as many veterans as organized labor does. Because this is a board room. And what we want to do is give our veterans a platform and tools, because if we can, we can move mountains.

After I became journeyman, my Business Agent gave me a couple pushes along the way. And I started helping out veterans. And I went back to that Pepsi distribution center and I sat down with the owner and I sat down with the same HR director that sent me packing that day. Within 30 minutes, he was crying. Yeah, I think that deserves that.

(Applause.)

But since then, that organization has only hired mid level sergeants and low level officers to be their managers. And they've put over 50 veterans to work in Southern Illinois. And that's what we can do if we just get engaged.

I want to thank you all for having me here because it's really important. It's important because you are the reason why I can do my work here, why I can go out and help the veterans and build this program, so I want to thank you. And I want you to take a message back to your dues paying members, tell them thank you because every hour of sweat on the top of a roof allows me to do what I do. So I'm just very appreciative of that.

This isn't a job for me. This is a mission and together we can overcome it all. Thank you so much for the invitation.

(Applause.)

GENERAL PRESIDENT ROBINSON: Isn't this young man a breath of fresh air?

(Applause.)

And he's served his country and now he's serving us. And I ask you if he comes into your community, you give him all the support he needs because he's looking out for our members. Thank you, Will.

As I mentioned earlier in the week, we had two Congressmen that wanted to be with us and they couldn't because of their duties in Washington, D.C. Both of these gentlemen do a great deal to protect our interests.

Congressman Adam Schiff represents California 28th Congressional District and throughout his tenure in Congress his focus is on growing the economy, bolstering national security, strengthening our communities, helping small businesses and improving education, safety and health for all of our children.

In his 9th term in the House of Representatives, Congressman Schiff currently serves as the ranking member, or the top Democrat, of the House Permanent Select Committee on Intelligence as a member of the Benghazi Select Committee.

In addition to his committee work, Congressman Schiff's top priority is to create jobs and help improve the economy.

Congressman Schiff also believes in reestablishing America as a manufacturing power house and he believes that's critical.

Through these efforts American business can begin to grow in adding jobs again, so that all Americans can enjoy a greater and more prosperous life. All the things we believe in.

I thank Vice President Beasley for getting ahold of Congressman Schiff and allowing us to have the video that Marlen will play in a second.

Also while I'm thinking of it, thank you for getting our Congressman on Monday to be here with us. Appreciate your efforts. Between you and Paul, you made a great Convention for us. I thank you guys.

Marlen, can you roll the video from Congressman Schiff, please. (Via video address.)

U.S. CONGRESSMAN SCHIFF: Hello. I'm Congressman Adam Schiff. I'm sorry that I can't be with you to discuss all of the important issues affecting our nation's workers.

We are at a critical moment for the future of the American worker. Unions like the United Union of Roofers, Waterproofers and Allied Workers are the backbone of our country. You help ensure that hard working Americans get the benefits and pay they rightly deserve and that working families don't fall behind in the face of rising healthcare costs and often stagnant pay.

I'm proud to stand with working Americans and unions here in Congress. And I'll continue to fight efforts by the Administration and Congressional Republicans to weaken workers' rights including opposing so called right to work legislation

that is intended to undermine unions and weaken the bargaining power of working people.

I also strongly support Davis Bacon protections that ensure jobs pay a prevailing wage.

The attack on unions has also come through the courts. Judicial decisions such as Janus versus American Federation of State, County and Municipal Employees have set collective bargaining rights back and we will have to respond with affirmative legislation that allows workers to band together to form a union to protect their rights. Congress has the power to right these wrongs and I will continue to work with my colleagues to make sure unions are protected, so that future generations of workers get proper access to the benefits they have earned.

I want to thank you again for the invitation.

I am proud to stand with the men and women of the building trades in your fight for fair pay and collective bargaining. Attacks on labor and the ability of people to collectively bargain have gone hand in hand with the decline in incomes for families and the yawning gap between the rich and poor. This is wrong morally and it's poor economics.

I am proud to stand with you. I am proud to stand with labor. And I am proud to defend working people. Thank you.

(Applause.)

GENERAL PRESIDENT ROBINSON: The other Congressman that could not be with us, but wanted to do so hails from the district of Joe Pozzi and Keith Vitkovich. Pete Visclosky proudly represents the 1st Congressional District in Indiana. Throughout his time in office Pete has fought to strengthen our local steel industry and the union base. He has also worked with federal and state and local interests to support transformative intergenerational projects that will enhance a strong economic infrastructure. In the 115th Congress, Pete serves as a member of the Appropriations Committee and is the ranking member on the Defense Subcommittee where he works to keep our nation [safe|save], protect America's brave men and women in uniform and preserve our defense industrial base. He's also a member of the Energy and Water Subcommittee where he works to support investments in our national water related infrastructure including our ports harbors and waterways. Marlen, if you would run the video from Congressman Viclosky. (Via video address.)

