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WINTER 2020

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of Roofing and
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Recreational Cannabis—What You Need to Know

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Workplace Fatalities on the Rise



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On the Cover: The New Maple School (Northbrook) project’s roof was installed by CRCA Contractor Member Elens & Maichin Roofing & Sheet Metal, Inc. Arcon & Associates, Inc. designed the school and specified the Johns Manville 4-ply Asphalt and Gravel Roof. Photo courtesy of Tony Rossi, Nicholas & Associates, Inc. - Construction Manager

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As the incoming Chicago Roofing Contractors Association 2020 President, I invite you to attend and participate in the CRCA Welcome Reception, Trade Show and Seminars from January 15 to 17, 2020.

The CRCA Trade Show Committee's goal is to offer educational resources for attendees to develop top level practices which will ultimately provide building owners and managers the best roofing, waterproofing, insulation and air barrier installation that can be found.

As CRCA Attendees and Exhibitors will tell you, our show continues to deliver quality education and showcases the best in Roofing and Waterproofing Exhibitors. Best of all, CRCA's Exhibit Hall and Seminars are FREE Thursday afternoon and Friday.

CRCA continues to provide a professional learning environment for all Roofing / Waterproofing Contractors, Consultants, Manufacturers, Architects, Specifiers, Building Owners / Managers and Building Code Officials. The CRCA Trade Show & Seminars also are designed to provide important continuing education learning units for attendees to maintain professional certification.

On Wednesday, CRCA will hold sessions on mentorship and also marketing as well as the Roofing Week Kickoff Reception. Thursday begins with the popular Roofing Industry Breakfast and continues with the trade show floor opening at 11:00 am. Thursday's seminars include Steep Slope Safety, Building Envelope Discussions and Crisis Management. Friday's trade show floor opens at 9 am with two early seminars, one on Safety and the other on Talent Acquisition followed by seminars on Dealing with the New Cannabis Laws and Roofing Technical Issues.

CRCA's Trade Show & Seminars continue to build its national reputation for cutting edge programming through the hard work of our Trade Show Committee Members: Ryan Petrick, Greg Dedic, Matt Adler, Jeanne Beyer, Dave Good, Jason Peterson, Rod Petrick, Ross Ridder, Tony Roque, and Matt Wehrle. On behalf of CRCA's Trade Show Committee and Board of Directors, we want to thank our dedicated Exhibitors and Sponsors. Because of your time, efforts, and dedication, our annual trade show continues to be a monumental success!

As president, I invite you to be active in our industry by joining CRCA as a member and volunteering for a CRCA Committee. I look forward to seeing you in January!

*Mark Duffy, Elens & Maichin Roofing & Sheet Metal
2020 CRCA President*



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Fatalities on the Rise

By Frank Marino, CSP



Frank Marino, CSP

Fatalities in the workplace is a subject most contractors would assume not talk about.

Just the thought of having to experience such a horrible event on a jobsite is enough to make the most seasoned roofers cringe. Unfortunately, fatalities continue to be an everyday concern, and

worse, continue to happen. At a recent CRCA luncheon, the Safety Committee in conjunction with the OSHA Chicago North office presented updated fatality statistics for the roofing industry. Statistics that surprised most in attendance.

For the 2019 year (OSHA runs on a 10/1 fiscal year), fatalities actually increased from the previous year nationwide in construction. Eighty-eight (88) fatalities were reported at the end of the 2018 year, while 102 were reported in 2019. 12 of those fatalities were due to falls in construction, by far the most for any industry sector (OSHA, 2019). Fall protection is always a top priority for roofing contractors on a daily basis. With the increase in fatalities over the previous year, it will continue to be a priority for OSHA as well. Although the typical roofing contractor in Chicago is usually

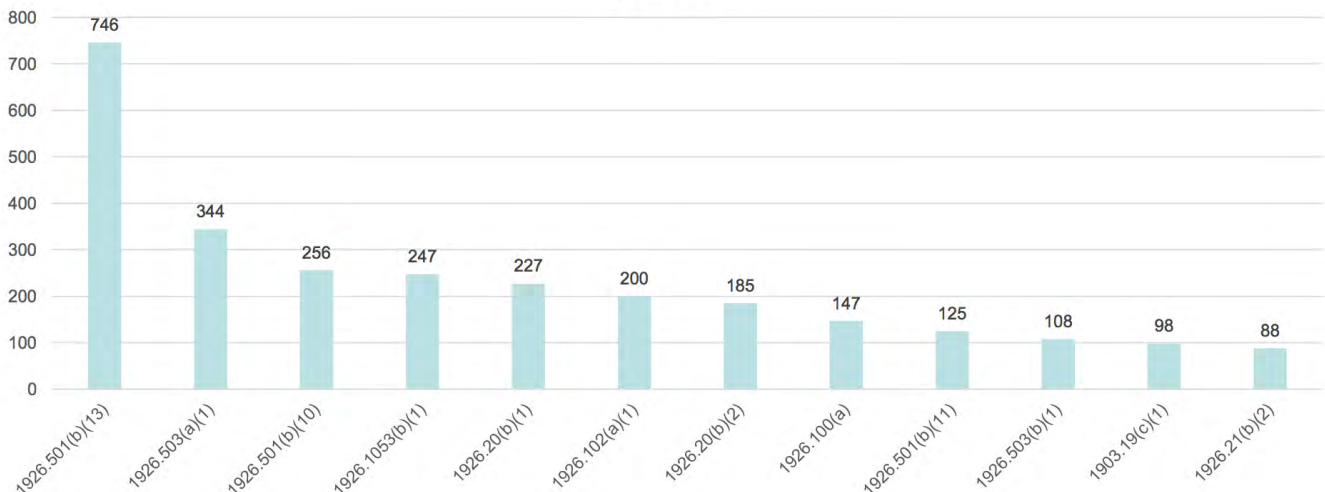
compiled with soft tissue injuries (i.e. sprain ankles, twisted knees, back strains), OSHA will always focus their resources on where the fatalities are happening. In this case that means more inspections and enforcement on fall protection violations. As indicated in the graph below, Fall Protection violations made up for the top 3 most cited standards for the roofing industry (Residential fall protection, duty to have fall protection, and fall protection on low-sloped roofs) (OSHA, 2019).

The presentation also provided statistics that surprised many in the audience, specifically the statistic regarding fatalities by age:

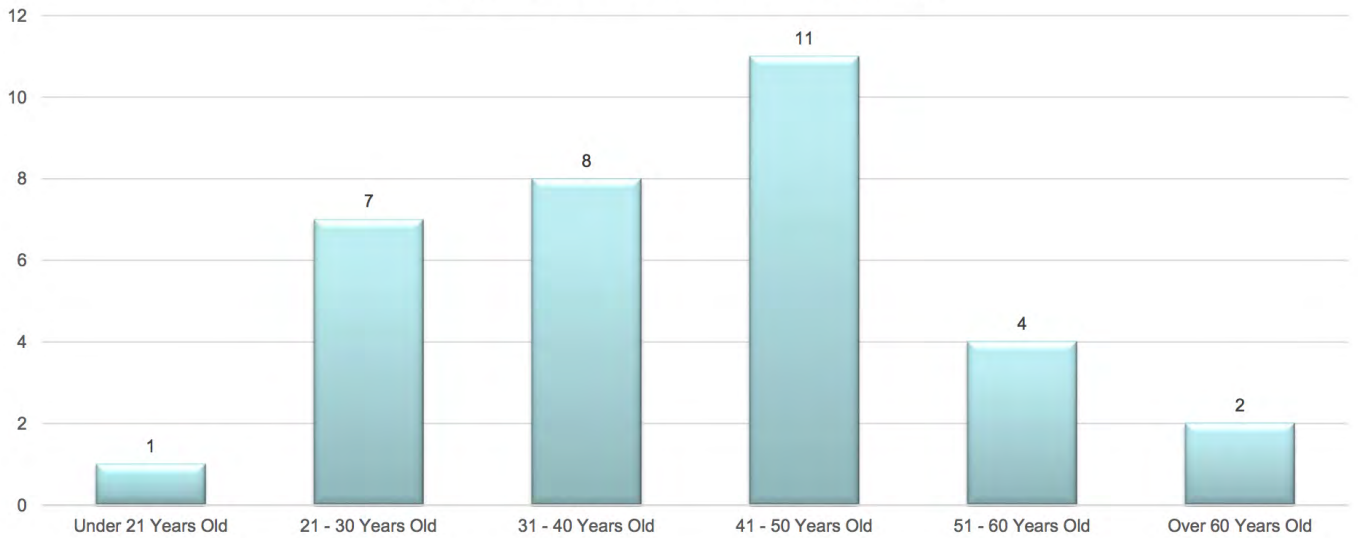
Conventional wisdom would say it's those employees who have less experience who are more likely to be involved in a fatality. Or, the older employee who may not have the physical capabilities they once had? The statistics say otherwise, and by a wide margin. A majority of the fatalities in 2019 involved workers between the ages of 31-50 years of age (OSHA, 2019). Workers who are in the prime of their careers.

