

CRCA TODAY

FALL 2021

The Magazine
of Roofing and
Waterproofing
in Illinois
and Beyond

- Trade Show Issue
- "We are In This Together"
- Steps To Start A Roofing Company



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Contractors Association

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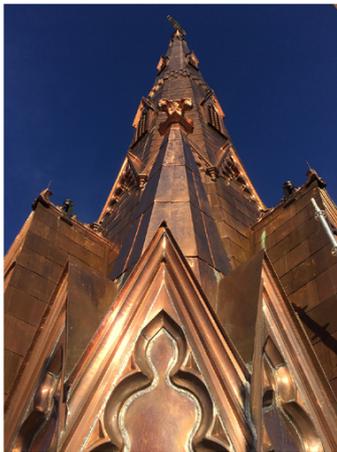
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Reprints: *CRCA Today* has extra Magazine reprints available to CRCA Members for a limited time, limited quantity, for free. Contact info@crca.org. Reprints are available from CRCA headquarters; 1-100- \$.95/issue; 101-500 - \$.90/issue; 501-1000 - \$.80/issue; 1000+ - \$.70/issue. All shipments FOB 4415 W. Harrison St., Suite 540, Hillside, IL 60162.

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

On the Cover: The Roof System at 1330 W. Fulton, Chicago, was installed by CRCA Contractor member Bennett & Brousseau Roofing, Inc. The vegetative roof system was supplied, installed and maintained by Omni Ecosystems. For more information, contact info@omni-ecosystems.com.

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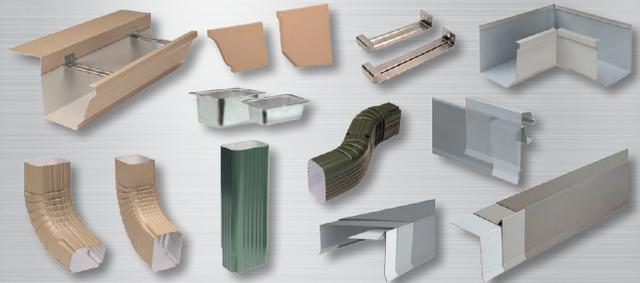
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We Are All in This Together

By Mark Duffy



Mark Duffy

As I look back on my CRCA Presidency from the last two years, I say what past presidents before me have said, "I can't believe how fast it went!" It has been an eventful two years, that's for sure!

The first couple months of my presidency in early 2020 started out pretty "normal".

CRCA had a successful Trade Show & Seminars in January. The membership committee worked hard on the Casino Night in February and the Chicagoland Women in Roofing (CWIR) had several events with a philanthropic food packaging at Feed My Starting Children and a Hands-On Event.

Then, everything changed in March of 2020 as COVID hit. In Illinois, on March 20, 2020, with Gov. Pritzker's Executive Order in Response to COVID, CRCA had to re-group, adapt, and make changes as part of our "new normal". We went to virtual board and committee meetings. "Thursdays With CRCA" began, with the hosting of many webinars reaching out to a great deal of attendees. Even though we weren't able to have in-person events, CRCA continued to work hard to provide values to the membership.

One in-person event we were able to hold was the Industry Golf Outing in August of 2020. It was great to get everyone together for the event! However, many other events had to be cancelled, including the Annual Year End Awards Dinner. We had to make the tough decision to cancel the January 2021 CRCA Trade Show & Seminars, which would have been the 38th consecutive.

At the start of 2021, we were all looking forward to getting back to a little more normalcy. Committees were meeting in person again to plan for the year ahead. CRCA's board was able to start having in-person board meetings, though sometimes needed microphone to hear as all were sitting six feet apart.

But just like in 2020, 2021 brought on new challenges for the industry as a whole, with material shortages, prices increases and a new surge with the Delta Variant.

Our industry faces a challenging time ahead of us and we are all working together to get through it. CRCA continues to work hard to stay ahead of issues and keep the membership informed. We are looking forward to finishing up a successful 2021 and start 2022 off with a great CRCA Trade Show & Seminars. Thank you to all involved in the CRCA as it takes all of us to navigate through these challenges. My final president's message to you is "We are all in this together!" 

