

# CRCA TODAY

FALL 2020

The Magazine  
of Roofing and  
Waterproofing  
in Illinois  
and Beyond

**Confusion Over Family First Act**

**Steps to take after Job Shutdown**

**When to Send Employees for Covid-19 Testing**

**Wrap-Up Insurance Programs 101**



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**On the Cover:** Thank you to CRCA Contractor Member Preservation Services for highlighting the installation at Chicago's Historic Old Post Office. This Spectacular Rooftop Project included 200,000+ CF of roof removal, 200,000 SF of Hot Rubberized Asphalt Waterproofing, 60,000 SF of 2-Ply Modified and 1,500 SF of PMMA over the 45 roof levels. Many CRCA Contractor and Associate Members were involved in this multi-year project, including Bone Roofing Supply, who delivered the equivalent of 10 football fields of materials! Photo reprinted with permission by Danny Ecker, Crain's Chicago ([decker@crain.com](mailto:decker@crain.com)).

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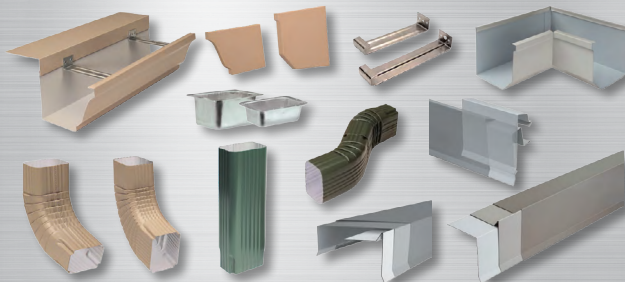
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# Who Is CRCA?

By Bill O'Brien Jr. and Dave Good

CRCA is made up of men and women from the 362 CRCA Member Firms with the goal to "unite those engaged in the roofing and waterproofing industry in Illinois and beyond by providing educational programs, informational resources and networking opportunities, as well as advocating on behalf of its members to enhance roofing industry standards." These member firms include those that install roofing and waterproofing and those that supply equipment, materials and services to enable these contractors to provide the best end product for their customers who live and work in buildings located in Chicago, the suburbs and beyond.


## WHAT DOES THIS MEAN?

This means that over 150 CRCA members volunteer their time and talents continually, working together to support and strengthen the roofing and waterproofing industry. This is on top of the help that member firms provide in the way of sponsorship, industry knowledge and other key areas. Members put aside their competitive differences and work together for you, the contractor, the supplier, the manufacturer, the design professional, the consultant, the building official and all others involved in our trade.

## WHAT CAN YOU DO?

Become involved and spread the word! We encourage you to take advantage of the industry collaboration provided, no matter where you fit in the roofing and waterproofing industry. Learn important industry knowledge by reading key industry articles in the *CRCA Today* and learn from important industry webinars and other educational avenues. Watch for registration information coming soon about January's *Roofing Week in Chicago*. While unable to meet face to face for the first time in 37 years at CRCA's Trade Show and Seminars, CRCA, IIBEC and others will instead be providing virtual education to all segments of our industry in late January.

## BE A MEMBER

Finally, being a member of CRCA opens many avenues of education, industry partnership and networking beyond what is generally available others in the industry. Contact [info@crca.org](mailto:info@crca.org) to learn what membership benefits will benefit your role in our industry or visit [www.CRCA.org](http://www.CRCA.org)! 



Bill O'Brien Jr.



Dave Good

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# COVID-19 Testing for Employees . . . When Do You Need to Send Them to Be Tested . . . ?

By Frank Marino, CSP



Frank Marino, CSP

**A**s we move further into fall of 2020, the Covid-19 Pandemic continues to have a significant impact on the roofing industry here in Chicago and across the country. To complicate things further, the CDC continues to revise guidance as to how we can not only protect ourselves at home, but what companies should be doing to protect

their employees. One question that continues to come up is testing. The question of “when do I need to send an employee to get tested” is becoming a common one. A look at the CDC guidelines as of September 18 reads as follows:

- **If you have symptoms of COVID-19:**

- If your symptoms are mild:
  - Your healthcare provider (physician, nurse practitioner, pharmacist, etc.) may advise a SARS-CoV-2 test.
  - If you test positive for SARS-CoV-2 infection or do not get tested, you should self-isolate for at least 10 days after symptom onset and resolution of fever for at least 24 hours, without the use of fever-reducing medications, and with improvement of other symptoms.
  - If you live with a person at increased risk of severe illness (for example an elderly relative or other individuals with underlying conditions), take special precautions in the home to protect that individual according to CDC guidelines.

- If your symptoms worsen while you are isolating, or become moderate/severe, such as shortness of breath or severe fatigue, contact your healthcare provider immediately or seek emergency care.
- If you test positive, you do not need to repeat a test for at least 3 months.
- You do not need a follow-up negative test to return to work or school, as long as
  - You did not require hospitalization, AND
  - It has been at least at least 10 days after symptom onset and resolution of fever for at least 24 hours, without the use of fever-reducing medications, and with improvement of other symptoms.

(CDC, 2020)

- **If you have been in close contact, such as within 6 feet of a person with documented SARS-CoV-2 infection for at least 15 minutes and do not have symptoms.**
  - You need a test. Please consult with your healthcare provider or public health official. Testing is recommended for all close contacts of persons with SARS-CoV-2 infection. Because of the potential for asymptomatic and pre-symptomatic transmission, it is important that contacts of individuals with SARS-CoV-2 infection be quickly identified and tested. Pending test results, you should self-quarantine/isolate at home and stay separated from household members to the extent possible and use a separate bedroom and bathroom, if available.
  - A single negative test does not mean you will remain negative at any time point after that test.