U.S. CONGRESSMAN VICLOSKY: I'm Pete Visclosky. It is my great pleasure to speak with you at the 29th Convention of the United Union of Roofers, Waterproofers and Allied Workers. And I thank International President Kinsey Robinson for the invitation. I also want to thank each of you and particularly Keith Vitkovich and the delegates from Indiana and Local 26 for your constant support and strong friendship.

My primary focus in Northwest Indiana is to create a region that harnesses investments in economic infrastructure, our transportation network and the preservation of our environment, so that we can ultimately create more good paying jobs. And I believe there is no better job than a union job.

My father was a member of Ironworker Local 395 in Northwest Indiana and after he was mayor of the city of Gary, he sharpened up his welding skills and went back to Ironworking. He taught me about the dignity of work and that besides good health and a good family life, nothing is more important than having a good job with a living wage.

I am grateful for the Roofers Union and the services you provide to ensure a full life for your members and good paying jobs for citizens across our country.

Your work is invaluable in supporting individuals with apprenticeship programs and employment paths that use life long employment skills. Your work is invaluable to supporting individuals who want a good paying job. And your work is invaluable to providing individuals with pensions and benefits that grant them the financial security they deserve.

I thank you for your dedication to working Americans and for your charitable contributions to many non profit organizations in communities across our nation. Including, for example, your partnership with the Helmets to Hardhats program.

I will continue to work hard in support of unions, Davis Bacon wage requirements project labor agreements and transformational investments in our communities, so that together we can have a growing economy which generates more opportunities for good paying union jobs.

I thank all of you for taking the time to participate in this conference and for being engaged with the labor and economic issues that impact your individual communities, your states and our nation.

I appreciate the opportunity to speak with you and wish you all continued success and a productive Convention.

(Applause.)

GENERAL PRESIDENT ROBINSON: At this time, I'm going to call on Chairman of the Finance Committee, Douglas Ziegler, to report on Resolutions 19, 20, 21, 36 and 39.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: That young man that just spoke got me all fired me up. I'm a Marine Corps veteran, 1610759. I'm a Roofer, 109273 to steal a page from Dave Critchley. I also have a 60 year, the number one 60 year card, that was presented to me by Brother Danley several years ago. And I'm proud of that as well. That means that I paid dues religiously for 60 years, actually, more than that because I still pay dues.

(Applause.)

Thank you.

The Finance Committee has met and heard testimony on Resolution 19. The Secretary will now read 19. We did this the other day and there was a little mix up and 60 days got changed to 120 days.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 19. 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 audits of its books and records. Quarterly audits shall be made by an Auditing Committee, sometimes known as Trustees, appointed or elected by the Local Union, such Committee must report its findings and audits within 30 days following each of each quarter to the International Secretary Treasurer, provided, however, that a Local Union may use the report of an independent accountant in lieu of the Auditing Committee's report. Annual audits shall be performed by independent accountant, which findings must be reported to the International Secretary Treasurer within 130 (sic) 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 each quarter.

Mr. Chairman, we heard the testimony and voted unanimously in favor of it. I move that we adopt Resolution No. 19.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion.

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

On the question, Mic. 3.

DELEGATE DAVIDSON: Butch Davidson, Local 12, North Haven, Connecticut. In hearing the Resolution, I'm wondering if QuickBooks or the services of a certified public accountant would do? As I mentioned the other day, we're still using these handwritten audit reports, and I'm wondering if we're gonna finally get way from the handwritten reports.

GENERAL PRESIDENT ROBINSON: Well, to my knowledge, and I'll let the Secretary Treasurer speak if he cares to on this subject. This Resolution doesn't deal with necessarily whether it's QuickBooks or whatever it is. The system the Local uses, all it has to do is be approved by the International. Many of our Locals use QuickBooks right now, in fact, maybe a majority of them do.

But we also don't want to end up in the situation for those that want to file audits in hand form to keep them from doing it. They can still do that. Even if they have an outside auditor, they can file it by hand or in any other means as long as the information is properly given to their members and to the International.

Does that answer your question, Butch? If not I'll let the Secretary Treasurer answer.

DELEGATE DAVIDSON: Well, I am still under the opinion that the International still requires handwritten reports.

GENERAL PRESIDENT ROBINSON: No, that's not so at all. It hasn't been for many years. QuickBooks has been acceptable to the International Office for I'd say 7 or 8 years.

DELEGATE DAVIDSON: Well, all right. Well, thank you.

GENERAL PRESIDENT ROBINSON: Thank you for your comments.

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

GENERAL PRESIDENT ROBINSON: Yeah, there should be one clarification the Secretary said 130 days. In the written form that's on your iPads and is in the resolution, it says, "120 days." The 120 day is the correct number. So be it ordered.
(Banging of gavel.)

FINANCE COMMITTEE CHAIRMAN ZIEGLER: The Finance Committee has met and heard testimony on Resolution 20.

FINANCE COMMITTEE SECRETARY BICKFORD: Sorry about that. 20, right?

