

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

GENERAL PRESIDENT ROBINSON: Sergeant at Arms take hold of the doors.

We'll call the afternoon session to order.

(Banging of gavel.)

I'm gonna call on Jim Querio, Secretary of the Election Committee to announce the vote on the per capita tax.

ELECTIONS COMMITTEE SECRETARY QUERIO: Final tally of the vote Resolution 25; yes, 185; no, 71.

Thanks.

(Applause.)

GENERAL PRESIDENT ROBINSON: I thank Jim and Chairman David Critchley for their hard work.

(Applause.)

At this time, I'm gonna call on Vice President Daniel O'Donnell to review a motion that he just came out of session with that we pulled off the table yesterday, and he'll read it to the delegates and we'll take a vote.

LAW COMMITTEE CHAIRMAN O'DONNELL: Good afternoon.

The Law Committee has met and heard testimony on Resolution 37. The Secretary will now read Resolution No. 37.

LAW COMMITTEE SECRETARY POZZI: Good afternoon. Resolution 37. Whereas, the revised Affiliation Agreement between the United Union of Roofers, Waterproofers and Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada was created to foster job security for our respective memberships, strengthen the and preserve the unionized segments of our industries and create growth and new jobs in the industries in which we work, and

Whereas, the Agreement initially focused on training techniques and rainwater harvesting and the development of critical training packages to address future challenges with regard to general construction, water conservation, energy efficiency and our carbon footprint, and

Whereas, the Agreement calls for our two Unions to work together on reduction of jobsite accidents, organizing, legislation and

marketing ourselves as the most efficient and best trained craftsmen and women in our respective industries, and Whereas, the two Unions are sharing statistics on injuries so that they may work towards developing initiatives that will result in a safer workplace for all members, and developing ideas and strategies to strengthen jobsite safety on local and national levels and jointly communicate with government officials as appropriate, and

Whereas, the Agreement is a road map that lays the groundwork for the Roofers Union and the United Association to expand job opportunities for our signatory contractors and ourselves, and Whereas, either the Roofers' Union or the United Association may terminate this Agreement for any reason or no reason by providing 30 days advance written notice to the other party, Whereas, this Agreement was signed August 12, 2015, became effective November 1, 2015, and expires on October 31, 2018; Now, therefore, be it resolved, that the revised Agreement between the United Union of Roofers, Waterproofers and Allied Workers and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada be extended through October 31st, 2013 (sic).

Be it further resolved, that this Resolution does not supersede, alter or amend, in any way, Article 1, Section 5 of the International Bylaws of the United Union of Roofers, Waterproofers and Allied Workers nor does it grant the International President, nor any International officer or group of officers such power.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution 37 as read.

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

LAW COMMITTEE SECRETARY POZZI: That was October 31st, 2023, I'm sorry.

GENERAL PRESIDENT ROBINSON: Now, the changes to this Resolution are on your iPad, but if you haven't gone out and gone back in to reboot it, you'd have the old version. And also, you notice that in the whereases, they talked about a revised agreement and that agreement is being revised as per the Committee meeting and language is agreed to to all parties in this room. So that's all being done.

And again, I just want to make sure in case you're looking at the old Resolution, the original one, the new one is on there you may just have to reboot to bring it up. But the main thing is you've heard the Resolution. You've heard the portion where the Agreement is being revised which will be worded in a way that we believe that everyone is gonna be satisfied.

We have a motion and a second.

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Thank you, gentlemen and ladies.

(Applause.)

I appreciate your efforts.

Mic No. 1.

DELEGATE CRITCHLEY: Mr. President, I just want to take this time to thank you for listening to our concerns. I want to thank you, Tommy, for working it out. But at the bottom line, this means I can die a Roofer, right.

GENERAL PRESIDENT ROBINSON: Correct.

(Applause.)

DELEGATE CRITCHLEY: Amen.

GENERAL PRESIDENT ROBINSON: Well, I also, David, I want to thank everybody in this room for their patience while we worked this out. You know, we pulled it off the floor yesterday, so we'd have time to work through it and hear everybody out. And I thank the Committee and Chairman O'Donnell. And I thank Mr. Bickford and of course Tom for all their efforts of pulling everybody together.

(Applause.)

And that applause is for you.

Mic No. 4.

DELEGATE GIOVANNIELLO: Mr. Chairman, I'd like to just say that we have two warriors up there on that dais, Mr. Paul Bickford from Local 33 and Mr. Tom Pedrick from Local 30. Thank for your unrelentless (sic) fight for every member in this International.

GENERAL PRESIDENT ROBINSON: Thank you, Sal.

(Applause.)

With that we are going to move ahead to our next speaker. Can I get you to cue me up, Marlen. Excuse me, Tammy. Nothing.

This next speaker, you all know. He is the President of the AFL CIO, but more than that he's the head of the free labor movement in the entire world. And we are very privileged to have him. Rich Trumka is President of the 12.5 million member AFL CIO, the largest organization of labor unions in this country. An outspoken advocate for social and economic justice. Trumka is the nation's clearest voice on the critical need to raise workers wages in this slow and painful recovery from the Great Recession.

He heads the labor movement's efforts to build broad based shared prosperity and to hold government and employers accountable to working families.

Trumka is a tireless advocate for good jobs, for strengthening the middle class by restoring workers' freedoms to join and form a union.

He works passionately to end unfair trade practices and supports U.S. manufacturing.

His innovative leadership has established investment programs for union pension and benefit funds in order to create long term value for workers.

He challenges excessive corporate power and abuses of worker's rights here and abroad. He has confronted racism and classism head on from apartheid in South Africa to mass incarceration and immigration reform in the United States.

Trumka began his career as a coal miner and continued to work in the mines as he attended Penn State University and Villanova University Law School.

In 1982, at age 33 years old, he ran on a reform ticket and was elected the youngest President of the United Mine Workers of America.

There he led one of the most successful strikes in recent history against the Pittston Coal Company which tried to avoid paying into the industrywide Health and Pension Fund.

Trumka joined an insurgent campaign and was elected Secretary Treasurer of the AFL CIO in 1995. He became the Federation's President in 2009.

Please welcome, my friend and brother, our President, the leader of the AFL CIO, Richard Trumka.

(Standing ovation.)

All yours, Rich.

AFL CIO PRESIDENT TRUMKA: You know, kids, I don't know who picks out the music here, but I sure liked it.

Good morning, Brothers and Sisters oh, I'm sorry.

Good afternoon, Brothers and Sisters.

(Greetings from the floor.)

First of all I ought to tell you, it's a real privilege and an honor to be here today.

And, Brother Kinsey, I want to thank you for that overly kind introduction. You're a great, great leader and you're a great, great friend. I appreciate the friendship we have had over the years and I want to thank you for both of those. You've made a difference in our labor movement, our country and, quite frankly, the world. And I want to say thank you on behalf of all workers.

(Applause.)

I also want to recognize all the support that you've given to the Union Sportsmen's Alliance over the years, see Kinsey understands the importance of preserving our outdoor heritage through collective action. And he's helped make USA the most prominent force in conservation. And most of you all, you've helped bring union members together in our common passion and purpose to enjoy and to protect the land that we love.

And I want to say on behalf of every American, thank you, Brother, for doing that and I look forward to our next hunt together by the by.

See the theme of today's Convention, Brothers and Sisters, Recruit, Train, and Retain. Is really a rallying cry for the entire labor movement. To succeed we must grow and to grow we must secure our ranks and to secure our ranks we must demonstrate value to our members.

Those are the building blocks of trade unionism. Recruitment, training and retention is how we win a future that's fair and just for working people. It's how we make the American dream a reality for more and more and more Americans.

And let me tell you, no one, no one does it better than United Union of Roofers, Waterproofers and Allied Workers. Not one. You're great you ought to give yourselves a round of applause for everything that you have done.

(Applause.)

You know, Kins, I have a woman on my staff, her name is Prairie Wells. And Prairie is a third generation union member.