- Even if you have a negative test, you should still self-isolate for 14 days.
- If you cannot self-isolate, or you are a critical infrastructure worker that must work, wear a mask, physically distance, avoid crowds and indoor crowded places, wash your hands frequently, and monitor yourself for symptoms.
- If you live with a person at increased risk of severe illness (for example an elderly person or other individuals with underlying medical conditions), take special precautions in the home to protect that individual according to CDC guidelines.
- Healthcare providers in close contact of a person with documented SARS-CoV-2 infection while using recommended personal protective equipment, do not need to be tested


(CDC, 2020)

• **If you do not have COVID-19 symptoms and have not been in close contact with someone known to have SARS-CoV-2 infection (meaning being within 6 feet of an infected person for at least 15 minutes).**

- You do not need a test unless recommended or required by your healthcare provider or public health official.
- If you are tested, you should self-quarantine at home until your test results are known, and then adhere to your healthcare provider's advice.
- A negative test does not mean you will remain negative at any time point after that test.

(CDC, 2020)

The key to eliminating the need for excess Covid-19 testing for employees is to ensure workers are not coming into "close contact" with other roofers per the definition above. Wearing face coverings and practicing social distancing on the roof are key elements to reducing the risk of Covid-19, as well as reducing the need to have employees tested for the Covid-19 virus. So long as OSHA maintains that Covid-19 is a recognized hazard in the workplace, employers are required to maintain Health & Safety Programs that specifically address Covid-19. In fact, OSHA is currently

performing inspections addressing Covi-19 hazards for roofing contractors in Illinois. This timeframe may go well beyond the time comes that a viable vaccine is released. The CRCA Safety Committee strongly advises contractors to plan on maintaining these programs for the foreseeable future as we believe it will be with us through at least the end of the year, most likely longer. If you have any questions or concerns regarding these types of programs, contact the CRCA for further information. 

**Reference:**

[www.cdc.gov](http://www.cdc.gov)

*Frank Marino is Vice President at Safety Check Inc., a safety consulting firm in the Chicago area and CRCA Associate Member. Marino has extensive experience in roofing safety and is a co-chair of the CRCA Health and Safety Committee. He is a member of the Occupational Environmental Safety & Health Advisory Board at the University of Wisconsin, working with faculty and safety professionals on curriculum development and industry updates. He can be reached at [fmario@safetycheckinc.com](mailto:fmario@safetycheckinc.com).*

Editor's Note: The Centers for Disease Control and Prevention (CDC) is continually evolving information on COVID-19 and has a great deal of important resources available. In an October 27, 2020 article, the CDC provided key information when to quarantine and included four scenarios as a resource: Close Contact / No Further Contact, Close Contact / Live With Person but can avoid further contact, Under quarantine / Additional Close Contact and finally Live With Someone Who has COVID-10 and Cannot Avoid Continued Close Contact. To learn more, visit <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/quarantine.html>



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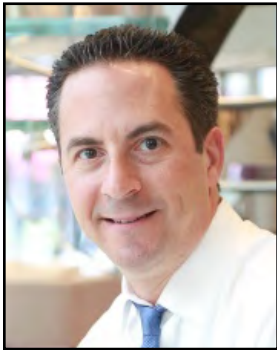
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# Confusion Remains Over the Interpretation of the Families First Coronavirus Response Act

By Philip Siegel



Philip Siegel

**W**e are now many, many months into the pandemic, and it way back last March when Congress enacted the Families First Coronavirus Response Act (FFCRA). It seems that roofing contractors around the country spent the month of April learning their obligations under the new law.

Yet, as we proceed into the school year and the winter months, confusion over employers' obligations under the law remain. The following present some of the frequently asked questions roofing contractors are asking about the FFCRA.

**Q:** We have an employee who is caring for a son or daughter while the son or daughter is choosing to attend school virtually. The school is offering in-person learning. Does this person qualify for paid sick leave and expanded family medical leave benefits under the FFCRA?

**A:** While the FFCRA provides both paid sick leave benefits and expanded family medical leave benefits to eligible employees who are unable to work because they are at home caring for a son or daughter whose school is closed because of COVID-19, the benefits are not available if there is a live learning option. Employees who choose to have their children engaged in remote or virtual learning when there is a live, or in-person, learning option available do not qualify for either the paid sick leave or expanded family medical leave benefit under the FFCRA.

**Q:** We have an employee that was experiencing symptoms of COVID-19, so we sent them home. Does this person qualify for paid sick leave under the FFCRA while they are at home in isolation?

**A:** If you have an employee that is experiencing symptoms of COVID-19, there is no grey area here—that employee needs to be sent home. On these facts alone, the employee is not entitled to paid sick leave benefits under the FFCRA. Being in isolation at the instruction of the employer is not a qualifying reason for benefits under the FFCRA. If this employee is experiencing symptoms and begins seeking a diagnosis after you send them home, they do then qualify for paid sick leave benefits under the FFCRA. The employee who is experiencing symptoms **and** seeking a diagnosis qualifies for paid sick leave benefits under the FFCRA.

**Q:** Following the CDC's guidance, we sent employees home to self-quarantine who were exposed to COVID-19. Do those employees qualify for paid sick leave benefits under the FFCRA while they are at home in quarantine?

**A:** Some roofing contractors are choosing to follow the CDC's strictest guidance on what to do with employees who were exposed to COVID-19. That guidance requires exposed individuals to self-quarantine for 14 days. An individual is considered exposed if they were within six feet of an individual who is symptomatic for 15 minutes over a 24 hour period beginning two days prior to the sick individual's symptom onset. If the sick individual is asymptomatic but tested positive, the look back period is two days prior to collection of the test specimen. Under either scenario, if the exposed employee is under self-quarantine orders from the employer, they do not qualify for paid sick leave benefits under the FFCRA. If these exposed employees, after being sent home, receive orders from a health care provider to self-quarantine because of concerns with COVID-19, that does qualify them for paid sick leave benefits under the FFCRA.

**Q:** Can we ask employees if they are experiencing COVID-19 symptoms, have been diagnosed with COVID-19, or if they have been exposed to COVID-19?