Therefore, be it resolved, that Article VI, Section 10 of the International Bylaws be amended as read:

The Official Receipt Book of each Local Union shall be closed on the last day of the month, the Secretary shall immediately notify the International Secretary Treasurer of the names of all members who are then three months in arrears in the payment of any dues or obligations, and such member shall thereupon stand removed from the membership rolls without further notice, provided, however, that this section shall be construed to extend the time fixed for the payment of current dues or obligations so as to prevent a Local Union from enforcing provisions of a valid union security clause contained in any collective bargaining agreement in effect between said Local Union and an employer.

The Secretary shall forward to the International Secretary Treasurer a duplicate of all official receipts by him or her or by any other duly authorized person who has collected any monies to and including the last day of each month, accompanied by the monthly report and check or electric fund transfer for the amount of per capita tax and fees due to the International and all such remittances shall reach to the International Secretary Treasurer not later than the 10th day of the following month. Failure to comply with this provision may result in a forfeiture of the Local Union's charter, the loss of continuous good

standing of its members and/or their suspension or removal from the rolls.

Mr. Chairman, the Committee heard testimony, voted unanimously in favor of it and I move for adoption of Resolution No. 20 as read.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 20.

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.)

FINANCE COMMITTEE CHAIRMAN ZIEGLER: The Finance Committee has met and heard testimony on Resolution 21. The Secretary will now read Resolution 21.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 21.

Therefore, be it resolved, that Article VIII, Section 2 of the International Constitution be amended to add Section 2k as follows:

k. The International President shall have the power to examine the books and records of any Local Union or District Council. He or she may appoint independent accountants whenever necessary.

Mr. Chairman, we heard the testimony and voted unanimously in favor of adoption of Resolution 21.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion.

GENERAL PRESIDENT ROBINSON: We have a motion and a second on Resolution 21.

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.)

FINANCE COMMITTEE CHAIRMAN ZIEGLER: The Finance Committee has met and heard testimony on Resolution 36. The Secretary will now read Resolution 36.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 36.
Now, therefore be it proposed, that had Article IV, Section 7 be amended as follows:

Section VII, this burial benefit shall first be paid to the person or persons who paid the funeral director's bill, in the amount of the bill only. Where the deceased member has not has no next of kin, the Local Union shall arrange for a funeral of such member to be paid for by the International Secretary Treasurer, to the extent that burial benefits are available. Any balance remaining shall be remitted to the Local Union of which deceased was a member. Where the deceased member has next of kin, any money remaining after the funeral director's bill has been paid shall be paid to the next of kin of the deceased following this order:

1. To the spouse of the deceased.
2. To the child or children of the deceased.
3. To the parents of the deceased.
4. To the brothers and the sisters of the deceased.
5. To the estate of the deceased.

In any case where a dispute arises as to who is entitled to the benefit, payment of the benefit as provided above fully releases the International Union of its obligations under this Article and any such payment fully discharges and releases this International Union and all of its officers and members, past, present and future, of and from any further liability to pay again even though in the event an error in payment has been made.

Mr. Chairman, the Committee heard the testimony, voted unanimously in favor. I move for adoption of Resolution No. 36.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion.

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

On the question? Mic No. 3.

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

The Resolution that was sent in you had just said that you recommended that it be adopted, but the resolution that was sent in wasn't read, so I'm a little confused.

GENERAL PRESIDENT ROBINSON: Mr. Chairman, handle the question.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I'm sorry, Butch. I don't quite understand your question.

DELEGATE DAVIDSON: Well, I wanted to add a step that required a beneficiary card for pay out to who the member chose, as opposed to just following the next of kin. And that was not mentioned.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: No. I don't know where that went. It didn't come before our Committee. And the Committee was more or less overjoyed that whoever pays the funeral bill gets reimbursed no matter who it is. No matter who it is.

And I understand the beneficiary card and I think they were difficult. You want to address that, Jim, at all?

GENERAL PRESIDENT ROBINSON: The original Resolution submitted by Local No. 12 had language in it for a beneficiary card. The Committee after hearing testimony, revised this language to what they thought was the best suited language to go before the Convention. And they added in that the first order the check would go, if the funeral bill had been paid, would go to the person who paid the funeral bill.

And then, they added in a 5th order of pay which would include the estate of the deceased. Now, that was the decision of the Committee after all the testimony was taken. I think I've stated that correctly. If I haven't, please correct me.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: Are you okay, Butch?

DELEGATE DAVIDSON: Not really.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: We did a lot of work on this thing. Because I personally, in my Local, got screwed a couple of times making promises to relatives and couldn't keep them. And I'm really happy that whoever pays for the funeral

gets reimbursed and if none of these other people exist, then it goes to the estate.

DELEGATE DAVIDSON: I wish I had a chance to talk on it. There was not very good communication as to which Committee had which resolutions and you know, all that. I suppose I would have to take some blame for that because I didn't find out.

The fact of the matter is the reason I brought this Resolution forward is I had a member that's in the hospital for two and a half months. They thought he was gonna die. He had brain cancer. Fortunately, for him, they were able to at least get him to a point where he felt better, he can leave the hospital and go back home.

Well, he comes home his motorcycle's gone, his firearms are gone, anything of value is gone. His kids sold his stuff on him.

