

# CRCA TODAY

SPRING 2020

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**New ASTM Standard Practice—  
Electronic Leak Detection (ELD)**

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**Online:** Archived *CRCA Today* available at <http://www.crca.org>, Magazine.

**On the Cover:** Adler Roofing recently completed the roof replacement at the 1st true "Stadium of Drag Racing" at the Route 66 Raceway Joliet, IL. The replacement roofing system matched the original specification completed 21 years earlier by Adler Roofing. This unique roof, which is also a hospitality area for the Sky Box Suites, consists of tapered insulation and high-density cover board protected by EPDM roofing, slip sheet, and a concrete paver system. Permanent roof curbs were added this time to permanently attach the rows of grandstands added to the roof area.

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SPRING 2020

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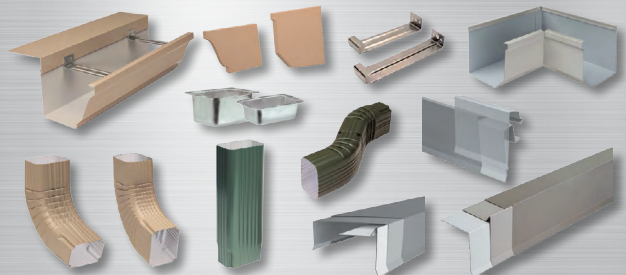
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# Giving Back To The Industry

By Rod Petrick

I have spent my entire professional life in the roofing industry.

Becoming involved in 1975, over the span of 45 years, I transitioned from an apprentice roofer to journeyman, foreman, superintendent, and project manager, until I eventually became the owner of our family business, Ridgeworth Roofing Co. Inc.

During that time, I also became involved with CRCA, beginning in the early 1990s. I can remember my dad calling me to let me know that I was being considered for the CRCA Board of Directors. My response at the time was that "I have no time for this". His comment was direct: "You need to give back to the industry that you work in." My dad was a wise man. I have been giving back ever since.

I have been involved with CRCA as a board member, executive board member, and president in 2007-08. I have probably been on every committee that CRCA has, with one notable exception: the new Emerging Leaders' group. I emerged years ago!

During my time at CRCA, I also became involved with the MRCA as a board and committee member, finally working up the chairs to president in 2008. Yes, I was president of both associations during 2008, so I believe I am uniquely qualified to tell you to be careful and know your calendar. However, I felt it was not an overburden due to the fantastic members of the CRCA and its staff, who pulled together to help me out.

In 2011, I was asked to join the NRCA Board of Directors. Over the years, I had served on numerous technical committees and was the Technical Operations Committee (TOC) chairman for two years. I am now the newly elected chairman of the NRCA for a one-year term starting on June 1, 2020.

Looking back, I realize I have been able to see firsthand how we at the CRCA are embedded throughout the roofing industry. CRCA has members on the boards at MRCA and NRCA. Many before me have become leaders of these associations. People like Tom Bollnow, Jim Mansfield and Jim Brosseau have been MRCA

Presidents. CRCA has also been a big influence at the NRCA, from its first president, Col. M.W. Powell in 1882, Maj. Elias Powell in 1903, Mark Cronin in 1921, Clyde Scott in 1958, and the most recent, Mike Promen in 2001. Seventeen other CRCA contractors have been involved since Col. Powell. We cannot overstate the importance of this organization.

I have learned quite a bit during my years in this industry.

In my short time as Chairman Elect of the NRCA, I have been able to meet with contractors throughout the US, Canada, Australia, Japan, China, the UK, Germany, and Central America. What is interesting is the fact that we all have the same issues, most important among them the development of a trained workforce. Many countries are ahead of us here in the U.S. with regard to certification of workers.


Another issue we share is the challenge of finding any workers. All areas are looking at getting women into the workforce. In fact, the first woman master roofer was highlighted at this year's DACH+HOLZ Trade Fair for the International Roofing and Timber Industry in Stuttgart, Germany.

Something that stood out to me while I was attending the DACH + HOLZ is how the roofers in Europe are respected. They are proud of what they do and are viewed by others as professionals in the roofing industry. This is something that needs to gain traction here. Accordingly, CRCA and the NRCA work hard to develop programs that highlight the professional roofing contractor and the roofing professionals we bring to the owners' projects every day.

Another program or training that benefits contractors is the MRCA CERTA program, which was joined with the NRCA years ago due to a major insurance carrier debating whether or not to drop all torch application coverage. Working together, the NRCA and MRCA have added key components to a good program and, with the help of many manufacturers, made the current CERTA program a success. Many CRCA contractors have CERTA-certified applicators within their workforce.

I had the opportunity to be part of the CRCA's group that worked with the entire industry on the Chicago Roof Reflectivity Ordinance. It took more than six years, along with major contributions of funding by manufacturers and associations, to develop the current Reflectivity Ordinance we work under today in Chicago. This work is currently looked at by municipalities worldwide.

Throughout my years in this industry, I have enjoyed the "giving back" that my dad felt was so important. I have made lifelong friends I otherwise would never have had the opportunity to meet. I have been involved in research that has impacted our industry and protected the contractors. I have seen and heard firsthand the issues contractors in our industry face worldwide—the same issues we face here. These connections have given me the opportunity to discuss best practices with a wide range of professionals, and I have brought those best practices back to my company to make it even better.

To the younger CRCA members, don't shy away from board service at the CRCA or other associations. Your involvement is something that will pay you back tenfold, and you will benefit from it both personally and professionally. I'm forever grateful for my dad's guidance and hope that you, too, will heed his advice: "You need to give back to the industry that you work in." I am living proof that it will make you and our industry better. 



Rod Petrick, President,  
Ridgeworth Roofing Co., Inc.  
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# Another Successful Trade Show . . . Highlights from the 2020 Health & Safety Seminars

By Frank Marino, CSP



Frank Marino, CSP

which has become a very popular event with roofers from across Chicagoland and Illinois, a Thursday afternoon session was added. While Thursday's presentation focused on Steep Slope roofing challenges, the Friday morning seminar addressed a topic that took many in attendance by surprise.