**A:** All of these questions seek medical information. Generally, these types of questions are off limits unless

you have a reason to be concerned about a direct threat to safety in the workplace, with the reason supported by objective evidence. During these unprecedented times, however, the EEOC has expressly opined that the COVID-19 pandemic does, in fact, present a direct threat of a safety issue in the workplace. Accordingly, the EEOC has blessed the practice of posing these questions to employees as a screening mechanism to keep COVID-19 out of the workplace.

**Q:** Can we require employees to get a COVID-19 test as a condition of returning to work?

**A:** While the EEOC has blessed the practice of employers administering their own COVID-19 testing as an additional screening mechanism to keep COVID-19 out of the workplace, the EEOC has not yet blessed the practice of employers requiring individuals who are experiencing no symptoms to get a negative COVID-19 test as a condition of returning to work. Asking an employee to get a COVID-19 test as a condition to returning to work is asking an employee to undergo a medical examination. Unless you have objective evidence indicating a direct threat to safety, you cannot require an employee to submit to a medical examination. If your company chooses to administer the test, or if your company chooses a third party to administer the test, the time your employees spend testing is compensable work time. Keep in mind that testing is limited in its effectiveness. The CDC suggests the incubation period for the COVID-19 virus is 14 days. A negative test result is only producing a result from the time the test is taken; the virus may manifest itself later. For this reason, the CDC has moved from a testing-based strategy to a symptom-based strategy in its self-quarantine guidance.

**Q:** Can we legally ask an employee for a COVID-19 test result?

**A:** If you have an employee claiming entitlement to paid sick leave benefits under the FFCRA, and the basis for the claim is that they have been advised by a health care provider to self-quarantine because of concerns related to COVID-19, the law handcuffs you on the documentation you can request from your employee. You are not permitted to condition the FFCRA benefit on the employee producing the positive test result. The DOL requires the employee to produce only a signed statement containing the following information: (1) The employee's name; (2) the date(s) for which leave is requested; (3) the COVID-19 qualifying reason for leave; and (4) a statement representing that the employee is unable to work or telework because of the COVID-19 qualifying reason. The employee must also provide only the name of the health care provider who advised him


or her to self-quarantine for COVID-19 related reasons. The Department of Labor has further stated that in order for an employee to take paid sick leave when they have COVID-19 symptoms and are seeking a diagnosis, employers may require the employee to identify their symptoms and a date for a test or doctor's appointment.

While you may not condition an employee's entitlement to paid sick leave benefits under the FFCRA on producing the actual test results, employers are permitted to ask for the test results to meet obligations under the Americans with Disabilities Act and the Occupational Safety and Health Act.

**Q:** If an employee has been advised by a health care provider to self-quarantine related to COVID-19 then, after the self-quarantine, the employee has to care for an individual subject to doctor's orders to quarantine because of concerns with COVID-19, does the employer pay for both?

**A:** It depends. Full-time employees are only entitled to up to 80 hours of paid sick leave benefits under the FFCRA. If, in this instance, the employee used all 80 hours when they were under a doctor's order to self-quarantine, the employee has no more paid sick leave time left to cover the time away from work caring for an individual who is subject to their own quarantine order. If, for example, the employee only used 50 hours when following their own doctor's quarantine orders, then they have 30 hours left of paid sick left for when they are caring for the individual subject to a health care provider's quarantine order.

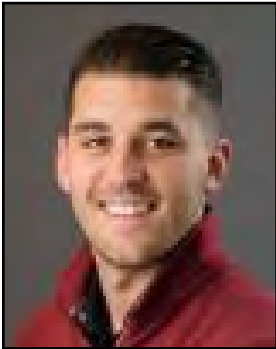
**Q:** Can we require our employees to wear personal protective equipment (e.g., facemasks)?

**A:** Yes, unless the employee raises a medical or religious reason for refusing to wear the PPE. In those two instances, you must engage in an interactive dialogue with the employee to determine whether there is a reasonable accommodation that would allow the employee to work without wearing the PPE. If a reasonable accommodation exists, you must provide it. If the employee who refuses to wear the mask is not claiming a medical or religious reason for the refusal, it is good practice to explain to the employee the reasons you are requiring use of the PPE. If the employee continues to refuse to use the PPE, you are dealing with a disciplinary issue, and you should follow the terms of your company's disciplinary program. 

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# Wrap-Up Insurance Programs 101— An Intro

By Philip T. Hayes



Philip T. Hayes

**A**s large construction jobs continue to pop up all over the Midwest, wrap-up programs are becoming more prevalent. What is wrap-up liability insurance and what types exist?

Wrap-up programs are centralized insurance and loss control programs provided to shield the project owner, GC and subcontractors such as roofing contractors under one insurance policy for the project. They help decrease the total cost by affording quantity discounts overall.

There are two kinds of wrap-up programs: Owner Controlled Insurance Program (OCIP) and Contractor Controlled Insurance Program (CCIP). Generally, wrap-up programs include the workman's comp, general liability, and excess liability lines of coverage. The wrap-up allows for centralized insurance and loss control programs to protect the owner/GC managing the program.


Although the main driver of a CIP is to protect the owner/GC, there are some great benefits to you as the roofing subcontractor.

Major benefits include:

1. Higher Limits of Liability
2. Potential Cost Savings
3. Centralized Safety and Claims Handling
4. Access to Projects
5. Reduced Disputes at Time of Claim

Almost all wrap-up programs are designated for large projects. Because of this, the limits of liability being carried for the job are larger than your traditional

insurance program. The fact that many companies are being pooled together can potentially lead to lower insurance costs for the members. In the event of an incident, all the members are being insured by the same program. This prevents litigation issues that normally arise in the traditional insurance model. Lastly, all the payroll/revenue that is generated in the wrap-up job will be excluded from your traditional insurance program.

In the event you are participating in a wrap-up insurance program, the application process can be complicating and at times overbearing. Be sure to lean on your traditional insurance broker as the information being requested is embedded in your existing insurance policy. 