And he came to me and he said, "I'm gonna get cremated. I'm gonna have about four thousand dollars left. I'm gonna leave that to my nephew."

And the way it is now he wasn't married the way it is now, I said, "No, you gotta give it to your kids."

He said, "Those same kids that sold everything out from under me. Nah, I can't deal with that."

That's why I sent the Resolution in. So you'd have after the spouse, you would have your designated beneficiary, and then, it would go to the next of kin. So the member has some choice as to where the money would go. That's why the Resolution was submitted.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: Well, the Committee understands. I had a guy I worked with for almost 20 years and he came to me and he said, "Hey, I want this money to go to who I had on my beneficiary." His wife had passed away and it was a step daughter. And he signed a beneficiary card. We have beneficiary cards in my Local. And they didn't give it to her. They gave it to the natural daughter and she used it for other purposes. Now, I understand what you're saying but we felt that this covered it.

It is a problem if somebody doesn't leave a will or an estate or something like that, then, you know, it's tough. These were personal friends of mine, and I made them promises that I could not keep, so I understand where you're coming from.

DELEGATE DAVIDSON: Absent a beneficiary card then it would go to the children. I mean, I thought it was pretty cut and dry.

SECRETARY TREASURER HADEL: Let me speak on the issue, Brothers and Sisters, because I administrator the burial benefit. Probably 99 percent of the burial benefit claims are paid according to the Bylaws. They all are. Where we occasionally have an issue and it is heartburn where a son or daughter in particular pays the funeral bill, but I have to pay it to the children of the deceased. And in Doug's case, it created a lot of problems. This solves that problem, whoever paid the funeral bill will be reimbursed first that's the priority. And I think that's the right thing to do. Then the per stirpes that's outlined here would follow in that order. And I think, Butch, this would address your problem. Is that, obviously, you want to take care of that family member who pays the funeral bill first.

DELEGATE DAVIDSON: Well, in the case of somebody getting cremated, typically, it's a \$1,000. So there'd be a \$4,000 benefit left.

SECRETARY TREASURER HADEL: I'm sorry. I didn't hear you, Butch.

DELEGATE DAVIDSON: I said, typically, if you get cremated, it's around \$1,000.

SECRETARY TREASURER HADEL: In that case, yeah, you're right. A lot of cremations are \$3,500, \$4,000, et cetera. If there's \$1,000 remaining, that \$1,000 would be paid in the order below, the first one would be the spouse, the second one would be the children if there was no spouse if there was remaining money, yes.

DELEGATE DAVIDSON: Right. And therein lies the problem.

SECRETARY TREASURER HADEL: Okay.

FINANCE COMMITTEE SECRETARY BICKFORD: Butch, I think they have to put this language in here like this for the International. I think that was the biggest problem. We understand where you're coming from, and a few members that were at that report have run into the same situation you ran into.

DELEGATE DAVIDSON: Well, I disagree with that statement. We have a death benefit through our Health Fund. It's a \$50,000 benefit. It's double if it's an accident and whoever's on the beneficiary gets paid. It's goes through our attorney and our accountant so.

But again, I did take up a moment of your time and I appreciate you looking at it. I'm not happy with the findings, however, again, I'm not gonna hold up your proceedings any longer.

GENERAL PRESIDENT ROBINSON: Thank you for your comments, Butch. And I think you have a good Resolution before you. I think it solves 99.9 percent of problems that could come up on the Burial Benefit.

One of the problems of you know, there is a big difference between the Local Health and Welfare and the International's Benefit Fund. Health and Welfare is an insurance. The Burial Benefit Fund is not an insurance. It's a program set aside to offer a suitable and decent burial for your members.

The other thing is beneficiary cards may work well in a Local Union if you have 100 to 200 guys. That's one thing.

With the International, it's impossible to keep track of beneficiary cards. I mean you end up with more problems than you can imagine. I don't think I need to go through them for you. The guy that gets married and gets divorced, 10 years later he gets married to somebody else and he dies. I mean, there's just all kinds of problems.

I think this Resolution not only the Committee, but everybody that testified, the International Executive Board, they worked very hard on this Resolution. And I think probably it's like I said it's solved 99.9 percent of the problems that people have had.

With that, anything more on the question?

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(One nay.)

The ayes have it. Thank you.

(Banging of gavel.)

FINANCE COMMITTEE CHAIRMAN ZIEGLER: The Finance Committee has met and heard testimony on Resolution 39. The Secretary will now read Resolution 39.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 39.

Therefore, be it resolved, that Article V, Section 7 of the International Bylaws be amended to read as follows:

Section 7, unless otherwise herein determined or prohibited, nothing herein contained shall be construed to limit or fix the fees due or payable to the Local Unions; provided, however, that all income derived by Local Unions from any source whatsoever shall be accounted for under the official receipt system, shall be used only to defray the necessary operating expenses, and except that this limitation on the use of Local Union income shall not apply to assessments which may be levied by Local Unions for specific purposes or to the payment by Local Unions of the per capita tax for any of their members who may be sick, disabled or are retired with 50 years or more of continuous service. Necessary operating expenses shall not be construed to mean gifts, donations or loans of any kind or nature whatsoever.