On Thursday afternoon, Steep Slope roofing safety was the highlight. With the help of Jim Martineck, Assistant Area Director of the Chicago South Area OSHA Office, the Top 10 OSHA citations for Steep Sloped roofing was discussed:

## Top 10 Violations for Illinois Residential Contractors

1. 1926.501(b)(13): Lack of Fall Protection
2. 1926.102(a)(1): Lack of Eye Protection
3. 1926.503(a)(1): No Fall Protection Training
4. 1926.503(b)(1): No Certification of Fall Protection Training
5. 1903.19(c)(1): Certification of Abatement
6. 1926.100(a): No Head Protection
7. 1926.1053(b)(1): Ladder not extending 3' above the landing surface
8. 1926.20(b)(1): No Safety and Health Program
9. 1926.20(b)(2): Frequent and regular inspections not performed by a competent person
10. 1903.19(d)(1): Not providing abatement

The 2020 Chicago Roofing Contractor Association's annual Trade Show and Seminars proved to be a very successful one. This year, the CRCA Safety committee put on two seminars as opposed to just the one we've done in previous years. In addition to the Friday morning seminar,

After a careful review of this Top 10 list, detailed discussion was had with all attendees regarding means and methods for roofing contractors to employ to address these issues in an effort to maintain compliance and provide a safe workplace during the 2020 roofing season. In addition, Martineck fielded several questions regarding procedures taken during an OSHA inspection as well as what contractors can expect from OSHA and what OSHA expects from a contractor during this process. Immediate feedback after the seminar was very positive and we hope to be able to present again on Thursday afternoon in 2021.

The Friday morning attendee turnout did not disappoint, and we're glad to say the presentation coordinated by the CRCA Safety Committee did not either. This year, the Safety Committee brought in a guest speaker, Mr. Rich McElhaney, to tell his story. McElhaney's background includes a B.S. in Occupational Safety and Health Management from Slippery Rock University (PA) in 1992. He has also earned his M.S. in Safety Science from West Virginia University in 2011. His professional designations include, Certified Safety Professional (CSP) and Construction Risk Insurance Professional (CRIS). He has been in the Occupational Health and Safety field for over 27 years. With a diverse safety background that includes extensive knowledge of and expertise in construction, general industry, and mining, McElhaney has provided safety consulting services for many companies on a global scale, presenting and working in Australia, Canada, China, Panama, and Africa. But that's only the beginning of his journey.

During McElhaney's presentation, he told attendees a story of an employee who was injured on a jobsite. The story includes photos, a 911 call, hospital records, maps and much more to paint a picture of what happened on the day the incident occurred and the days and months that followed. The story begins to climax when the injured employee's wife comes out on stage and recalls her experience for all in attendance. She provided a perspective of the impact of workplace accidents that many have never heard. And just when the audience

thinks they have heard everything, the injured employee was revealed. When it was all over, the audience truly understood. . . . The Real Cost of Safety.

Both the Thursday afternoon and Friday morning seminars included some insight in what changes the Roofing industry can expect to see this year, specifically silica enforcement from OSHA. In February this year, OSHA finally announced the National Emphasis Program for Crystalline Silica Enforcement. Effective February 4, OSHA has revived its National Emphasis Program on [respirable crystalline silica](#) for general industry, maritime and construction to “identify and reduce or eliminate” silica-related hazards. OSHA [canceled](#) the NEP on October 26, 2017—about a month after construction employers were required to comply with [the agency’s silica standard](#) and eight months before general industry and maritime employers were required to comply (Safety&Health, 2020). The program initially launched January 24, 2008. The revived NEP includes an updated list of target industries as detailed in Appendices A and B of an OSHA instructional memo issued February 4, 2020. Using this list, OSHA area offices will generate randomized lists of covered establishments under their jurisdictions for targeted inspections. According to a February 5, 2020 agency press release, OSHA is implementing a

90-day period of compliance assistance before targeted inspections begin. State Plans and OSHA regional and area offices must participate in the NEP, but area and regional offices are not required to implement corresponding regional or local emphasis programs on silica (Safety&Health, 2020).

The 2020 CRCA trade show was a great success for the CRCA Health & Safety Committee. We continue to reach to roofers and roofing contractors alike to help foster a positive safety culture and a safe and healthy workplace. If you ever have a question or concern, please feel reach out to the committee at [info@crca.org](mailto:info@crca.org). We look forward to a great 2020 and beyond! 

### References:

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

*OSHA Revises and Renews Silica NEP, **Safety & Health Magazine**, 2020*

*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](mailto:fmarino@safetycheckinc.com).*

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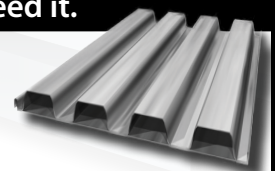
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# Why Do We Pay More in Insurance Premiums?

By Philip Hayes



Philip Hayes

**C**RCA's Contracts and Insurance Committee (C&I) was recently asked to help Roofing and Waterproofing Contractors navigate through some of the most frequently asked questions raised when reviewing insurance premiums and how rates are determined. Philip Hayes, Risk

Management Consultant at Esser Hayes Insurance Group and member of CRCA's C&I provided the following important information from a recent survey done by the insurance industry.

According to Hayes, clients frequently ask, "How come XYZ Roofing Co. is the same size and scope as us, but we pay higher premiums?" "How is each company underwritten?" "What can I do to get the rate XYZ is getting?" He stated that the goal of this survey conducted by insurance underwriters was to increase customers' knowledge and awareness of the programs and processes that lead to premium savings in the insurance marketplace. Below are some of the questions asked and the information provided:

## Insurance Underwriters Were Asked the Following Questions:

### **Q: What is the #1 program Insurance Underwriters look for in order to quote competitively?**

A: Proof of a Formal Safety Program and Written Return to Work Program.

### **Key Components to a Formal Safety Program Include Written, Communicated to Employees, Documented Employee Signoff and Yearly Review**

### **Q: What causes Insurance Underwriters to automatically decline to quote a company?**

A: While reviewing the Loss Runs (Claims History), if a pattern is seen of frequency (regardless of size) and lack of timely reporting, the roofing company's request to quote may be declined. These are direct indicators of poor safety culture.

It is proven that frequency ultimately leads to severity over a five-year stretch. Lack of timely reporting shows there is no employee accountability, which is a lead indicator to poor safety culture.

### **Q: As an underwriter, how much premium credit is a company given to a company that invests in a safety consultant?**

A: On average, we will credit a company with 10-15% savings on their insurance program for investing in a safety consultant. Internal data shows that a company who invests in safety sees 50-60% less incidents over a five-year period.

### **Q: When reviewing a company's loss history, what are the red flags most underwriters are looking for?**

A: The biggest red flags are large Temporary Total Disability (TTD) WC claims and frequency over severity. Underwriters do not like to see claims where the paid time off is a large portion of the claim. This indicates the return to work program is limited and urges the claimant to stay off work. Frequency of claims is a leading indicator for poor safety. Underwriters are more comfortable with a few large claims over many small claims.