*Philip Hayes is a Risk Management Consultant for CRCA Member firm Esser Hayes. He is a construction vertical practice leader at Assured Partners/Esser Hayes Insurance Group, a full lines insurance brokerage firm. He is a member of both the CRCA Health and Safety as well as the Contracts & Insurance Committee. He represents contractors all over the Chicagoland area with emphasis on the roofing industry. For more information, contact Phil at [phayes@esserhayes.com](mailto:phayes@esserhayes.com).*

On December 3<sup>rd</sup>, the CRCA Contracts and Insurance Committee hosted a "Thursday's with CRCA" Webinar with CRCA Member Firm, Esser Hayes Insurance Group's Wrap Expert, Gary Semmer. If you missed this great opportunity to learn more about wrap-up insurance programs and how they can affect your bottom line, the recording and presentation is available in CRCA's members only. Not a member? Contact [info@CRCA.org](mailto:info@CRCA.org) to learn about these member benefits.

# Your Construction Job Has Been Shut Down, What Steps Should You Take?

By Kathleen Ropka



*Kathleen Ropka*

**T**he Coronavirus pandemic has impacted construction sites across the country, with many facing the prospect of closing down for an unknown period of time. While construction sites in Illinois are permitted to remain open for the time being, there are no guarantees for the future. Accordingly, the construction industry must

prepare for a worst-case scenario that involves a total shutdown for several days or weeks. The purpose of this article is to offer guidance to contractors on what steps should be taken now to maintain site safety and security during a shutdown.

A critical step to prepare for a shutdown is conducting a risk assessment. Assess your site for potential risks during an extended close down period. Document when the site will be closed and prepare a reopening plan to help in expediting the return to operations. List risks to the property, neighbors and trespassers. Ensure that there are key people allocated to take responsibility for any actions required. The risk assessment helps determine potential exposures to loss and serves as a guide in the event of a shutdown.

It is crucial to review your contract and comply with any notice provisions. Proper notification regarding changes, conflicts, and problems is essential. Most contracts require the contractor to provide written notice to the owner (or prime contractor) as soon as it is known that there will be a delay. In addition to delay requests, written notice may be required in situations associated with changes in the work, site conditions, plan or schedule conflicts, change order requests, making claims or protests, payment issues, scheduling updates, and others.

Conduct a pre-shutdown inspection to identify conditions that could result in loss during the shutdown. Examples

include material storage, points of access to the job site and immovable equipment. Consider what materials are being kept on site during the shutdown. How can ordering be minimized prior to shutdown? Document where materials will be stored and how they will be kept secure. Materials left on-site should be properly protected, inventoried and cataloged. Immovable materials should be protected with a secured tarpaulin cover.


Make sure to review the project's fire prevention plan. Ensure that all smoke, fire, water intrusion and motion detection and suppression systems are in place and working properly. In the event of a shutdown, be sure that all buildings are weather tight, with windows and doors securely boarded up.

The best way to keep your site safe and to avoid potential liability for damages or injuries during a shutdown is to prevent trespass. Remove ladders that may assist break ins. Conceal or remove loose materials, tools and equipment and lock down anything that can be removed easily. Conduct a site perimeter assessment to look for access points and make them secure, including checking all hoardings and locks. Verify that all scaffolding is secured and inaccessible. Have emergency contact numbers displayed across the site. In addition, keeping the area well-lit could also be an effective preventative step towards securing your site efficiently. You may also want to consider additional barriers to prevent trespassers gaining access, employing a security company to patrol the area or installing CCTV throughout for better visibility. Also, be sure to check your insurance to make sure you are fully covered if any break-ins occur and ensure warning signs are mounted throughout the construction area. The key is to be prepared.

Document everything! This includes photographing the work, materials, and/or equipment left at the jobsite. Maintain all documentation related to the shutdown with the job file offsite, including risk assessments, inspections, photos, notes, control plans and correspondence with project personnel throughout the inactive periods.

Once the site is ready to reopen, initiate your reopening plan. When you resume work, do not proceed unless and until appropriate health and worker protection measures are in place, and ensure the job site is in compliance with OSHA guidelines or applicable local health regulations. If work can proceed, make sure you update your safety policy addressing the pandemic and train employees on the unique safety requirements associated with it.

It goes without saying that we are in unprecedented times. Proactively developing shutdown and reopening plans can help you safeguard your workers, the public, and your project and will help you get back up and running sooner after it is over.

*Disclaimer: The information contained in this article is for general educational information only. This information does not constitute legal advice, is not intended to constitute legal advice, nor should it be relied upon as legal advice for your specific factual pattern or situation.* 

*Kathleen Ropka is an attorney at CRCA Associate Member Firm Cotney Construction with over twenty years of experience and focuses her practice on various areas of construction law. Cotney Construction Law is an advocate for the roofing industry and serves as General Counsel for NRCA. For more information, visit [www.cotneycl.com](http://www.cotneycl.com).*



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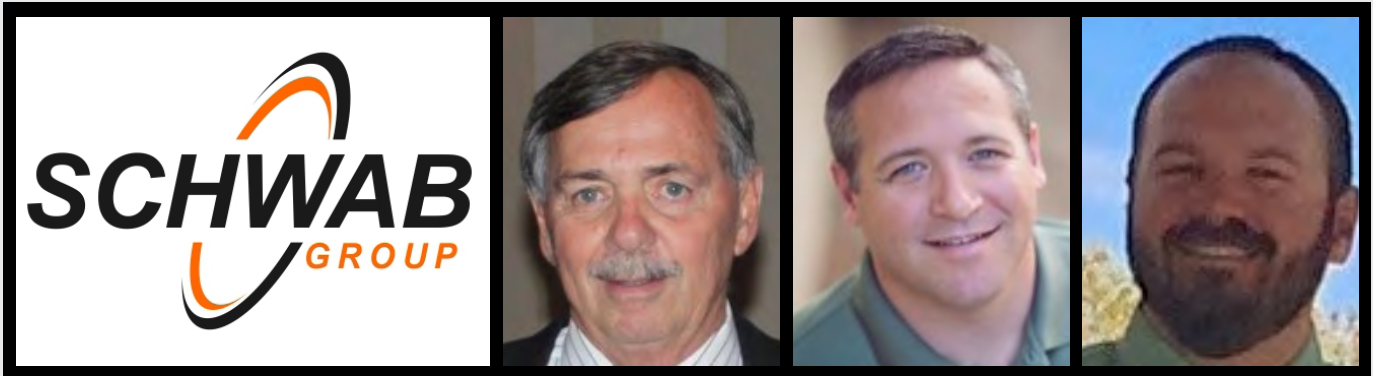
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# Roof Talk—Associate