Mr. Chairman, the Committee heard the testimony and voted unanimously to approve this Resolution.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion. For you that might not understand what this is, this allows the Constitution and Bylaws says no Local shall pay anybody's dues. This allows you to pay these older folks dues should the Local choose to do so.

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

On the question?

(No response.)

All those in favor, signify by saying aye wait, wait, wait. Hold on Resolution or excuse me, Mic. 3.

DELEGATE DAVIDSON: Sorry about that. Butch Davidson, Local 12, North Haven, Connecticut.

(Applause.)

I have a 10 cent an hour fund established. It's call the membership fund. Out of that fund, we do our yearly parties, we buy our hats and T shirts. And for any member for any reason gets three months dues paid out of that fund. And if they're out on workers' compensation, they get paid up to a year. And those are monies that you could say, you know, come from dues and you're saying through this Resolution that I would not be able to make those payments as I just explained?

GENERAL PRESIDENT ROBINSON: I'm not sure I understand your question, though, Butch.

DELEGATE DAVIDSON: I just heard, unless I'm wrong, that the Local Union cannot pay someone's dues. That's what I just heard.

GENERAL PRESIDENT ROBINSON: The only thing this resolution says is it expands what the Local Union can do.

DELEGATE DAVIDSON: I thought it was limited to just

GENERAL PRESIDENT ROBINSON: There's nothing there prohibitive. Prior to this Resolution you would have been prohibited from doing that.

DELEGATE DAVIDSON: Oh, well, then I haven't been doing that.
(Applause.)
All right. Well, thank you for your time.

GENERAL PRESIDENT ROBINSON: No, you're welcome. It's a fair question. But this opens it up for you.
Let's go back. All those in favor, signify by saying aye.
(Chorus of ayes.)
Opposed.
(No response.)

Thank you, Mr. Chairman.

I will call on Vice President Ziegler again around 11:00 o'clock to read the Resolution on the per capita tax. Because again, as I mentioned yesterday, it takes a secret ballot vote. We want to make sure to allow a little time in between.
In the meantime, we'll run one short video. Marlen, I believe it's called "Through the Union We Are All Together As One.)
(Whereupon, a video was presented.)

GENERAL PRESIDENT ROBINSON: Well, it appears Will Attig stole my thunder because his information pretty much incorporated that video which I was unaware of.

At this time, I would call on Revisions Committee Chairman Bob Peterson to run through some of the Resolutions that he has.

And we'll run through three or four of them.

And then, at 11:00 o'clock, like I said, we'll bring Chairman Ziegler back up. And then, again, remember when you come up

when the Secretary Treasurer calls your name, when he does the roll call vote, make sure to have your receipt with you to give to the person who will be handing you your ballot.
Bob, go ahead.

REVISIONS COMMITTEE CHAIRMAN PETERSON: As you heard, I am the Chairman of the Revision Committee, Robert Peterson, Detroit, Michigan, Local 159. At this time I'd like to recognize our Committee.

Mike Vasey, is the Secretary out of Cleveland, Ohio, Local 44.
Harold "Butch" Davidson from Bridgeport, Connecticut, Local 12.
Barbara Dixon, Acron/Canton, Local 88.
Nicholas Gechell, Buffalo, New York, Local 74.
Richard Geyer, Tacoma, Washington, Local 153.
Brett Purkett from Pocatello, Idaho, Local 200.
Robert Rios from San Jose, Cal, Local 95.
Matt Lloyd from Kansas City, Kansas, Local 20.
Charles Lavelle out of Cleveland, Ohio, Local 44.
And Rob Critchley from Newark, New Jersey, Local 4.
And at this time the Revisions Committee has met and heard testimony on Resolution 1. The Secretary will now read Resolution 1.

REVISIONS COMMITTEE SECRETARY VASEY: Good morning, Brothers and Sisters. My name is Mike Vasey, Roofers Local 44, Cleveland, Ohio.

This is Resolution No. 1.

Therefore, be it resolved, that the Amendments, changes, deletions and clarifications to the existing Constitution are in the best interests of the International Union and should be adopted in accordance with the recommendation of the International Executive Board and Constitution Committee.
Mr. Chairman, the Committee heard the testimony and voted unanimously in favor of it.

I moved for adoption of Resolution No. 1 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and second on Resolution No. 1.

On the question?

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 2. The Secretary will now read Resolution 2.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution No. 2. Therefore, be it resolved, that the Amendments, changes, deletions and clarifications to the existing Bylaws are in the best interests of the International Union and should be adopted in accordance with the recommendation of the International Executive Board and the Constitution Committee. Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. I move for adoption of Resolution No. 2 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: Excuse me. I second the motion.

GENERAL PRESIDENT ROBINSON: We have the motion and a second on Resolution 2. On the question?