**Q: Does having an Experience Modification Rating (EMR) over 1.00 worry underwriters?**


A: No. The underwriters' job is to assess each risk on an individual basis. It is all about the "narrative" the Broker brings to us. Underwriters insure many companies over a 1.00, but they are providing documentation showing safety is a priority. It is important to note that the contractor cannot prevent all claims, but the contractor can work to mitigate the damage.

**In Conclusion, What Are the Three Components All the Best Roofing Companies Insured Have in Place?**

- Written Safety and Return to Work Programs
- Formal Accident Investigation & Claim Reporting Procedure
  - Who reports to who? Who triages the injury? Who directs care? To what facility?
  - Develop ONE clear strategy for all claim scenarios
- Safety Consultant on staff or contracted with the company

Hayes commented that "Every business owner we work with tells us their most important duty is to make sure

employees leave work in the same shape they showed up, healthy! He also noted that as a risk manager, "My job is to help identify processes to enhance overall safety and protect your bottom line. This survey outlines the steps to achieve better insurance rates and promote employee safety."

CRCA Note: Watch for the articles in future CRCA Today issues to gain additional information on how to properly and effectively insure your workforce, an important business decision for your company. Visit CRCA.org to register for future CRCA Contracts, Coverage and Crafts events. 

*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*



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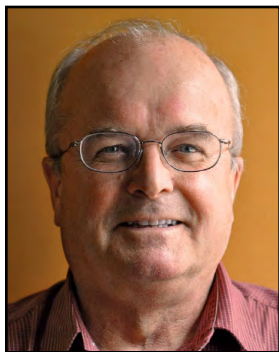
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# New ASTM Standard Practice— Electronic Leak Detection (ELD)

By David Vokey, P.E.



David Vokey, P.E.

**N**ew ASTM Standard Practice D8231 for the use of a Low Voltage Electronic Scanning System for Detecting and Locating Breaches in Roofing and Waterproofing membranes was announced recently by ASTM International.

Electronic Leak Detection (ELD)

is typically performed as a quality control test in new construction and can also be used for forensic testing to locate active leaks. ELD locates breaches, holes, or seam voids in roofing and waterproofing membranes. Flood testing is becoming a thing of the past due to the ease, accuracy and cost-effective process of electronic testing. ELD locates breaches by applying an electrical current to the top of an exposed membrane. In order for breaches to be located, the current must pass through any discontinuity and touch an electrically grounded object under the membrane.

ELD testing on roofing and waterproofing membranes has come a long way since the old vector mapping method was developed in Europe back in the 1970's. When electronic testing was first introduced to the North American industry, there were no standards and little to no scientific information provided to clients on how testing should actually be performed to receive valid results. The lack of information on ELD has created confusion and misunderstanding about which assemblies can be tested.

Establishing recognized standards for ELD is critical for understanding how valid testing should be implemented. Standards are also vital to clarify misinterpretations that were created by a lack of knowledge and lack of scientific information.

In 2014, the ASTM Standard Guide D7877 was published. D7877 describes four electronic methods

for detecting and locating breaches in waterproof membranes. D7877 was the first step in setting guidelines for valid electronic testing.

The four electronic testing methods listed in the D7877 guide include low voltage scanning platform, low voltage vertical scanning unit, low voltage vector mapping, and high voltage. Each testing method's requirements, operation, and limitations are described. Low voltage and high voltage testing methods have the same basic requirements. These requirements include a conductive substrate DIRECTLY below the membrane (ie. structural concrete, metal or an added conductive material such as a primer), the membrane must be exposed, there must be a ground connection, and there must be an electrical path to ground.

Although work is being done to educate the participants on the physics of ELD testing, the industry is still in the dark. Many architectural specifications are inadequate, unclear, or outdated. Conventional roof assemblies require a conductive medium DIRECTLY under the membrane for valid testing. Often, specifications do not include any conductive medium. It has been observed the conductive medium is often placed under the cover board, which invalidates the testing and is a waste of the client's money. This is an example of inexperience or intentionally ignoring the requirements for proper ELD testing.

Inaccurate unscientific claims made by testing agencies also contribute to the confusion. Educating all stakeholders on the physics behind ELD is the first step toward clarifying any myths and false information.

In 2019, the ASTM Standard Practice D8231 was published. This is the only ASTM Practice for ELD testing. The practice expands on the low voltage scanning platform (Figure 1) and vertical scanning (Figure 2) testing methods addressed in the guide D7877. D8231 helps clarify the misconceptions that have been plaguing the ELD industry for years by establishing ground rules on what ELD can and cannot test as well as defining

appropriate membrane types and placement for valid test results. This standard practice provides the industry with scientific solutions for valid testing on horizontal and vertical surfaces as well as semi-conductive membranes such as black EPDM.



Figure 1 Scanning Platform (Detec Systems photo)



Figure 2 Vertical Scanning Unit (Detec Systems photo)

The two most important additions in D8231 pertain to the electrical properties of the membrane and the substrate under the membrane. Technical advancements reflected in the new ASTM practice allow semi-conductive membranes, such as black EPDM and some cold fluid applied membranes, to be tested using the low voltage scanning system.

The validity of electronic testing through overburden is another issue that has been confusing the industry for decades. "Overburden" as it applies to roofing and waterproofing is defined as "any material installed on

top of a waterproofing assembly". This includes the installation of green roofs.

Once overburden is put in place, the integrity of the ELD test is greatly compromised. In modern roof systems with a vegetative cover, roof assembly materials such as drain mat and insulation, are electrical insulators which negatively impact the ability to locate breaches at the roof surface (Figure 3). With inverted assemblies that include split slabs, the top layer of concrete often blocks the ELD signals making locating leaks impossible.

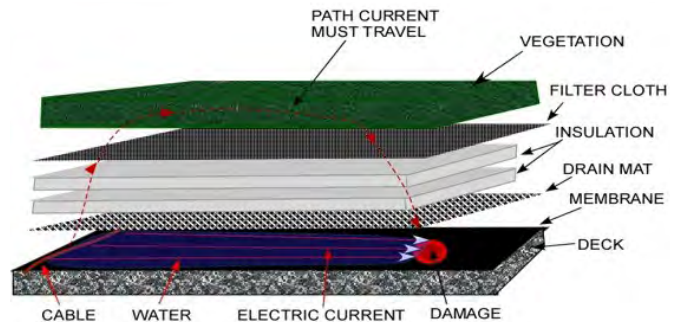



Figure 3 Electrical path through overburden (Detec Systems graphic)

Adhering to an ASTM Standard Practice provides specific documentation for consultants, architects, spec writers, contractors, and others to use as a benchmark for appropriately specifying and utilizing ELD.

