

# CRCA TODAY

FALL 2018

The Magazine  
of Roofing and  
Waterproofing  
in Illinois  
and Beyond

Keeping Best Employees  
OSHA Recordkeeping—Changed Again?  
Importance of Free Inspections



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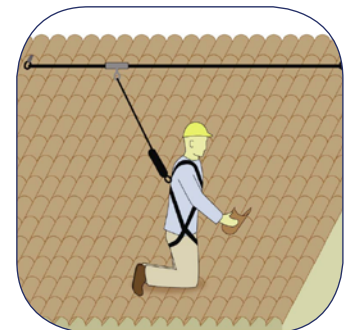
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FALL 2018

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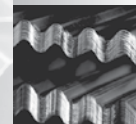
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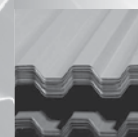
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### **CRCA: Mentoring to a New Level**

While the Chicago Roofing Contractors Association (CRCA) has been in existence since the late 1800's, the organization as a whole is continually evolving. This has been one of CRCA's longevity secrets of success!

Earlier this year, CRCA leaders discussed the importance of developing a mentor network program. Phil Diederich (Waukegan Roofing Company Inc.) and Dennis Bone (Bone Roofing Supply), chairmen of CRCA's Emerging Leader Committee gathered their committee to brainstorm the new program's goals and parameters.

What does the Mentor receive?

- Enhances skills in coaching, listening and modeling
- Greater understanding of barriers experienced by those in more junior positions
- Demonstrates expertise and shared knowledge
- Increases generational awareness


What does the Mentee receive?

- Increase career network and greater industry exposure
- Further development as a professional in a higher-level position
- Greater understanding in what is needed to grow professionally
- Improved ability to express expectations and goals

More important, what does the roofing industry gain? Randy Zaleski, long time CRCA Member (A&D Products) stresses the importance of passing on past experiences to those new to the industry. "It is important to the history of the roofing industry and CRCA to document where we have come from and then learn from this to help lead to where we are going in the future", Zaleski commented. He became part of CRCA's mentor network to help pass on knowledge gained with his many years working for roofing manufacturers and as a manufacturer's representative. "I've had some wonderful mentors through the years and want to pass what I gained from them and what I've learned on to others", Zaleski said.

The committee reached out to CRCA members interested in participating and launched the program in October, after pairing the groups, based on interest, type of member (contractor, manufacturer, etc.) They felt that this sharing of knowledge, best practices and relationship building will bring members of the industry together and benefit it greatly.

If you are part of CRCA and would like to become involved as a Mentor or Mentee, contact [Jessica@crca.org](mailto:Jessica@crca.org) to learn more.

Not part of CRCA? Join today! Contact [info@CRCA.org](mailto:info@CRCA.org) today to learn more about CRCA member benefits! 

# 3 Ways Construction Companies Can Keep Their Best Employees

By Benjamin Briggs

**T**he labor shortage within the construction industry has left roofing companies competing for qualified workers while trying to retain existing talent. Because your employees are a significant investment, especially when considering the time and money it costs to train them, it is important to develop a plan to keep your best workers. In this article, our construction lawyers list three ways roofing companies can retain their best workers.

## Create a Rewarding Work Culture


A key to developing and retaining great workers is to create a work culture that recognizes and rewards employees for their contributions and loyalty. Ideally, your employees will soon come to view employment with your company as a career rather than “just a job.” To do that, your team members must be able to see a path to growth and advancement within your company. Employees are more likely to stay when they know there is an opportunity to both become better at their job and advance to the next level. To the extent possible, companies should strive to promote from within, which rewards deserving employees and motivates the other employees to earn similar promotions. Companies also benefit from establishing a program that publicly recognizes high-performing or long-tenured employees. Almost everyone appreciates being recognized for his or her contributions; and when a company takes the time to publicly thank deserving employees, that can go a long way in fostering morale and loyalty at little or no cost to the company.

## Compensation Aimed at Retention

Ultimately, people work for a company—any company—to be compensated for their work. Companies should start by offering employees fair compensation and benefits, and create a plan that includes compensation incentives for those who stay with the company and work hard. These incentives can include any combination of raises, bonuses, accrued vacation time (even if unpaid), accrued paid time off, and even potential stock options. Ideally, employees who have

been with the company for some time will view their time with the company as an investment that is beginning to deliver dividends, whereas taking a job with another company would be starting over from the ground level. It is one thing to offer competitive pay, but structuring compensation so that employees understand they are in line for increased pay and benefits by remaining with your company can go a long way toward retaining those employees.

## Use Surveys and Interviews to Get Feedback

Use surveys, interviews, and an “open door” policy to hear from your staff and identify their needs. Performing exit interviews with employees who choose to leave can help identify possible areas of improvement and limit future losses. Similarly, it is important to learn why employees choose to remain with your company, and what it takes to keep them with your company. This entire process can be invaluable toward developing a successful retention plan, as it helps the company identify what its employees value most, what the company is doing well, and where improvement may be needed. Emphasizing employee feedback also helps your workforce believe that the company values their opinions and wants to consider their interests when making business decisions. 

*Author's note: 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.*

*Cotney Construction Law is an advocate for the roofing industry, General Counsel of National Women in Roofing (NWIR), Tile Roofing Institute (TRI), Florida Roofing & Sheet Metal Contractors Association (FRSA), Roofing Technology Think Tank (RT3), Tennessee Association of Roofing Contractors (TARC), and several other local roofing associations and is a member of the Chicago Roofing Contractors Association. For more information, contact the author at 866.303.5868 or go to [www.cotneycl.com](http://www.cotneycl.com).*

# OSHA Electronic Recordkeeping Rule . . . More Changes Coming to Protect Employee Privacy . . . ?

By Frank Marino, CSP



Frank Marino, CSP

**T**hese past few years have provided several new OSHA standards in an effort to protect worker safety (i.e. cranes, silica). And as if these new standards weren't difficult enough for roofing contractors to keep up with, ongoing changes to these new standards are making compliance even more difficult

to attain (i.e. crane operator certification). Well, new changes are about to hit an OSHA standard that many contractors are still trying to get their arms around . . . Electronic Recordkeeping.