Another 2019 statistic those in attendance were not expecting had to do with fatalities by working height. Some are under the misconception that the higher the work level, the greater exposure you have to serious injuries. Again, the statistics say otherwise:

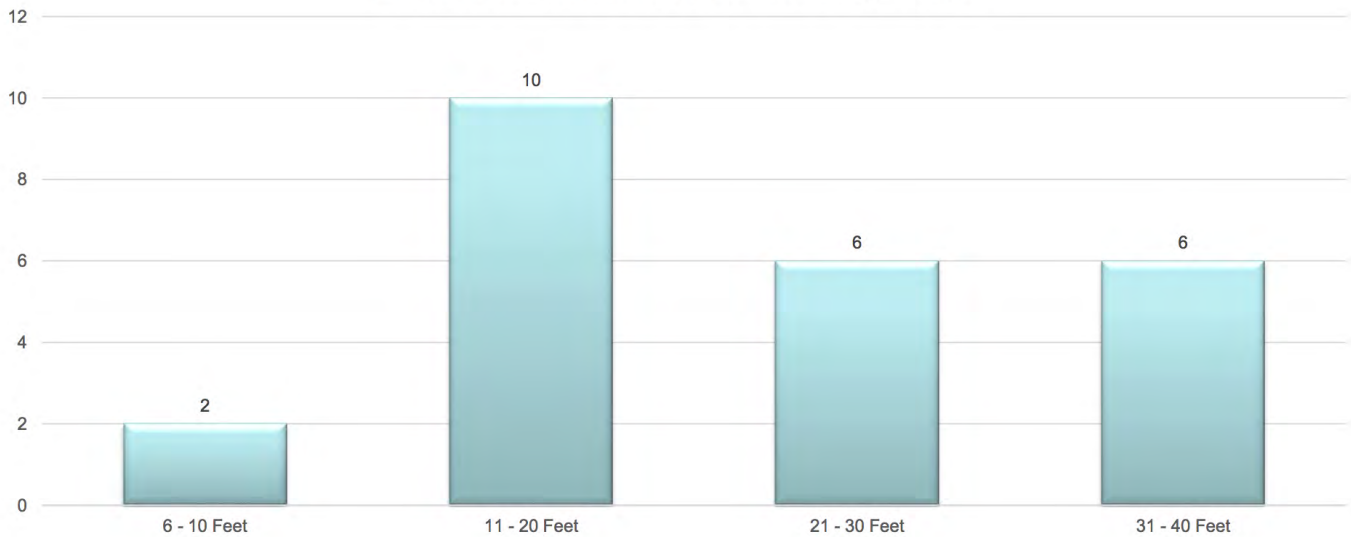
Region V Roofing Top 12 Citations
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Region V Roofing Fatalities by Age



Region V Roofing Fall Fatalities by Height



It's my opinion that the misconception with worker age and working height and their relationship to fatalities comes down to one thing: false sense of security. Workers tend to take more chances in situations where they feel most comfortable. They don't always see the danger in one story buildings. A 38-year-old roofer may have close to 20 years' experience, never had an issue, and still feel invincible. Whatever my opinion may be, or theories by other industry professionals, the facts speak for themselves. What is important is what we do about it as an industry. Ongoing fall protection training for all levels of the workforce along with constant and consistent enforcement of your company's health & safety program is a crucial component to reducing fatalities in construction. The sooner we dismiss these conventional wisdoms of fatalities in the workplace, the closer we will be to eliminating them all together.

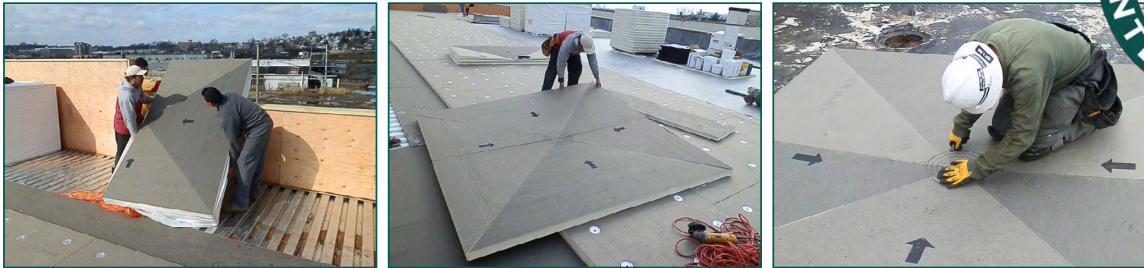
As a safety professional, it was disappointing to see the increase in fatalities over the previous year, but that statistic can act as a clear reminder of what exposures that still exist in the roofing industry. Use this statistic to reinvigorate your health & safety program for this upcoming year. It's time for the fatality statistic to come down. 

Reference:
www.osha.gov

Frank Marino is Vice President at Safety Check Inc., a safety consulting firm in the Chicago area and CRCA Associate Member. Marino has extensive experience in roofing safety. He can be reached at fmarino@safetycheckinc.com.

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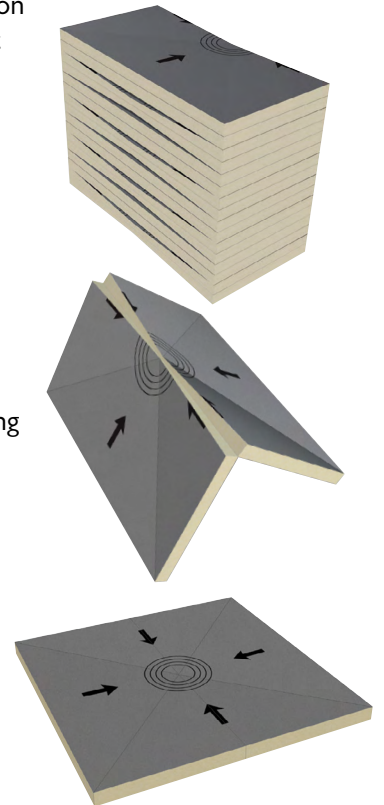
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N Y I L F L T X U T P A W A



Concrete Roof Deck Moisture Research—Executive Summary

By Matt Dupuis, PhD, P.E.



Matt Dupuis, PhD, P.E.

History

In recent years, The Roofing Industry has experienced numerous newly installed roof system failures attributed to latent concrete moisture. This moisture is free evaporable moisture that is contained in the core of the concrete roof deck and visually undetectable to the installing roofing contractor, as the surface

visually appears dry, and very well may be dry.

Starting in 2016, a collection of industry partners pooled funds to research the concrete roof deck moisture issue. These partners included a nonprofit association, trade associations, including CRCA, Chicagoland Roofing Council (CRC), the National Roofing Contractors Association (NRCA) and manufacturers from the United States and Canada. The research was principally conducted by SRI Consultants at their laboratory in Middleton, Wisconsin. The study examined existing literature, moisture measurement techniques, full scale instrumentation and computer modeling. Data collection was concluded in Q4 of 2018 and a research report delivered in Q2 2019. This report is available from the National Roofing Contractors Association (NRCA).

Concrete Types

Early roof system failures reported to the NRCA revolved around the use of light weight structural concrete. This is structural concrete using light weight manufactured aggregates, in lieu of crushed stone. Light weight structural concrete, due to the light weight aggregates, will contain a greater amount of moisture, than normal weight structural concrete, when it is poured. Once the concrete has cured, there is no reasonable method to detect which concrete type, light weight or normal weight, the roof deck is comprised of.

As time progressed, more reports of moisture related roof system failures over normal weight concrete roof

deck came to the NRCA's Technical Services' attention. Currently, both concrete types are known to be a risk factor for new roof systems. Appropriately, both concrete types were researched in this study.

Concrete Moisture Measurement Methods

There are numerous methods that have been utilized to determine the suitability of a concrete roof deck to receive the new roof system. These include asphalt spot test, the mat test (ASTM D4263), calcium chloride (ASTM F1869), electronic meters (ASTM F2659) and drilled in probes (ASTM F2170). A full discussion of these methods with their strengths and weaknesses are contained in the full report.

The results of the research have identified the electronic meter (ASTM F2659) as suitable for the roofing industry to determine when the surface of the concrete is suitably dry. Readings on an electronic meter, such as the Tramex CMEXpert II Digital Concrete Moisture Meter, that are within a 3.0-4.0% range, should be considered "surface dry". Research has shown the surface dry condition is the extent of what a roofing contractor can do in the field, to evaluate concrete moisture. NRCA's Legal Resource Center has released suggested contract language to this effect.

Therefore, a roofing contractor can only determine that the surface of the concrete deck is visually clean and suitably dry, using an electronic meter. Conversely, a roofing contractor is not in a position to determine whether the core of the concrete is suitably dry and should not be made responsible for the consequences of such a decision. The roof system design, via the Designer of Record, needs to take into account the moisture potential within the concrete roof slab.

The use of Drilled in probes (ASTM F-2170) has been researched and utilized in the field work. Within the typical window of concrete pour to roof system installation, these probes will typically read full scale (i.e. 100% Relative Humidity). These full-scale readings are resultant from the process of rewetting. The rewetting

process is where the concrete absorbs environmental moisture, such as rain, dew, frost, etc. This rewetting makes these probes of little value in the decision process of when to begin roofing the concrete deck. However, with proper technique, they remain viable for forensic work after installation.

Results of Computer Modeling

A hygrothermal computer model was meticulously validated for this project and then used to predict roof system performance in various climates around the United States and Canada. Specific cities within differing ASHRAE Zones were simulated for three years. These roof assemblies were comprised of white 60 mil TPO, paper faced polyisocyanurate insulation foam ribbon attached to the concrete, and a with and without a 0.01 perm vapor retarder installed directly over the concrete. The insulation levels were adjusted to match the prescriptive energy code minimum R-value requirements for that ASHRAE Zone.

The results of thousands of simulations are tabulated in the full report. However, the model clearly predicts that roof assemblies located in all ASHARE Zones, except ASHRAE Zone 1, need a vapor retarder to successfully perform. The 0.01 perm vapor retarder, installed directly against the concrete, works in all ASHARE

Zones. However, in warmer climates, such as ASHRAE Zones 2 and 3, a lower strength vapor retarder may be suitable for use. The Designer of Record should make this decision. Suitable hygrothermal data is contained within the full report for experienced persons to assemble their own hygrothermal simulations and assess their specific roof system designs.