All sectors of the building community, including building owners, architects, designers, consultants, contractors, and insurers, benefit from watertight roofing assemblies. ELD is cost-effective preventative maintenance and provides risk mitigation to create peace of mind for all stakeholders. 

**Referenced Documents:**

<https://www.astm.org/Standards/D8231.htm>

<https://www.astm.org/Standards/D7877.htm>

David Vokey, P. Eng. is a founder, President and CEO of Detec Systems. Prior to co-founding Detec Systems, he worked for Siecor Corporation (now Corning Cable Systems) as the Manager of R&D for Cable Development, responsible for the design and development of fiber optic cables. Vokey holds over forty patents worldwide relating to fiber optic cables and moisture detection in building envelopes. He is a member of IEEE, IIBEC, ASTM, and a member of the Association of Professional Engineers and Geoscientists in both British Columbia and Manitoba. Detec Systems is a member of CRCA. For more information, contact [info@detecsystems.com](mailto:info@detecsystems.com).

# Roof Talk—CRCA Member Spotlight



**Company:** LiveRoof, LLC (a division of Hortech, Inc.)

**Location:** Spring Lake, MI

**Business Founded:** 2006

**Number of Employees:** 21

**Joined CRCA:** August 2007

## What Services Does Your Business Offer?

We supply the LiveRoof patented fully-matured hybrid green roof system which combine the benefits of modular, mat and built-in-place green roof systems. We also sell a number of integrated accessories, such as RoofEdge aluminum edging, labor-saving RoofStone pedestal pavers, and RoofBlue risers for combining green and blue roofing technology. We are different from other green roof suppliers in that we have a technical representative on site at the onset of installation to help ensure that the team gets off to a great start. And, we regularly help out with training Local 11 union apprentices on green roof installation and maintenance.

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

We are seeing increasing emphasis on green roof visibility and accessibility. Instead of a single blend of low-growing Sedums to meet stormwater code, more green roof designs incorporate patterns and accent plants that add more interest and movement. We anticipate that this trend will continue, and that we'll be there to support roofers in creating beautiful living spaces on rooftops, without them needed to actually do any planting or have any horticultural expertise. We also anticipate more demand for renewable energy and expect to see more green roofs used in conjunction with rooftop solar panel arrays.

Whatever the marketplace needs may be in the coming years, we anticipate using customer feedback to develop solutions that meet those needs.

## What Is Your Best Business Memory to Date?

Mike Selleck, LiveRoof's Chicago representative, cites his first Local 11 apprentice green roof presentation as his best memory. "I was a little frightened to give a 3-hour

presentation to a large group of mostly 20-somethings—whom I assumed would have little to no interest in listening to me talk about plants at 7 am on a Saturday morning. However, I was pleasantly surprised that most of the audience was not only paying attention but enthusiastic about sharing their experiences in the field and participating in the green roof trivia following the presentation. Knowing they were getting t-shirts for every correct answer may have helped."

## How Did You Learn About CRCA?

It's been so long, we cannot remember for sure! It was likely due to our seeking out ways to connect with the roofing contractors once we started the LiveRoof division.


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

We have exhibited at the CRCA trade show each winter for over a decade. It's one of the best regional shows we know of, with engaged attendance and the opportunity to learn from other suppliers and connect with our valued customers.

## What Value Does CRCA Membership Bring to You?

Most importantly, it shows how much we value and support our installers. Being a member allows us access to events throughout the year and the annual CRCA tradeshow which we consider invaluable. These events allow us to interact with our customers and build rapport outside of the workplace.

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

Attend the events, and take advantage of the collective knowledge offered by this group of professionals. 



*LiveRoof photo, Chicago Merchandise Mart project installed by CRCA Contractor Member, Combined Roofing.*

# Fatigue Can Be as Dangerous as Drinking on the Jobsite

By Dan Arends



Dan Arends

There are many potential dangers when working on a jobsite. In construction, an alert mind and attention to operating machinery can avoid a severe injury or possibly save a life. One way to minimize risk out in the field is to combat the challenges that come with fatigue.

Fatigue can be described as tiredness, lack of energy and an increased effort required to complete tasks at a desired quality level. Drowsiness is related to fatigue but is a state with varying degrees between being fully awake and approaching sleep.

## Impact of Fatigue on the Construction Workforce

Can you identify what the impact to concentration and reaction time while driving is when losing two hours of sleep from the recommended eight hours? (It is important to note that a 0.08 Blood Alcohol Content (BAC) is the legal limit for operating a motor vehicle on public roads in Illinois.) From the list below, based on consuming how many beers is the same as losing two hours of sleep?

- A. None, I'm fine with enough coffee or energy drinks
- B. Two-three beers with a BAC of 0.05
- C. Ten to Eleven beers with a BAC of 0.2
- D. I don't know; I'm having trouble concentrating

The correct answer is 'B'—losing two hours of sleep produces similar psychomotor impairment as 2-3 beers. Answer 'c' is the equivalent of getting no sleep.<sup>1</sup> Think of how many of your employees drive to the jobsite and/or operate machinery or heavy equipment. Doing any of the above or making important decisions at this level of impairment is cause for concern. After all, it is estimated that 13% of workplace injuries are related to fatigue. Those who sleep less than five hours per day are more than three times as likely to be injured than those receiving more than seven hours of rest.<sup>2</sup>

The National Safety Council (NSC) conducted surveys on the topic of fatigue in 2017<sup>3</sup> and found the following causes of workplace fatigue:

- Shiftwork, night shifts, rotating and irregular shifts (17%)
- Quick return to work: less than 12 hours of rest between shifts (14%)
- Long hours: 10 or more consecutive hours (21%)
- Long weeks: 50+ hours per week (22%)
- Demanding jobs: mentally demanding and/or physically demanding (81%)
- Infrequent or no rest breaks (10%)
- Inadequate sleep (43%)
- Long commutes (31%)

The percentages, in parentheses shown above, reflect the percentage of survey respondents that were at high risk. With respect to symptoms, at the lower severity level of fatigue, one starts to notice a decrease in cognitive performance. A lowering in attention, memory and other cognitive factors becomes noticeable. Decision-making ability, productivity and task-concentration are reduced. At moderate levels of severity, microsleep (think nodding head and heavy eyelids) becomes a symptom. At high severity levels, there is a very real danger as dosing off and inability to focus take over.