Currently, OSHA requires establishments that have 250 or more employees, and companies with 20 to 249 employees in certain high-hazard industries (which includes roofers) to submit Form 300A injury and illness data electronically. According to a recent article written IN Safety & Health magazine, a proposed rule would no longer require these companies to submit their OSHA 300 log or 301, which both provide significantly more detailed information than the 300A (Ferguson,2018). The reason for this proposed change is to "protect sensitive worker information from potential disclosure under the Freedom of Information Act" according to a statement from the Occupation Safety & Health Administration (Ferguson,2018).

However, not everyone is on board with these potential changes. Public Citizen, the American Public Health Association, and the Council of State and Territorial Epidemiologists filed a lawsuit back in July of this year in the U.S. District Court for the District of Columbia. "The electronic recordkeeping rule is vital to worker safety. OSHA's turnabout flouts the law and will needlessly harm workers across the country." Sean Sherman, an

attorney for the Public Citizen, said in a July 25<sup>th</sup> press release (Ferguson,2018).

Secretary of Labor R. Alexander Acosta hinted at changes to the electronic recordkeeping rule back in April during a Senate appropriations subcommittee hearing. In a response to a question from Sen. Tommy Baldwin (D-WI) "We are looking at methods where we can obtain the data in masse without the individual identifying information because once we receive the data, it can become subject to disclosure" (Ferguson,2018).

What's frustrating to me is the fact that these legitimate questions were not addressed prior to the standards being implemented. I fully appreciate the fact that no committee can think of every possible scenario that might come out of a new rule, but I would think that employee privacy would BE at the top of the list.

In any event, what happens with the electronic recordkeeping standard is yet to determined. The deadline to comment on the proposed rule was September 28<sup>th</sup>. Stay tuned . . . 

## References:

OSHA Seeks to roll back major parts of electronic recordkeeping rule, Alan Ferguson, Safety & Health Magazine, 2018

*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. He can be reached at fmarino@safetycheckinc.com.*

# Use Free Inspections to Land More Roofing Service Business

By Scott Keith



Scott Keith

Over the last eight years, our team at FCS has had the opportunity to work with thousands of successful roofing contractors. Not surprisingly, many of them have stated that their continuous growth was a direct result of increasing their service and repair work while also providing an

exceptional customer service experience.

## Recognize the Need for “Free”

These successful roofing contractors all understood one thing—that to have a steady pipeline full of prospects for their sales team and increase their service work, they needed to offer free, no obligation roofing inspections to get those customers in the door first.

Roofing companies that offer free inspections end up getting much closer to their potential customers—a lot faster. And, they are starting off the relationship on the right foot by positioning themselves as an advisor, identifying current and future problem areas on their roof right from the start.

*It's important to keep in mind that some activities that may currently be unprofitable can pay off in the long run if the customers are good long-term prospects. Sales efforts in 2018 will have a long-term impact on sales and profitability in 2019 and beyond.*

## Provide Detailed Inspection Reports

One of the ways to stand out from the competition is to provide a detailed roofing analysis report upon completion of the inspection. An Inspection Report instantly gives you more credibility and will also allow the prospective customer to make an informed decision on their roofing work—without having to set foot on the roof. These reports will provide the condition of the roof's membrane, flashings, perimeter

edge and fascia, expansion joint covers, pitch pockets and penetrations.

Inspection Reports should also indicate the exact locations in addition to describing and prioritizing the roof work needed (emergency vs. remedial) with any related costs and photos. These reports can also be used in preparing and submitting requests for warranty repairs.

## Offer Ongoing Service Agreements

Your Inspection Reports should also ALWAYS be accompanied with an ongoing roof maintenance plan recommendation or Service Agreement which will maximize the capacity and longevity of their roof.

*By offering customers ongoing Service Agreements, you create “sticky” relationships whereby customers stay loyal and continue to generate predictable revenue.*


Consider offering a dedicated Service Agreement that includes a 2-hour emergency arrival time and locked-in rates that they can incorporate into their roof's maintenance budget.

## Get Ready for More Inspections

As the demand for your roofing inspections grow, you need to be able to manage them efficiently and offer an experience that keeps your customers happy. Here are some ways to be more efficient and profitable:

- Follow-up with inspection inquiries ASAP as they may be requesting a free inspection from multiple companies in the same day.
- Track your inspection results and see how they measure up (i.e. how many new customers do your free inspections yield?).
- Create a template for your Inspection Reports in which you can include photos, date stamps and canned recommendations for each deficiency.
- Create a template for your Service Agreement in which you outline the various roof maintenance options you offer.



- Store and track warranty information.
- Go paperless by granting your customers online access to project management tools that help them track job progress, expenses, costs and historical information for budgeting and future reference.
- Provide automated inspection and service/repair status updates via text or email. 

Scott Keith is CEO of FCS Software, that provides software for the roofing industry, giving residential and commercial contractors the tools, they need for sales, service & operations.

For over 15 years, he has been managing breakthrough technology innovations for big organizations like Siemens, Motorola, Department of Homeland Security and several successful venture-backed startups. Keith has a Bachelor's in Electrical and Computer Engineering from the University of Illinois at Urbana-Champaign. FCS is a CRCA Associate Member.



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# OSHA SAFETY SPOTLIGHT: Reducing Falls During Residential Construction: Roof Repair



**R**esidential roof repair requires workers to operate on existing, largely intact roofs. These roofs are rarely designed with fall protection in mind, so roofers making repairs must plan ahead and take steps to reduce the risk of falls. This fact sheet describes several fall protection methods that contractors can incorporate into roof repair jobs so that roofers can work safely.

## RISKS DURING ROOF REPAIR

Roofers typically work at heights that put them at risk for falls. Workers making roof repairs face the same hazards, but they can be at increased risk if the roof shows signs of lost integrity or if they are uncertain how to use fall protection on a roof that is already weatherproofed. The employer shall provide a training program for each worker who might be exposed to fall hazards. The program shall enable each worker to recognize the hazards of falling and shall train each worker in the procedures to be followed in order to minimize these hazards. For fall protection training requirements, refer to 29 CFR 1926.503. In all cases, employers must evaluate the hazards and take measures to reduce the risk of falls. For patching and repair jobs, roofers have several options, including scaffolding, aerial lifts and various types of conventional fall protection. The best choice depends on where the repair is needed and on the type of building.

## HOW TO REDUCE RISK

### Structural Integrity

Employers must determine the structural integrity of the roof and take all necessary precautions to protect the workers before repairs begin. If workers notice signs of structural deterioration (e.g., dry rot) as old

weatherproofing is removed, a competent person should evaluate the area.