Conclusions and Recommended Actions

Based on the research, field experience and computer simulations the following conclusions are offered:

- A. The historical 28-day cure period for concrete is for concrete strength and IS NOT an indicator of the moisture contained within the concrete.
 - 1. Leaving the concrete roof slab exposed to the weather for longer periods will not necessarily result in a concrete slab with lower moisture levels.
- B. A vapor retarder, installed against the concrete, is necessary for expected roof system performance in all but ASHRAE Zone 1.
 - 1. Any vapor retarder used of less than 0.01 perm should be determined by a Designer of Record.



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C. The installing roofing contractor is capable of determining when the surface of the concrete slab is clean and dry. The roofing contractor is not capable of assessing the moisture within the concrete roof deck and should not take responsibility for this moisture.


1. The overall roof system design, via the Designer of Record, needs to take into account the mass of moisture potentially within the concrete roof slab for successful performance.

D. Moisture Vapor Reducing Admixtures (MVRAs) have been shown in the laboratory and field to have no effect on moisture issues in roof systems. Their use IS NOT recommended.

Based on the research, field experience and computer simulations, the following are recommendations for making a roof more resistant to moisture-based failure, due to concrete slab moisture.

- A. Use of coated glass faced polyisocyanurate insulation in lieu of paper faced polyisocyanurate.
- B. Eliminate any water-based primers or adhesives from the design.

C. Venting of low slope roof systems has been used successfully to remove concrete moisture through advection.

D. Mopping asphalts have historically provided vapor retarding properties in a roof system. Their use as adhesives in a roof system can be beneficial. 

Matt Dupuis is a licensed Professional Engineer with almost 20 years of experience. His area of specialization lies within moisture movement, temperature modeling, solar reflectivity, research and failure analysis. He has worked in the United States and internationally. His experience also includes waterproofing and steep roof assemblies. He routinely lectures at the University of Wisconsin-Madison.

He has contributed to numerous publications and articles, in addition to presenting topics on roof temperatures and hygrothermal modeling at various roofing symposia, as well as the International Roofing Expo, MRCA, SPRI and RCI as well as a frequent presenter at CRCA's Trade Show & Seminars.

For more information, contact Matt at mdupuis@sri-engineering.com. SRI Consultants Inc. is a member of CRCA.

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OSHA's Fall Protection Policies for Residential Construction—Steep Slope Application

By Michael Gledhill



Michael Gledhill

A steep slope roof is described as a roof with a slope greater than 4"/12" (vertical to horizontal). For example, when stretching a length of 12 inches horizontally, there is a difference in height of more than 4 inches. Roofs that have a slope of 4"/12" or less are referred to as low-sloped roofs

(OSHA 1926.500).

Each employee on a steep roof with unprotected sides and edges at 6 feet or more above lower levels shall be protected from falling by guardrail systems with toe boards, safety net systems or a personal fall arrest system. Each of these systems will be covered in this document (OSHA 1926.501(b)(11)).

The Center for Construction Research and Training (CPWR) Data Center study entitled "Fatal Falls from Roofs Among U.S. Construction Workers"¹ revealed that falls from roofs accounted for one-third of fall-related construction fatalities. A disproportionately high percentage (67%) of all deaths from roof falls occur in small construction establishments (1 to 10 employees). Workers working at residential construction sites had a higher risk of roof fatalities.

Workers that use and/or wear fall protection equipment must be thoroughly trained. They must be able to recognize and avoid hazardous situations. These workers must also understand the standards and regulations that are applicable to their job. A training plan must be in place and include provisions for educating new employees as well as reoccurring training for all employees. Also, all training must be documented, and the most current certification must be available (OSHA 1926.503).

There are several types of systems that can be utilized to protect roofers at heights

Guardrail System—1926.502(b), Guardrail systems are designed to keep workers from falling as a passive fall protection system, which means there is no action required by the worker to be safe as long as the system is properly installed and maintained. When using guardrails, there is a possibility for objects to fall on workers below. Toe boards must be installed.

Safety Net Systems—1926.502(c), Although safety nets aren't typically used in residential construction, they are also a means of passively arresting falls.

Personal Fall Arrest Systems—1926.502(d), Personal fall arrest systems (PFAS) are the most widely used form of fall protection in the roofing industry. A personal fall arrest system must be designed so an employee cannot free fall more than 6 feet or contact any lower levels. The PFAS must have the strength to withstand twice the potential impact energy of an employee falling a distance of 6 ft or less.

There are 3 primary components to a personal fall arrest system:

- **Anchorage Connector**
- **Body Harness**
- **Connecting Device**

Proper installation of the anchorage connector is critical to the success of this system. It must be designed and installed to support the amount of force generated in a fall event (5,000 pounds). There are a wide variety of anchors used in the roofing industry. It is critical that the manufacturer's instructions are followed closely, and the anchor should be inspected before use. 1926.502(d)(15)

A full body harness is designed to distribute the force of a fall event over the entire torso. Body belts have not been allowed as part of an arrest system for some time. Workers must be trained in the proper wear and use of the body harness. Proper sizing and adjustments of the body harness is critical to prevent injuries (OSHA 1926.502(d)(17)).

The connecting device ties the anchorage connector and body harness together.

Vertical and Horizontal Lifelines

Lifelines function as an extension of an anchorage system, allowing a worker to move up and down (vertical lifeline) or back and forth (horizontal lifeline) across a work area. A sliding fitting (rope grab or shuttle ring) connects to the lifeline and a lanyard connects to the worker’s harness to that sliding fitting.

Vertical lifelines remain connected to a set anchor point, while the lanyard moves with the worker. In a fall event, the rope grab locks to the lifeline and stops the worker from falling. When vertical lifelines are used, each worker must be attached to a separate lifeline. Vertical lifelines require active participation by the worker, who must often reposition the rope grab when moving to a new position (OSHA 1926.502(d)(10)).



Full Body Harness

Another method commonly used for greater mobility on steep slope roofing is a horizontal lifeline (HLL). This requires two anchor points with rope or wire rope tensioned between the anchors, forming a span generally between 60 and 100 feet. However, some systems when properly designed, can span greater distance. Connecting Devices are used, providing both horizontal and vertical mobility (OSHA 1910/1926.502, ANSI Z359.1).



Horizontal Lifeline



Roof Anchor



Self-Retracting Lifeline



Vertical Lifeline




Full Body Harness

(All graphics courtesy of SafeWaze)

Falls account for nearly 40 percent of all deaths in the construction industry, making falls the deadliest of all industry hazards. Sadly, falls are preventable with proper training and safeguards. OSHA requires that an effective form of fall protection to be in use when workers perform construction activities 6 feet or more above the next lower level.

Three Steps to Prevent Falls are:

- **PLAN** ahead to get the job done safely.
- **PROVIDE** the right equipment.
- **EDUCATE** everyone to use the equipment safely. 

Resources

1. *The Center for Construction Research and Training (CPWR), Key Findings from Research, Fatal Falls from Roofs among U.S. Construction Workers, February 2013*

Michael Gledhill is a technical support representative for SafeWaze, dedicated to fall protection training and educational resources for the construction, industrial, solar, wind, tower, energy and general safety industries since 1993. For more information, contact Michael Gledhill at michael@SafeWaze.com, visit www.safewaze.com or contact CRCA Member Garza Roofing Equipment and Supply at rich@garzasupply.com.



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Clearing the Haze—What Roofing Contractors Need to Know About Cannabis in the Workplace Following the Enactment of the Illinois Cannabis Regulation and Tax Act

By Benjamin S. Lowenthal



Benjamin S. Lowenthal

To date, thirty-seven states have either decriminalized or legalized some form of cannabis for medical and/or recreational use. Eleven states—including Illinois—have now fully legalized the recreational use of cannabis. Despite this, cannabis remains a Schedule I substance under the Controlled Substances Act,

making its use illegal under federal law. Employers, and roofing contractors in particular, now face difficult questions regarding employer obligations and employee rights because of the conflicting state and federal laws. Can an employer discipline or terminate employees for cannabis use? Can an employer drug test applicants and employees for cannabis? Can an employer even have a drug free workplace policy? These are just some of the questions roofing contractors now face as related to recreational cannabis use following the enactment of the Cannabis Regulation and Tax Act (“CRTA”). This article will attempt to clear the haze.

Cannabis for medical use has been legal in Illinois since 2013, following the enactment of the Compassionate Use of Medical Cannabis Pilot Program Act. Just this year, on May 31, 2019, the Illinois General Assembly passed the CRTA, bringing cannabis for recreational use to Illinois. On June 25, 2019, Governor J.B. Pritzker signed the CRTA into law. Now, with the enactment of the CRTA, effective January 1, 2020, cannabis for recreational use for adults over the age of 21 will be legal in Illinois.

CRTA Employment Provisions

As an initial matter, the CRTA declares that “employee workplace safety shall not be diminished and employer workplace policies shall be interpreted broadly to protect employee safety.” CRTA, § 1–5(e) (codified at 410 Ill. Comp. Stat. Ann. § 705/1-5). To this end, the CRTA makes clear that the CRTA does not prohibit employers from adopting reasonable zero tolerance or drug free workplace policies concerning drug testing, smoking, consumption, storage, or use of cannabis in the workplace as long as the workplace policies are applied in a nondiscriminatory manner.