And in 1980, she was living with her mother and sister in Lake Placid, New York around the time of the Winter Olympics. Her mother Sarah had just endured a very difficult break up with Prairie's father. And they had nothing, literally nothing. Sarah moved her girls to Rochester with little more than the clothes they had on their backs. And at a Halloween party that year, Sarah bumped in to an old friend from high school who had started a business and said he could use a few good hands. Opportunity knocked and Sarah answered and Sarah became a Roofer and a member of Local 22. She said it was the hardest work she had ever done. She described it by saying, Oh, my dear, her first week on the job was tough.

During her lunch break, she would sometimes rest in her car and fall asleep. And when she did one of her union brothers would always wake her up.

Sarah said, "I always had back up." She found this Union and Sarah described herself as broke and broken. But a Union card, a Roofers' card changed everything. Because now Sarah could take her kids to the doctor when they got sick. She got a regular paycheck. She got an apartment of her own. She was able to keep her car and pay the bills.

But Union membership was a whole lot more than dollars and cents to Sarah. She now walked a little taller. She held her head a little higher. She treasured the piece of mind that comes with being able to support your family through hard work.

And Sarah would often drive around town and point out the fruits of her labor. The roller skating rink where Prairie and her friends hung out, her mother, Sarah, had installed the roof on that rink. And everybody knew about it because she told them every time they went by.

And this Union, this very Union, changed my life, she said. Brothers and Sisters, I share Sarah's story as a reminder of why we each carry a Union card in our pocket. Why we organize and mobilize and why we fight together.

These are extremely difficult times, difficult times for our country, difficult times for its citizens.

Our economy doesn't work for too many of us, our politics are badly broken, but there's still one force for good, one united front, advancing the cause of social and economic justice, fighting for dignity, fighting for hope. And that's the labor movement. That's each of you, Brothers and Sisters. You make the country better.

(Applause.)

You make it better for all of us.

(Applause.)

See, we have the power to reclaim America for the people who build it, for the people who make it work, for Sarah, for every mom, for every dad who's given everything that they have just to survive.

You see, it's time to fight like hell, to end the injustice still plaguing us, to end the indignity that we still face, to end the inequality still wrecking our country, to end the egregious idea that exploitation is somehow the cost of doing business.

Brothers and Sisters, I ask you: Are you ready to fight?

(Cheers from the floor.)

Are you ready to fight and take back our country?

(Cheers from the floor.)

See it's our country and it is time, it is high time that we took it back for the working people who built it and make it run everyday. That's where we are today. That's our fight.

(Standing ovation.)

You know, there's a lot of folks out there that could learn a lot from people like Sarah and just about every one of us in this room. Because I know you're like I was, I owe everything that I have to my Union.

Just a few weeks ago Eric Schmidt the CEO of Google tweeted what he seemed to think was a profound question. He thought that he'd found the Holy Grail. He said, how can we raise wages for working people? What's one thing that we could do, he said. A unicorn for the middle class is what he called it.

God, it sort of made me chuckle. We don't need a unicorn to lift people out of poverty. There's no secret. We know what the answer is. We're the answer. Collective bargaining is the answer. Give everybody a union and they'll have a better life. I don't need a unicorn to tell me that.

(Applause.)

If you want an economy that works for working people, if you want a society that's fair and just, if you want an opportunity and mobility and dignity, then you can start by giving everyone in this country the right to bargain with our employer for good wages and good benefits.

You see, Eric Schmidt already had his unicorn. All he had to do was Google the American labor movement and the answer would have jumped right out to him. That's how you raise wages. And if he did, he'd know that unions are on the rise right now.

He would know that there's something happening out there, Brothers and Sisters.

It's one of the most exciting things that I've seen in my 50 years in the labor movement. 262,000 people joined unions last year, 262,000.

(Applause.)

And 75 percent of them were under the age of 35. Our approval rating is at a 15 year high and rising. Half of all nonunion workers out there would vote today to join a union if given the chance. That's more than 60 million people. That's the population in Italy.

You see after the Supreme Court ruled against us in Janus, a lot of pundits were out there wondering if that was the death knell of the labor movement. How are they going to respond? Are they going to crawl in a corner somewhere and ball up and whine to themselves? Are they going to do that?

Well, we gave them their answer. All you had to do is look at Missouri. The state legislature there tried to ram through so called right to work for less law. They tried to override the will of their constituents and strip working people of our economic rights. And we didn't stand for it.

We fought back doing what we do best, we organized. We needed 100,000 signatures to put it on the ballot. We got 300,000. We visited a thousand work sites. We knocked on 800,000 doors. We made a million phone calls. We mobilized our Brothers and our Sisters. We talked to our neighbors both union and nonunion alike.

And on August 7th, we sent that piece of trash to the ash heap of history. And it wasn't even close. 67 and a half percent voted "no" on right to work because they knew it lowers wages.

(Applause.)

It weakens people. It makes corporations strong and workers weak.

(Standing ovation.)

Democrats voted "no." Republicans voted "no." Independents voted "no." Two thirds of the population voted "no."

And here's my favorite story of the whole thing, Kins. They interviewed the President of the Chamber of Commerce, and Chamber of Commerce, he sniveled a little bit, and he said, "For every punch that we threw, those workers hit us back ten times."

(Laughter.)

Well, let me tell you this, you ain't seen nothing yet. You ain't seen nothing yet.

(Applause.)

And the following day, there was an editorial in the Wall Street Journal that warns CEOs, they said, "Be careful now, unions are on the attack."

Here's what I got to say to them, Hell, yeah we're on the attack. And we won't stop until every worker has the voice, the protection and the security of a union contract because that's what every worker in this country deserves.

(Applause.)

That's our goal, right?

(Applause.)

So by crushing right to work in Missouri, the labor movement made it crystal clear that no politician, no Supreme Court decision is gonna stop us from organizing and for fighting for working people. And we're gonna ride that wave all the way in through to November. Because we're mobilizing the largest and the most strategic grassroots member to member electoral program campaign in our history. And I need you there. We need you there.

This election is an important one. I need you to volunteer. I need you to volunteer to leaflet. Volunteer to phone bank. Volunteer to door knock. We need your Local Unions to send mail to the members. Tell them who supports them.

It's not about Democrats and Republicans. Because working together we can fill the halls of power with union members, union members and our allies.

(Applause.)

No matter what political party they come from. And each of you in this room, you can get us there. Because you're the greatest asset that we have. We need your passion when you talk to your coworkers, we need you to talk to your friends and your family. You see, that's how progress is won.

And quite frankly Kins, I know you and I think alike on this I'm sick and tired of Republicans treating us like punching bags, and I'm sick and tired of Democrats treating us like an ATM machine. Cashing our checks and then forgetting who elected them in the first place.

(Applause.)

So my message to you is this:

Don't vote Democrat or Republican. Don't vote liberal or conservative. Don't vote red or vote blue. Vote Union. For higher wages and quality affordable healthcare, vote Union. To protect Medicare, Medicaid and Social Security, vote Union. For the freedom to organize and bargain collectively, vote Union.

For the infrastructure that we need and deserve, vote Union.
For trade that actually lifts up all working families, vote Union.

For our members, for America and for each other, vote Union,
vote Union, vote Union.

(Applause.)

We'll fill the halls of power with union members who will vote
and stand up for workers and create a country where all of us
are welcome and all of us get ahead.

(Standing ovation.)

You know, when I think about all the attacks against us from
corporations, from the Supreme Court, from too many politicians,
I get angry, and sometimes I even get discouraged.

But on the darkest days, I think about something that my
grandmother used to tell me. She would say (speaking Italian.)
Now that translates out in Italian to mean from everything,
comes some good.

Now you might be wondering what good can come from right to work
and Janus and the proposals to gut our financial and healthcare
and retirement security. Well, the answer's this: The vicious
attacks on our unions have brought us all closer together.
They've made workers understand that they can't do it alone,
that they have to lock arms with the people standing next to
them and working next to them. Our bond is stronger. Our
memory is longer.

Remember, throughout our entire history of the labor movement,
we were never handed a single thing. No one gave us anything.
Every speck of progress was clawed from the hands of those who
were asking too much and who tried to destroy us with one hand
and dismiss us as radicals with the other.