### At the Roof's Edge

**Access from stable platforms:** When the damaged section of roof is along an edge, a roofer can work from a scaffold or aerial lift. Regardless of the condition of the roof, this equipment provides safe, stable work platforms from which the worker can reach the area to be repaired.

**Lifts:** Depending on the building layout and the tasks involved, lifts (e.g., scissor, aerial) may be an option for roofing work near the edge. Lifts provide stable, elevated platforms from which workers can operate safely. For small tasks, aerial lifts might be more efficient than installing scaffolds. Plus, aerial lifts are a practical way to get to a customized height above or below the roof level. Care must be taken when loading material. Do not overload the lift. For more information on the safe operation of aerial and scissor lifts, refer to 29 CFR 1926.453, Aerial Lifts and 29 CFR 1926.452(w), Mobile Scaffolds.

**Scaffolds:** When properly constructed and used, external scaffolds can provide suitable protection for roof repairs along the edge of the roof. Pumpjack scaffolds offer a secure platform from which to work and can be raised and lowered for specific tasks, such as working from underneath the eaves. Guardrails installed along the open side of the scaffold provide fall protection. For other requirements for scaffolds, refer to 29 CFR 1926 Subpart L-Scaffolds.

### Working Higher Up on the Roof

**Scaffolds:** When working farther up on the roof and beyond arm's reach, scaffolds can still provide fall protection if they are properly constructed. The top rail may have to extend higher than 45 inches above the roof surface to adequately protect workers from falls. For other requirements on how to build a secure scaffold, refer to the 29 CFR 1926 Subpart L-Scaffolds.

**Personal Fall Arrest System (PFAS):** A PFAS is another tool available to roofers during repair jobs. In fact, a PFAS is usually the system of choice for most roofers. A breakdown in any of these parts could be disastrous for a worker.

**INSTALLING, FINDING AND USING ANCHORS**

Unlike other roofing jobs, patching and repair involves otherwise intact roofs. Selecting a location to install an anchor is a critical step in avoiding a fatal fall. An anchor gives the worker a secure point to tie off the lifeline for a fall arrest system. Most of the time, existing residential roofs will not have permanent anchors available for use as fall protection. However, a qualified person should survey the roof to confirm that this is the case. An anchor for a fall arrest system must meet the 5,000-pound strength requirement or maintain a safety factor of at least two (twice the impact load) under supervision of a qualified person [29 CFR 1926.502(d)(15)].

**Identifying existing anchors:** Inspect the ridge cap and last rows of shingles for permanently installed anchors. This activity should be performed from ground level. If present, these may be fastened to the top chord or other frame part during construction. Anchors could also have been installed with the original roof, using a

low profile style sometimes painted to match the roof color (making it less obvious from the ground).

When available, existing anchors might be effective points for a worker to tie off. Before using them as tie-off points, have a qualified person inspect them to make sure they can support the weight of a falling worker. The qualified person should make sure that the anchor is solid, unbent, and well-fixed into the wood frame below. See 29 CFR 1926 Subpart M, Appendix C, for guidance about testing anchorage points.

Existing anchors are rare, but they may become more common as builders embrace practices that “design out” safety hazards.

In its *Prevention Through Design* program, the National Institute for Occupational Safety and Health (NIOSH) promotes construction practices that minimize risks to workers early in the design process.

**Retrofit with anchors:** If the roof was not fitted with permanent anchors, employers can install them as the first phase of the job. This retrofit process should be planned so that the roof remains intact and does not leak after the job is completed. It will likely be necessary to replace an additional shingle or reset a couple shingles or tiles. ***If attaching a new anchor, roofers***



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**must fix it to the truss or rafter structure underneath. Roof sheathing does not provide enough support by itself.**

Always follow the manufacturer's instructions, or consult a professional engineer, for proper installation. Here are some anchor options that could be used, depending on the roof design:

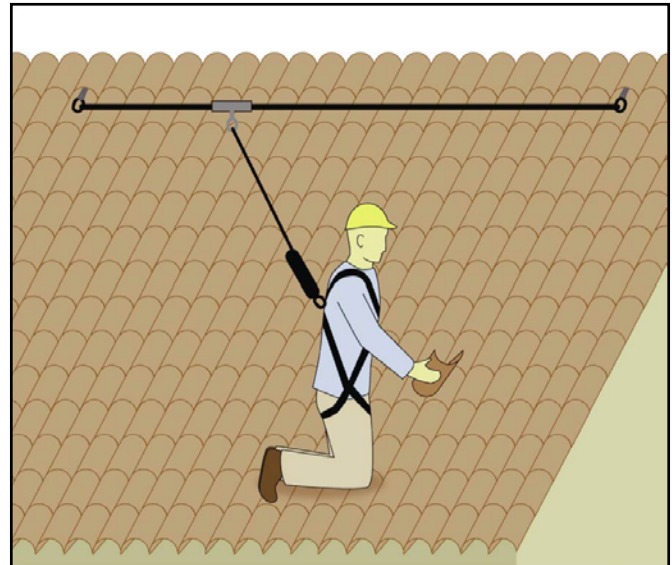
- Peak anchor: At the apex of the roof, peak anchors are typically solid, unmoving pieces secured to the trusses underneath.
- Permanent D-rings: Inexpensive D-ring anchors attached to the truss frame that can be removed after the job is done, or left permanently on the roof.

**Consider the anchor location:** Depending on the roof design, some roofers choose the peak of the roof, directly over a truss. There, it will be above the worker and it will be easy to replace a small section of the ridge cap if the anchor is removed when the job is complete. Always follow the anchor manufacturer's installation instructions. See 29 CFR 1926 Subpart M, Fall Protection, for more information and additional requirements for anchor installation and use.

**Add anchor points:** Depending on the size of the repair job and the number of workers who need to be on the roof, it might be necessary to install more than one anchor.

An engineered horizontal lifeline is another way to increase the area in which a worker is protected. The system should be installed following the manufacturer's instructions or under the supervision of a qualified person.

**Leave anchors in place:** Where practical, consider leaving roof anchors in place. It will make the current job simpler and reduce the burden for roofers in the future.