**Company:** Schwab Group LLC

**Location:** Aurora, IL

**Business Founded:** December, 2013

**Number of Employees:** 3

**Website:** [www.schwabgroup.net](http://www.schwabgroup.net)

**Joined CRCA:** March, 2014

## What Services Does Your Business Offer?

Schwab Group is an independent manufacturers rep company that markets and sells building envelope products in Illinois, Northwest Indiana and Wisconsin. We represent Aiolite, Armatherm, National Gypsum DEXcell, FiberTite Roofing Solutions, Getzner, Hunter XCI, Inland Coatings, PHP Roof Support Systems and PROSOCO R-Guard. We can help with product needs that include KEE single ply roofing systems, roof coatings, louvers, equipment screens, sunshades, air barriers, pipe supports, continuous insulation, thermal bridging solutions and vibration isolation materials.

## Where Do You See Your Business in 5-10 Years?

5-10 years from now Schwab Group will still be focused on connecting quality manufacturers with quality design and construction professionals in Illinois and beyond. We will be utilizing both people and technology to make the experience easier for all.

## What Is Your Best Business Memory to Date?

Our best business memory to date has to be when we signed on as a sub-rep to Jim De Francisco to help him continue to grow his Hunter Panels line. The sub-rep agreement allowed us enough income to start our business while also providing us with a great rep mentor

in Jimmy D and a great manufacturer to learn from in Hunter Panels.

## How Did You Learn About CRCA?

Schwab Group founder Steve Schwab has been involved with CRCA since the mid 1980's and when we started the company in 2013 we knew CRCA was a great association to be involved and associated with to group our brand.

## If You Attend CRCA Events, Can You Describe a Benefit of Attendance?

The biggest benefit we have found from attending CRCA events is the networking. CRCA events give us opportunities to meet roofing contractors, product manufacturers, distributors and roof consultants/architects.

## What Value Does CRCA Membership Bring to You?

Our CRCA membership helps our business in a number of ways. It helps us stay up-to-date on the latest Chicagoland roofing trends, products and codes while allowing us to stay top of mind with Chicago's best commercial roofers.

## What Advice Would You Give a New CRCA Member?

Get involved! Schwab Group has participated in committees and served on the board over the years and we have found the more we participate the more value we get from the association.

# Roof Talk—Contractor

## Combined Roofing Services, LLC

**Company:** Combined Roofing Services LLC

**Location:** 621 W. Washington Street,  
West Chicago, IL 60185

**Business Founded:** 2007 as a merger of American  
Roofing and Repair Co. and E. W. Olson Roofing Co.

**Number of Employees:** 75–90

**Joined CRCA:** We have been a member for as long  
as any of us have been active in the roofing industry—  
probably 50 to 75 years.

### What Services Does Your Business Offer?

Reroofing; New construction roofing including an  
extensive amount of green roofing, pavers, and other  
roof top amenities; waterproofing; roof repairs; roof  
maintenance; sheet metal

### Where Do You See Your Business in 10 Years?

Combined Roofing Services, like both American Roofing  
and E.W. Olson Roofing before it, strives to build upon  
its foundations of quality work, premier customer service  
and the ability to serve its customers no matter what their  
needs. We want to continue to build relationships that  
allow us to grow and prosper along with our customers.

### What Is Your Best Business Memory to Date?

While there are many to choose from, the sense of  
accomplishment and pride we feel when we complete a  
project that our customer raves about and then refers us  
to others.

### How Did You Learn About CRCA?

It has been a part of our business for so long that we  
consider it a part of our DNA.

### If You Attend CRCA Events, Can You Describe a Benefit of Attendance?

The ability to discuss and understand issues that we have  
that other contractors or suppliers have been through or,  
vice versa, what lessons we have learned that we can  
share with others.

### What Value Does CRCA Membership Bring to You?

The ability to keep up to date with the latest industry  
news, technologies and best practices as well as the  
opportunity to meet and network with other professional  
firms in our area.

### What Advice Would You Give a New CRCA Member?

Get involved. The seminars and meetings are wonderful,  
but it is the personal interaction with other members that  
make this association the best.



*Combined Roofing Services, LLC photo*

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# Industry News

By CRCA Staff



## CRCA and IBEC Join Forces to Provide Educational Programming in January

With the draw of an audience of over 2,500 trade show and seminar attendees annually, CRCA provides product and industry education to roofing and waterproofing contractors, the design community, consultants, building officials manufacturers and more.

With the cancellation of the January 2021 CRCA Trade Show and Seminars due to the Pandemic, CRCA leaders felt it was still important to continue this thirty-eight-year history of providing programming found each year at this industry event. CRCA and International Institute of Building Enclosure Consultants (IIBEC) leaders are collaborating on education that crosses over all of these audiences. Programming being considered include Air Barriers, Waterproofing, Technical and Code, Wind Resistance, Safety and Legal.

These virtual seminars, January 20-22, 2021 will provide over six hours of *free* educational programming to all in the roofing and waterproofing industry community. Stay tuned for registration information and programming descriptions at [CRCA.org](http://CRCA.org).

## CRCA Jumps Webinar Participation in 2020

CRCA is well known for industry networking events that draw members together on a wide range of industry and business topics on an annual basis. However, when the pandemic hit in March, CRCA's leadership opted to deliver important, timely industry and business education through virtual means.