They considered us a conspiracy in restraint of trade. They
said dignity and fairness and a [safe|save] job were too much to
ask from you. Those were reserved for only those at the top.
Well, in the face of seemingly insurmountable opposition, we
steadily built a fairer economy and a more just society.

Because we had one advantage on our side, we had solidarity.
When we came into these jobs before they were organized, roofers
didn't have good jobs and good benefits. Coal miners didn't
have a good job or good benefits. Steelworkers, auto workers,
rubber workers, none of them were good jobs. We made those jobs
good. We made those jobs middle class because of solidarity.
And you know what? American greatness, American decency, the
American dream itself was built through our solidarity, as
workers joined arms and marched forward as one in common cause.

And every single time they fired us, shot at us or told us to sit down and shut up, we grew a little stronger. Bonded by a common struggle, working people kept fighting and we discovered a fundamental truth that carried us to this day. They can't stop all of us. They might stop one or two of us, but when all of us are together, they can't stop us. We're an unassailable force only when we stand together. And, Kins, you know my son Richard.

GENERAL PRESIDENT ROBINSON: Very well.

AFL CIO PRESIDENT TRUMKA: I remember back when he was young, maybe 3 or 4 years old and he and his buddy Chad were in the backyard running around in one of those little battery operated Jeeps that his grandpa had got him. I was President of Mine Workers. I was talking on the phone about the Union. And he probably or he must have overheard me. Because he drove up to me, stopped and looked up and said, "Dad, what's a union?" And I said, "Rich, you and Chad get out of that Jeep." And in my backyard there's a hill, that goes from the house to the backyard.

I said, "Rich, I want you to push that Jeep up that hill." And the little guy struggled and he slipped and it slides a little bit and after about 4 or 5 minutes, he looked at me with this exasperation on his face. He said, "Dad, I can't do it." I said, "Chad, give your buddy a hand and push that Jeep up the hill." And the two of them grunted and groaned and they finally got the Jeep to the top of the hill. And I looked my son in the eyes and I said, "Son, that's a union; people doing things together that they can't do alone."

(Applause.)

"That's a union."

So on the shores of Lake Ontario, Sarah Wells found hope and a better life in that Union.

And in the coal fields of Pennsylvania, my family found purpose and a path forward in that Union.

And on the roofs of Spokane, Washington, Kinsey Robinson found his voice in that Union. And I know each one of you could tell a similar story.

And as long as I have a breath in these lungs, I'll not rest until every worker has that same opportunity.

So if our enemies right now are spoiling for a fight, here's what I have to say to them. Bring it on. We've taken your best shot and we're still standing. We're not going anywhere.

(Applause.)

You see, we're the true American patriots. We're fearless. We're strong. We're powerful. We're united. We're rising in solidarity, in real solidarity, where your picket line is my picket line and my picket line is your picket line because we're the ones who wake America up every single morning. We put her to bed every night. We build the roofs. We mine the coal. We lift the loads. We connect cities to the world. We teach. We heal. We make. We package. We print. We bake. We make the country strong. We don't duck. We don't run. We don't hide.

(Applause.)

We are the American labor movement. And we will not we will not be denied.

God bless you.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: Rich Trumka is a true friend of ours in all of labor. Rich is a Mine Worker. He knows what it's like to work hard and be in dangerous situations. He's one of us and I'm damn proud to call him our leader and our friend. Thank you, Rich.

(Standing ovation.)

Marlen, would you cue up "Safety on the Job" video, please.

(Whereupon, a video was presented.)

(Applause.)

I'm gonna call on Chairman of the Resolutions Committee, Tom Pedrick, to introduce Resolution No. 24. It will just take us a minute to get it up and we'll be right with you.

Tom, whenever you're ready.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: It was a great speech by Trumka. It makes you want to get out there and kick some ass tonight, doesn't it? Let's do it.

Brent Beasley, the Secretary, will now read Resolution No. 24.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Good afternoon.

Be it resolved, that the Roofers and Waterproofers Research and Education Joint Trust Fund will assist all locals to encourage signatory contractors, members, and associations to build toward an injury free culture, which creates an environment where foreseeable hazards are not acceptable where both labor and management do everything possible to eliminate such hazards.

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

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I second the motion.

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

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

Thank you, Mr. Chairman and s.

Tammy, would you cue up the next speaker, please.

Our next speaker is Chris Trahan. Chris is CPWR's Executive Director and leads it's construction, research, training and service programs, which are funded by federal grants.

She also serves as the Director of Safety and Health for the Building Trades and coordinates collective safety efforts of its 14 International Union affiliates, who represent over 3 million construction workers. She's been working for the Building Trades for over 20 years.

Chris' hard work in the safety and health field has been especially helpful to the Roofers Union. I thank you, Chris, for all you've done for us and all the Building Trades craftsmen and women.

Please welcome a very special person, Chris Trahan Cain.

(Standing ovation.)

CPWR EXECUTIVE DIRECTOR TRAHAN CAIN: Hi, I'm Chris and I'm following up Rich Trumka.

(Laughter.)

I hope you find the things I have to share valuable. And I really appreciate you inviting me to speak. I head up the CPWR now.

I have worked for you for 22 years. I was adding it up. Working for the Building Trades, learning everything I have been able to learn from you over time. And now, having the opportunity to lead a really good organization filled with people who are really smart, a lot smarter than me, who all are focused on safety and health for construction workers.

So I thank you for having me. As mentioned I also have a dual appointment as the Director of Safety and Health for NABTU. In

that role, I work with the Building Trades' Safety and Health Committee which is all of the Building Trades unions have at least one person appointed to the Committee. We work together to look for opportunities where everyone agrees to move forward on issues and collectively do whatever we can from the advocacy side to address safety and health issues in the construction workplace.

One thing that we've been working on really hard for close to two decades is silica. And we have the Silica Standard in place which is gonna mean a great loss of exposure, fewer lives lost due to this unavoidable disease.

We work with OSHA. We work with EPA and advocate for positions that are better for construction trades, their safety and their health in particular. And we also work with the employers' associations across the Building Trades in finding ways that we can work together, identify issues that we can agree on and make some changes and advocate for better working conditions for construction workers.

But CPWR is a nonprofit. CPWR is not funded by the Building Trades. We are funded almost entirely by federal grants which we fight really hard for.

We work in the areas of research, training and service all around the construction safety and health. And these are with federal dollars that don't go to other entities. They come to us because we advocate and we fight for them. And we do the best work we can. And we're awarded, on a competitive basis, our funds to do our work.

In 1990, we started getting funds from NIOSH, the National Institute for Occupational Safety and Health, to do this work. And since then, we've had to re compete for that funding every five years and nobody has beat us. And we keep getting good groups of university researchers, nonunion organizations, other entities who try to get this money, this one grant that NIOSH has set aside for construction research through their external program, but each time we win.

We're right in the middle of applying for it again. So I hope that, you know, we do have another five years of funding, we can continue to do this good research work, this applied research work to benefit your members.

And we have a mission that drives us. And it's all about reducing occupational injuries, illnesses and fatalities among U.S. construction workers through our various programs.

Some of the ways we do that is I was thinking about having some of my staff pull together some charts and some graphics and

the data. And then I said, no, you can get that already. And you can get that through one of our big publications that we do every five years called, The Construction Chart Book.

In this, we track all kinds of information. In addition to safety and health information, we track information on economics, on the cycles in the construction industry, on the market share of unions, on economic indicators, on wages across union and nonunion. A lot of folks have found this information valuable outside of the safety and health world.

So I wanted to make sure you're aware of this. Because we just published our last version in the spring, so it's updated. It's available for free for download from CPWR.com, as are most of our resources. Again, everything we put out is put out for free. It's available for you to use as you see fit to further your needs.

Our data center that puts out the chart book, also puts out quarterly reports. And in these quarterly reports, we try to track things on a more realtime basis. And we look at things like the fatal four. And those of you who know OSHA, that the leading four killers from a traumatic injury standpoint. Falls is number one. And so we've tracked the fatal four over time. We track information on annual trends on injuries. In all industries, we track by union or by trade, by the subsector of the industry. And if we don't something in some of our reports that we've put out, again, everything's available through CPWR.com.