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

The ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 8. The Secretary will now read Resolution 8.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution No. 8. Therefore, be it resolved, that Article III, Section 1a of the International Constitution be amended to read as follows:
a. The person shall not be a member of, or in any manner affiliated with, any subversive organization; nor shall she or he become, while a member of this International Union, a member of, or in any manner affiliated with any such subversive organization, nor shall they engage in any conduct that is in

the furtherance of a subversive organization or supports the goals of a subversive organization, which conduct, interferes or seeks to interfere with the Constitution and Bylaws and the policies of this International Union, the District Councils or the Local Unions.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it and I move for adoption of Resolution No. 8 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: And I second the motion.

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

On the question?

(No response.)

All in those favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 9. The Secretary will now read 9.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution No. 9. Therefore, be it resolved, that Article V, Section 1 of the International Constitution shall read as follows:
Section 1. This International Union shall hold a Convention every five years, to be called to order and open for the transaction of business in the month of October and shall continue until the completion of all business assigned to that Convention. The precise site and date on which the Convention shall be called to order shall be fixed by the International Executive Board not later than 36 months preceding the month in which the Convention is to meet; provided, that if at any time following such determination the International Executive Board finds that it is impractical to hold the International Convention at the designated site or on the designated date, it shall be authorized to designate either a different site or a different date or both. If a different date is selected, it shall be a date which is within 60 days prior to the original date fixed by the International Executive Board and all

Convention or pre Convention obligations shall be adjusted according. The delegates in attendance at the preceding Convention may, at any time prior to the adjournment of that Convention, suggest possible sites for holding the next Convention.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution 9 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: And I second the motion.

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

On the question.

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 10. The Secretary will now read 10.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution No. 10.

Therefore, be it resolved, that Article V, Section 3 of the International Constitution shall read as follows:

Section 3. The International Secretary Treasurer shall average the membership of each Local Union for the first quarter of the Convention year and during the first week of the month of May preceding the Convention shall notify each Local Union of the number of delegates to which such Local Union shall be entitled and simultaneously mail in paper form or electronically the proper number of credentials for the coming Convention.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it and I move for adoption of Resolution No. 10 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: And I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second on Resolution 10.

On the question?

(No response.)

All in favor signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

Thank you, Mr. Chairman.

I'm going to call on Vice President Ziegler to introduce the Resolution on the per capita tax.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: The Finance Committee has met and heard testimony on Resolution 25. The Secretary will now read Resolution 25.

FINANCE COMMITTEE SECRETARY BICKFORD: Resolution 25.

Therefore, it be resolved, that Article V, Section 3, Section 3(a) and Section 12(a) of the International Bylaws shall be amended to read as follows:

Section 3. Each member shall pay the monthly rate of dues established by the Local Union which shall not be less than \$22.00 per month to defray the needs and requirements for operating expenses of the Local Union and the obligations due to the International Union; provided, however, it shall not be a violation of this Section for a Local Union to establish a rate of dues based on days or hours worked or on a percentage of earnings. It shall be the obligation of each Local Union to negotiate an appropriate and lawful check off provision in each collective bargaining agreement to affect payment of dues based on days or hours worked or on a percentage of earnings.

Notwithstanding anything to the contrary determined or fixed by an affiliated Local Union, effective July 1st, 2019, the dues to be paid by each member to his Local Union to his Local Union shall be the amount set forth in Subsection (a), which amount or the increased amount shall be applied by the Local Union in payment of the additional per capita tax required in Subsection (a).

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

Commencing effective July 1st, 2019, \$19.10.

The International Secretary Treasurer shall credit an amount determined by the International President for each member's monthly per capita tax to defer the cost of the International

publication and shall credit an amount determined by the International President from each member's monthly per capita tax to an account that the International Secretary Treasurer shall maintain and disburse as provided for in Article V, Section 5 of the International Constitution. Section 12(a). Effective July 1st, 2014 and thereafter each member of the International Union and/or a bargaining unit who is employed under an agreement to which the International Union or an affiliated subordinate body or whatever, forget that body of the International is signatory or party to shall pay monthly International Work Dues to the International, in addition to the per capita tax set out in Section 3(a) above, in an amount equal to 13 cents per hour for each hour worked during the preceding month and effective July 1st, 2019, 14 cents per hour for each hour worked during the preceding month.

The Committee heard testimony and voted unanimously in favor. I move for adoption of Resolution 25.

FINANCE COMMITTEE CHAIRMAN ZIEGLER: I second the motion.

GENERAL PRESIDENT ROBINSON: You've heard the motion and the second. I'm gonna call on the Chairman to read the hold on just a minute. And I'll get right to you, Brother, on 2 to read the Election Rules. If you could wait, Brother, on Mic 2 until the rules are read and I'll take questions.

And what I would ask now is that the Sergeant at Arms clear the room of all persons that are not credentialed delegates. And as soon as the counting of the ballots, the voting is over, we'll make sure to get people back in. But we need to clear the room, please.

And then, I'm going to appoint five members of the Election Committee to help with the balloting, so when the time comes if they'd come forward. Paul Colmenero, Nancy Weibel, Nick Strauss, John Keating and Dean Wolf, if they will come up here oh, you're going to do it in the back, Jimmy. He's going to do it in the back and work with him and get each credentialed delegate who has a seat for ballot.