OSHA graphic



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## SAFE ROOF REPAIR—IMPORTANT STEPS

- Before beginning the job, focus on identifying fall protection needs.
- Guard against falls through skylights or other roof openings. Use a guardrail system, PFAS or protective cover that will support two times the weight of a worker.
- If necessary to protect workers below from falling debris, set up a work zone while roofers remove old roofing materials from the repair area.
- Workers should be careful of air hoses and power cords for nail guns and other electrical equipment. If a worker steps on one, hoses and cords can slip underfoot and lead to falls.
- Remember to place any removed shingles or replacement tiles in a safe location. If unsecured, these materials can visually blend in against the roof and create a dangerous trip hazard.
- New materials staged on the roof should be placed so that they are safe and secure.


### Written Fall Protection Plans

If the employer does not use ladders, scaffolds, or aerial lifts, and can demonstrate that it is not feasible or would create a greater hazard to use conventional fall protection equipment (guardrails, safety nets, or PFAS) when working at heights of 6 feet or greater, the employer must develop a written site-specific fall protection plan in accord with 29 CFR 1926.502(k). The plan must be prepared by a qualified person as defined by 29 CFR 1926.32(m). This person could be the owner, the supervisor, or a worker who has extensive knowledge, training and experience with fall protection and is able to solve problems relating to fall protection. States with OSHA-approved State Plans may have additional requirements for written fall protection plans.

The site-specific fall protection plan must document at each location why the use of conventional fall protection equipment is not feasible or will create a greater hazard. The plan must also describe the alternative methods that the employer will use so that workers are protected from falls. Workers and their supervisors must be trained on the proper use of those other fall protection methods.

Conventional fall protection equipment can reduce or eliminate the chances of a fatal fall. Written site-specific fall protection plans ensure that protection continues, even when conventional fall protection methods are determined to not be feasible.

For more information on reducing residential roof repair falls, visit OSHA's links below

- **OSHA Standard 29 CFR 1926 Subpart M—Fall Protection:** [www.osha.gov/pls/oshaweb/owadisp.show\\_document?p\\_table=STANDARDS&p\\_id=10922](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=10922).
- **OSHA Residential Fall Protection:** [www.osha.gov/doc/topics/residentialprotection/index.html](http://www.osha.gov/doc/topics/residentialprotection/index.html).
- **Compliance Guidance for Residential Construction:** [www.osha.gov/pls/oshaweb/owadisp.show\\_document?p\\_table=DIRECTIVES&p\\_id=4755](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=DIRECTIVES&p_id=4755).
- **Help for Employers:** OSHA's On-site Consultation Program offers free and confidential advice to small and medium-sized businesses in all states across the country, with priority given to high hazard worksites. On-site Consultation services are separate from enforcement and do not result in penalties or citations. Consultants from state agencies or universities work with employers to identify workplace hazards, provide advice on compliance with OSHA standards and assist in establishing injury and illness prevention programs. To locate the OSHA Consultation Program nearest you, call 1-800-321-OSHA (6742) or visit [www.osha.gov/dcsp/smallbusiness/consult.html](http://www.osha.gov/dcsp/smallbusiness/consult.html). 

### Reference:

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

# Roof Talk—CRCA Member Spotlight



**Company:** Kreiling Roofing

**Location:** Peoria, IL

**Business Founded:** 1921

**Number of Employees:** 60

**Joined CRCA:** February 2016

## What services does your business offer?

Kreiling Roofing is a commercial roofing and sheet metal company located in Peoria, Illinois. We have been serving the commercial roofing needs of businesses in the Peoria area for more than 90 years. We also service commercial roof repair, installation, replacement and maintenance, including flat roofs, metal, tile and commercial shingle roofs.

## Where do you see your business in 10 years?

Moving to the next generation

## What is your best business memory to date?

Finalizing the ownership transition and moving into a new building in 2009

## How did you learn about CRCA?

From the Midwest Roofing Contractors Association (MRCA)


## If you attend CRCA events, can you describe a benefit of attendance?

CRCA's activities and events provide a lot of resources but being active on the committees and boards helps to get to know people and learn about even more resources.

## What value does CRCA membership bring to you?

Staying on top of current changes in the State of Illinois and connection with other contractors

## What advice would you give a new CRCA member?

Get involved or be active to get the most benefit. 

*Editor's Note: Laurie Moore is President and CEO of Kreiling Roofing has served on the CRCA Board of Directors for three years, as CRCA's Chicagoland Women in Roofing Co-Chair and serves on the Membership Committee. She serves on the Midwest Roofing Contractor Association (MRCA) Board, the State of Illinois Roofing Advisory Board and the MRCA's Women in Roofing (WinR.)*



# Roof Talk—CRCA Member Spotlight



**Company:** Runnion Equipment

**Locations:** Lyons, IL, and Caledonia, WI

**Business Founded:** 1975

**Number of Employees:** 36

**Joined CRCA:** 1983

## What services does your business offer?

We're a full service lifting equipment dealer, offering new and used telescoping and articulating cranes, aerial lifts, bucket trucks, and attachments perfectly suited towards roofing supply delivery and handling. Our brands include National Crane, Elliott, Palfinger, Manitex, and Dur-A-Lift, among others. We also have a full rental fleet and complete parts and service for all types of equipment, with certified technicians who have decades of experience. Our territory includes the Chicagoland area, northern Indiana, and southeast Wisconsin.

## Where do you see your business in 10 years?

Our business continues to grow as we identify new markets, and our up and coming managers are bringing new opportunities and new capabilities to our team. We've recently started work on a much larger, state of the art facility that will allow us to service more equipment faster, which means reduced downtime for our customers. Having that new facility will allow us to grow our customer base even further.

## What is your best business memory to date?

Most recently, receiving the 2015 CRCA Award of Excellence from Joe McDevitt was really quite a surprise and certainly very humbling. The award was given for our "Dedication to the Roofing Industry and Commitment to the Preservation of the Highest Standards, Ethics and Professionalism and Support to CRCA". It was truly an affirmation of our CEO Pat Runnion's efforts to cater to the roofing market, and to be a one-stop-shop for roofers.

## How did you learn about CRCA?

We heard about CRCA many years ago, by word of mouth, from our friends and customers in the roofing industry. We heard many positive things about the organization, and were convinced we should join ourselves.


## If you attend CRCA events, can you describe a benefit of attendance?

There are no other events in the region that give us the ability to talk one-on-one with the principles of most all of the major roofers and roofing suppliers in the Chicago area, all in one place. That face time is important, as it builds trust and camaraderie. We get to know decision makers in the industry on a much deeper level.