Mark Duffy, Elens & Maichin Roofing & Sheet Metal
2020-2021 CRCA President



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OSHA Top 10 for Roofing Contractors . . . What's Changed . . . ?

By Frank Marino



Frank Marino

As we head into the fall season, we can begin to look back at what we've learned from OSHA and their impact on the roofing industry. One place to always look is where OSHA identified deficiencies with roofing contractors across the country. As you can see in the list below, there are a few familiar categories. However, there are

also at least one on the list worth looking into a little closer.

OSHA Top 10–FY 2021

Most Frequently Cited Standards

NAICS: 238160 (Roofing Contractors)

OSHA Standard	Fine Amounts
1. Duty to Have Fall Protection	\$11,602,061
2. Ladders	\$2,410,001
3. Fall Protection Training	\$1,172,802
4. Eye & Face Protection	\$1,719,612
5. Programs / Inspections	\$902,921
6. Head Protection	\$634,035
7. Fall Protection Systems	\$409,798
8. Scaffolding	\$451,131
9. Abatement Verification	\$40,574
10. Ladder Training	\$48,861

It's no surprise that "Duty to Have Fall Protection" remains the top most cited standard for roofers with a fine amount of over \$11.6 million. After all, it's a hazard that roofing contractors face every day. The hazard itself presents itself constantly on the roof and continues to be the most dangerous exposure for contractors. However, "Fall Protection Training" coming in at #3 is a bit of a surprise. In 2021, with all the training options in the industry for employees, how are there still so many citations being issued for fall protection training? One theory is that OSHA no longer just simply accepts the written documentation a proof of training. My personal experience has been observing OSHA compliance officers spending more time

questioning employees on their knowledge of rules and regulations during the interview process in onsite inspections. It's possible this is how OSHA is determining if employees are have been properly trained. One thing contractors can do is administer a test at the end of safety training sessions to ensure employees understand the content. This will help employers comply with the OSHA standard, but more importantly ensure their employees are better equipped to work safely.

The OSHA fine structure has also increased for the fiscal year. Several years ago, Congress passed a law that allowed the fine structure to be tied to the Consumer Price Index which is re-evaluated on an annual basis. The table below is the current status of the fine structure:

Effective 1/16/2021

Type of Violation	Penalty
Serious Other-Than-Serious Posting Requirements	\$13,653 per violation
Failure to Abate	\$13,653 per day
Willful or Repeated	\$136,532 per violation

OSHA will continue to be a presence in the day to day operations of Roofing Contractors. The Top 10 list can always serve as a guide to identify where the industry continues to be challenged with compliance. However, it should also be stated that these standards are designed to prevent injuries (specifically fatalities) on the roof. If we as an industry can reduce the number of these violations in the next year, we will simultaneously be creating a safer workplace for all employees. 

References:

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 and is a co-chair of the CRCA Health and Safety Committee. He is a member of the Occupational Environmental Safety & Health Advisory Board at the University of Wisconsin, working with faculty and safety professionals on curriculum development and industry updates. He can be reached at fmarino@safetycheckinc.com.

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Steps for Starting a Roofing Company

By Hannah Henkel, Acculynx



Hannah Henkel

Some estimates have the U.S. Roofing industry reaching over \$51 billion by the end of 2021. Even with the current material shortages and supply chain issues, it may be a great time to become a roofing contractor. CRCA Member firm Acculynx has provided seven steps to follow when starting a company of your own.

Step 1: Plan Ahead for a Successful Roofing Business—Create a Roofing Business Plan

When starting a roofing company, a strong business plan will help you make informed decisions and evaluate your performance from the very beginning. It's important to set realistic, specific objectives for your roofing business—then map out how you will achieve those objectives.