Since early April, CRCA has hosted over twenty industry webinars presented by roofing, waterproofing and construction experts, to provide this needed information through "Thursdays with CRCA". Topics included: Air Barrier Basics, COVID-19 updates, Energy Code for Re-Roofing Low Slope as well as Residential, Key Contract

Provisions, Anti-Sexual Harassment, Multiple Employer Investment Plans, Roofing Technical Issues, Personnel File-Do's and Don'ts, Employment Related Claims, PPP Loans, Cybersecurity, Subcontractor Legal Challenge Issues and more.

CRCA thanks the following industry partners for their participation. Watch [CRCA.org](http://CRCA.org) for upcoming webinars that provide value to your firms and municipalities and provide important information during these difficult times. If you are interested in providing industry specific, product generic education to roofing and waterproofing professionals or are interesting in learning more about membership, contact [info@crca.org](mailto:info@crca.org).

- Accounting Solutions
- Assured Partners Inc. / Esser Hayes Insurance Group
- Cotney Construction Law, LLP
- Hendrick Phillips Salzman & Siegel, PC
- Laner Muchin
- Merrill Lynch / J&R Group
- NRCA / Mark Graham
- Safety Check Inc.
- Smith Amundsen

## CRCA Announces 2021 Board of Directors

In November, CRCA Members voted to approve the following Officers and Directors with term beginning January of 2021.

### Officers: Terms Expiring 12/31/21

President: Mark Duffy, Elens & Maichin Roofing  
1<sup>st</sup> VP: Mitch Rabin, A-1 Roofing  
2<sup>nd</sup> VP: Jay Adler, Adler Roofing  
Secretary: Kevin Froeter, Sterling Commercial Roofing  
Treasurer: Dominic Dunlap, DCG Roofing Solutions

### Directors: Terms Expiring 12/31/23

Director: Bill O'Brien, Jr., Combined Roofing Services  
Director: Ryan Petrick, Ridgeworth Roofing  
Director: Shawn Sullivan, Olsson Roofing  
Associate  
Director: Rebecca Troche, Lakefront Roofing & Siding Supply

Contractor Directors with terms continuing and elections not needed include Phil Diederich (Waukegan Roofing Company), Casey Fraher (Crowther Roofing & Sheet Metal), Dan Henshaw (G.E. Riddiford Co.), Larry Marshall, III (L. Marshall Roofing & Sheet Metal), Mark Moran (Knickerbocker Roofing & Paving), Jim Prusak (Prusak Construction & Roofing) and Past President Troy Wormley (W.B.R. Roofing). Associate Directors continuing include Joan Crowe (GAF) and Jeff DeJong (Industrial Cork Company.)

CRCA Members thank these individuals for their volunteerism and leadership and to thank Brad Schwab (Schwab Group), who is rolling off after three years' service as a CRCA Associate Director

Her expertise was keeping a keen eye for facilitating the association's goals through relationship building and a great deal of hard work. She was highly respected by CRCA members and leadership during her 34-year tenure and was the heart of CRCA until she retired in 2003. She will be greatly missed.



CRCA Photo



### CRCA Loses A Roofing Industry Leader

CRCA Executive Director Emeritus, Patricia (Patty) Keating passed away on September 28, 2020, age 95. Patty worked with her husband, Bill Keating, managing the Chicago Roofing Contractors Association from

1969 until Bill's death in 1977. Moving forward solo, she became one of the first female Executive Directors of construction contracting associations.

### CRCA Holds Golf Outing in August

CRCA's Program Committee moved the traditional July Industry Day Golf Outing to late August, to be able to accommodate Illinois' pandemic regulations. With a typical hot summer day, attendees spent the day golfing and enjoying spending time outside with other industry

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friends. CRCA would like to thank the following sponsors and look forward to gathering again in July of 2021.

### **Golf Outing Sponsors**

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Sika Sarnafil  
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### **Chicagoland Women In Roofing Meet**

CRCA's Chicagoland Women in Roofing (CWIR) met in early October at Morton Arboretum in Lisle, IL, following CDC guidelines. The networking event was the third event held this year, with a hands-on event at Lakefront Roofing Supply and a Philanthropic food packing/distribution event held in early spring, before the pandemic forced the cancellation of many CRCA events.

The CWIR Fall event was an opportunity to re-connect from this spring and discuss potential future programming. To learn more about this committee's goal to offer education and network to women in the roofing and waterproofing industry, contact [info@crca.org](mailto:info@crca.org) today.



*CRCA photo*

### **CRCA Affiliate Relations Committee Reaching Out**

CRCA's Affiliate Relations Committee has been working to make more one-on-one connections with other local industry-based associations with the goal of providing education and resources in 2021 and beyond. The goal of this committee is to nurture CRCA member relationships with other construction-based associations and organizations in Chicagoland. If you're interested in joining CRCA's Affiliate Relations Committee, please email [jessica@crca.org](mailto:jessica@crca.org).

### **CRCA Announces Member Company Retirement Plan**

CRCA has partnered with Merrill Lynch, Lincoln Financial and The Retirement Advantage (TRA) to provide members with a Multiple Employer Aggregation Program (MEAP). This type of group 401k/retirement plan program is designed to gather each plan's administrative, recordkeeping and retirement plan services to be overseen by third party fiduciaries. By utilizing this type of retirement program, each member company continues to maintain their own plan and their own plan design but receives the benefits of asset pooling and centralizing of providers and investment options. Email [info@crca.org](mailto:info@crca.org) for more information!

### **CRCA Members Appointed to IL Roofing Advisory Board**

CRCA Legislative Consultant Margaret Vaughn announced that Brian Cronin (Knickerbocker Roofing & Paving) and Mike McMillin (Architectural Building

Solutions, Inc.) were recently appointed to the Illinois Roofing Advisory Board. CRCA worked to get the Advisory Board added to the Roofing Industry Licensing Act back in the mid-1990s and since that time many CRCA members have volunteered time on this important committee.