With that, I will turn to the Chairman to read the rules. Then, I will open things up for the question, Butch.

Page 52, Section 9 the Constitution and Bylaws is what I was referring to.

GENERAL PRESIDENT ROBINSON: Chairman Critchley of the Election Committee has determined it would be most appropriate for the Secretary of the Election Committee to read the rules. I think he's absolutely correct. So I will call on him to read the

rules, and then, also the folks from the Election Committee will help with the election. They would ask for 10 minutes to prepare. At that time, if there's any person that doesn't have their dues receipt, they need to go to the room to get it, please go get it, but be back in the room. Once we start balloting, there is no in or out, until it's over. Jim, we will read the rules, and then, we can proceed.

ELECTION COMMITTEE SECRETARY QUERIO: Voting rules as follows: Procedures. Once the voting begins, only accredited delegates and staff may remain in the polling area on the Convention floor. No one is permitted to enter the Convention floor while voting is in progress. If you leave the Convention floor while voting is in progress, you will not be permitted to return until after the polls are closed.

Tables have been set up to my left where the delegates will pick up their ballots. International Secretary Treasurer shall call the delegate names by Local Union number. As your name is called, go up to the table with your dues receipt. Your dues receipt will be stamped. Your name crossed off the voting list to show that you have received your ballot.

Your ballot will be initialled by the member of the Election Committee before you go into the voting booth. Ballots without initials will be void and will not be counted.

Number 7, do not put your name or any other identifying marks on the ballot. After you mark your ballot inside the booth, fold and drop in the ballot box and return to your seat.

If you make a mistake on your ballot, return to the table, let them know that you have spoiled your ballot. Once you return your spoiled ballot, the Election Committee members will be given a new ballot.

Number 10, if you have a question or if a question arises on the marked ballot, the clear intent of the voter shall be controlled.

Remember, if you leave the floor while the voting is in progress, you will not be able to return until after the ballots have been cast and the polls are closed.

Anyone who is not a delegate or the staff, please leave the floor.

Thank you.

GENERAL PRESIDENT ROBINSON: Thanks, Jim. And I mentioned the five people to assist, Paul Colmenero, Nancy Weibel, Nick Strauss, John Keating, Dean Wolf and if the other members of the

Election Committee could be available in case the Election Chairman should need to call on you.

With that, there was a question on Mic 2. Any question?

(No response.)

We're gonna move ahead then. We are gonna give a couple minutes for them to get set up, and then, we're gonna move ahead with the vote.

SECRETARY TREASURER HADEL: Sergeant at Arms, would you start bringing the delegates back into the room immediately. I'm going to give it a couple of minutes for the delegates to return to the room.

All ready to go, Mike?

(Banging of gavel.)

Brothers and Sisters, here's how the process is gonna work. I am going to read your name by Local. You're to go down to the desk down here with your green dues receipt, paid up dues receipt. The judges will hand you a ballot and you can go to one of the three voting booths down there.

Mike? Michael Stiens? Mike? Michael Stiens, come here.

Sergeant at Arms, once we begin the balloting no one is allowed to leave or come in, okay? They can leave, but they can't come back in.

Sergeant at Arms, take one look outside the door and warn the delegates that if they're outside the doors when we shut them, they will not be allowed to enter in until the balloting is done.

Delegates please be seated.

Here is the process: If you could raise your hand back there, Eric. The process will be where Eric Anderson is standing back there. He's got his hand raised. Report to that table when I call your name and show your dues receipt. You'll be directed to one of the three voting booths. Once you vote, fold your ballot, bring it to the ballot box which is located right there, see Brother Critchley. Once the voting is completed, Brother Critchley and the Election Committee will count the ballots. So if I can ask all the delegates to remain seated, so we can keep this orderly and I'll start the process now.

Is the box secured Brother Critchley? Okay.

Starting with Local 2:

Dennis Bello.

Thomas Hamilton.

Todd Heisserer.

Daniel Knight.

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

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

Scott Cooper.
Daniel Filla.
Joseph Pozzi.
Local 30:
Joseph Boyd.
James Brown.
Kenneth Devenney.
Mark Goodwin.
Arthur Howell.
Patrick Kinkade.
Nicholas Lodise.
Frank Masino.
Shawn McCullough.
Michael McCullough.
Denis McIntyre.
Frank Olenick.
Thomas Pedrick.
Brian Pleis.
Clark Shiley.
And, Ernest Washington.

Local 32:

Luis Rivera.

Local 33:

Paul Bickford.

Joseph Ferris.

Scott Ferris.

Wilfredo Hernandez.

Michael McKinnon.

John Mead.

Robert Membrino.

Andrew Nonnemacher.

And, Anthony Williams.

A reminder, Brothers and Sisters, if you leave, you cannot come back in until the balloting process is over. If you wish to leave for lunch, that's fine, but you cannot come back in until the balloting process is over.

Local 36:

Victor Albarran.