Assurance Photo

## How to Combat Fatigue

Despite the somewhat obvious nature of the issue, the solutions can be much more elusive. In many industries like construction, shift work and long hours can be unavoidable

as project deadlines approach. Simply getting more sleep proves difficult too, as up to 20% of people in the U.S. suffer from sleep disorders like sleep apnea.

Some of the easiest solutions to implement are low in cost however. Increasing worker awareness of fatigue with training on causes, signs and symptoms can be accomplished with a short informational meeting, webinars and posters. The National Safety Council has a lot of this material on their website ([www.nsc.org](http://www.nsc.org)) including posters, a 50-minute webinar and various infographics. OSHA's site ([www.osha.org](http://www.osha.org)) is another great resource with information and materials in the worker fatigue prevention section.

Employers can also offer training on how to get better sleep, including how to set-up a sleeping environment and activities to avoid prior to bed (e.g. tablet and smartphone use). Wellness screenings can be extended to include screenings for sleep disorders. Manager attention to shift scheduling and task overload can also be initiated with some ease. More costly solutions include fatigue risk management systems and driver alert systems (e.g. OpGuard and Optalert). These systems work to monitor eyelid closure, facial and head movements, using in-cabin camera equipment and are non-intrusive in nature.

Employers lose an estimated \$136 billion per year in worker productivity due to fatigue with 84% of that stemming from reduced performance while at work—not to

mention the increased likelihood of injuries to people. Based on these statistics, implementing fatigue-based education, training and initiatives into your risk management strategy can generate a high return on investment.

For more ways to minimize risk on the worksite and combat fatigue among your construction workers, talk to a risk management consultant. 

**References**

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2. Sounding an Alarm on Operator Fatigue. *Mining Magazine.* December 2018
3. Fatigue in the Workplace: Causes and Consequences of Employee Fatigue. *National Safety Council.* 2017

*Daniel (Dan) Arends is a Senior Account Manager at CRCA Member firm Assurance Agency with over 15 years of experience in the insurance industry. Arends has worked with companies of all sizes in the industrial construction and mining sectors providing both brokering and day-to-day servicing. He holds Chartered Property Casualty Underwriter (CPCU), Associate in Risk Management (ARM), Construction Risk Insurance Specialist (CRIS), Management Liability Insurance Specialist (MLIS) and Associate in General Insurance (AINS) designations and is a member of the CPCU Illinois Chapter. For more information and related resources, contact [www.assuranceagency.com](http://www.assuranceagency.com).*

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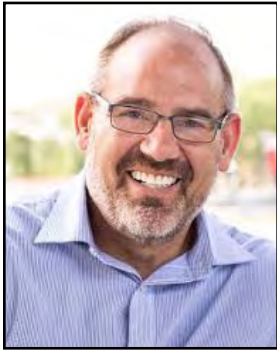
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# The Roofing Talent You Need Is Right in Front of You

By Chris Czarnik



Chris Czarnik

**L**ike most companies in America, finding and retaining talented employees is high on the list of priorities for roofing companies. Most experts agree that the current COVID19 pandemic is the most challenging issue facing roofing companies right now but during the next decade, hiring the best talent will also be key.

When organizations go looking for talent, the most natural reaction is to advertise open positions in hopes that unemployed people will “come off the sidelines” and fill those positions. That thinking has worked for decades . . . but will not work today. Why? If someone is long term unemployed in this environment, either they are choosing to be unemployed or something is keeping them from getting and holding a position. HR managers, waiting to uncover the hard working dedicated, skilled and experienced unemployed people they have been able to find in the past, will be waiting a long time to find them.

The true opportunity with talent lies NOT with **UN**employed people, but with **UNDER**employed people. And the truth is, you run across these people all day long without giving it a second thought.

Ask yourself: “Who is in their third year, working part-time as a maintenance person at a fast food restaurant and WANTS to be there?” Is the person manning the gate at the Home Depot, Lowes or other big box store outside pick up lots really happy? Does anyone really sit it their senior high school class and dream of being a part time employee with no benefits? I think not.

## So Why Are They There?

A change in thinking would tell you that they continue in these jobs, NOT because they are happy and fulfilled, but because they have no idea what other options exist

for them. They are people who show up every day and do a great job for sub-standard wages and benefits. What could they do for you?

With this in mind, I’m going to suggest a simply change to your daily routine. Talk to your printer and have some of your normal business cards printed up. On the front, include your typical contact information. On the back, have these words, “You’re Awesome . . . We Should Talk.” The next time you stop by Home Depot, Lowes or any home improvement store, pay attention to the person helping you. If they are awesome, respectful and have a great attitude, give them one of your new business cards and ask them to call you. Tell them that you are “recruiting talent” and you think they might just fit.

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People want to be wanted . . . being recruited to a job at any level is hard for people to ignore. They are already working in the industry . . . maybe they just don't know that a great career, that will change their life, is just one phone call away. The simple gesture of you approaching them and asking them to join you for a cup of coffee to talk is almost irresistible.