This means that cannabis should be treated and regulated in the workplace as any other legal impairment causing substance, such as alcohol. Indeed, the CRTA notes “that cannabis should be regulated in a manner similar to alcohol.” CRTA, § 1–5(b) (codified at 410 Ill. Comp. Stat. Ann. § 705/1-5). The CRTA allows for an employer to prohibit an employee from being under the influence of cannabis in the workplace, while performing the employee’s duties, or while on call. The CRTA goes on to define a “workplace” as “the employer’s premises, including any building, real property, and parking area under the control of the employer or area used by an employee while in performance of the employee’s job duties, and vehicles, whether leased, rented, or owned,” and allows an employer to define the term in the employer’s written employment policy. CRTA, § 10-50(h) (codified at 410 Ill. Comp. Stat. Ann. § 705/10-50). In addition, the CRTA clarifies that an employee is “on call” when the employee “is scheduled with at least 24 hours’ notice by his or her employer to be on standby or otherwise responsible for performing tasks related to his or her

employment either at the employer's premises or other previously designated location by his or her employer or supervisor to perform a work-related task." CRTA, § 10-50(i) (codified at 410 Ill. Comp. Stat. Ann. § 705/10-50). The CRTA's definitions of "workplace" and "on call" are quite expansive and cover all areas where an employee might perform his or her job. All of this means that if an employer has drug free employment or workplace policies in place, and the employee is using, impaired by, or under the influence of cannabis in the workplace, then employer may discipline or terminate the employee.

Employer Restrictions

However, there are some catches. The CRTA does place restrictions on the ability for an employer to discipline an employee for cannabis use. An employer's ability to discipline an employer is limited to situations where the employee is "impaired or under the influence" of cannabis "in the employer's workplace or while performing the employee's job duties or while on call." CRTA, § 10-50(d) (codified at 410 Ill. Comp. Stat. Ann. § 705/10-50). The CRTA specifically states how an employer must have "a good faith belief that an employee manifests specific, articulable symptom while working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position." *Id.* The CRTA goes on to list some of these symptoms:

- the employee's speech, physical dexterity, agility, coordination, demeanor, irrational or unusual behavior, or negligence or carelessness in operating equipment or machinery;
- disregard for the safety of the employee or others, or involvement in any accident that results in serious damage to equipment or property;
- disruption of a production or manufacturing process; or
- carelessness that results in any injury to the employee or others.

Accordingly, the employer's ability to discipline or terminate an employee is limited to only when the employer has a good faith belief, supported by specific articulable symptoms, that the employee is either impaired or under the influence of cannabis at the employee's workplace.

Pre-Discipline Review

In addition, the CRTA requires that if an employer disciplines an employee on the basis of the employee being impaired by or under the influence of cannabis,

the employer "must afford the employee a reasonable opportunity to contest the basis of the determination." *Id.* Practically speaking, this means that employers must offer employees who are disciplined or terminated for cannabis a pre-discipline review and an opportunity to contest the employer's discipline or termination of the employee. For private Illinois employers who have an absolute right to terminate most employees at will, this new pre-discipline review requirement restricts this right.

Drug Testing

The CRTA will also impact employee and pre-employment drug testing and screening policies. The CRTA amends the Illinois Right to Privacy in the Workplace Act (the "RPWA") which prohibits employers from discriminating or taking adverse action because of an employee's or applicant's use of "lawful products" away from the workplace. CRTA, § 5 (codified at 820 Ill. Comp. Stat. Ann. § 55/5). The CRTA incorporates cannabis as a "lawful product" under the RPWA. For current employees, a failed drug test can no longer be the only basis for discipline or termination. A failed drug test can be a factor in an employee's discipline or termination, but it cannot be the determinative factor. Employers now need, in addition to a failed drug test, a good faith belief of specific and articulable symptoms that the employee is either impaired or under the influence of cannabis at the employee's workplace. The same rule applies for pre-employment drug testing and screening. Employers now cannot disqualify or discriminate against an applicant solely because of a failed pre-employment drug for cannabis. If an employer wants to not hire an applicant, the employer will need another basis to do so other than just a failed drug test.

Employer Protections

Finally, the CRTA does create some safe harbors to protect employers from lawsuits filed by terminated or disciplined employees and third parties injured because of an impaired employee. The CRTA specifically protects employers that drug test, discipline, and/or terminate employees based on the employer's **good faith belief** that the employee used, possessed, was impaired by, or under the influence of cannabis in the workplace or while performing the employee's job duties or while on call in violation of the employer's employment policies. See CRTA, § 10-50(e) (codified at 410 Ill. Comp. Stat. Ann. § 705/10-50). As long as the employer has a good faith belief of the cannabis use, the employer will be protected. In addition, the CRTA protects employers from third parties who are injured by an impaired employee as long as the employer **did not know nor had reason to believe** that the employee was

impaired. See *id.* Unfortunately for employers, these protections do not grant complete immunity against lawsuits filed by disgruntled employees or injured third parties. The protections do not prevent lawsuits but rather amount to affirmative defenses that the employer would be able to raise if a lawsuit is filed. Notably, the “good faith belief” and the “knew or should have known” standards are fact intensive inquiries that would likely require costly discovery if litigated.

What does all of this mean for Illinois roofing contractors? Before the CRTA takes effect on January 1, 2020, Illinois roofing contractors must examine their existing workplace and employment policies to make sure that those policies are consistent with and address the new CRTA provisions as stated above. Some revisions and updates roofing contractors should address include the following:

- Training supervisors to be on the lookout for specific articulable symptoms of cannabis impairment in the workplace and on job sites.
- Implementing pre-discipline review protocols for cannabis related impairment situations which allow an employee to contest the basis of any impairment determination or action.
- Updating accident investigation and documentation protocols to ensure that a “good faith” determination was made before disciplining or terminating an employee.
- Updating drug testing policies to ensure that a failed drug test is not the sole basis for not hiring an applicant or disciplining or terminating an employee.

With the enactment of the CRTA, Illinois roofing contractors must now treat cannabis as it would any other lawful product, such as alcohol, and revise employment policies accordingly. Roofing contractors who fail to follow the CRTA could very well find themselves in unnecessary and costly litigation. Because the laws concerning recreational cannabis use are continuing to develop, it is important roofing contractors consult experienced legal counsel before taking any adverse action against an employee or applicant due to the use of cannabis.

Author’s Note: The information contained in this article is for general educational information only. This article only addresses recreational cannabis use under the CRTA. This article does not address the medical use of cannabis as it relates to the federal Americans with Disabilities

Act, the Illinois Human Rights Act, or any other state law equivalent. 

Benjamin S. Lowenthal is an associate with Atlanta-based law firm and CRCA Member, Hendrick, Phillips, Salzman & Siegel and is a licensed lawyer in the states of Georgia and New York. Lowenthal’s practice includes labor & employment matters within the construction industry. He received his undergraduate B.S. from the University of Georgia and his J.D. and LL.M. in Environmental Law from the Elisabeth Haub School of Law at Pace University. For more information, contact the author at (404) 522-1410, bsl@hpsslaw.com or visit www.hpsslaw.com.



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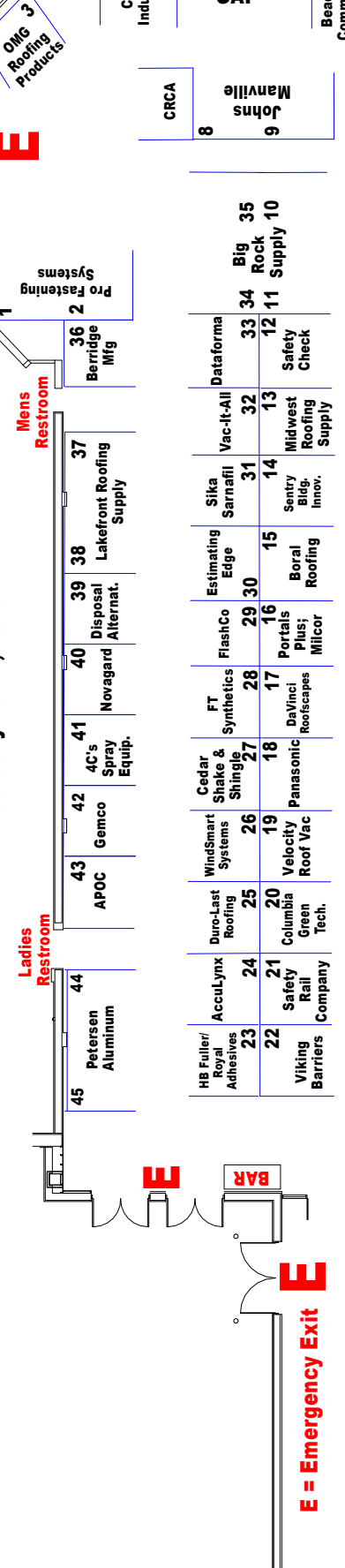
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CSI CHICAGO - Lobby 3
Latino Worker Safety Center - 4
NRCA - Lobby 1

Entrance to Drury Ln. Theater + Safety Seminar
Registration Pick Up
Trade Show Floor Entrance