## What value does CRCA membership bring to you?

In addition to the personal contact with leaders of the Roofing Industry, we get the opportunity to learn directly from our customers. They show us just how our equipment is used and how best to configure that equipment to help make our customers more effective in their business. Our ultimate goal is for our customers to be happy with what we sell them so they don't look elsewhere, and the CRCA helps that happen.

## What advice would you give a new CRCA member?

Make the time to attend CRCA events and get involved with the association. It can be difficult when you are juggling many different responsibilities, but the payoff in relationships built is well worth the time you invest. 

# Code Corner

**ICC Public Comment Hearings**—CRCA participated in the International Code Council's Public Comment Hearings in Richmond, VA, Oct. 23-27. CRCA was able to present two proposals in front of hundreds of building code officials and fire marshals from Chicago and beyond, advocating for safe, energy efficient buildings.

The big debate was on the new Cross Laminated Timber (CLT) construction that's just getting started in the industry. A CLT panel consists of several layers of kiln-dried lumber boards stacked in alternating directions, bonded with structural adhesives, and pressed to form a solid, straight, rectangular panel. CLT panels consist of an odd number of layers (usually, three to seven,) and may be sanded or prefinished before shipping.

While at the mill, CLT panels are cut to size, including door and window openings, with state-of-the-art CNC (Computer Numerical Controlled) routers, capable of making complex cuts with high precision. Finished CLT panels are exceptionally stiff, strong, and stable, handling load transfer on all sides. CLT panels are used to make walls, floors and roofs.


The roofing industry manufacturers will need to test for wind uplift and fire-resistance, if they have not already. Also, there might be installation instruction changes now that this type of construction is allowed in buildings. For more info on CLT, check out this link. <https://www.apawood.org/cross-laminated-timber>.



*Structurlam Products, Ltd. photo*

## **ICC Public Comments for Tall Wood Buildings Package Debate**

—This was an amazing debate that took place at the ICC Public Comment Hearings. The testimony was in 2-minute for/against and a 1-minute rebuttal/rerebuttal 'soundbites'. This became a 2.5-hour ordeal. All the proposals by the Adhoc Committee on Tall Wood Buildings passed, meaning a section on Tall (18 stories) Wood Buildings that regulates these structures now exists. The other choice is that each jurisdiction would have to figure it out for themselves. Again, we're not sure until the OCGV vote is finalized, in late December.

The City of Chicago has already made a statement about Cross Laminated Timber (CLT) use in an *Engineering News Record* article. Two stories are as high as the City of Chicago will allow with construction allowing Cross Laminated Timber (CLT) construction. To learn more, visit: <https://www.enr.com/articles/44823-chicago-approves-first-use-of-clt-dont-expect-high-rises-anytime-soon>. 



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# Industry News

By CRCA Staff

## CRCA Member Updates

### CRCA Associate Member Cotney Construction

**Law** recently announced the addition of Derek Kantaskas as partner. "Derek is a skilled attorney who knows the ins and outs of the construction industry both locally and nationally," stated Trent Cotney, CEO. Kantaskas' experience includes all aspects of construction law, including complex contract disputes, major condominium defect litigation, project delay claims, lien and bond disputes, regulatory investigations and copyright infringements.

They also announced the addition of immigration attorneys, Teresa Finer and Natalia Gove. Their experience includes business and family-based immigration law, compliance and training and offer such services as PERM alien labor certification, I-9 compliance, nonimmigrant and immigrant visa petitions and more.

### CRCA Associate Member Trufast announced a new website platform

in September. Known for manufacturing quality commercial roofing fasteners for low slope roofing systems, the company's improved website provides an easy-to-use resource to access product information in a mobile-friendly environment. "When developing the new website, we really focused on our customers' needs," said Trufast Marketing Manager Kara Roth. "Trufast is known for its continued focus on the customer experience and we were committed in developing a website with that same focus." For more information, visit [www.trufast.com](http://www.trufast.com).

**Firestone Building Products Company, LLC (FSBP)**, released its 2017 Sustainability Report in late summer, which provides a comprehensive review of the company's sustainable manufacturing and business processes. The report showcases the company's commitment to providing sustainable solutions across the commercial roofing and building envelope industries and outlines how the FSBP product portfolio contributes to a more sustainable environment.

"Firestone Building Products is committed to sustainable products and business practices, and our annual

sustainability report is a tangible example of our dedication to delivering a lasting, positive impact through our work," said Taylor Cole, president, Firestone Building Products.

The sustainability report showcases the steps FSBP has taken to deliver a lasting, positive impact with programs and products that meet customers' needs and expectations while ensuring a healthy environment and workforce for the future. Such steps include:

- Completed in 2017, the Bridgestone Tower headquarters building in Nashville includes FSBP products and is targeting LEED® Gold Certification.
- The FSBP DeForest, Wisconsin, plant implemented lean strategies through 2017 that improved operational efficiency in its shipping processes that resulted in reduced fuel consumption and reduced carbon dioxide emissions.
- Across the company, FSBP has implemented more than 40 energy efficiency projects that have resulted in 7 percent reduction of energy usage since 2012.
- The FSBP Prescott EPDM plant has diverted more than 12,700 tons of pre-consumer scrap material from the landfill to be reprocessed back into product from 2013 to 2017.
- Since 2012, FSBP has reduced total water use by 37 percent per ton of product and has reduced total wastewater by 50 percent per ton of product.

For more information, contact <http://firestonebpc.com/2017-sustainability-report>.

### Saint-Gobain North America's Sustainability Network held its 3<sup>rd</sup> annual Summit at the

Nalco Water Headquarters in Naperville, Illinois. CertainTeed plants took home three of the six possible awards for applying innovative excellence to environmental practices.

President & CEO Mark Rayfield personally awarded winners in categories representing environmental goals of Water, Waste and Energy. CertainTeed Roofing in Avery, Ohio received the Overall Sustainability Champion Award for their sustainability efforts focused

on areas including operations, environmental, and granule reduction. Through its hard work, the team approved 15 energy and waste reduction projects during 2017, saving a total of \$329,000 throughout the year.

**Runnion Equipment's Guy Tanney retires.** After 30 years with Runnion Equipment Company, Tanney has announced his retirement from his position as service manager recently. Tom Ludwick will replace him. Ludwick joined Runnion in 2001 as a journeyman mechanic with 20 years of general mechanic and body shop experience. In 2004, Ludwick was promoted to foreman and has been assisting Tanney with running the service department.