Key components to creating an actionable roofing business plan include:

- Understanding how roofing companies make money. Many roofing contractors make their money by doing roof repairs and replacements. Some contractors will also charge a fee for inspections, evaluations, or roof removal. In addition, many roofing businesses earn money from work across other trades, such as gutters or windows.
- Establishing your target market. While many roofing contractors target a particular geographic region, other contractors target specific types of jobs (like insurance restoration work) or particular kinds of roofs (such as steep slope roofs).
- Determining your starting and ongoing costs. These costs include continuing expenses, such as rent on an office space and technology like business management software; one-time expenses, such as the cost of obtaining a business license; and variable expenses, such as marketing materials.

Step 2: Find Resources to Help You Get Started

Once you have a business plan in place, it's time to find the people, organizations and resources that will help you start a successful roofing company.

- Find small business resources. In many areas, the local chamber of commerce or small business association will have resources geared towards helping new businesses, including roofing companies. There may also be trade associations in your area you can join. All these organizations offer a variety of services that can benefit your business, from business advising and continuing education, to networking and marketing resources.

There are many online resources you can take advantage of as well. For instance, consider joining a Facebook group for roofing contractors. Many contractors regularly share resources and advice in Facebook groups. They can also be a great place to ask questions.

In addition, many industry vendors, from publications to roofing software companies offer blogs, ebooks, and other informative resources to help new business owners.

- Hire an accountant
- When you start a new roofing company, having an accountant on board from the beginning will help ensure your business is financially healthy. Your accountant should review your business plan to make sure it is financially viable and help you create a budget.
- Partner with the right team
- Start with a small team that covers the most essential aspects of a successful roofing business:
 - Foreman/crew leader
 - Roofing crew
 - Sales representatives
 - Production/general manager
 - Administrative/office staff

Use resources such as job boards, local trade associations, and recommendations from friends to build a strong team. You'll want to hire people who are committed

to the goals of your roofing business, excited about the industry, and willing to work hard.

Step 3: Pick a Name for Your Roofing Company

Your roofing company name should help you stand out from your competitors and give potential customers a strong first impression of your business. Here are a few key tips to consider as you select a name.

- Don't involve too many people—If your list of possible names is too long, it will be difficult to narrow it down and find the right one. During the brainstorming process, keep it simple by involving no more than two other people.
- Avoid names that are too hard to spell—The easier your name is to spell, the easier it will be for your roofing business to get found online. And with 74% of people using voice search on their smartphones to find local businesses, an unusual or difficult spelling can easily get misinterpreted by the voice search tool. Stick to simple spellings to make sure homeowners can find you easily.
- Check the names of competitors—Before you select a name, research other roofing companies in the area to make sure your name is unique. If the name of your business is the same as or similar to other roofing businesses in your area, homeowners may confuse you with your competitors.
- Consider SEO value—Besides spelling, there are other factors to consider when selecting a company name that will be easily found in search. A roofing business name with high search engine optimization (SEO) value is:
 - Unique to your geographic area
 - Easy to remember
 - Related to your industry (e.g. may incorporate the word "roofing" or "contractor")

As you evaluate possible names for your new roofing company, make sure they meet these criteria, and search your top contenders to see which ones perform the best in search.

Step 4: Make Sure Your Roofing Company Can Legally Operate

Before you can start any roofing work, you'll need to fulfill all the legal requirements for operating a roofing business in your area.

- Register your business with the government—While most roofing businesses don't need to register with the federal government, you will likely need to register with the state government in order to conduct business activities within a given state. The type of registration

you need to file will depend on your business structure (e.g. LLC, partnership, or corporation), as well as on the laws of the state.

- Obtain permits and licenses—Permitting and licensing requirements can vary between states, counties, and even cities or towns. In most states, you will need a general contractor's license; in some areas, you may also need special licenses for roofing or the other trades your business offers. Your local chamber of commerce or small business association can help you identify the permits and licenses your roofing company needs before starting.