706 Pinnacle: Sun-Tek Skylights	707 Superior Metal, Inc.	708 Pinnacle: Marathon Roofing	709 610 Houseworks Daylighting Solutions	710 Sherkin Roofing Underlayments	711 612 Barge Terminal Trucking	712 International Leak Detection	713 Southwind RAS	714 Mid States Asphalt	715 512 Garlock Chicago	716 Garza Rig. Equip	717 613 514	718 CertainTeed	719 818 Sheet Metal Supply LTD	720 816 Atlas Roofing Corp.	721 815 ACH FOAM	722 814 GC Applied Technologies	723 813 Chicagoand Roofers	724 812 JARC	725 811 Rodgers Local 11	726 810 ERSystems	727 809 HAPCO	728 808 Velux Skylights	729 807 MEP Insulation	730 806 ATAS	731 805 ABC Supply	732 804 Multi-Hide Products	733 803 Construction	734 802 Canby Sheet Metal	735 801 Advanced
705 606 Leading Edge Safety	705 605 Unilock Chicago	704 703 Quarrx Industries	709 610 Houseworks Daylighting Solutions	710 Sherkin Roofing Underlayments	711 612 Barge Terminal Trucking	712 International Leak Detection	713 Southwind RAS	714 Mid States Asphalt	715 512 Garlock Chicago	716 Garza Rig. Equip	717 613 514	718 CertainTeed	719 818 Sheet Metal Supply LTD	720 816 Atlas Roofing Corp.	721 815 ACH FOAM	722 814 GC Applied Technologies	723 813 Chicagoand Roofers	724 812 JARC	725 811 Rodgers Local 11	726 810 ERSystems	727 809 HAPCO	728 808 Velux Skylights	729 807 MEP Insulation	730 806 ATAS	731 805 ABC Supply	732 804 Multi-Hide Products	733 803 Construction	734 802 Canby Sheet Metal	735 801 Advanced
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Rear Entrance

Crystal Room: Seminars



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SOUTHWIND RAS - 614
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ROOFING WEEK IN CHICAGO 2020 - JANUARY 15-17

WEDNESDAY, JANUARY 15, 2020

DRURY LANE - ENGLISH/FRENCH ROOM

3:00 PM - 5:00 PM

BRINGING THE PIECES TOGETHER: MENTORING, BRANDING & NETWORKING

Sponsored by CRCA's Emerging Leaders

Speaker: Steve Ritter (The Midwest Institute & Center for Workplace Innovation)

This seminar is designed to bring the lessons of the Emerging Leaders' 2019 quarterly workshops together as a foundation for career growth in the roofing industry. In addition, participants who complete the strength/competency assessment process are provided with a one-to-one career coaching session. Each mentor/mentee receives a seven-page summary report outlining signature strengths and recommendations for professional development to be woven into the mentorship alliance.

DRURY LANE HILTON SUITES

3:00 PM - 5:00 PM

HOW TO DIFFERENTIATE WHEN YOU'RE NOT THAT DIFFERENT

Sponsored by CRCA's CWIR

Speakers: Jackie Hart (The Estimating Edge), Sara Harwerth-DeMarco (6side Marketing) and Jennifer Holsinger (Hunter Panels)

Attend this informative marketing panel to help roofing industry professionals learn to set themselves apart! Presenters include Jennifer Holsinger (Hunter Panels) and Jackie Hart (The Estimating Edge) and Sarah Harwerth-DeMarco (6side Marketing).

5:00 PM

ROOFING WEEK IN CHICAGO: KICK-OFF COCKTAIL PARTY

Hosted by CRCA's CWIR & Emerging Leaders

Relax, unwind and get to know your industry colleagues to celebrate Roofing Week 2020. Enjoy complimentary cocktails and hors d'oeuvres with CRCA!

THURSDAY, JANUARY 16, 2020

DRURY LANE CONFERENCE CENTER

9:00 AM - 11:00 AM

CRCA'S "ROOFING WEEK IN CHICAGO" INDUSTRY BREAKFAST

Crystal Room/English Room

The 2020 CRCA Roofing Industry Breakfast panel sets the stage for two days of great education! Industry Leaders Trent Cotney (Cotney Construction Law), Chris Czarnik (Career [Re]Search Group), Mark Graham (NRCA), Frank Marino (Safety Check Inc.), George Patterson (Bennett & Brosseau) and Jason Tremblay (Saul Ewing Arnstein & Lehr) will give brief insights into their Thursday afternoon and Friday programs. Topics to include Building Envelope Panel, Steep Slope Safety, Crisis Management, Workforce Recruitment, Retention and Development, Recreational Cannabis and the Workforce, and Roofing Technical Issues.

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THURSDAY, JANUARY 16, 2020

DRURY LANE CONFERENCE CENTER

1:00 PM - 2:00 PM

STEEP SLOPE ROOFING - KEEPING WORKERS SAFE

Speakers: Jim Martineck (OSHA) & Frank Marino (Safety Check Inc.)

Crystal Room

Besides tying off, what else do roofing contractors need to know regarding fall protection and keeping safe on pitches greater than 4:12? Learn from Jim Martineck, OSHA Assistant Area Director, Chicago South who will discuss OSHA's Top 10 Violations and provide clarification on OSHA's directives. Learn from Safety Consultant Frank Marino, Safety Check Inc., who will provide fall protection best practices to comply with OSHA's mandates including proper equipment use, anchoring and written fall protection plans. This is a must for Steep Slope Roofing Contractors!

1:00 PM - 2:00 PM

WORKING TOGETHER TO MINIMIZE AIR BARRIER & VAPOR RETARDER ISSUES

Panel: Sarah Flock (RRJ), Jason Wilen (Klein & Hoffman) and Corey Zussman (Pepper Const.)
Moderator: George Patterson (Bennett & Brosseau)

English Room

What is the difference between a Air Barrier and a Vapor Retarder? What are the code requirement relative to these issues? This expert panel will lead a discussion on Air Barriers, Vapor Retarders & Wall Transitions, the most common issues found and how to prevent them from happening. Starting conversations between the design community, GCs and roofing contractors in the pre-construction phase is key. Come to this important seminar to learn the questions that you need to be asking!

3:00 PM - 4:00 PM

ARE YOU PREPARED? CRISIS MANAGEMENT IN CONSTRUCTION

Speakers: Trent Cotney & Tray Batchter (Cotney Construction Law)

Crystal Room

Attend this important seminar to prepare against unexpected construction crises including serious injuries and fatalities, disasters, theft, vandalism and more. Learn from legal experts Trent Cotney and Tray Batchter, Cotney Construction Law as they present an overview and also crisis management prevention, including training, security protocols, fraud prevention and how to create a successful crisis management plan for your business.

Don't forget to stop by the CRCA Booth to register for the daily \$500 raffle!

FRIDAY, JANUARY 17, 2020

DRURY LANE CONFERENCE CENTER

7:00 AM - 9:00 AM

THE REAL COST OF SAFETY

Speakers: Frank Marino (Safety Check, Inc) & Rich McElhaney, CSP

Theater

Presented by CRCA's Safety Committee including Frank Marino, CSP, Safety Check Inc. and Rich McElhaney, CSP, CRIS, MS. Owners, managers and field workers need to attend this important safety session to learn the effects of traumatic injury on families, co-workers and the company. Learn about accident reduction techniques, the importance of the Job Site Analysis as a preplanning tool and also current roofing specific safety inspection trends.

7:45 AM - 8:45 AM

WINNING THE WAR ON TALENT

Speaker: Chris Czarnik (Career [Re]Search Group)

Crystal Room

With the manpower crunch being felt all across the entire construction industry, how do you recruit good talent? Industry leading recruitment specialist, Chris Czarnik, will discuss where the talent went and how to get back, how to develop specs of employees needed and important techniques to recruit and retain.

9:30 AM - 10:30 AM

WORKING THROUGH THE SMOKE

Speaker: Jason Tremblay (Saul Ewing Arnstein & Lehr)

Crystal Room

With the legalization of recreational cannabis in January, the Illinois Construction Industry is scrambling to learn what the rights of employers are and also the rights of those they employ. Attend this extremely timely seminar, presented by Attorney Jason Tremblay to learn how it affects you and your firm's policies on reasonable suspicion, on-site possession and best practices to follow as you navigate this new legislation.

11:15 AM - 12:15 PM

ROOFING TECHNICAL ISSUES - FROM DESIGN, COMPLIANCE & INSTALLATION

Speaker: Mark Graham (NRCA)

Crystal Room

Roofing is ever changing. With building and energy codes, new materials, air barriers and technical issues constantly evolving, the industry is not simple. To navigate the minefields, building and code officials, architects and specifiers, roof consultants and roofing contractors need to be up on the latest changes. Don't miss this program featuring NRCA's Mark Graham that focuses on technical issues in the roofing industry, the new 2018 Illinois Energy Conservation Code and Chicago Building and Energy Code, plus sneak-peak at the 2021 I-Codes.

Roof Talk—CRCA Member Spotlight

GEMCO ROOFING & BUILDING SUPPLY

Company: Gemco Roofing & Building Supply

Location: 2601 Van Buren St., Bellwood, IL

Business Founded: 1977

Number of Employees: 25

Joined CRCA: Member for 41 years

Where Do You See Your Business in 10 Years?

Gemco was founded as and still remains a family company and that is an identity that we see ourselves retaining in the long run. With that in mind, our goal is to continue to grow both our business and reputation within the industry.

What Is Your Best Business Memory to Date?

There have been many great memories over the last 43 years and being named “Associate of the Year” for 2019 is unquestionably one of them. This is not our first time being honored with this award, but every year the roofing industry swells with new improved products and as distributors we strive to provide knowledgeable customer service to our customers. We, as a company, were honored to be presented with this award.

How Did You Learn About CRCA?

We have known about the CRCA since we first opened our doors 43 years ago.


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

We make it a priority to attend CRCA events. CRCA events give us the prospect to interact with everyone involved in the organization and to reinforce our relationships with our customers. As the CRCA continues to grow, we enjoy the opportunity to forge new relationships as well.