Runnion Equipment is headquartered in Lyons, Ill. The company sells and services boom trucks throughout northern Illinois, northwest Indiana and southern Wisconsin. Watch for news of a new Runnion location early in 2019!

**Carlisle Syntec Systems released a CAV-GRIP III Low-VC Adhesive/Primer data sheet** on November 1, 2018. This Carlisle product can be used for a variety of applications: adhering FleeceBACK, standard Sure-Weld TPO, and Sure-Seal EPDM membrane to vertical walls, enhancing the bond between Carlisle's VapAir Seal 725TR and various substrates, and priming unexposed asphalt prior to applying FAST Adhesive for insulation attachment. To learn more, visit <https://www.carlisesyntec.com/view.aspx?mode=media&contentID=6181>.

Carlisle also released a series of videos earlier this fall including the use of a Sure-White EPDM Pressure-Sensitive Molded Pipe Seal on a TPO System (U-8AT) and a Project video featuring the installation of such Carlisle products as Sure-Flex PVC KEE HP FRS FleeceBack membrane Flexible FAST, VapAir Seal 725TR Air and Vapor Barrier/Temporary Roof, and CAV-GRIP III. The unique site was a Winter Park Colorado performance stage built to look like a ribbon of untouched snow in the mountains. For these and other Carlisle videos, visit [www.videos.carlisesyntec.com](http://www.videos.carlisesyntec.com) or [www.absreps.com](http://www.absreps.com).

### **Cordeck celebrates 25 Year Anniversary!**

Established in 1994, with headquarters in Kenosha, WI (Metro Chicago), Cordeck is a family-owned, full-service manufacturer of corrugated steel deck. Prior to opening Cordeck, the Moore family served in the construction industry for over 35 years. This allowed them to gain

extensive experience, which is proudly passed on to Cordeck's current and future customers.

Today, this CRCA associate member firm consists of two distinct business units, Cordeck Metal Deck Solutions and Cordeck Innovative Floor Solutions™. With four additional manufacturing and distribution centers throughout the United States, Cordeck provides building professionals easy access to high-quality steel deck and accessories. Additional strategic locations are planned for the near future.

As stated by Kenny Moore, Cordeck's mantra is "Whatever it takes." This permeates throughout the organization, as their success depends on the ability to always provide customers with high quality corrugated steel deck products, outstanding customer service and value. Visit [www.cordeck.com](http://www.cordeck.com) to learn more.

**A.C.T. Metal Deck Supply in the News—**Aurora based A.C.T Metal Deck Supply offered a Grand Prize at the 2018 International Roofing Expo called the 'Cubs and Cruise Chicago Weekend Sweepstakes'. They welcomed Dixie Roofing's Jacob Finstad and family to Chicago to watch the Cubs battle the Cardinals during the end of the regular season. A.C.T. staff also managed a meeting and photo op with Cub's owner, Tom Ricketts too. The prize also included a cruise aboard the *Spirit of Chicago*. "We had a blast," states Jacob Finstad of Dixie Roofing. "Thank you, A.C.T. Metal Deck Supply for everything!"



A.C.T. Metal Deck Supply Photo

### **Lakeshore Recycling 2018 Illinois Sustainability Award Winner!**

In October, CRCA member firm, Lakeshore Recycling was recognized as the only waste hauler to receive this prestigious award from the Illinois Sustainable Technology Center for the second year in a row. Sustainability is a core value to Lakeshore and

a reason to celebrate 'American Recycles Day' every year on November 15 to help raise awareness of the importance of recycling. Join Lakeshore and other CRCA members in reducing waste production and increasing awareness of buying recycled products.

Lakeshore Recycling was a sponsor of the September CRCA BBQ by providing a dumpster and porta-potties for the event. Thank you!

**CRCA's September Membership Luncheon speaker Alisa B. Arnoff** presented on "Your Employee Handbook: Friend or Foe".

Arnoff's Presentation included:

- Purpose of an Employee Handbook—limit legal liability, manage employee expectations, etc.
- The Importance of a Disclaimer and text to use
- Introduction to NLRA, § 7
- Policies Contractors Must Have
- Policies Contractors Can Have



CRCA Photo: Troy Wormley and Mitch Rabin with Alisa Arnoff

Arnoff posed some key questions to attendees such as "Do You have an Employee Handbook? Is it up to date? Does it contain the critical components? To help answer these questions, visit Arnoff's presentation in CRCA's members only section of [www.CRCA.org](http://www.CRCA.org).

**CRCA Participates in CSI Roundtable**—The Construction Specifications Institute's Chicago Chapter held a Roofing Energy Code Roundtable program at CRCA Member Klein and Hoffman's (K&H) offices with over 25 in attendance. The program presenters were K&H's Jason Wilen and Alysia Lundquist. When it came to Chicago and the State of Illinois discussions, CRCA's Bill McHugh was able to present. Thanks for the invitation, K&H and CSI.

**CRCA thanks BBQ Sponsors!** CRCA's Emerging Leaders hosted a September BBQ for members and their families. A great big thanks to Phil Diederich (Waukegan Roofing Company Inc.) and Mike Doberesch (Bone Roofing Supply) for providing the grilling expertise! Sponsors included Bone Roofing Supply and Cordeck.



CRCA Photo

**Important CRCA Cyber Security Webinar, "Why Your Business is at Risk" was held in October,** presented by CRCA Member firm Connor & Gallagher OneSource. Ian Bell (Socius Insurance Services) discussed:

- How Cyber Criminals operate
- Why is Cyber Insurance coverage necessary and what these policies cover?
- After a breach, what kinds of claims can be filed against you
- Cost of breach remediation and potential harm to your business
- Cyber Extortion / Ransomware
- Why small to medium businesses are often targeted

Bell's presentation really hit home on how cyber security can affect a business. He stated that "it is not a question of if, but when". If you are reading this article, you can probably count on one hand how many times you've received potential cyber security threats *this week* alone. He also discussed the length of time between breach and detection. "The median number of days when the attacker first broke in until detection is 205 days" quoted Bell. In the meantime, your business' data is at risk. To listen to the webinar, visit CRCA's members only section. Not a member? Contact [info@crca.org](mailto:info@crca.org) today to learn more about CRCA member benefits.