And you have an interest in knowing and getting more granular on some of the information. Our data center is there and part of their job is to respond to questions that you have. And find out if we can answer those questions about what it means to how things track over time. What is really affecting our members.

We have accessed information on healthcare, too. So we track things like healthcare coverage and utilization between union and nonunion and across different sectors and that type of thing. So these kind of things can be valuable to you. I just ask that you call us and ask if you don't see something that you think you might need on the website. And if we can get it, we will. That's what we're here for.

We put out a lot of materials. We put out print materials. You should have one on the tables, I think. An example of what's called a hazard alert card, it's a small worker communication piece specific to a hazard.

But we put out Toolbox Talks that can be used on the job. We put out guides. We do different types of publications based on the need.

We do a lot of electronic media to share on social media, which I'll talk a little bit more about. But we can also put out publications aimed at specific issues that people bring to us. And we want to.

On online resources, we're now up to ten websites, I think, we operate from CPWR. And they can all be accessed through our main website CPWR.com.

The one there on the bottom, is Smart Mark. That is a safety and health training curriculum website that we operate on behalf of NABTU. It is not open to the public. But most of our resources produced with our research funds are available to everyone. The Smart Mark site is only available to union members through their local funds and their International Unions.

But we look at our online resources in different ways. There are some that are focused on specific hazards. We have a site just on silica to help people understand the issue, but also to help employers comply with that new rule. They have to have a written plan if they're doing any type of cutting or disturbing of silica containing material.

And one of the things that we added to our website is a really simple tool that employers can use to pop in a few bits of information and spit out a written plan that will be in compliance with the OSHA standard. But a lot of other information is there.

We have one specifically on hand safety. If you see your members are experiencing a lot of hand injuries, you can go there and look for resources. Both on musculoskeletal disorders of the hands, but also on gloves. How to select and use the proper types of gloves.

One of the things we do is track fatalities at CPWR. Is looking trying to look at it in realtime and in some ways put a face to the numbers. Because you hear a lot of people spouting about, you know, 864 workers were killed in 2016 on the job in the construction industry. But what you don't know is the stories and the situations associated with those deaths. So our training folks find it particularly useful, talking about what's going on in their communities.

And that image on the upper right hand side of the slide here is a map that a person, any person, can go to drill down to the location where they live and identify, say, last year, what

fatalities occurred in my industry? What were the circumstances? And link back to news reports or OSHA investigations of that worker who was killed on the job. And it really kind of brings a face to our message of trying to reinforce the use of the safety controls. Because it really does happen and it really does happen right here. And we need to avoid it.

We put out training programs. These are through our research programs. These ones I'm showing you right now, these are free and available for download.

I will talk a little bit more about the RF Training Program because that's from you guys. And I'll explain how.

But we are working around specific initiatives around noise and also around materials handling. Trying to get at those injuries that cause the wear and tear on people's bodies that lead to pain and lead to the severe injuries that cause your members to have to leave work before their time is ready. So talking about how to modify the workplace, so that you don't have the injuries, those repetitive, those low scale injuries that over time will lead to, you know, loss of income, loss of ability to work.

And then, we also put everything out in these webinar series. People seem to like this. You can tune in, hear about a research program or a training program we have going on, if you want to. And if not or if you want to think about it, in taking a look at our website, we link and we archive all of them because we want to share the resources. We want to talk about what we produce. And we hope that people will find it useful, where to go for more information about what we're putting out. And really one of the things that we strive to do I say we have a research grant from NIOSH and we don't employ any we employ a lot of really smart people, but none of them wear white lab coats and work with petri dishes and stuff like that. They work out in the construction sites in the industry.

But one of the things that we also focus on is taking the information that those scientists and white coats find and putting that into information that the industry can use. So it's about trying to move our research into practice.

And we do that through different ways by reaching out and making connections through partnerships. We have two standing industry partnerships that we fund under our research grant to try to do this. One is with your Union. We also have a working group where we work collaboratively with OSHA, in a non advocacy sense, in a collaborative sense, and NIOSH, to try to spread

information in an organized fashion on some of the issues that we need to focus on in safety and health in construction. We're focusing on ergonomics and musculoskeletal disorders trying to reduce those through education and program implementations. And we're pulling in really smart people to do that in what we call a community of practice.

And networks. We have a few networks at that are active and are busy working. One we call TRU Net, Trainer and Researchers United. Because as I'll mention, we work very closely with the apprenticeship and training systems of North America's Building Trade Unions. And we strive to connect those trainers in those networks, those safety and health trainers with the researchers who are out there looking at your industry and trying to help find solutions to things that are hurting your members.

So we also have an online public forum called the Safety and Health Network. You can find out more about that through our website, if you're interested in diving deeper.

I mentioned that we have two partnerships underway. One is in the Masonry Industry focusing on masonry tasks and issues and hazards.

But about four years ago, we launched a Roofing r2p Partnership and research to practice is what r2p means. And it's really about taking that next step of connecting the people who do the work, the organizations that represent those people, some of the employers and trying to make what happens in NIOSH, the organization that funds us, and through some of our research more relevant.

Because the way that researchers really have always looked at things is they win when they publish a study in a peer reviewed journal article. And peer reviewed journal articles are read by about three people. And they all have Ph.D.s and they're other researchers who want to publish also in peer reviewed journal articles. They're not read by people who can change conditions on construction work sites.

So when you get back into it, it's about trying to understand what research is going on but also help establish priorities for research and direct the research. Because it shouldn't be directed by the guy in the white coat in the lab. It needs to be directed by the needs of the people who are working. That's what the research is all about.

So overall, our Roofing r2p Partnership has the goals of improving safety and health, increasing understanding of how we can engage across to partners that we're working with. And the thing is that the partners, the Roofers Union and the employers

that we work with, establish the priorities of what we're talking about. They support and guide efforts, they distribute materials and they help us evaluate what we're doing to see what we can be doing better, to get more information out, more actionable information out for the Roofing Industry in particular.

Our partners are the union and the NRCA in this. And some of the things that this Partnership has done that are pretty stellar include:

Number one, the RF Awareness Program. I mentioned that earlier. It's a training program that's available to everyone.

But it was the Union that came to us and said, you know, what is up with all these cell antenna on top of these buildings? What is this to our members? Our guys are up there working.

So we talked about it with the employers, we talked about it with the Union, but then we brought it to the NABTU Safety and Health Committee. And everybody had the same question who had members working on roofs. We had the Elevator Constructors, Sheet Metal, we have the UA, we have the Painters. Everyone is like, what is up with all these cell phone tower?

We don't know. There's a big we don't know about this.

And we talked to the employers' associations across the trades. And they were all on the same page, what do we do about this? How do we understand it?

So we looked into it. We researched it. We contacted the FCC. We dealt with OSHA. We tried to figure out what the issues are from radiofrequency radiation that comes off of these cell phone towers. And I'm not gonna tell you everything we found, except that it is possible that your members are in harm's ways if they're working in front of live antenna.

So what do you do? You train people. You train your contractors. You train your members. And you take specific steps while you're working around these antennas, that amazingly, get the antennas power down when our workers have to be up there.

Before this project was initiated by your Union working with us, we could not get any reports ever of hearing that AT&T was powering down cell phone antennas. Now we're hearing that this is routine because everybody's paying attention because we have this training program because your members are potentially in harm's way they're paying attention.

So I'm really proud of the work of this Partnership because I think it's made an actual difference in the health and safety of

your members. And it's caught the attention of the telecom industry. So that's really encouraging to me.

We talked about safety. I listened to the Resolution that just came through and you talked about safety culture and safety climate. And I think that's a really important thing that CPWR has been working on for a really long time, particularly, with the employers, particularly, with the big employers.