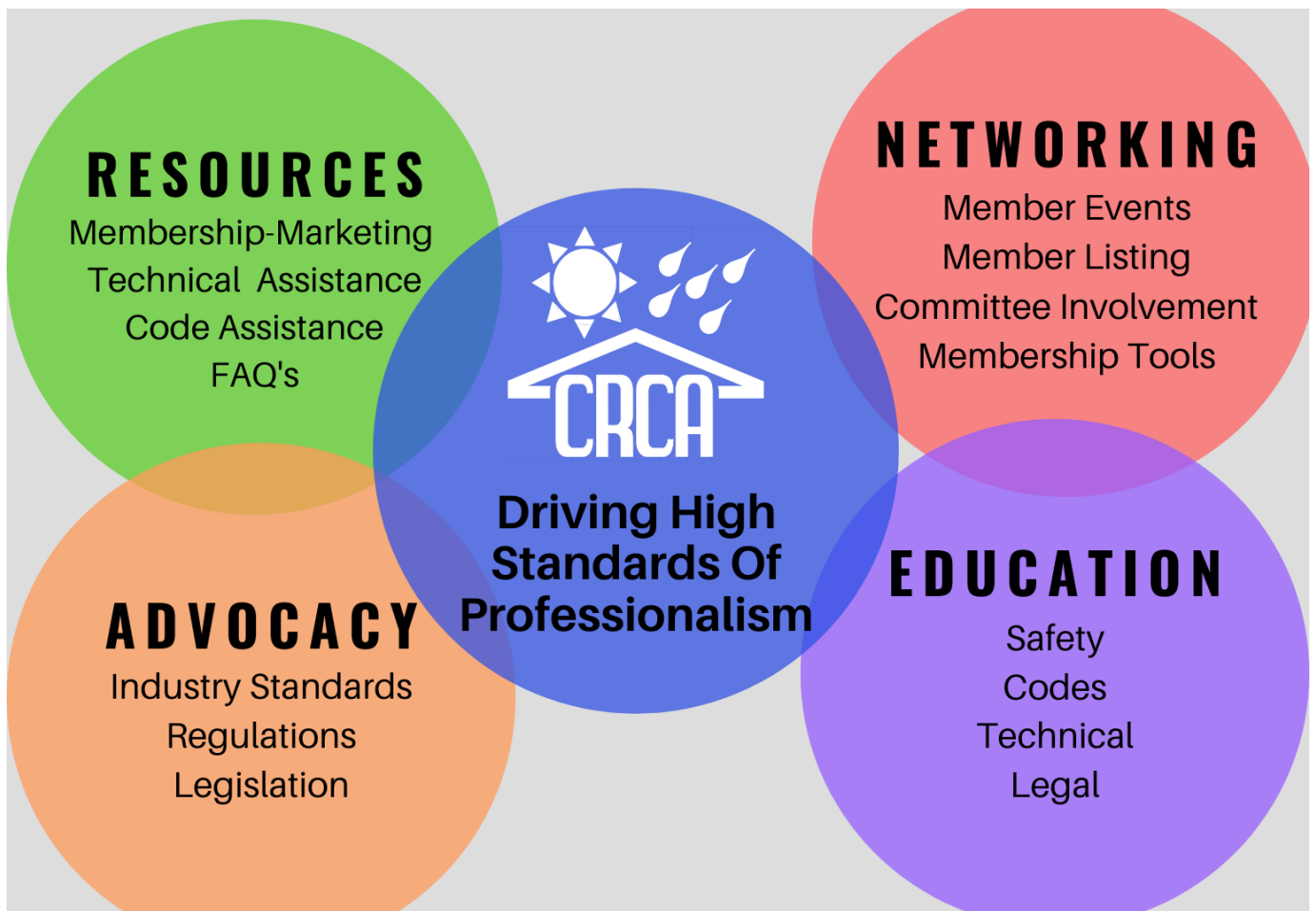
Most people don't seek out roofing as a career . . . did you? My guess is that YOU found roofing because someone introduced you to it. It is now your turn to change someone else's life for the better.

Part-time fast food or full-time roofing with great pay and benefits . . . sounds like an easy choice. It is . . . if someone will just start that conversation with them.

(Editor's Note: Chris Czarnik spoke at January 2020 CRCA Trade Show & Seminars on "Winning The War

On Talent". To view Czarnik's January presentation, visit: [https://crca.org/crca\\_events/documents/FridayWinningtheWaronTalentfinal.pdf](https://crca.org/crca_events/documents/FridayWinningtheWaronTalentfinal.pdf) 

*Chris Czarnik, CEO of Career [Re]Search Group, is a national career search and talent acquisition expert with 15 years of HR, training and motivational speaking experience. He created and refined the innovative approach to job search, known as "The Human Search Engine®", by working with thousands of jobseekers. Czarnik delivers dynamic presentations about career search, talent development and leadership training to thousands of people every year. His third book, "Winning the War for Talent: How to Recruit, Retain and Develop Great Employees", was released in July of 2018 and serves as a model to more than 2,500 organizations across the country. For more information, contact Chris at [cczarnik@careerresearchgroup.com](mailto:cczarnik@careerresearchgroup.com).*



Visit [CRCA.org](http://CRCA.org) or call 708-449-3340 for membership details & to join today!

# Industry News

By CRCA Staff

**‘Thursdays with CRCA’**—Every Thursday during this pandemic, CRCA has brought CRCA Members and industry partners important webinars with content that matters most to you!

Bill McHugh kicked off ‘Thursdays with CRCA’ on April 2 with an informative presentation on Air Barrier Basics, covering International Energy Conservation and International Building Code requirements. Trent Cotney and Cotney Construction Law followed up with an overview on the most pressing issues related to COVID-19. On April 16, Frank Marino (Safety Check, Inc) presented on the importance of staying safe from COVID19 and a short update on roofing safety and fall protection. Bill McHugh presented Commercial Energy Code Basics on April 23 and Cotney Construction Law presented important information on protecting companies against possible COVID-19 Workers’ Compensation Claims on April 30. The May 7 webinar topic included information on furloughs, temporary layoffs, permanent terminations, and other unemployment issues presented by Rob Bernstein, Laner Muchin, LTD. Visit [CRCA.org](http://CRCA.org) for information on all upcoming webinars.

CRCA Members can access these webinar recordings on [CRCA.org](http://CRCA.org)’s [Members Only Page](#). If you need your company’s login information, please email [info@crca.org](mailto:info@crca.org).

Register at [www.CRCA.org](http://www.CRCA.org) for all webinars.

**NEW CRCA Technical Papers**—CRCA was the code proponent at the State of Illinois and City of Chicago on two important issues—technical infeasibility when Flashing Heights are low on existing buildings and Roof Membrane Peel and Replacement. Both these concepts are discussed in detail in CRCA’s new Technical Papers, which are posted on [CRCA.org](http://CRCA.org)’s Resources Page and in a “Thursday’s with CRCA Webinar”. Visit the [CRCA Members Only Page](#) to check out the slides and recording as we enter the summer reroofing season.

**CRCA & COVID19**—The CRCA Volunteers, Staff, Margaret Vaughn Consulting and legal members Cotney Construction Law and Hendrick, Phillips, Salzman & Siegel have been working diligently with issues as

they came up during the COVID19 pandemic. First, it was allowing roofing construction to be a ‘essential trade’, and roofing technicians ‘critical trades’—where we saw the industry able to continue to work. Then, the Illinois Workers Compensation Commission issued the Emergency Notice Rule, that no matter where the Coronavirus was contracted, it was presumed to be at the worksite. CRCA reached out to members and industry partners to contact their legislators and IL Joint Committee on Administrative Rules (JCAR).