Step 5: Insure Your Roofing Business

Starting a new roofing company represents a major investment of your time and money. Insuring your roofing business will help you protect your investment and prepare for unforeseen circumstances. Here are a few different types of insurance your roofing company might need:

- **General liability insurance:** This insurance covers property damage, personal injury, and bodily injury that is the fault of your company. If your roofing business damages a homeowner's property or someone is hurt on your premises, general liability insurance will cover the cost.
- **Worker's compensation:** Depending on the number of employees at your roofing company, your state may require you to have a worker's compensation policy. This policy will provide financial assistance to your employees if they are injured on the job.
- **Professional liability insurance:** Having professional liability insurance will protect your roofing business against lawsuits and claims of negligence. Professional liability insurance is especially helpful for roofing businesses who recommend specific products or treatments, as it will protect your business from fallout if these products fail to perform as expected.
- **Vehicle insurance:** If your roofing company plans to own or lease any vehicles, you'll need this insurance to provide coverage for them and protect against financial burden if your vehicles are involved in an accident.
- **Equipment insurance:** If you've invested in expensive roofing equipment, use this insurance to protect your investment and provide coverage in case of damage or loss. Some general liability insurance plans will allow you to add extra coverage for equipment.

Some states require that businesses carry specific types of insurance. You can verify what insurance you will be required to carry with a local business association.

Step 6: Choose the Right Roofing Software

The technology you use to manage your roofing contractor business can have a big impact on your company's ability to grow. Thousands of roofing contractors use business management software or a roofing contractor CRM to streamline their everyday tasks and manage their work.

Here are a few of the reasons why you should consider implementing a roofing contractor CRM for business management when starting a roofing company.

- **Efficient Workflows**—Inefficient or disorganized processes can hold your employees and your company back. Since roofing contractor CRMs are designed to streamline every part of your workflow, using it right from the beginning will help establish efficient processes from the get-go.
- **Clear communication**—It's important for everyone to be on the same page when coordinating roof repairs. With a roofing contractor CRM, all your teams are working from the same system, so they have access to the same information. Team members can see job details and make updates in real time from anywhere, keeping everyone in the loop and improving communication between the office and the field.
- **Easy job tracking and management**—In order to compete in a crowded market, your roofing company needs to follow up with leads promptly and keep jobs moving forward. Roofing contractor software with robust job/project management capabilities will help you track leads and stay updated on the status of your jobs, so nothing falls through the cracks. Once your jobs are in production, your roofing CRM will enable you to manage schedules in real time and keep work progressing efficiently.
- **Better customer service**—Great customer service will help you build a positive reputation for your new roofing business. One way to serve your customers well is to keep them informed at every step of the process and reach out to them promptly if schedules change. Roofing business management software can help you automate customer communications so you can consistently deliver timely updates.
- **Money and time saved**—Some roofing companies use lots of different software applications to manage their businesses and stay organized. The cost of all those tools can quickly add up, and so can the time spent on finding each tool and incorporating it into your business processes. Roofing companies that rely on a single system to run their business save time and money in the long run.



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It's common for new roofing companies to have growing pains as they figure out how best to do business. Implementing a roofing contractor CRM as a key part of your strategy can help you ensure your processes run smoothly right from the start.

Step 7: Reach the Right People

Once your new roofing company is ready to start work, you'll want to start connecting with homeowners in your target market and building your customer base.

How to market a roofing company - Here are a few proven marketing tactics to help your roofing company get started with marketing:

- **Company website:** Most homeowners do their research online, and a strong website will give them a positive impression of your roofing company. On your website, make sure your contact information is easy to find, describe what sets your roofing company apart, and prominently display any special offers or deals.
- **Social media:** Creating a social media account for your roofing company, such as a Facebook page, helps you connect with potential customers on a platform they frequent and showcase your work. You can also purchase ads on social media to reach a local audience.
- **Google listing:** Creating a Google My Business profile allows you to promote your business in Google Search and Google Maps. When homeowners search for roofing companies in your area, they'll see your business name, website, and other company information.
- **Door knocking:** Canvassing a neighborhood can be the best way to reach homeowners in areas that have been hit by storm damage. Be prepared to pitch your business in a few sentences and leave behind a flyer or card to remind the homeowner of your services.
- **Truck wraps:** Turn your company vehicles into advertisements for your services with truck wraps. Be sure your name, phone number, and website address are clearly visible on all sides of the truck.