We've got some really great tools out there for these guys, to kind of take a look at where they are, how they can improve. But we didn't have good tools for small guys. For the small contractors, for the 30 person shop, the 20 person shop, the 10 person shop. So we worked with the Partnership to try and modify the tools that we had, so that would be much more appropriate for the small contractors.

And that work is still ongoing. Although there's something called the assessment tool for small contractors out there now that some contractors are using, particularly, in your industry. Roofers 365 is a kind of campaign that the Partnership initiated and it's underway. And it's just about consistently messaging information of safety and health on the job. CPWR is supporting that. We're echoing your messages. We're sharing your messages and we're shouting your messages as well as the Roofer safety 365. And this is really a social media campaign across different platforms. And we're hoping that it does have some different impact.

The Union came to us and said, "We like this tool. This ladder app that NIOSH has put out except their video sucks." So we are doing a video in conjunction with the Partnership to share information about a tool that helps with ladder safety, but also ladder safety in general. So that's under development and will be ready soon.

And another thing that's important is, this last example, is an example of a research study that an intramural researcher at NIOSH, one of the guys in the white coats, he's a government researcher with all the letters after his name, wanted to do a musculoskeletal disorders in Roofers. So instead you know, in the past, we'd always try to connect such researchers with the Union, but now we've connected this researcher with the Roofing Partnership principals. And through that your Union was able to influence the study that this researcher designed. He got it funded. And my understanding is next week no, it's the week after, that the researcher will be visiting some jobsites and training centers of your Union with Keith Vitkovich with your Union and some other researchers just so he can

understand what you all are about and do better research on your behalf because of this Partnership.

So I wanted to highlight those things. I think they're important and I'm very excited about it. Like I said, we only have two of these partnerships. And this one in the Roofing Industry has been a really a good learning experience for us and we hope it's beneficial to your members.

So most of what I've talked about is on our research side. We are funded by the government. NIOSH funds our research. We have another set of grants from an organization called NIEHS, National Institute for Environmental Health Sciences, that funds our training program. We have money to do training for your members. We do it in different mechanisms, but basically, through your International Unions when we find out there's a need, if we can possibly pay for it, we do. And these are the OSHA 500 series classes.

We can fund OSHA 10 and 30 hour classes. We have hazardous waste worker training classes ready to go. Our teams will go out and do training. If your contractors say, "We need HAZWOPER to get on this job." That's when you call the Union. They call us and we say when and where if we have that funding. Asbestos training, lead training, ICRA training, the Infectious Control Risk Assessment, that's to give us a leg up in the healthcare industry. To get in there in hospitals, and do more work in there because they're demanding ICRA training. We have that training. We engage with healthcare industry on this. And we will, if you're having trouble getting ICRA training recognized, we'll come out and talk to them and talk about our program and how we offer it through your Union.

Department of Energy workers are a special group for us. We have a lot of work to support workers who work on the Department of Energy sites. If you have members that work on DOE sites, let us know. We can figure out if there's a way we can use that funding to train workers, so that they can go in and do the work they need to do including with reciprocity across sites. So if you take CPWR hazardous waste worker training go to work at Hampford and you go Fernald, you don't need to repeat the training because the entire complex recognizes that training. Hazard communication of course is the basic chemical safety. We have funding to support that type of training as well. As well as curriculum that's available for free for folks to download. And service. I said research, training and service. Those are our kind of three legs at CPWR.

Most of our service work is funded by Department of Energy. And we offer a national program to screen workers who have worked on the Department of Energy complex and don't work there anymore, so any former worker. Doesn't have to be a retiree, could have worked on the site one or two days, is eligible for this free screening program.

This map here talks about the sites across the country that we cover. And this is really to look for diseases in your members that we know are associated with work on the Department of Energy sites.

We have the science and documentation that these diseases occur. If we can find them early, we can [safe|save] lives. Some of these folks are getting low dose CT scans, these are lung scans. We're finding Stage I cancers that have zero symptoms and we're having incredible success with that. And we're really, really proud of the work that's done.

This is a 4.5 million dollar program and almost every penny goes to getting the medical screening done to your members for free. If you work near a Department of Energy site, if your local is near there and you don't know about this program, see me at the podium afterwards because I want to tell you about this program. We rely on people to share the word with your members.

And just with that Walter Smith, Local 20, just retired from our program. He's a former Roofer. I believe he retired from the tools. And he came to work for our BT med program in 2007 in Kansas City. He did this outreach to all of the trades to find workers who had worked on that Department of Energy site to make them aware of this medical screening program, walk them through the process and make sure that they were taken care of.

We have a 99 percent satisfaction rate on this program. And if it's anything less than that, we should be answering to you because this is a free service that we offer to you to try to catch diseases while they're treatable in your membership.

Related to this, we have a non funded program, but it's a program that we can figure out where to get help if your members do become diseased from working on DOE sites. They are eligible for a federal workers compensation program called EEOICPA, Energy Employees Occupational Illness Compensation Program. I hope I got that right.

And that's part of what this is. We want to help people get benefits under that federal comp program, if we can, and we can hook folks up with the right resources. Help them prove they worked on that jobsite and get them their benefits or God forbid their survivor's benefits.

And with that, I wanted to wrap up. I believe that's my last slide. So I'm want to thank you very much again for having me. I really appreciate the opportunity to come here. I'm honored. Thank you.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: We will be depending on Chris to be working with us on our No Lost Time Program. Hopefully, between her efforts and others we can help find funding to get that thing kicked off. So we look forward to working with her and we thank her for everything she's done for us.

Next, I'm want to you know, I'm gonna call on Tom Pedrick to introduce Resolution 30.

Tom.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: It's a coincidence I'm introducing 30 and I'm from Local 30. I think that's pretty good.

The Resolutions Committee has met and heard testimony on Resolution 30. Secretary Brent Beasley will now read Resolution 30.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Before I start I'd like to wish a happy birthday to Ricky Subiono from Local 221.

(Applause.)

Resolution 30.

Be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers supports North America's Building Trades Unions' Safety and Health opioid task force and will support national initiatives to combat the opioid crisis.

And be it further resolved, that our Local Unions educate members on the prevalence of the opioid crisis, its impact on our industry and identify resources available within their communities to assist those affected.

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

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: Before I second it, since he brought up a birthday, I'd like to say happy birthday to Timmy Minnick, Local 154, Long Island, New York.

(Applause.)

I second the motion.

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

Is there anyone on the question?

(No response.)

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, no.

(No response.)

Ayes have it.

(Banging of gavel.)

Our next speaker is Stuart Binstock who is CEO of the Construction Financial Management Association.

He has extensive experience in the management issues including strategic planning, government affairs, educational program and delivery, financial management, membership development, non dues revenue growth, program development and process improvements. Binstock has served in executive positions in such trade and professional associations as the National Contractors Association, the Associated General Contractors of America and the American Institute of Architects.

He's an experienced moderator of panels at national and regional conferences. He's also a frequent speaker and has been interviewed on television and national public radio.

Since Mr. Binstock became President and CEO of CFMA, the Association's membership has grown from 6,400 to over 8,000 today. It's revenue has grown from \$4.6 million to \$6.1 million today. This growth has come about by CFMA focusing on bringing value to its members, finding non dues revenue sources of income and returning nearly 10 percent of its revenue back to its 98 chapters through a variety of means which has resulted in strengthening CMFA's chapters thus strengthening the entire Association.

Please recommend excuse me. Please welcome Stuart Binstock.

(Standing ovation.)

CFMA PRESIDENT BINSTOCK: Thank you very much.

It's an honor and a privilege to be here today. I'd like to thank President Robinson and Secretary Treasurer Hadel for the introduction and for having me speak here at this conference. So your theme is Recruit, Train, and Retain.

("Yeah" from the floor.)

Exactly.

President Trumka talked about recruiting if you think about it. Chris talked about training. I'm going to talk about retaining

in a way that you guys never really ever thought about. And that's retaining lives of your members through suicide prevention.

This is not an easy topic to talk about. And I think the real question many of you might ask after listening to Kinsey give my bio is: What the hell are a bunch of accountants doing focused on suicide prevention?