A lawsuit was filed on April 23, 2020 by the IL Manufacturing Association and the IL Retail Merchants Association, with support from CRCA, the Chicagoland Roofing Council and many industry partners. This action successfully placed a Temporary Restraining Order (TRO) against the IL Workers’ Compensation (IWCC) Act and the Emergency Rule. The court ruled that the IL WCC exceeded their rule-making authority with enacting the Notice of Emergency Amendment.

On Monday, April 27, the IWCC met via teleconference and voted to officially withdraw the Emergency Rules on Rebuttable Presumption (9030.70, subsection 1, A-B) that were put in place on April 16, 2020. This move effectively put the IWCC Administrative Arbitration Rules back to the version they were in prior to the Emergency Rules being filed. In effect, it re-established the rebuttable structure for workers’ compensation claims arising from contracting the COVID19 back to the employee and REMOVES THE ASSUMPTION THAT THE EMPLOYEE CONTRACTED ON THE JOBSITE ONLY.

IWCC Chairman Michael Brennan cited the cost of fighting the litigation as a factor in withdrawing the Emergency Rules and also that it could take months or years to resolve in court. He indicated he will be forming a committee to review the statutory powers under the current law that the IWCC has with regard to addressing the issue. As any additional updates occur, CRCA will reach out.

Each day brings a different challenge to the roofing industry, CRCA Members, and the association. Each day we rise to push on . . .as does our CRCA Membership.

We are pleased to have a great group to work with us at CRCA, and rest assured, the Chicagoland and beyond roofing industry is in good hands. CRCA and the roofing community thanks the efforts of all involved to protect our trade in Illinois and look forward to getting to a new normal soon!

**CRCA Postponed / Cancelled Spring Events**

CRCA’s leadership cancelled or postponed all spring events to comply with the State of Illinois’ group gathering restrictions due to the pandemic. Please visit CRCA.org / events to learn about rescheduled events or the status of upcoming ones.

**CRCA Recognizes Events Held Early Spring 2020**

**CRCA Held Happy Hour with ASA Chicago in February**—In an effort to promote collaborative efforts with other area construction associations, CRCA & ASA Chicago joined forces for a social event on February 12 at Beatrix in Oak Brook. Thank you to CRCA Emerging Leaders Committee Member & ASA Member, Bryan Adams (DSP Insurance), for helping bring the two groups together. CRCA looks forward to many more events like this with ASA Chicago and other area associations.



CRCA Photo

**CRCA Chicagoland Women in Roofing Volunteers Feeding the Hungry**

CRCA Members volunteered for the February 18 Event at Schaumburg’s Feed My Starving Children, organized by CRCA’s CWIR. Twenty-four volunteers helped package nutritious meal packs, to be distributed in schools, orphanages, clinics and other sites around the world. Thanks all!



CRCA Photo

CWIR also held a “Hands-On” TPO/EPDM Event on March 5th. A big thanks to host Lakefront Roofing Supply and Carlisle’s Garen Rodriguez for instructing!

**CRCA Holds 2nd Annual Casino Night!**

Over 125 CRCA Members gathered on February 20, 2020 for the 2<sup>nd</sup> Annual Casino Night at the Drake in Oakbrook. This popular free event is a great big “thank you” to CRCA members for their time and commitment to the organization. Over \$3,000 in prizes were given away to attendees and a great time was had by all! Stay tuned for the 2021 Event!



CRCA Photo



CRCA Photo



**CRCA and Chicagoland Roofing Council (CRC) Awards Scholarships!**

Each year, the CRCA, the CRC and the CRCA Foundation award over \$60,000 to graduating high school seniors along with renewing current collegiate recipients with a mission to support these deserving young minds as they navigate post-high school education. Since 1995, CRCA and CRC has awarded over \$625,000 to scholarship recipients!

Recipients are selected on the basis of academic performance, faculty recommendations, extracurricular activities, employment and a demonstrated interest in a productive career. CRC recipients also are required to be dependents of a Local 11 Contractor or personnel or a dependent of a Local 11 Member. We congratulate all the following and wish them well as they pursue a collegiate education!

The 2020 Recipients include:

#### **CRCA / CRCA Foundation:**

- Megan Howley—Mother McAuley Liberal Arts High School
- Trishia Cueto—Westmont High School

#### **CRC / CRCA Foundation:**

- Julissa Acosta—Crete-Monee High School
- Abby Baetzel—Morris Community High School
- Heather Blankenship—Plainfield South High School
- Joseph Brueck—Lincoln Way—East
- Madison Bylak—Bishop McNamara High School
- Brenda Huerta—Lockport Township High School East
- Eduardo Jara—Sarah E. Goode STEM Academy
- Bridget Jeffries—Providence Catholic High School
- Joanna Lopez—Streamwood High School
- Magaly Muro—Lindblom Math & Science Academy
- Evelyn Perez—Chicago Bulls College Prep
- Vena Prudent—Mehlville High School
- Anthony Ruiz—UIC College Prep
- Kayla Strezo—Alan B. Shepard High School
- Alexandria Trujillo—West Aurora High School

#### **Other Industry News**

##### **CRCA Members Present in Dallas at 2020**

**IRE**—CRCA Member, Jason Wilen (Klein & Hoffman), led a panel on the unique issues that come up in high rise roof replacements. CRCA Members, George Patterson (Bennett & Brosseau Roofing), Dave Rabin (A-1 Roofing) and Jay Tulley (Riddiford Roofing), along with Keith Post of local Dallas roofing firm KPOST Roofing and Waterproofing, discussed how they employ different strategies when they have a high rise roof replacement project.

Other CRCA member IRE presenters included: Bill McHugh (CRCA Executive Director) moderated a panel on recruiting and retaining the best workforce; Trent Cotney (Cotney Construction Law) presented on immigration issues, Frank Marino (Safety Check Inc.) spoke on effective accident investigation and reporting

techniques, Joan Crowe (GAF) gave a presentation on shingle performance, Stephen Phillips (Hendrick, Phillips, Salzman & Siegel) on important contract provisions in roofing and Philip Siegel (Hendrick, Phillips, Salzman & Siegel) covered essential policies for employee handbooks.

Thank you to all presenters, exhibitors & attendees for representing CRCA on a national level!

NRCA also announced the 2020-2021 Officers and Directors. Past CRCA President Rod Petrick (Ridgeworth Roofing), has been elected NRCA chairman of the board, and C.J. Martin (Showalter Roofing Services Inc.) was elected to serve as a NRCA Director. Congratulations!