The members of this Illinois panel provide advice and recommendations on matters of roofing discipline and professional conduct. Cronin and McMillin join other CRCA Members, Rodney Petrick, Tony Roque and previously Jim Petry, Laurie Moore, and Bruce Diederich. Travis Gorman of Roofers Local 11 also is a current board member.

### CRCA Foundation Gains New Members

In November, the CRCA Foundation announced two new members. DCG Roofing Solutions, Inc. and Olsson Roofing Company, Inc. will be joining at the Silver Level. They are also joining other Foundation members: Bennett & Brosseau Roofing, Inc., Cotney Construction Law, LLP, Elens & Maichin Roofing & Sheet Metal, Inc., Knickerbocker Roofing & Paving, MW Powell, GE Riddiford Company and Sterling Commercial Roofing as well as Friends of the CRCA Foundation: Pine Roofing Company and Roofs, Inc.



The Foundation, organized in late 2017 has a mission to:

- Identify and Support Philanthropic and Humanitarian Relief
- Invest in the Future of Roofing and Waterproofing Products, Materials and Equipment through Research
- Provide Financial Support to open educational doors for students and others, removing the obstacles to success

As we move forward, stakeholders' support is needed to help secure the future and strengthen the roofing industry and community surrounding it. How can you help? Contact [crcafoundation@crca.org](mailto:crcafoundation@crca.org) or call 708-449-330 today.

Each year, through CRCA and the Chicagoland Roofing Council, the foundation awards over \$34,000 in new scholarship awards in addition to renewable ones. The 2021 Applications will be available at [CRCA.org](http://CRCA.org) / [Foundation](http://Foundation) and [Chicagoroofing.org](http://Chicagoroofing.org) / [Resources](http://Resources) in



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December. While the CRCA scholarship is open to all high school seniors graduating in Spring of 2021 with a minimum ACT or SAT equivalent of 30, the Chicagoland Roofing Council one is awarded to Local 11 member and contractor firm dependents.

### **GROUPING DEDUCTIONS**

*Normally, charitable deductions are claimed as itemized deductions on your tax return. However, the CARES Act authorizes an above-the-line deduction up to \$300 of the monetary contribution made by an eligible individual in this year. This deduction is allowed even if you do not itemize, claiming the standard deduction instead. This limited-time tax break means that both non-itemizers and itemizers can save tax this year by giving to a charity at the end of the year.*

*Under the Tax Cuts and Jobs Act (TCJA), for 2018-2025, the standard deduction was increased while certain itemized deductions were diminished. As a result, more taxpayers are taking the standard deduction instead of itemizing. However, if you expect to itemize deductions for 2020, consider your charitable gift-giving at year end. Prior to the TCJA the annual deduction for charitable contributions was limited to 50% of your adjusted gross income. Effective for 2018-2015, the TCJA raised this threshold to 60% of this. Now under the CARES Act, the threshold jumps to 100% of your adjusted gross income for 2020. Any excess is carried over for up to five years.*

*Many taxpayers will group deductions this year. This way, tax rewards can be reaped by making generous donations that can be written off as itemized deductions. Consider the CRCA Foundation when making one of these and be sure to consult your tax professional.*

### **Omni Ecosystems Adds Project Manager**



*Omni Ecosystems photo*

Molly Meyer, Founder and CEO of CRCA Associate Member Omni Ecosystems announced the promotion of Omoleye Roberts to Project Manager and Estimator. "We are excited for her to take on new responsibilities as a Project Manager, continuing to set her high bar for excellence at Omni!" stated Meyer. To learn

more, visit [www.omni-ecosystemc.com](http://www.omni-ecosystemc.com)

### **Runnion Equipment Now Distributes Princeton Forklifts**

CRCA Associate Member Runnion Equipment announced in September that they have added the full line of Princeton forklifts to their material handling equipment lineup. The forklift models range from 4,000 lb. capacity to 8,000 lb. capacity. All Princeton forklift units have the ability to be rear-mounted or top-mounted on a variety of commercial trucks and trailers. Pat Runnion, CEO of Runnion Equipment, states "Runnion Equipment is looking forward in dealing with one of the leading truck mounted forklift manufacturers; this helps us round out our material delivery options for our installed customer base." For more information, visit [www.runnionequipment.com](http://www.runnionequipment.com).

### **Bryan Lease Joins Giuffre Bros. Cranes**



*Giuffre Bros. Crane Photo*

CRCA Member Giuffre Bros. Cranes announced the addition of Bryan Lease as a new Illinois Account Manager, working with customers and potential customers lease, service, and service needs. New to the roofing industry, Lease spent the last sixteen years in finance and sales management. For more information, contact [blease@giuffre.com](mailto:blease@giuffre.com)

### **OMG Roofing Promotes Adam Cincotta to Vice President**

OMG Roofing Products reported in October that Adam Cincotta has been promoted to the VP position of the company's Adhesives and Solar Business Unit, one of three business units within OMG Roofing Products. In this role, Cincotta is responsible for developing and executing the overall business unit strategy, including product and market development, as well as managing the business unit's profit and loss. He joined OMG Roofing Products in 2014 as a product manager for the OlyBond Adhesives product line. Most recently, he was director of the Adhesives and Solar Business Unit.

### **Walter Payton Power Equipment Parent Company Named Manitowoc's Top Dealer**

The parent company of CRCA Member Walter Payton Power Equipment, the Lanco Group of Companies (Lanco), has been awarded Manitowoc's Top Dealer of the Year for the 5<sup>th</sup> Year in a Row. David Hull, North America General Manager at Manitowoc stated, "We are very proud to celebrate this award with our great partner, Lanco, for five years running. Lanco is a world

class group of companies, committed to providing high-standard services and meeting the customers' needs."

As one of the Lanco companies, Walter Payton Power Equipment has a long history of serving Chicago and is a supplier of new, used, and rental boom trucks, articulating cranes, and trailers from National Crane and Grove as well as brands such as Manitex, PM, Manitou, Liftking & Talbert.