Because that's what we are. Our Association consists of CFOs and comptrollers across the entire industry. And about three years ago, we embarked on this endeavor having no idea where it would lead us. And I want to take you back three years and I want to get you caught up to where we are today.

A couple of years ago, I was in this very same room talking to a bunch of electrical contractors. It was their Safety and Health Committee of the National Electrical Contractors Association. It's interesting. We talk a lot about safety and health in the industry, but we really only talk about safety. We don't talk about health and we sure as hell don't talk about mental health. It is too difficult. It is too complicated. And it is overwhelming. And we must break the stigma. And that's what we're trying to do in many of our efforts is break the stigma about talking about suicide.

Let me give you a timeline of how CFMA has been involved in this subject. About three years ago, one of our leading members submitted an article on suicide prevention. It's called Mental Illness and Suicide Break the Silence and Creating a Caring Culture. We're a magazine that usually talks about succession planning, tax law, and the most recent accounting standard. And my assistant comes in, the editor of our publication, she comes and says I've got an article about suicide prevention, what do I do about this? We have never ever covered that topic in any of our material, in any of our publications. We looked at each other and we said, let's give it a shot. Let's see what happens. You have no idea until you put something out there into the world. We had no idea the tsunami of actively and interest there would be on this subject from our members and the from the entire construction industry.

So that was in November, December of '15. Let's fast forward to July of 2016 where the Center for Disease Control came out with a study which examined suicide risk by industry. And it revealed that people who work in construction have the second highest rate of suicide of all industries in this United States. Now we were shocked at that. I'm sure you're all shocked at

that. But that is a real static. It is a real issue and we need to address this.

So in October of 2016, we created the Construction Industry Alliance for Suicide Prevention. So that was a few months after the CDC. We realized this was way bigger than anything CFMA could tackle. It had to be an industry initiative, it had to be an industry imperative. And that's what we've been trying to do ever since.

And about two months ago, the Alliance, which is what we call it, became a nonprofit organization.

So here's the mission of the Alliance: To provide and disseminate information and resources for suicide prevention and mental health promotion in construction with the goal of creating a zero suicide industry, a zero suicide industry.

I know stories resonate with people, so let me tell you one. I was talking to an electrical contractor a couple of years ago and I was telling him about our suicide prevention initiatives. And he looked at me. His eyes were bugging out at me as I was talking to him.

He said, "How'd you know about us?" I said, "What are you talking about?" He said, "how'd you find out about our company?" I said, "I don't know anything that's happened in your company." He said, "We had three people die by suicide in the last 18 months." And one of them, a foreman, hung himself in the boiler room of a Fortune 100 company. Just think about that. Think about the loss of life. Think about the loss of one of your brothers or sisters. Think about the loss across the board, the family, what that did to that company, the spouse of the person who died by suicide, sued the company. It doesn't end.

This is not only a safety issue, but I will tell from you a company perspective, it's also a risk management issue. And that may sound harsh, but you're gonna get the attention of people in the construction industry and some of the construction leaders if you can paint this as something bigger as a Risk Management issue as a safety issue.

These are the ways we need to talk about this.

So why suicide in construction? It's the second leading cause of death for ages 34 and under. It's the fourth leading cause for ages 45 to 54. It's the 10th leading cause of death overall. There's the national suicide rate. The suicide rate in construction is four times greater than the national rate. Four times greater.

Why? Well, here it is. Now, unfortunately, as I look out across this room, this is all of you. So this is serious. Men between the ages of 20 through 50, mostly white men account for the bulk of suicides. Male dominated industries have more suicides than other industries. And of course I think that it's no surprise that 97.4 percent of construction workforce is male. So what's the nature of the culture? And none of this will surprise any of you. But all of this if you put it together, it's a recipe for this issue.

Old school tough guy culture. We don't talk about our feelings in the construction industry.

Fearlessness. Family separation. Isolation, without travel. You guys are on the road a lot. Separated from your families. Sleep disruption. Layoffs. Furloughs. A very tolerant culture of alcohol and substance abuse.

And I know you just passed a Resolution on opioids. A huge problem in the construction industry. Why? Because of chronic pain. What do people do? They end up taking opioids and it leads to all sorts of problems.

And then, access to lethal means. Obviously, a gun is the most efficient way for someone to die by suicide and there are lots of them.

So what are we doing? We have collected, we have got 74 organizations to join us in this initiative. And if you look on this list on the right hand side, you will see the United Union of Roofers, Waterproofers and Allied Workers. You have been one of the leading unions on this initiative and I want you to give your leadership a round of applause right now for their efforts thus far.

(Applause.)

I want to highlight, in particular, Keith Vitkovich the Executive Director of Your Trust Fund. He's a member of our Board of Directors. Keith has been instrumental in moving along the Alliance. We just had a strategic planning meeting a couple of weeks ago. And Keith was named an officer of the Alliance.

So you'll see if you look through this list, it's small lettering, I apologize, but that's because there's so many darn associations that have joined us. You'll find the National Electrical Contractors. You'll find SMACNA and you'll find some of the unions, but not all of them that correspond to them and I'm gonna talk about that in a second.

These are some of the other Alliance members that are mental health organizations that have joined us because, as I said right at the outset, this is a complicated issue. And I don't

want you to believe that while we're trying to promote training at the very lowest level of your industry and in your organizations and the workforce, we need mental health professionals to help us with this. This is not something we expect folks to become proficient at.

On the left hand side, you'll see a couple of contractors have joined us. Lendlease, a top 20 contractor in the country. A group called FCL Builders. They just did a fundraiser. They do a fundraiser every year. They're based in Chicago. This is the third year in a row, they've done a fundraiser for charity. They gave us \$143,000 to start our efforts. A huge, huge opportunity for us. And we are very, very appreciative of what they have done.

So what are we trying to do? We are trying to build awareness. We have a whole bunch of stuff that we put together on mental health literacy. And we've created a tremendous amount of resources under preventconstructionsuicide.com.

We have some tent cards with warning signs for folks to look out for. We've created hardhat stickers, safety vests. We've tried to incorporate suicide prevention into Toolbox Talks. There's a tremendous amount of material and resources that we've created. And here's just some of these things that you can find on that website. It is all available. There is no cost. It's all available free of charge for you folks to use.

Recently, there was a one page advertisement in Engineering News Record which had this is the one page it had. And it's, Recognize the Warning Signs to Help You Prevent Suicide.

I believe Keith has put out in the back, we have about 100 of these. And as many of you as can, should take one of these and put it in your pocket and read it. You can [safe|save] a life tomorrow by reading this. You can identify problems with some of the people that you work with. And you may actually save a life tomorrow by having this in your pocket and reading it. I encourage you to do that.

So how do we make this thing bigger? How do we get others involved? Well, I sent Keith these slides about five days ago. And the good news is the first one is get more unions involved. In the last five days, we've done that. We got that one fixed. Chris who was just up here is the head of the National Association of Building Trades Unions. 14 unions, Roofers are part of that group. This week Chris told me that all of the unions in the Building Trades have joined us in this initiative. That is a huge development.

(Applause.)

And I will tell you in good part, part of that has to do with this Union right here, your involvement, Keith's involvement in our efforts. He's been talking to NABTU about this. And he's encouraged them to get involved. And we're thrilled that they are because that will make a big difference.

And by the way, I should mention that you, as an association, not only have you joined what we've done, I know you've had articles in your quarterly newsletter. I know social media, you've had activity under this topic under your social media. And I know there is more to come from the Association. So I congratulate this Union for a great effort.

We also want to get large contractors involved. We feel like there's a real opportunity for some of these larger contractors who have the financial wherewithal and I think also have the interest to help us out, so we'll be pursuing them as well. And then, finally, I listed OSHA and NIOSH. I have to catch Chris before she leaves because she's got way better connections than we do at NIOSH.

And I think we have tried to do this on a shoestring. We have had very little money. Really, CFMA has kind funded this whole thing over the last three years. And I was always of the mind set that we didn't need it wasn't about money. It was about passion. It was about people and it was about the purpose.