Nicolas Avila.

Hector Drouaillet.

Felipe Garcia.

Norberto Gutierrez.

Frank Mora.

Salvador Muniz.

Cliff Smith.
Alejandro Torres.
Gabriel Ulloa.
Local 37:
Mark Azzarello.
John Ochap.
Robert Rothmeyer, Jr.
James Walton.
Local 40:
Lester Corpening.
Peter Lang.
Rogelio Munoz.
Jose Padilla.
Lee Walls.
Local 42:
Brandon Burke.
Nicholas Craig.
Michael Stiens.
Rodney Toole.
Curtis Williams.
Local 44:
William Franklin.
Charles Lavelle.
Christopher Milliron.
Carl Timko.
Michael Vasey.
John Wasilko.
Local 45:
Paul Colmenero.
Roy Sugioka.
Local 49:
Jason Barthel.
James Breneman.
Ray Carpenter.
James Dittimore.
Russell Garnett.
James Hale.
Samantha Henson.
Travis Hopkins.
Local 54:
Anthony Bergeson.
Gregg Gibeau.
Steve Hurley.
Tony Kimbrough.

Local 58:
Isaac Hernandez.
Local 65:
Christopher Medrow.
Taylor Nelson.
Joseph Woiak.
Local 69:
Travis Kimble.
Steven Peterson.
Local 70:
Kenneth Adkins.
Enrique Garcia.
John Tackett.
Mark Woodward.
Local 71:
Carlo Ponzio.
Nancy Weibel.
Local 74:
Michael Doyle.
Nicholas Gechell.
Daniel McCarthy.
Edward Undercoffer.
Local 75:
James Stiles.
Local 81:
Orlando Castellon.
J. Cesar Esqueda.
Francisco Garcia.
David Miller.
Patrick Milligan.
Morgan Nolde.
Carlos Opfermann.
Salvador Perez.
Amber Wolf.
Douglas Ziegler.
Local 88:
Barbara Dixon.
Local 91. Local 91:
Moises Ruiz.
And, Jose Hernandez.
Local 92:
Theodore Clark.
Local 95:
Daniel Garcia.

Jose Martinez.

Robert Rios.

And, Daniel Smith.

Brothers and Sisters, as a reminder, just a reminder, Law Committee will be meeting regarding Resolution 37 in Trinidad Room 6 at noon.

Local 96:

Benjamin Anderson.

Eric Anderson.

Vance Anderson.

Samuel Bloom.

Nickolas Brenner.

Mark Conroy.

Robert Danley.

Samuel Good.

Kelly Hannigan.

Peter Jaworski.

Tristan Lundblad.

Chris Mortinsen.

And, Andrew Richmond.

Local 97:

Darrell Harrison.

Local 106:

William Alexander.

Local 112:

John Nicks.

Local 123:

Jordan Ritenour.

Local 134:

Michael Eades.

Michael Kujawa.

Michael Spangenberg.

Local 142:

Blake Fleming.

And, Raydean Slack.

Local 143:

Ronald Martin.

And, Lucas McCartney.

Local 147:

Ron McDonald.

Local 149:

Christopher Arnold.

Adrian Bonds.

Michael Chilcott.

Robert Doyle.
Chris Franko.
Joseph Gillaim.
Brian Gregg.
Thomas Jaranowski.
John Johnson.
Roger Lee.
James Micovich.
Robert Peterson.
Mark Peterson.
Local 150:
Clinton Grayless.
Local 153:
Richard Geyer.
David Herbrand.
Andrew Stark.
Local 154:
Salvatore Giovannello.
John Keating.
Timothy Minnick.
Local 182:
Robert Rowe.
Local 185:
Bruce Hysell.
And, Jeffrey Mullins.
Local 188:
William Porter.
And, Matthew Sparks.
Local 189:
Dustin Chambers.
Orin Gumm.
Leo Marsura.
Kinsey Robinson.
Local 195:
Kevin Milligan.
James Sugrue.
And, Gary Swan.
Local 200:
Bret Purkett.
Local 203:
Phillip Lester.
Local 210:
Scott Johnson.
Bryan Moody.

Michael Morrison.

Local 220:

Brent Beasley.

John Gauthier.

Matthew Moore.

Rudy Recendez.

Local 221:

Vaughn Chong.

Fred Kaohe.

Nephi Kaonohi, close?

Enrique Subiono.

Local 241:

Richard Harwell.

Michael Rossi.

Steven Sawyer.

Local 248:

Eric Elliot.

Brothers and Sisters, that is the reading of all the delegates' credentials for the voting.

Now, I gotta go vote.

GENERAL PRESIDENT ROBINSON: Okay. Are we all clear, Jim? You're the last one that voted? Okay. We've got to officially adjourn.

SECRETARY TREASURER HADEL: Anyone in the building here that has not voted? If not, okay.

GENERAL PRESIDENT ROBINSON: We are officially adjourned until 1:30 p.m. ... Whereupon, the Convention recessed at 12:00 p.m. to reconvene at 1:30 p.m. that same day ...