Walter Payton (Lanco) photo

### NRCA Announces 2021 Roofing Day in DC

The National Roofing Contractors Association (NRCA) announced that the 2021 Roofing Day in DC will be held March 23-24. This national event gathers roofing contractors and others from all fifty states in our nation's capital for a powerful opportunity to gather and discuss roofing specific and construction issue with DC Legislators. While cancelled this past spring due to the Pandemic, NRCA announced that the event will be held in March, either in person or virtual. Issues to be discussed may include workforce development, immigration reform and infrastructure. Other issues on NRCA's radar are the tax treatment of Paycheck Protection loans and some restatement of tax policies instituted under the Trump Administration. Watch NRCA.net for more information closer to the event.

### McShane Announced Stepping Down of CEO

Jim McShane, founder of The McShane Companies announced in October that he is stepping down and passing the reins to Molly McShane, who is currently serving as chief operating officer. Jim started McShane Construction, a Chicago design/build firm in 1984. Molly joined the company in 2002 and has been involved in spearheading strategic initiatives across their many services, including geographic market expansion.

### New Chicago Building Commissioner Appointed

Mayor Lori E. Lightfoot announced the appointment of Matthew W. Beaudet as the Commissioner of the City's Department of Buildings (DOB). Beaudet, who has served as Acting Commissioner for the Department following Judy Frydland's retirement, will become Chicago's first-ever Native American to serve as a City Commissioner according to City historians. As part of today's announcements, the Mayor has also appointed Marlene Hopkins as DOB's First Deputy Commissioner.

"Matthew W. Beaudet and Marlene Hopkins bring decades of experience, leadership and vision towards ensuring Chicago's buildings, homes and workspaces remain the safest in the nation through increased accountability, sustainability and more cost-effective construction," said Mayor Lightfoot.

CRCA has worked closely with Beaudet on building code and other roofing specific issues. In addition to his work at DOB, Beaudet has served in a wide range of leadership roles in state and local government over the past 20 years, including First Deputy Commissioner of the Chicago Department of Public Health and Assistant Director of the Illinois Department of Central Management Services.

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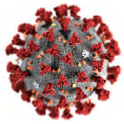
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Outside of his roles in City government, Beudet serves as the Legal Counsel and on the Council of Elders for the Montaukett Tribe of Indians in Long Island, New York, providing pro bono counsel to his Tribe on legal and governance matters since 2001. He also volunteers at Chicago Public Schools and serves on the Lane Tech Local School Council.

**COVID-19 Updates**



**Frequently Cited Standards Related to COVID-19 Inspections**

Employers must be vigilant meeting all of OSHA requirements, including those related to COVID-19 inspections. Following are examples of these that employers have recently failed to follow:

- Establish, implement, and update a written respiratory protection program with required worksite-specific procedures
- Providing a medical evaluation before a worker is fit-tested or uses a respirator
- Assess the workplace to determine if COVID-19 hazards are present or likely to be present, which will require the use of a respirator and/or other personal protective equipment
- Train workers to safety use respirators and/other PPE in the workplace, and retrain workers about changes in the workplace that might make previous training obsolete
- For any fatality that occurs within 30 days of a work-related incident, report the fatality to OSHA within eight hours of finding out about it
- Keep required records of work-related fatalities, injuries, and illness

This is a great time to review your Employee Manuals to be sure all COVID-19 safety is covered.


To learn more about OSHA and COVID-19 requirements, visit [www.OSHA.gov](http://www.OSHA.gov).

**Claiming Tax Deductions for Home Office**



With so many people working from home during pandemic, many are wondering if federal income tax deductions can be claimed. The answer is “No”, but this may change if Congress grants this in additional COVID-19 relief legislation.



The Tax Cuts and Jobs Act (TCJA) eliminated write-offs starting in 2018 and running through 2025. Previously, employees could claim deductions for unreimbursed business expenses if the office were used for the convenience of the employer. If your total miscellaneous expenses exceeded 2% of your adjusted gross income for the year, you could write off the excess, if you itemized.

If self-employed, you can still deduct home office expenses on your federal return if you use part of your residence exclusively (for the entire year) as: principal place of business or a place to meet with customers. A good rule of thumb is to take photos of the office space, showing your computer, other office equipment and furniture.

For further clarification on the deductibility of home office repair and maintenance, rules on direct and indirect expenses and inventory storage, consult a tax professional. 

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The Contractor Members of the Chicago Roofing Contractor Association install all types of roofs, including reflective single ply, modified bitumen, built up, gravel, reflective coatings, shingle, shake, slate and tile, vegetative garden or photovoltaic coverings. From formation following the Great Chicago Fire of 1871, CRCA Members have moved with the times and technology, yet continue to maintain some of the same goals set forth over 140 years ago. To find a CRCA Professional Contractor, visit [www.CRCA.org](http://www.CRCA.org).

- A+ Roofing Co., Inc.**.....(630) 227-1111
- A-1 Roofing Co.**.....(847) 952-3600
- Active Roofing Co., Inc.**.....(773) 238-0338
- Adams Roofing Professionals, Inc.**.....(847) 364-7663
- Adler Roofing and Sheet Metal, Inc.**.....(815) 773-1200
- Advanced Roofing & Woodworking Inc.**.....(630) 231-7663
- Aegis Construction Group, Inc.**.....(630) 709-8121
- Air Pressure Damp Proofing**.....(847) 394-4100
- All American Exterior Solutions**.....(847) 438-4131
- All Sealants, Inc.**.....(708) 720-0777
- Allendorfer Roofing Co., Ltd.**.....(773) 463-7808
- Allied Waterproofing, Inc.**.....(630) 654-9700
- Anderson & Shah Roofing Inc.**.....(815) 741-0909
- Anthony Roofing Tecta America LLC**.....(630) 898-4444
- Apex Exteriors, Inc.**.....(847) 531-8960
- Bennett & Brousseau Roofing, Inc.**.....(630) 759-0009
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<b>Polyglass U.S.A, Inc.</b> .....	(847) 431-6005	<b>WickRight, Inc./</b>			
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