But the reality is, and I think we all realize this when you get through an endeavor, money can make a difference. We could have a full time staff person. We could develop bigger training programs. We could reach more people. So it is important to get others involved in this initiative.

And I can't believe my phone just went off in the middle of my presentation. I forgot. And it's probably a robocall to make it even worse.

(Laughter.)

One of the interesting things. I'll tell you I am one of these Americans who thinks we always do everything the best. There's nobody that does anything better in the world than in America, we are the best. That is not the case when it comes to this topic.

There are two groups, one in Australia, one in the U.K. Mates in Mind is in the U.K. Mates in Construction is in Australia. In Australia, they have about a million and a half dollar budget on suicide prevention for the construction industry. They have 40 people who work on this across their country. Which is what, a tenth of the size of ours?

We have a lot to learn from others. We have a lot to do. We are three years into this.

And I can tell you we are very appreciative of everything this Union has done. We are very appreciative that the Building Trades is joining us.

We have a lot to do. We have a lot to accomplish. And I hope that all of you will be part of that solution.

Thank you very much.

(Standing ovation.)

GENERAL PRESIDENT ROBINSON: I'm going to call on Bob Peterson Chairman of the Revisions Committee. He's going to introduce Resolutions 11, 12, 13, 14, 15 and 16 and all these Resolutions are companion Resolutions to Resolution 1 or 2.

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 11. The Secretary will now read 11.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution 11.

Therefore be it resolved, that Article V, Section 6 of the International Constitution be amended, Section 7 be deleted and renumber Sections 8 through 16:

Section 6. Each Local Union shall immediately after election of delegates and no later than 45 days prior to the date set for the Convention, forward the names and membership numbers of the duly elected delegates to the International Secretary Treasurer. At Convention registration, each delegate shall present their government issued photo identification to the Committee on Credentials. The Committee on Credentials shall establish that each delegate is a member in good standing.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. I move for adoption of Resolution No. 11 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: 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.)

Nos?

(No response.)

Ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 12. The Secretary will now read 12.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution No. 12.

Now therefore be it resolved, Article V, Section 11 of the International Constitution shall read as follows:

Section 11. All matters coming before the Convention must receive a majority of the votes cast, unless otherwise specified. All acts of the Convention receiving such a vote shall become effective on February 1st following the Convention, unless otherwise specified.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it and I move for adoption of Resolution No. 12 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: I second the motion.

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

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, no.

(No response.)

The ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 13. The Secretary will now read 13.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution No. 13.

Therefore be it resolved, that Article VII, Section 8 of the International Constitution shall read as follows:

Section 8. All Officers of the International Union, Representatives, Organizers and Assistants to the President shall be reimbursed for any and all ordinary and necessary business expenses, in the performance of their duties, that are

in accordance with the expense reimbursement policy established by the International Executive Board.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 14 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: 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.)

Ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 14. The Secretary will now read 14.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution 14.

Therefore be it resolved, Article IX, Section 5 of the International Constitution shall read as follows:

Section 5. Whenever charges are filed against an International Officer or International Representative, such charges shall be filed in writing with the International Secretary Treasurer, who shall serve the accused, either personally or by certified mail, with a copy of said charges and a notice of the time and place for the hearing of such charges, which time shall be not less than 30 days from the date of service upon the accused International Officer or International Representative. The International President shall appoint a trial board; the trial board shall hear the charges at such time and place as it shall fix.

Whenever the International President shall be charged the International Secretary Treasurer shall appoint a trial board. An interested party in such situation shall not sit as a member of the trial board while such proceedings are being determined. The procedures established in Section 1 of this Article that are not inconsistent with this Section shall be applied. The International Secretary Treasurer shall notify the accused

disposition of the charges immediately following the hearing on said charges.

Appeals from the decision of the trial board in the preceding paragraph shall be taken to the Convention.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 13 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: 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.)

Ayes have it.

(Banging of gavel.)

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has heard testimony on Resolution 15. The Secretary will now read 15.

REVISIONS COMMITTEE SECRETARY VASEY: Article IX, Section 7, Subsection 10 of the International Constitution shall read as follows:

(10). Abuse of fellow members or officers at the workplace, all union owned, leased or rented properties, and Union affiliated training centers.

Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 15 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: 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.)

Ayes have it.

(Banging of gavel.)

We got one more.

REVISIONS COMMITTEE CHAIRMAN PETERSON: The Revisions Committee has met and heard testimony on Resolution 16. The Secretary will now read Resolution 16.

REVISIONS COMMITTEE SECRETARY VASEY: Resolution 16.

Therefore be it resolved, that Article X, Section 1 of the International Bylaws be amended to read as follows:

Section 1. Whenever the International President shall impose a trusteeship on a Local Union or other subordinate body affiliated with the International Union, the officers and representatives of said Local Union or subordinate body shall stand suspended from office and shall function subject to the supervision and direction of the trustee appointed by the International President until the trusteeship is terminated. The Constitution and Bylaws of the Local Union or other subordinate body that is under trusteeship shall also be suspended for such time as the International President directs. Mr. Chairman, the Committee heard testimony and voted unanimously in favor of it. And I move for adoption of Resolution No. 16 as read.

REVISIONS COMMITTEE CHAIRMAN PETERSON: I second the motion.

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

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

The ayes have it.

(Banging of gavel.)

I thank the Committee for their work. I know that you spent a lot of time in hearings and it was a lot of material to cover, but it was all necessary changes to the Constitution and the Bylaws.

Thank you very much.

I'm gonna call on Chairman Tom Pedrick. He has three Resolutions that he would like to deliver this afternoon.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolutions Committee met and heard testimony on Resolution No. 18. Secretary Brent Beasley will now read Resolution No. 18.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 18.

Be it resolved the Article II of the International Bylaws be amended to add Section 15 and 15a as follows:

Section 15. The International Secretary Treasurer shall maintain the Roofers Union Liability and Individual Labor Leaders Insurance Program to provide union liability insurance for Local Unions, their officers and staff.

a. Effective July 1, 2019 the International Union and each affiliated Local Union shall be required to purchase Union Liability insurance coverage and offer Individual Labor Leader coverage to its officers and staff. Premiums for Union Liability coverage shall be paid by each entity obtaining such coverage. Premiums for Individual Labor Leader coverage must be paid by the individuals requesting such coverage.

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

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I second the motion.

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

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

(Banging of gavel.)

This is a very special Resolution gentlemen and ladies.

We've had a lot of Local Unions over the last 10 years that have taken a serious beating financially because of lawsuits. And this is a way to protect the Local Unions and it's also a way to protect you as individual leaders.

(Applause.)

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolution Committee has met and heard testimony on Resolution 31. The Secretary will now read Resolution 31.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 31.

Now, therefore be it resolved, that Article II "Jurisdiction" of the Constitution and Bylaws of the United Union of Roofers, Waterproofers and Allied Workers be amended to add the following:

Jurisdiction:

Section 3. Composition of Roofers and Waterproofers shall include in their work jurisdiction the following work processes and types of materials including but not limited to: All types of material used for roofing, waterproofing, air barriers and building envelope systems.

All components of composition roofing systems used to seal the roof, including but not limited to compression seals, termination bars, nailers, blocking, ballast of all types, walkways reinforcements, preformed panels, protection boards, plaza pavers, expansion joints, pitch pans, drain flashings, scupper flashings, flashing, roof to wall flashings, gravel guard, lath, roof cement and reinforcements, caulking and sealants.

Section 4.

All components of elastomeric, elasto plastic and thermo plastic roofing systems used to seal the roof, including but not limited to, nailers, blocking, ballast of all types of walkways, reinforcements, preformed panels, protection boards, plaza pavers, expansion joints, pitch pans, scupper flashings, drain flashings, flashing, roof to wall flashings, gravel guard, compression seals, termination bars, caulking and sealants.

New Section 5.

All building Envelope Systems including all materials of equipment used for installation of these systems.

Mr. Chairman, the Committee has heard testimony, voted unanimously in favor of it. And I so move.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: 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.)

Ayes have it.
(Banging of gavel.)