Whatever your marketing strategy includes, be sure to allocate time and budget to executing it and adjust it if it doesn't work. A successful marketing strategy will pay for itself by generating qualified leads that you can turn into satisfied customers. 

Hannah Henkel is a digital marketing specialist for CRCA Associate Member Acculynx, a roofing industry's leading business management software firm. Visit acculynx.com/blog to find more of Henkel's informative blog posts on a range of topics relevant to roofing contractors.

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Transportation Safety for Roofing Contractors and Suppliers—Important Fleet Safety Tips

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Per CNA's Safety Resources for Roofing Contractors, "The leading cause of fatalities in the roofing industry is falls from heights, including falls from leading edges, skylights and ladders." But as most Roofing Contractors and Suppliers know, developing fleet risk control strategies involving transportation to and from the job site is an essential part of any business' safety program. CRCA Member firm CNA, in collaboration with CRCA's Health and Safety Committee, provided the following transportation strategies for roofing contractors and suppliers to review and implement, especially as we move into the winter months.

Load Securement

Failing to properly secure cargo can be costly and dangerous. What happens when a load becomes unsecured? Consider the consequences of injury to yourself, other motorists, other workers and the potential downtime as a result of improperly securing a load.

Load Securement Starts with Thorough Pre-Trip Planning and Inspections. Things to Remember:

- Do you have the right equipment for the job?
- Trailer Condition? Decking, anchor points, tires, brakes?
- Review your route. Height or weight restrictions?

ALWAYS remember to wear your seatbelt while loading and unloading equipment.

Inspect Your Chains, Binders & Straps.

- Look for damage and excessive wear—(elongation, gouges, nicks, holes, tears, cuts, knots)
- Look for embossed label on chains and manufacturers label on straps when selecting tie downs.

Understanding Load Limits and Calculations: FMCSR 393.5

Working Load Limit—(WLL) Maximum load that may be applied to a component of a cargo securement system

during normal service—assigned by the manufacturer or component. This is the maximum weight value that can be applied towards the ALL for an individual component of the securement system (chain, binder or strap—always lowest value of any components).

Aggregate Load Limit—(ALL) The **summation** of the WLL's or restraining capacity of all devices used to secure an article on a vehicle. This is the combined securement value of the individual components used.

ALL of the tie downs used must be at least half the weight of the cargo. ex. 15,000 lb. load requires an **ALL** of at least 7,500 lbs.

ALL is the sum of indirect WLL + WLL/2

Direct Tie Down—anchor point on vehicle to anchor point on cargo. (Use 50 percent of WLL)

Indirect Tie Down—anchor point on the vehicle, through, over or around the cargo, then to an anchor point on the OTHER side of the vehicle. (Use total WLL for indirect tie downs)

How Many Tie Downs Do I Need? The number of tie downs needed for cargo or equipment depends on the location of the cargo on the trailer, the weight and the size.

- **One Tie Down**—5 feet or less in length and less than 1,100 lbs.
- **Two Tie Downs**—Between 5 and 10 feet (regardless of weight) 5 feet or less and more than 1,110 lbs.

For cargo that exceeds 10 feet in length, one tie down is needed for each additional 10 feet. If the article is NOT blocked or positioned to prevent movement in the forward direction, two tie downs are required in the first 10 feet, and one additional tie down for each additional 10 feet.

Heavy Equipment, Machines and Vehicles:

FMCSR 393.130 393.130 applies to heavy vehicles and machinery which operate on wheels or tracks which individually weight 10,000 lbs. or more.

- Restrain equipment against lateral, forward, rearward and vertical movement.
- Use a minimum of four tie downs with a minimum WLL of 5,000 lbs. per tie down.
- Secure tie downs as close to the front and rear of the equipment or on mounting points designed for that purpose.
- Accessory equipment must be completely lowered and secured to the vehicle deck.
- Restrain articulating vehicles which prevents articulation.
- Do not place chains over Power Take Offs or hydraulic cylinders.
- Inspect before leaving, within the first 50 miles, when duty-status changes and every three hours or 150 miles (whichever occurs first).