What Value Does CRCA Membership Bring to You?

We value the relationships and shared knowledge that our membership brings. From the CRCA Trade Show to the Awards Dinner, we have many opportunities throughout the year to associate with all of the CRCA members in different settings. The various committees are excellent resources for the staying up to date on new and exciting changes in the roofing industry.

What Advice Would You Give a New CRCA Member?

Utilize all of the resources that the CRCA has to offer! Attend as many of the networking functions and events as you can possibly can and meet all the members involved. 



George Riddiford presenting 2019 CRCA Assoc. of the Year to George Sessler and Gemco (CRCA photo)

Roof Talk—CRCA Member Spotlight



DCG ROOFING SOLUTIONS

Company: DCG Roofing Solutions, Inc.
Location: 2045 Janice Ave., Melrose Park, IL. 60160
Business Founded: July 2007
Number of Employees: 54
Joined CRCA: 2009

What Services Does Your Business Offer?

DCG is a Signatory Commercial Roofing Contractor that provides roofing and sheet metal, waterproofing and caulking, and building restoration as well as maintenance and leak repair services.

Where Do You See Your Business in 10 Years?

Continued commitment to our customers to create buildings that are good for their owners, occupants and the environment. DCG's goal is to increase the volume of work achieved over the past several years and grow our office and equipment.

What Is Your Best Business Memory to Date?

When my son was young, and it was "bring your son to work day", he put on his work boots and hard hat and we drove around all day looking at projects that were going on in the area. The smile on his face that day was "Priceless"

How Did You Learn About CRCA?

Speaking with other members.


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

The networking conversations are key. CRCA contractors are all extremely busy and our business is very stressful. When you can speak with your peers about the same issues, they are going through, you realize that you're not the only one with these problems. This helps you wake up the next day and manage your company.

What Value Does CRCA Membership Bring to You?

The fact that the organization is always staying ahead of the industry and the amount of info provided to members is key. CRCA is well known throughout the country as one of the best roofing organizations and they are always striving to be out in front.

What Advice Would You Give a New CRCA Member?

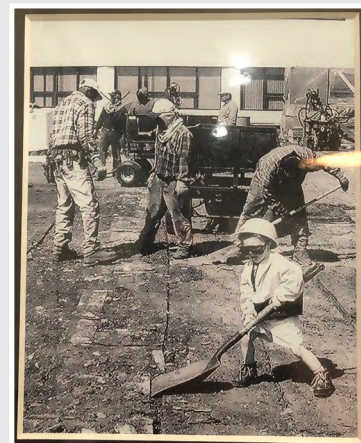
Get involved! Don't be intimidated by older members! All the members have a willingness to help and see everyone succeed! Enjoy and embrace a great organization! 



DCG photo



DCG photo



DCG photo

Navigating the Lease vs. Buy Maze

Reprinted by Permission of Bobit Business Media

By Lori Glen



Lori Glen

There is hardly a more basic business question for fleet managers than whether to own or lease capital equipment. There are few areas where this decision is more critical than in acquiring vehicles. This article examines the advantages and disadvantages of both methods and gives a brief outline of the most important factors a savvy

manager will weigh before opting for one or the other.

The Lease Option: Pay for Use, Not Ownership

In order to discuss the pros and cons of the lease option, it might be best to first examine the lease concept itself and look briefly at some of the main lease options available.

Leasing, put simply, is paying the owner of an asset for its use for some period of time, then returning it. The vehicle lessor buys a truck, for example, then contracts with the lessee for a pre-determined period of time. The lessor then permits the lessee to use the truck in return for a monthly stipend, which provides the lessor with reimbursement of cost and a reasonable profit. The only difference between renting a vehicle and leasing it, is the length of time for which the user needs it. (Leases usually run a minimum of one year, rentals only a matter of days.)

There are two broad categories of vehicle leases: closed end and open-end.

- **A closed-end lease** is written for a fixed term, say, three years. The contract provides for a fixed monthly payment, a predetermined limit to the mileage the lessee may put on the vehicle, along with penalties for exceeding the mileage limit, and for "excess wear and tear." Upon expiration of the lease term, the lessee returns the vehicle to the lessor and, provided there are no excess mileage or

damage penalties, has no further obligation. Closed-end leases can also include maintenance and/or insurance and are sometimes called "walk-away" or "net" leases.

- **An open-end lease** usually has a short minimum term (one year), then continues on a month-to-month basis until the lessee terminates. Most open-end leases contain what is known as a Terminal Rental Adjustment Clause (TRAC clause). The TRAC clause provides that when the vehicle is turned in and sold by the lessor, if the proceeds from the sale exceed a value determined at lease inception, the lessee gets the excess. If the proceeds are less, the lessee must pay the difference. Most open-end leases do not contain mileage or wear-and-tear penalties, and often contain a "step-down" payment schedule, wherein payments decline annually.

As you have probably already determined, the essential difference between closed and open-end leases is where the risk/reward for the value of the vehicle lies. In closed-end leases, the lessor bears the risk of the residual value. In an open-end lease, it is the lessee.

While there are several variations of these two basic types of lease, the primary aim of a lease transaction is not to obtain or transfer ownership of the vehicle, but to pay for its use for some period of time, then return it to its owner.

Leasing Provides Advantages

Every company brings its own unique circumstances to the lease/buy decision, but leasing provides a number of basic advantages:

1. **Preservation of Capital.** The capital you need to run your business comes from one of two sources: your business operation (to the extent you expend less cash than you take in, you will have operating capital) or a lender. If your net profit margin is greater than the cost of borrowing, money produced by the business is best reinvested in the company. Leasing provides a third source for vehicle

acquisition. It enables the business to obtain the vehicles it needs without using precious operating capital or dipping into credit lines that may be used for more important purposes.

2. **Off-Balance Sheet Treatment.** Vehicle ownership can also unnecessarily burden your balance sheet. Buying vehicles (as with all capital expenditures) requires two entries on the balance sheet. Although the "left" (asset) side gets an asset (the vehicle), the "right" side (liabilities) gets debt (if the money is borrowed), or a reduction in cash (if cash from operations is used). Your financial ratios (debt-to-equity) suffer, making your company less attractive to lenders or investors.
3. **Less Administration.** Vehicle ownership carries various administrative burdens, such as tag and license renewal, payment of personal property taxes, title retention, etc. A leased vehicle is owned by the lessor, whose name is on the title and the registration and tax bill. The administration of the paperwork and recordkeeping requirements falls to the lessor.
4. **Lessor Acquisition/Disposal.** The actual processes of vehicle acquisition and disposal are time-consuming and require some expertise to do well. Independent lessors can lease any make or model, order the vehicle for you, pay for it, and obtain the title and tags, relieving you of these tasks. Lessors are also better equipped to sell vehicles when they come out of service. Whether the vehicle is leased under an open ended or closed-end lease, the lessor must sell it, again removing a headache from the business owner.
5. **Use vs. Ownership.** Finally, the practical question must be asked: Do I need to own vehicles or do I need to use them? Vehicles are most often either a business tool or a form of compensation.

Ownership of Company Vehicles Also Has Its Advantages:

1. **Tax Benefits.** Companies can all use tax benefits, whether currently (if profitable) or in the future, as carried forward. Owner assets are depreciable, and those deductions can be used to offset profits. The depreciation benefit for leased vehicles stays with the lessor (owner).
2. **Pricing Leverage.** Using local dealerships for all acquisitions can be leveraged in negotiating attractive pricing. Using a large national fleet dealer

group can provide "big fleet" pricing to small and mid-sized fleets.

3. **Depreciation Control.** The single largest cost in running a vehicle fleet is depreciation - the difference between the original cost and resale proceeds. Fleets give up some measure of control of this number to a lessor, who will resell vehicles in bulk. The ability (or desire) to sell vehicles individually will, if done properly and knowledgeably, inevitably lower net depreciation.
4. **Net Present Value Cost.** In some instances, the net present value cost of ownership can be lower, primarily due to the introduction of the profit factor into the transaction. Lessors make money in a number of ways: through purchasing vehicle, by charging administrative fees, or marking up the cost of funds. A company can avoid these costs by purchasing vehicles, provided pricing is aggressively negotiated. Money is available at an attractive rate and, most importantly, resale proceeds are maximized.

Cash Flow Components Vital to Your Decision

There are two primary components to the cash flows inherent to company vehicles: inflow or outflow. Examples of these are cash, in the form of lease payments (outflow), debt payments (outflow), residual proceeds (inflow), TRAC adjustments (in or outflow), and also tax benefits (depreciation, lease payments, debt interest, etc.)

Both leasing and ownership consist of a series of these cash flows, occurring over the life of the vehicle. Leasing cash flows consist of a series of monthly payment, partially offset by the tax benefit created by their deductibility.

Ownership cash flows depend upon the method used to buy the vehicle. If cash is used, the flows consist of a single large outflow, followed by the tax benefit derived from depreciation deductions, ending with an inflow from the sale of the vehicle. If debt is used, the cash flow begins with a simultaneous inflow/outflow (borrowing the money, then paying for the vehicle), then the monthly deductions for depreciation and interest expense, ending again with an inflow from resale proceeds. (Most corporations pay taxes quarterly, so the cash flows will be slightly different.)

Because of the effects of inflation, it is usually advantageous to spread outflows of cash over a period of time. From a purely financial standpoint, it is as important when money changes hands as it is how

much. For this reason, the after-tax cash flows for both alternatives must be “discounted” (reduced in value to account for inflation). This process is called “present value”. The further in the future the flow, the less it is worth in today’s dollars.