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolution Committee has met and heard testimony on Resolution No. 38. The Secretary will now read Resolution No. 38.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 38.
Be it resolved Article V, first Paragraph of Section 10 of the International Bylaws be amended as follows:
Section 10. The term member in good standing or member in continuous good standing shall include the payment of all dues, including check off dues for members working under the terms of a collective bargaining agreement, and other outstanding obligations as provided for in this Constitution and Bylaws and in addition, such member shall not have been removed by any action of any tribunal for misconduct or violation under the Constitution and Bylaws of this International Union or the Constitution and Bylaws of the Local Union which she or he is a member. To be a member in good standing, all dues, including check off dues for members working under the terms of a collective bargaining agreement, and other outstanding obligations of such member must be paid on or before the last day of the third month after the due date. Any member who has not paid such dues or obligations in the manner set forth above is not a member in good standing and is removed from the rolls. Chairman, the Committee has heard the testimony and has voted unanimously in favor of it and I so move.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I second the motion.

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

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

Now, delegates, we have six more Resolutions left. And we can wrap it up tonight. It's been a long day. You've worked hard. You've had to do a lot of things. But we can wrap it up tonight or we can put it until tomorrow morning. We're gonna call

things to in order at 9:00, but if you're willing to wrap it up let's do it.

(Applause.)

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolution Committee has met and heard testimony on Resolution No. 4. The Secretary will now read Resolution No. 4.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 4.
Be it resolved, that the delegation of the United Union of Roofers, Waterproofers and Allied Workers go on record of supporting the mission, and the manner in which the Union Sportsmen's Alliance preserves and protects North America's outdoor heritage.

Be it further resolved, that the Local Unions and District Councils affiliated with the United Union of Roofers, Waterproofers and Allied Workers are urged to support, participate and form a partnership with the Union Sportsmen's Alliance.

Chairman, the Committee has heard testimony and voted unanimously in favor of it and I so move.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: 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.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolution Committee has met and heard testimony on Resolution No. 5. The Secretary will now read Resolution 5.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 5.
Be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers endorse and support Helmets to Hardhats, H2H, program.

And, further be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers commit every Local Union and

encourage every apprenticeship program to register on the H2H website in order to provide additional quality work opportunities to our military veterans.

And, be it further resolved, that the United Union of Roofers, Waterproofers and Allied Workers engage the Roofers and Waterproofers Research and Education Joint Trust Fund, the United Contractors Council, Union Contractor Associations and signatory contractors to support the hiring of military veterans registered with the H2H program.

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

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I second the motion.

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

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

Ayes have it.

(Banging of gavel.)

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolutions Committee has met and heard testimony on Resolution No. 6. The Secretary will now read Resolution No. 6.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 6.

Be it resolved that all members of the United Union of Roofers, Waterproofers and Allied Workers join in celebration of this "115 year anniversary," with a renewed spirit of commitment to stand strong as an independent trade union and to speak with one voice representing all men and women working in the roofing and waterproofers crafts.

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

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: 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.)

Ayes have it.

(Banging of gavel.)

Marlen, we have a video on women, if you could roll that please.

(Whereupon, a video was presented.)

(Applause.)

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolutions Committee has met and heard testimony on Resolution No. 17. The Secretary will now read Resolution No. 17.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 17.

Be it resolved, that the United Union of Roofers, Waterproofers and Allied Workers supports the principle of, and the commitment to increasing the number of women within our Union, and

Be it further resolved, that plans and programs be implemented by our affiliated Local Unions to support women in our trade, and

Be it further resolved, the United Union of Roofers, Waterproofers and Allied Workers will promote equal opportunity and advocate for a safe and harassment free workplace, and

Be it further resolved, that this Convention supports those efforts being made by North America's Building Trade Unions and other National Craft Unions, wherever possible to provide

universal wide programs in support of women in all trades, and

Be it further resolved, that this Convention sets a goal for our affiliates Local Unions to double the number of women members in the United Union of Roofers, Waterproofers and Allied Workers by the next Convention.

Mr. Chairman, the Committee has heard testimony and has voted unanimously for it. And I so move.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I second the motion.

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

On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Ayes have it.

(Banging of gavel.)

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: The Resolution Committee has met and heard testimony on Resolution No. 27. The Secretary will now read Resolution No. 27.

RESOLUTIONS COMMITTEE SECRETARY BEASLEY: Resolution 27.

Be it resolved that the United Union of Roofers, Waterproofers and Allied Workers will continue to support and promote the National Maintenance Agreement to secure work opportunities in the industrial maintenance sector.

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

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I second the motion.

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

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, gentlemen. We appreciate your efforts. I'm now going to call on Chairman Daniel O'Donnell. He has Resolution No. 35.

LAW COMMITTEE CHAIRMAN O'DONNELL: The Law Committee has met and heard testimony on Resolution 35. Secretary Joe Pozzi will now read Resolution 35.

LAW COMMITTEE SECRETARY POZZI: Resolution 35.

Therefore we propose that Section 10 be amended as follows:

10. Any member reaching the age of 60 who retires from the trade would be eligible for superannuated status and shall therefore be required to pay only one half the usual per capita tax, if they meet the following age and years of continuous service:

60 years old with 20 years of continuous service.

61 years old, 19 years continuing service.

62 years old with 18 years of continuous service.

63 years old with 17 years of continuous service.

64 years old with 16 years of continuous service.

65 years old with 15 years continuous service.

66 years old with 14 years of continuous service.

67 years old with 13 years of continuous service.

68 with 12 years of continuous service.

69 years old with 11 years of continuous service.

70 years old with 10 years of continuous service.

Mr. Chairman, the Committee heard testimony and voted to recommend a vote of nonconcurrency. I move for a vote of nonconcurrency on Resolution 35.

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

GENERAL PRESIDENT ROBINSON: You have a motion and a second. On the question, now, this is a nonconcurrency, so the Committee is recommending a "yes" vote which means the Resolution is not adopted. A "no" vote means the Resolution is adopted.

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

Ayes have it.

(Banging of gavel.)

I'm going to call on the Secretary and on Vice President Pedrick they have some messages. But before I do, I want to thank everyone for their patience today. It has been an extremely long day. We started at 8:30 this morning. We went hard. Most of you went right through lunch. And we came out today and we really put in a long afternoon.

Thank you so much. We'll get together tomorrow, being that we're having a little party tonight, how about 9:30. It doesn't mean you can drink too many beers. It just means you can enjoy yourself.

(Applause.)

So I'm gonna call on Chairman Pedrick for a short message.

RESOLUTIONS COMMITTEE CHAIRMAN PEDRICK: I just wanted to let the guys know from the Northeast District Council and Jersey District Council if you want to get a picture up here before you leave. And I also want to thank everybody for supporting us and

having confidence in us to get us through this Convention. I appreciate all your work.
(Applause.)

SECRETARY TREASURER HADEL: A couple quick announcements. The dinner dance tonight will be in Trinidad Room right next door where you ate breakfast all week. That's 6:15 Roofers time.
(Laughter.)

Second of all, the shirts you received at registration are on sale tomorrow for \$25. That's less than what we paid for them back at the breakfast area. We have limited sizes and these will not be sold in the magazine, so if you want an extra one and it's in your size please purchase it. The final report here is the Credentials, the Law Committee, Sergeant at Arms, Election Committee Officers Report Committee, Entertainment Committee and Escort Committee. We were going to do the pictures at noon but because of the shortness of the time period we are going to do them right after we dismiss here. So make sure you stay up here to get these pictures taken. Thank you.

VICE PRESIDENT ZIEGLER: I want to meet all the Local 81 delegates right over here in the corner right after they dismiss you.

GENERAL PRESIDENT ROBINSON: Any other group that wants a picture taken, please come up after the New Jersey and the Northeast District Council, so we can get their pictures. Also I'd like the Executive Board to hang around. Paul, don't go too far, so we can get a picture of the Executive Board. With that we are adjourned till tomorrow at 9:30 a.m.
... Whereupon, the Convention session adjourned at 4:00 p.m. to reconvene on Friday, October 12, 2018 at 9:30 a.m. ...