Winter Driving

Driving under any weather conditions presents a variety of perils. Driving in snow, sleet and ice during the winter months requires extra care and attention. Provide your

employees with these safety tips to help them navigate through the winter driving season.

Tips for Winter Driving

1. Plan your route ahead of time and know where you are going. Give yourself plenty of extra time to reach your destination and remember that arriving safely is more important than arriving on time. Be sure someone knows where you are going with an estimated arrival time.
2. Make sure that you are able to see and be seen. Clean all the snow and ice off your windshield, other windows, outside mirrors, lights and reflectors. Make sure your vehicle is equipped with good wiper blades, and that wiper arms are exerting enough pressure on the blades to ensure a clean sweep. If moisture or ice build-up on the inside or outside of your windshield, stop, clean it off and make sure your defroster is on.
3. Allow vehicles to warm up outside, rather than in a garage, to prevent carbon monoxide poisoning.
4. Drive at a speed that is safe for weather conditions. Snow and ice covered roads require speed adjustments—slow down.



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5. Stretch your “following” distance and don’t tailgate. Winter surfaces increase stopping distance three to 12 times, so smart drivers increase their following distance. Heavy trucks require a longer stopping distance on slippery roads than passenger cars.
6. Brake before curves. All vehicles are particularly sensitive to over-powering, over-steering and over-braking on curves. Unseen hazards around the bend may require an evasive action, so turn your wheel slowly and smoothly, keep a consistent speed in the turn, and tap your brakes carefully if it’s necessary to slow down or stop.
7. Know whether your vehicle has an antilock brake system and learn how to use it properly. Antilock brake systems prevent your wheels from locking up during braking. If you have antilock brakes, apply firm, continuous pressure to the brake pedal. If you don’t have antilock brakes, you may need to pump your brakes if you feel the wheels starting to lock up.¹
8. Use proper lights. Never drive with parking lights instead of headlights in winter’s early dusk and when poor visibility is evident. Parking lights can cause an oncoming driver to think you are farther away than you are. Keep headlights clean; dirty ones can greatly reduce your visibility at night.
9. Be prepared in case your vehicle breaks down or slides off the road. Have the following items on hand: a charged cell phone, a working flashlight, a shovel, an ice scraper, blankets, critical medicines and food/water.

Stay with your vehicle, make sure the exhaust pipe is clear, only run the vehicle as much as necessary, and place a bright marker on the antenna.

Types of Winter Weather

The National Weather Service categorizes winter weather into three primary categories, based on local criteria:

Winter Weather Advisory Issued when snow, blowing snow, ice, sleet or a combination of these wintery elements is expected. Be prepared for winter driving conditions as well as possible travel difficulties. Use caution when driving.

Winter Weather Watch Issued when conditions are favorable for a significant storm event such as heavy sleet or snow, ice storms, blowing snow or a combination of these elements.

Winter Weather Warning Issued for a significant weather event including snow, ice, blowing snow or a

combination of these hazards. Travel can become difficult or impossible in some situations. FEMA advises delaying travel plans until conditions improve.

Black Ice

Black ice is defined as patchy ice on roadways or other transportation surfaces that cannot easily be seen. It is considered to be a deadly driving hazard by the National Weather Service. Due to the dangerous nature of black ice, it is important for drivers to be vigilant and on the lookout for this potential driving exposure in the winter months.

According to the National Weather Service, black ice is often clear, with the color of the road surface visible underneath (black when on asphalt roadways). Black ice typically forms when snow has melted on the roadways during the daytime hours and refreezes overnight when temperatures drop below freezing, making it most prevalent in the early morning commuting hours.

Black ice does not need the presence of snow to form and can be a potential driving hazard after a temperature drop overnight when roads are slick from rainy weather.

Extra caution should be given when driving a vehicle across a bridge or an overpass, as they tend to freeze before a traditional roadway. This is due to a combination of cold air both above and below the bridge resulting in a lack of heat retention and the formation of ice on the surface.

Driving Near Snowplows

Snowplows are commonly seen on roadways in winter, and their size and the act of plowing snow should compel drivers to follow important safety tips while sharing the road with these vehicles.