It is important is that the concepts of after-tax cash flow and present value are understood, and the results of the calculations are clear, so a decision can be made.

Remember to Consider Administrative/Overhead Costs

Far too often, the lease-versus-own decision is made solely on the results of the present value analysis. Choosing one or the other will have a significant impact upon how vehicles are handled internally. A company must address a number of questions to determine the impact.


If currently owning vehicles, and considering leasing, ask:

- What functions will the lessor assume that are currently performed in-house: order processing, title administration, registration/tag renewals, tax administration, and used vehicle sales?
- What other fleet management functions might be outsourced such as maintenance management, collision repair or safety programs?


- What will the lessor charge for services not included in the lease rate?


If currently leasing, and you are considering ownership, ask:

- What functions will you now assume under company ownership?
- Will you now have to create a capital budget for vehicles?
- Will you need the same fleet management services at the same price you now receive from your lessor?
- Is the company willing to divert necessary resources (staff, etc.) to properly manage an owned fleet?

In conclusion, do the following when making the important decision to Lease or Own: Learn the basics, Understand the goals, Recognize the financial impact and Place a value on such soft costs as administrative and productivity costs. Contact a vehicle leasing professional, who will help you navigate through the learning process of one of your company’s important business decisions—owning or leasing vehicles. 

Lori Glen represents a 30-year old national fleet management company, Sutton Leasing. They are a CRCA Member, manage over 20,000 vehicles nationally and can help with vehicle acquisition, financing, leasing, maintenance and other key components involved in vehicle leasing. Contact Lori at 847-559-8352 or Lglen@suttonleasing.com.






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Industry News

By CRCA Staff

CRCA Recognizes Leadership at Annual Awards Dinner

Over 200 CRCA Members gathered on December 6, 2019 at the Esplanade Lakes Ballroom in Downers Grove, IL to recognize CRCA's achievements as an organization and to celebrate its leadership. 2019 CRCA President Troy Wormley recognized the time spent and talent shared by three directors completing their terms: Brian Cronin (Knickerbocker Roofing & Paving Co.), Kim Kwasiborski (S.J. Mallein, Inc.), Chris Riddiford (G.E. Riddiford Co.) and George Patterson (Bennett & Brosseau Roofing, Inc.), as Past President.

Newly Elected CRCA Directors joining the 2020 CRCA Board, include Joan Crowe (GAF), Casey Fraher (Crowther Roofing & Sheet Metal), Dan Henshaw (G.E. Riddiford Co.) and Mark Moran (Knickerbocker Roofing & Paving Co.)

Officers for 2020 include: President Mark Duffy (Elen & Maichin Roofing & Sheet Metal), 1st VP Mitch Rabin (A-1 Roofing Company), 2nd VP Ryan Petrick (Ridgeworth Roofing Co., Inc.), Treasurer Shawn Sullivan (Olsson Roofing Company, Inc.), Secretary Bill O'Brien Jr. (Combined Roofing Services) and Past President Troy Wormley (W.B.R. Roofing Inc.)

CRCA also recognized the following individuals or member companies for dedication to the roofing industry.



Associate of the Year: Gemco Roofing & Building Supply (CRCA Photo)



Gold Medal Safety Award: DCG Roofing Solutions, Inc. with the CRC / Local 11 Joint Safety Committee (CRCA Photo)



Award of Excellence Recipient: Stephen Phillips (Hendrick Phillips Salzman & Siegel) with Rod Petrick (CRCA Photo)

CRCA EVENTS

CRCA Committee Holds First Contracts, Coverage and Crafts Event on October 24, 2019.

This new, innovative CRCA event format focuses on Insurance and Legal Topics and is presented in a quick and concise manner, incorporating a networking opportunity as well. Sponsored by CRCA's Contracts & Insurance Committee, CRCA Member Trent Cotney (Cotney Construction Law) presented an overview of construction contracts. Per Cotney, "A contract can make or break your project and this seminar focused on the critical construction contract provisions: indemnification, scope of work, payment, damage limitations and dispute resolution."

The next Contracts, Coverage and Crafts event will be Thursday, March 31, 2020. Watch CRCA.org for more information on this and all CRCA events.



Dominic Dunlap, Trent Cotney, Larry Marshall III and Bob Bachmann (CRCA Photo)

On October 29th, 2019, CRCA leaders traveled to Springfield to meet with Illinois legislators to discuss roofing and construction specific issues. With over 50 attendees, this important legislative reception followed presentations by Frank Marino on safety (Safety Check Inc.) and Bill McHugh (CRCA) on code. CRCA leaders value communication with Illinois legislators and appreciate the opportunity to discuss these issues that directly affect the roofing, waterproofing and construction industries.



CRCA leaders Tony Roque and Mark Duffy with IL Rep. Fred Crespo, Rep. Dan Swanson, IL Senator Tony Munoz, and Margaret Vaughn (CRCA photo)

CRCA's Mentor Network presented the 3rd Part of the 2019 Series, Networking 101. This seminar, held at Naperville's TopGolf on October 17, 2019, was geared to expanding professional networks

by applying strategic business development criteria to outreach efforts. Don't miss the final seminar to be held on January 15, 2020 at the CRCA Trade Show & Seminars. Attendance at the previous three workshops not required! Watch CRCA.org for more Emerging Leader Events in 2020.

On November 12, OSHA's James DeBouver and Safety Check Inc.'s Frank Marino presented an important OSHA Update to CRCA members. DeBouver, from the Chicago North office, discussed the most common OSHA roofing citations from Region V, that covers six Midwest states including Illinois. He noted that Roofing Fatalities were five times greater with smaller companies (1-25) employees and greatest in the 41-50 year-old age group. These were also most common from only a distance of 11-20 feet from the ground. He reminded CRCA Members that the next National Safety Stand-Down will be May 4-8, 2020. To learn more, visit CRCA.org or attend the two safety seminars at the January 15-17, 2020 CRCA Trade Show & Seminars at Drury Lane.



CRCA & NRCA Partner together for NEW Code Extravaganza—NRCA's Mark Graham and CRCA's Industry Affairs Committee participated in the development of the 2021 International Energy Code. CRCA also participated in the 2018 Chicago Building and Energy Code and State of Illinois Code adoption processes.

From this collaboration, CRCA and NRCA will join forces and offer a new education program on March 26, 2020. This important education session is geared for specifiers, building & code officials, roofing contractors and consultants, building owners and will provide education on ALL aspects of the codes and roofing. Learn about the new building code—requirements for wind and fire-resistance and understand the new Energy Codes and where exceptions to requirements occur for existing buildings. This four-hour session will offer AIA HSW Credits and as well as International Code Council (ICC) Preferred Provider Credit as well. Register at CRCA.org.

CRCA Did You Know?

Looking back over 50 years. In 1963, CRCA had 47 contractor and 35 associate firms. Irwin Esko (Esko Roofing) was CRCA's President, Henry Alcock (M.W. Powell) as Vice President and CRCA's female treasurer

was Margaret Berry (R. Berry Roofing). Robert Dessent (Dessent Roofing) was the Secretary.

Carlisle's "Sure-Seal Butyl Rubber Roofing" was being advertised along with Koppers Company's message that Coal Tar Pitch was "the most waterproof and permanent bitumen" for built-up roofing.

J.W. Spence was promoting Reflecto Barrier Films and Mop Yarn. Certain-Teed's asphalt shingles texture was so distinct "You are tempted to reach out and feel it" and Rubberoid was busy promoting "Give Any Roof Lasting Beauty!"



(CRCA Archive Photo)

Today, CRCA has grown significantly, with 375 members overall! Many of those firms from 1963 are active today.



Velux photo

Velux Founder patented first skylight over 75 years ago! Villum Kann-Rasmussen, founder of VELUX, believed strongly in fresh air and sunshine. This passion led to the development of the first "Roof Window" in 1942, calling it "VELUX" from the word "ventilation" and "lux" from the Latin word for "light."

Before his death in 1993, Villum had 55 patents and 9 designs credited to his name. Today, VELUX has over 2,000 patents and designs. To learn more about how VELUX products give access to daylight and fresh air through the roof, visit www.VELUX.com



Looking back 100 years ago. While the International Slate and Tile Roofers Union of America was founded in 1902, they joined forces with the International Slate and Tile Roofers of America in December of

1919. The new title of the organization became the United Slate, Tile and Composition Roofers, Damp and Waterproof Workers Association. During this period, local entities of the International Union were starting to form as well, including Local 11 Union of Roofers, Waterproofers and Allied Workers, as we know it today.

Local 11's leadership was joined by CRCA signatory contractors and other industry leaders on November 1, 2019 to celebrate their individual local's 100th anniversary. Congrats Local 11!



Roofers Local 11 Photo



Johns-Manville celebrates 161st birthday in 2019.

In 1858, 21-year-old Henry Ward Johns "set up shop" in the basement of his New York City tenement building. Using his wife's new clothes wringer and a household tea kettle, he applied hot tar to cloth and created the company's first roofing shingles. By 1868, he had moved operations out of the basement and was on his way to success with the award of his first patent for an asbestos product—the foundation for Johns Manville's business for the next 100 years.

In 1886, Charles B. Manville and his three sons founded a pipe insulation company in Milwaukee called the Manville Covering Company. Manville soon became a selling agent for products made by Johns' company. Fifteen years later, the two organizations merged and became the Johns-Manville Corporation (JM). Under the Manville family's leadership, the company's product line expanded to include sheet packaging for cylinders, brake linings, asbestos cement and acoustical products. Sales grew to \$45 million and profits were in excess of \$3.3 million before JM went public on the New York Stock Exchange in 1927.