## CRCA's Emerging Leaders launched a Mentor Networking Program

at the October event at TopGolf. With the goal of pairing more experienced roofing industry professionals with those new to the industry, the objective is to share knowledge and increase generational awareness which will help both the mentees and the mentors. To learn more about the program, contact [jessica@crca.org](mailto:jessica@crca.org) today!



CRCA photo, October Mentor Network Launch

**CRCA's Newest Committee**, Affiliate Relations held the first networking event on November 5<sup>th</sup>. The goal of this innovative group of industry professionals is to connect with other construction industry professionals, in the design community, general contracting as well as other associations involved in this field. Watch for more to come in 2019!



**Plan Now for CRCA's Trade Show & Seminars**—It's coming faster than we think . . . Roofing Week in Chicago. The CRCA's

Chicagoland Women in Roofing and Emerging Leaders Committees both have programs planned for Wednesday, January 16. The CAC-RCI has their annual education day the same day as well. Then, CRCA's Roofing Industry Breakfast kicks off the CRCA's Trade Show & Seminars on Thursday, January 17, with education and exhibits all day and Friday morning too. Registration opens November 15. Don't miss this year's program. Visit [www.CRCA.org](http://www.CRCA.org) to register.

## National Roofing Contractors Association (NRCA) announces 2019 Roofing Day in D.C.

NRCA CEO Reid Ribble encouraged all to join NRCA at the 2<sup>nd</sup> D.C. event " . . . to speak with one voice about top roofing industry legislative policies." Sixteen CRCA members joined the over 400 roofing contractors and suppliers at this year's event and each spoke to at least three senators or representatives on roofing specific issues. CRCA will have a contingent at this event and provide sponsorship funding to NRCA. Mark your calendars now for the April 3-4 event. To learn more, visit [www.nrca.net](http://www.nrca.net).



## NRCA/CRCA working with Ronald McDonald Houses—CRCA Past

President Rod Petrick, President of (NRCA's) Roofing Industry Alliance for Progress and owner of Ridgeworth Roofing, Frankfort, Ill., issued a challenge for Alliance and NRCA members, fall 2017, to adopt the roofs of 165 standalone Ronald McDonald houses in the U.S. by Nov. 30, 2018. Although the roofs of 114 houses have been adopted, there still are 51 remaining roofs available. CRCA has adopted the building across the street from Central DuPage Hospital in Winfield to be 'cared for'. Look for an outreach for a roof survey that we'll need to do before winter sets in!

## NIBS Board Attends the ICC Conference in Richmond

—The National Institute of Building Sciences Board of Directors and senior staff joined International Code Council (ICC) representatives on stage during the ICC Annual Business Meeting in Richmond October 22.

In addition to convening its fall meeting during the ICC Conference, the Institute Board participated in several Conference activities to gain a better understanding of the role code officials play in the industry.



**Fire-Resistance Maintenance**—CRCA's Bill McHugh spoke at the ICC Expo on fire-resistance and reaction to fire, with a focus on maintenance. What does a fire-resistance presentation have to do with the Chicago Roofing Industry? NFPA 1, the Fire Code, requires that roof coverings be inspected to be sure the fire-resistance is still functioning. Roof coatings, ballast, or gravel might be part of the roof assembly fire-resistance rating or reaction to fire-ratings—Class A, B, C, etc. They need to be maintained in order to keep the ratings.

CRCA Members, this is an opportunity to service your clients with your knowledge of roofing systems. Look for a detailed article on this in the next issue of *CRCA Today*.

**Peterson Roofing, Inc. announced the winner of the “No Roof Left Behind”** contest on September 24, 2018. A full-service exterior company and member of CRCA has been providing these philanthropic roofing installations since 2013. Congratulations, Kathy Linderman of Des Plaines who received a new roof in October. For more information on Peterson Roofing, Inc., visit [www.petersonroofinginc.com](http://www.petersonroofinginc.com).



*Peterson Roofing Inc. photo*

**CRCA Announces 2019 Officers and Directors**

At the November 13, 2019 CRCA Membership Meeting, CRCA members elected the following 2019 Officers and Directors.

Officers:


- President: Troy Wormley (WBR Roofing, Inc.)
- 1<sup>st</sup> Vice President: Mark Duffy (Elens & Maichin Roofing & Sheet Metal)
- 2<sup>nd</sup> Vice President: Brian Cronin (Knickerbocker Roofing & Paving Co., Inc.)
- Treasurer: Mitch Rabin (A-1 Roofing Co.)
- Secretary: Ryan Petrick (Ridgeworth Roofing Co., Inc.)

New Directors for 2019-2021 include: Phillip Diederich (Waukegan Roofing Company Inc.), Larry Marshall Jr. (L. Marshall Roofing & Sheet Metal, Inc.) and Jim Prusak (Prusak Construction & Roofing, Inc.)

New Associate Director: Jeff DeJong (Industrial Cork Company, Inc.)

CRCA thanks the following directors for their time and service to the CRCA Board!

Greg Dedic (North Coast Roofing Systems), Laurie Moore (Kreiling Roofing) and Jim Peterson (Peterson Roofing, Inc.)

CRCA thanks the following 2018 Directors as they complete their terms: Laurie Moore (Kreiling Roofing), Jim Peterson (Peterson Roofing, Inc.) and Greg Dedic (North Coast Roofing Systems.) Peterson has served on the CRCA Board since 2008, as Director, Secretary and Steep/Shingle Co-Chair, Moore as Director since 2016 and Dedic, as Associate Director since 2016. 

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# CRCA-ARMA-Q&A with Reed Hitchcock-Asphalt Roofing FAQ

By Reed Hitchcock



Reed Hitchcock

(Editor's Note: CRCA works closely with other roofing, design and construction-based associations to provide the mutual exchange of practical and educational information and develop relationships, to benefit all members.)

## Is an asphalt shingle roofing system an appropriate choice for

### hail-prone regions? And what exactly makes a shingle impact-resistant?


Yes, some asphalt shingles are designed with added impact-resistant properties. These shingles are often manufactured specifically with the threat of hailstorms in mind and are often installed in the Midwest where hail is common. While other materials can be seriously dented or cracked when struck, asphalt roofing can provide exceptional durability against hail. If a contractor is working in a hail-prone region, he or she should consult with an asphalt roofing manufacturer for their shingle selection and advice.