#### **Garza Roofing Equipment and Supply, LLC Partners with Brauner Safety**

Garza Supply announced that they have partnered with Brauner Safety, based out of Florida. This safety education firm was formed by Jim Brauner in 2012 and has quickly become an industry leader in the training of Roofing Safety Professionals. Brauner is a certified NRCA CERTA instructor and trainer.

Brauner's team members offer a fully bi-lingual program with more than 75 combined years of first tier national & international roofing experience. Training includes NRCA CERTA Torch Safety Training, OSHA 10/ OSHA30, OSHA 10/30 with employee testing, forklift certification, fall protection training, heat welding and generator safety training, mobile fall protection cart training and certification. These trainings will be offered through Garza Supply in Illinois for roofing contractors in Illinois, Michigan, Wisconsin and Indiana. For more information, contact [jennica@garzasupply.com](mailto:jennica@garzasupply.com) or <https://garzasupply.com/safety-classes/>.

#### **Johns Manville and Architectural Building Solutions, Inc. Announce New Partnership**

Johns Manville (JM) announced on March 1, 2020 that JM and Architectural Building Solutions (ABS) will merge forces. Their geographical focus will be the central and northern counties of Illinois with an emphasis on the Greater Chicagoland market.

ABS will build upon JM's strong foundation in these markets to bring best-in-class services, products, and representation to the customer base. The ABS team is comprised of principals Art Scheidecker and John Goers along with their sales team which includes Emily Hamaker, Mike McMillin, Ryan Miller, and Quinn Ferrall. Mark Affrunti will be staying on as the JM Territory Manager. Per Goers, "This partnership

allows both companies to better serve the Chicagoland customer-base with strong distribution, responsive service levels, technical knowledge and quality products.”



Cotney Construction Law photo

### **John Kenney Named COO and Technical Director of Cotney Construction Law**

Cotney Construction Law (CCL), announced in March the appointment of John Kenney as Chief Operating Officer and Technical Director. With over 45-years’ experience in the roofing industry working with some of the largest roofing contractors,

Kenney brings a wealth of experience in construction that will help CCL continue to grow while providing the best service and support for roofing contractors across the country.

Kenney will oversee operations for CCL along with providing business and technical consulting for CCL customers. “We are excited to have John join our team. Not only is he a skilled operations professional but he also understands construction and can help our customers with technical questions, concerns and planning,” stated Trent Cotney, CEO of Cotney Construction Law. “We believe there is a huge need in the industry for basic business consulting that can help contractors run a profitable and sustainable business.”

Kenney is president of the Florida West Coast Roofing Contractors Association and has been involved with the organization for twenty years.

### **Carlisle Syntec and Versico Collaborate with Detec Systems**

Carlisle SynTec has collaborated with DetecSystems to offer the single-ply industry’s first and only Factory Mutual (FM) rated roof assemblies that include Detec’s TruGround® Conductive Primer, the conductive medium needed for effective Electronic Leak Detection (ELD).

ELD has become the method of choice of ensuring a watertight membrane system that is free of breaches, holes or seam voids. Detec Systems’ patented TruGround® Conductive Primer is liquid-applied, making application easy, allowing it to be used with bareback membrane, including black EPDM.

Carlisle has conducted testing with FM and Underwriters Laboratories (UL) to ensure that the performance of a

select few of its roof assemblies were unaffected by the addition of the conductive medium, and therefore insurable by FM. For more information on the Carlisle/Detec collaboration, visit [www.carlisesyntec.com](http://www.carlisesyntec.com), [www.versico.com](http://www.versico.com) or contact your local representative.

### **Firestone Master Contractors Announced**

Firestone Building Products, LLC (FSBP) announced the list of top contractors who received designation within the Firestone Master Contractor Program on April 14, 2020. Firestone’s Master Contractor Program recognizes the top five percent of Firestone Red Shield Licensed Roofing Contractors based on the quality and square footage of installed systems covered by the Red Shield Warranty, including RubberGard™ EPDM, UltraPly™ TPO, asphalt, metal, and Gaco™ waterproofing systems. The program awards distinction within two levels: Master Contractor and President’s Club Master Contractor, which honors the top one percent of Firestone Red Shield Licensed roofing contractors.

“With the Firestone Master Contractor program, we recognize and celebrate the commitment to quality and the partnership our top contractors exemplify,” said Taylor Cole, FSBP president.

The Master Contractor program is now in its 33<sup>rd</sup> year and this year’s Master Contractor event marked the 29<sup>th</sup> occasion since it was first held in Indianapolis. CRCA Members recognized include: A-1 Roofing Company, All American Exterior Solutions, Clark Roofing, Henson Robinson Company, Korellis Roofing Inc., Kreiling Roofing Co. Inc., McDermaid Roofing & Insul. Co., Metalmaster Roofmaster, Olsson Roofing Company, Inc., and Windward Roofing & Construction.

The following CRCA Members also received the 2020 Firestone Partner in Quality Award Recognition:

- Bennett & Brosseau Roofing
- Sterling Commercial Roofing
- Weatherguard Roofing Company, Inc.




### **OSHA Postpones Safety Stand-Down**

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) announced on March 27, 2020 that it has postponed the 7<sup>th</sup> annual National Stand-Down to Prevent Falls in Construction, originally

scheduled for May 4-8, 2020, due to the COVID-19 pandemic. The event will be rescheduled this summer.

**Sexual Harassment Training Program Released by the State of Illinois**

On April 28, 2020, the Illinois Department of Human Rights (IDHR) released its model Sexual Harassment Prevention Training program for Illinois employers in compliance with Public Act 101-0221 (commonly referred to as the Workplace Transparency Act).

Public Act 101-0221 was signed into law by Governor Pritzker in August 2019. Under this Act, Illinois employers are required to train employees on sexual harassment prevention by December 31, 2020, and on an annual basis thereafter. This requirement applies to all employers with employees working in this State. Employers must either develop their own sexual harassment prevention training program that equals or exceeds the minimum standards for sexual harassment prevention training outlined in Section 2-109(B) of the Illinois Human Rights Act (IHRA), or they may use the model training provided by the IDHR. Watch for more from CRCA regarding this mandated training. 



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# 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).

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# CRCA Associate Members

The Associate Members of the Chicago Roofing Contractors Association are a vital part of the association and actively support the activities. Besides their generosity, they are represented on the CRCA Board of Directors, Co-Chair the Membership and Trade Show Committees and serve on the Health & Safety, Contracts & Insurance, Industry Affairs, Program and Scholarship Committees.

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