In 2001, JM became a wholly owned subsidiary of Berkshire Hathaway Inc., which provided a strong financial foundation and renewed commitment to providing innovative solutions for our customers' needs. Today, JM is focused on developing new products to reduce energy costs, improve indoor air quality, conserve energy and provide comfort.

NEWS FROM CRCA MEMBERS



ABC Supply announces launch of "MyABC Supply" in November 2019. This new online platform gives

customers 24/7 access to view the status of their orders, deliveries, including delivery photos. "One of our customers' top priorities is the ability to check the status of their jobsite deliveries in real time," said Kathy Hendricks, executive director of customer connectivity for ABC Supply. "MyABC Supply meets that need by providing detailed order and delivery information at their fingertips." This new technology tool is the latest offering in the company's continued focus on information technology services and tools that connect ABC Supply with its customers. For more information, contact www.abcsupply.com or call any of the local area branches.



Assurance Agency was recognized by the Chicago Tribune on November 25, 2019 as a Top Workplace for the eighth consecutive year.

This year, they were honored 11th in the mid-size category (250+ employees) of workplace size.

Industry Publication "Roofing—The Industry Voice" featured CRCA Associate Member Boral Roofing as one of their Top 40 Products of the year.

For more information, see the November/December 2019 issue with the article by Boral's Peter Croft, which featured a re-roof residential project using Boral Steel Stone-Coated Roofing.



Trent Cotney appointed as NRCA's General Counsel in December 2019. Cotney

Construction Law announced that Trent Cotney will serve as NRCA's general counsel, with responsibilities including

consulting, articles, research and support of NRCA committees. ProCertification has been the prime focus for Cotney over the last 18 months, where he worked with NRCA committees offering legal advice and consultation

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that helped determine the structure of the certification and training process at no charge to NRCA.

Johns Manville announced November 21, 2019 that it has signed an agreement to acquire ITW Insulation Systems, a business owned by Illinois Tool Works Inc. that is well known in the industrial industry for its premium, low temperature polyisocyanurate foam insulations and metal jacketing solutions.

“The acquisition of ITW Insulation Systems represents an important strategic opportunity to offer expanded insulation solutions to the industrial market,” said JM President and CEO Mary Rhinehart. “This will give us greater versatility and allow JM’s Insulation Systems business to continue to offer a robust and well-rounded portfolio of insulation solutions.” JM plans to integrate ITW Insulation Systems as a key part of its industrial insulation portfolio, without making significant changes to the existing operations at ITW Insulation Systems. For more info, visit JM.com.



OMG Products announced on October 18th, 2019 that Kevin Kervick has been named as the new solar products business manager. In his new role, Kervick is responsible for developing and implementing a strategic plan for the company’s solar business, as well as for managing solar sales, product

development and profitability. **OMG announced on October 25, 2019 that Kingbill Zhao has been promoted** to Director of Key Accounts and International Sales, replacing Web Shaffer who has been promoted to Senior VP / GM for the FastenMaster Division. For additional information, please contact OMG Roofing Products at 800-633-3800 or visit OMGRoofing.com.

OTHER INDUSTRY NEWS



INTERNATIONAL CODE COUNCIL City of Chicago Building Commissioner Judy Frydland was recognized by the International Code Council on October 23, 2019 as the 2019 Gerald H. Jones Code Official of the Year. This prestigious award is presented to an individual who contributions advance the code enforcement profession and the code council’s mission.

LEGISLATIVE UPDATES



CRCA Legislative Consultant Margaret Vaughn reported the following updates to the CRCA Board in December:

SB 1401 Hazardous Materials Workforce Training Bill—This legislation creates the Illinois Hazardous Materials Workforce Training Act. Provides that the DOL

develop curriculum of approved advanced safety training for workers at high hazard facilities and would require all contractors and subcontractors to use a skilled and trained workforce to perform all onsite work within an apprentice-able occupation in the building and construction trades. The bill passed the Senate and House Labor Committee in the spring and was amended and filed in the Houses during veto session to remove Ethyl Alcohol manufacturing from the bill. The full House has not yet voted on the measure.

UPDATE ON SEXUAL HARRASSMENT TRAINING LAW—goes into effect January 1, 2020. However, the annual training required of all Illinois employees will not have to be completed until December 31, 2020. The

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Illinois Department of Human Rights is still working on the training module which they hope to have on their website by early spring, 2020. Also, the Illinois Department of Human Rights is working on the applicability requirements for out-of-state employers with employees who only work on projects in Illinois on a limited basis. The IDHR hope to have these guidelines before the beginning of 2020.

CRCA’s Code Development Cycle Ends

Successfully—CRCA has participated in code, standards and specifications development for generations.

At the City of Chicago in 2019, we were able to work with the committees to have most of the 2016 Chicago Memorandum included in the new Chicago Existing Building Code, based on the International Existing Building Code.

Affecting the complete State of Illinois, from top to bottom, the Illinois Adoption of the 2018 International Energy Conservation Code had key existing building exceptions added that make complying with requirements doable when conditions warrant.

At the International Energy Conservation Code Development Process, CRCA worked with the National Roofing Contractors Association in debates on new construction and existing buildings.


Want to know the details? Check out CRCA’s education class, at January’s Trade Show & Seminars and the March Seminar. Email info@CRCA.org for more info. Better yet, join CRCA and get immediate access!

CRCA Speaks at CSI Roundtable & ICC SBOC Chapter

—CRCA’s relationship with CSI dates well into the 1950’s. CRCA and CSI Chicago Chapter built a specification for ‘Built up Roofing’ in the 1960’s. CRCA’s Bill McHugh spoke again to the CSI Chicago Chapter Roundtable on the new 2018 Illinois Energy Conservation Code as well as the new Chicago Building, Existing Building and Energy Codes. We had the opportunity to speak at the Suburban Building Officials Conference (SBOC) Chapter in Lombard too.


CRCA’s Trade Show & Seminars—Roofing codes are changing. Don’t miss the January 15-17, 2020 CRCA Trade Show & Seminars technical programs. These education sessions are aimed at those that touch the roofing industry—building and code officials, specifiers, architects, roofing consultants and roofing contractors. Courses are registered for AIA and ICC Preferred Provider Programs, with certificates available at the show. Register at CRCA.org!

CRCA’s Chicagoland Women in Roofing (CWIR) sponsors WitBW 2020 Conference.

Registration is now open for the 4th Annual Women in the Built World (WitBW) Symposium, Friday, Feb. 7, 2020 at 222 Merchandise Mart Plaza, Ste. 1212, Chicago, IL 60654. The event is possible from a partnership of Women in Restoration & Engineering (WiRE), Chicago Women in Architecture (CWA), CRCA’s Chicagoland Women in Roofing (CRCA’s CWIR), International Masonry Institute (IMI), American Society of Civil Engineers Illinois Section (ASCE IL), Chicago Chapter of the Society of Hispanic Professional Architects (Arquitectos), The National Organization of Minority Architects (NOMA) Illinois Chapter, Chicago Women in Trades (CWIT) WiRE’s mission is encouraging and empowering women in the restoration, engineering, design, construction, management, ownership, material support, conservation, environmental or any field relevant to the Built World (everyone is welcome)! The Keynote speaker will be Deryl McKissack, presenting “Building On A Legacy in the Built World.” For more information and to register, visit www.womenWiRE.org/events. 

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Industry Calendar

January 9, 2020

CSI Chicago Program: Low-Slope Roof Leak/Moisture Detection
www.csiresources.org/chicagochapter

January 15, 2020

IIBEC Annual Meeting
www.cac-rci.org

January 15-17, 2020

CRCA Tradeshow & Seminars
Drury Lane Conference Center, Oakbrook Terrace
www.CRCA.org

January 16, 2020

LWSC Program: Crane Signaling
www.lwsc.org

February 7, 2020

WitBW Symposium
www.womenwire.org/witbw-2020-chicago-symposium

February 11, 2020

LWSC Program: Flagger Certif.
www.lwsc.org

February 4-6, 2020

International Roofing Expo, Dallas
www.theroofingexpo.com

February 11, 18, 25, 2020

Chicagoland General Contractors Program
www.chicagolandagc.org/events

February 13, 2020

CRCA ASA Networking Event
www.CRCA.org

February 20, 2020*

CRCA Casino Night
www.CRCA.org

February 25, 2020

CSI Chicago Program: Building Enclosure
www.csiresources.org/chicagochapter

March 2-3, 2020

ASA Chicago Construction Expo
www.asachicago.org

March 10, 2020

AIA Chicago Program: Repositioned: Willis, Tribune & Old Post Office
www.aiachicago.org

March 14, 2020*

CRCA Chicago Wolves Event
www.CRCA.org*

March 17, 2020*

CRCA Membership Luncheon/Program
www.CRCA.org

March 26, 2020

CRCA/NRCA Roofing Code School
www.CRCA.org

March 31, 2020

CRCA "Contracts, Coverage & Crafts" Event
www.CRCA.org

April 21-22, 2020

Roofing Day in DC
www.nrca.net

April 24, 2020

IIBEC Program: Roof System/Thermal Moisture & Design
www.cac-rci.org

NERCA Annual Convention & Trade Show
Atlantic City, NJ
www.nerca.org

*CRCA Members only and their guests.

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CRCA welcomes the following new members since the Fall *CRCA Today* Issue!

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Premier Construction, Inc.
Renaissance Roofing, Inc.

Associate Members:

Hendrick Phillips, Salzman & Siegel, PC
HLP Systems, Inc.
The Provant Group
Tuffwrap Installations

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