A common misconception is that the thicker the shingle, the better the impact resistance. This is not necessarily true. While some shingles are certainly thicker than others, a shingle is made impact-resistant when it's reinforced with a scrim backing, or styrene-butadiene-styrene (SBS) modified bitumen asphalt that has passed the test requirements in UL 2218, *Standard for Impact Resistance of Prepared Roof Covering Materials*. This standard has four different rating levels from 1 to 4, with class four being the most hardened.

### What constitutes ponding water for low-slope roofing systems, and what are some strategies to prevent it from occurring?

Ponding water is technically defined as water that has remained on a roofing surface for 48 hours or longer.

Possible due to rain, melting snow, or runoff from other surfaces, ponding can have serious negative consequences for any roofing system or material, such as deformation of the deck structure, damage to the roof surface, growth of algae or vegetation, or accumulation of dirt and debris. There are several known strategies a contractor may employ to reduce the likelihood of a ponding event.

1. Ensure adequate sloping is taking into account during the design and installation process. The structural frame or deck should be sloped and draining components should be accounted for. Many ponding issues can be outright avoided if the roof is correctly designed and installed from the start.
2. It's often wise to consider secondary drains, some local plumbing codes actually mandate their installation. Even if your area does not demand a secondary drain, it's still a good idea for consideration. This reduces the potential damages caused by a clogged drain as the secondary can take over while the issue is rectified. A contractor should check with their membrane manufacturer first to determine the most optimal location for the secondary drain.
3. Installing crickets upslope of roofing equipment and saddles positioned along a low-point between drains is also an effective strategy. This helps prevent localized ponding and allows gravity to move the water off the roofing system. For more tips on preventing ponding water, visit <https://asphaltroofing.org/ponding-water-basics/>. 

Reed Hitchcock is the Executive Vice President of the Asphalt Roofing Manufacturers Association (ARMA). He is a 25-year building industry veteran with extensive experience in codes and standards, environmental factors, financial management, regulatory affairs and client strategy. Hitchcock frequently contributes to magazines and speaks at industry events. For more information, visit [www.asphaltroofing.org](http://www.asphaltroofing.org).

# CRCA Contractor Members

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
- Affordable Roofing, Inc.**.....(630) 898-3230
- Air Pressure Damp Proofing**.....(847) 394-4100
- All American Exterior Solutions**.....(847) 438-4131
- All Sealants, Inc.**.....(708) 720-0777
- All Storm Solutions**.....(630) 541-5913
- 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
- Armor Shield Construction, Inc.**.....(630) 916-7100
- Bald Eagle Construction, Inc.**.....(773) 505-1055
- Bennett & Brosseau Roofing, Inc.**.....(630) 759-0009
- Biofoam Inc.**.....(866) 356-3626
- Blue Sky Roofing, Inc.**.....(773) 237-7730
- Brian Allendorfer Co., Inc.**.....(773) 292-0600
- R.E. Burke Roofing Co., Inc.**.....(847) 675-5010
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**CRCA welcomes the following new members since the Summer CRCA Today Issue!**

**Contractor Member:**

Dream Restorations Inc.

**Associate Members:**

Attic Systems  
MBI Tools

To learn more about these firms, visit [www.CRCA.org](http://www.CRCA.org) and visit the member list! To learn more about CRCA Membership benefits, contact [info@CRCA.org](mailto:info@CRCA.org)!

# Industry Calendar

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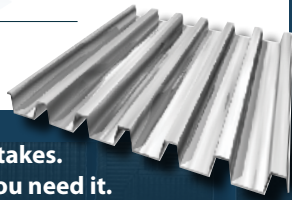
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## **November 13, 2018\***

CRCA Membership Meeting & Lunch, Maggiano's  
Oak Brook, IL  
Topic: TBD  
[www.CRCA.org](http://www.CRCA.org)

## **November 27, 2018**

CSI Chicago Chapter Meeting: Alchemy of Architecture  
[www.csiresources.org/chicagochapter](http://www.csiresources.org/chicagochapter)

## **December 7, 2018**

CRCA Annual Awards Dinner  
Eaglewood Resort, Itasca, IL\*  
[www.CRCA.org](http://www.CRCA.org)

## **December 13, 2018**

NRCA Program, Roofing Industry Fall Protection  
from A to Z, Rosemont  
[www.nrca.net](http://www.nrca.net)

## **January 16, 2019**

Chicago Area Chapter of RCI, Inc. Annual Meeting  
Hamburger University, Oak Brook  
[www.cac-rci.org](http://www.cac-rci.org)

## **January 17-18, 2019**

CRCA Annual Trade Show & Seminars  
Drury Lane, Oakbrook Terrace, IL  
[www.CRCA.org](http://www.CRCA.org)

## **February 11-13, 2019**

NRCA Annual Convention, Nashville, TN  
[www.theroofingexpo.com](http://www.theroofingexpo.com)

## **February 26, 2019**

CSI Chicago Meeting: Building Enclosure  
[www.csiresources.org/chicagochapter](http://www.csiresources.org/chicagochapter)

## **March 4-5, 2019**

ASA Chicago / Construction Safety Council  
Expo & Safety Conference  
Drury Lane Conference Center, Oakbrook Terrace  
[www.asachicago.org](http://www.asachicago.org)

## **March 12, 2019\***

CRCA Membership Meeting & Lunch  
[www.CRCA.org](http://www.CRCA.org)

## **April 3-4, 2019**

NRCA Roofing Day in DC  
[www.nrca.net](http://www.nrca.net)

\*CRCA Members only and their guests.

Not a CRCA Member? Visit [www.CRCA.org](http://www.CRCA.org) for  
membership information.

# THE TIME IS NOW

## **Silver Members**

Elens & Maichin Roofing & Sheet Metal, Inc.

M.W. Powell Company

Sterling Commercial Roofing

## **Bronze Members**

Cotney Construction Law, LLP

G.E. Riddiford Company

## **Foundation Friends**

Cordeck Building Solutions

Bone Roofing Supply

Pine Roofing Company

Roofs Inc.

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Join these generous donors in supporting the CRCA foundation  
*Mission: To support philanthropic causes, research and education to further the roofing and waterproofing industry and community.*

Visit [www.crca.org/crcafoundation](http://www.crca.org/crcafoundation) to learn more or contact the CRCA office at 708.449.3340

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