- When loaded with salt, a snowplow may weigh more than 10 tons, making them more difficult to maneuver than a traditional vehicle and harder to stop in an emergency situation—especially in icy conditions.
- Plow trucks generally drive more slowly while performing salting operations, to ensure the salt being spread stays within the lanes where it is needed.
- As trucks plow, they often kick up clouds of snow that may reduce visibility for drivers in adjacent lanes.
- Snow plowing often creates a ridge between the lanes on a roadway, making lane changing more challenging.
- As large vehicles operating in poor weather conditions, snowplows tend to have many blind spots. Remain several car lengths behind a snowplow where the road has been freshly cleared. This may also help

with visibility, making the driver of the plow aware that a vehicle is traveling behind them.

Cold-Weather Maintenance Tips

Safe vehicle operation begins before the vehicle gets on the road. Routine maintenance is a critical element to ensure safe driving on roadways. This can be accomplished by making sure that all vehicles are up-to-date with scheduled maintenance requirements, ensuring that:

- Oil changes are performed within the manufacturer’s recommended timelines and brakes are within their lifespan.
- Tires are in good condition and are at the manufacturer’s recommended pressure. Tires with good deep treads are essential for successful cornering and handling on slippery roads.
- Vehicle inspections are current.
- A mechanic has reviewed the vehicle’s battery, as its power will drop along with the temperature. For electric or hybrid vehicles, driving range may be reduced in colder temperatures.
- Floor mats are the correct size and installed per the manufacturer’s instructions (and are not folded or curling) so they do not interfere with the operation

of the accelerator or brake pedal. Mats should be secured to prevent them from sliding.

- There are no vehicle recalls (this can be determined by periodically checking the NHTSA website).
- Gas tanks do not sit at less than half empty, which may cause fuel lines to freeze. 

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To learn more about how to help your clients manage risks and increase efficiencies, please contact CNA Risk Control at RiskControl@cna.com or visit cna.com/riskcontrol. (Editors Note: a special thanks to CRCA Health & Safety Committee Member, Kurt Kollwelter!)



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JANUARY 19-21, 2022

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2022 EVENT
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As the incoming Chicago Roofing Contractors Association 2022 President, I invite you to attend and participate in the CRCA Welcome Reception, Trade Show and Seminars!

Mark calendars now for Jan. 19-21, 2022 at Drury Lane Conference Center, Oakbrook Terrace, IL. Best yet, CRCA's Trade Show & Seminars are FREE.

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- Managing a Multi-Generational Workforce - sponsored by CRCA's Emerging Leaders and Chicago Women in Roofing Committees
- Roofing Week Kickoff Reception
- Roofing Industry Breakfast (Free for Specifiers, Roof Consultants, fee for others)
- Protection Against Low Slope Roofing Litigation - Stephen Phillips
- Steep Slope Legal Protection - Trent Cotney & Tray Batcher
- Navigating Market Volatility - Trent Cotney
- Fall Protection Revisited - Frank Marino & CRCA's Safety Committee
- Alternatives to Roof Re-Cover: Coatings & More - CRCA Leader Companies
- Roofing Industry Update with NRCA's Mark Graham
- A Little Venting About Venting - Joe Lstiburek

Don't miss 135 Exhibits & Relationship Building!

- Thursday, January 20, 11 am - 5 pm
- Friday, January 21, 9 am - 1 pm

CRCA's Trade Show & Seminars continues its national reputation for cutting edge Educational programming through our Trade Show Committee Members:

Ryan Petrick, Greg Dedic, Matt Adler, Jeanne Beyer, Dave Good, Jason Peterson, Rod Petrick, Ross Ridder and Tony Roque.

On behalf of CRCA's Trade Show Committee and our Board of Directors, thanks to our dedicated Committees, Exhibitors and Sponsors. Because of your time, efforts, and dedication, our annual CRCA Trade Show & Seminars continues to be an amazing event!

As president, I invite you to be active in our industry. Join CRCA and volunteer for a CRCA Committee.

I look forward to seeing you in January at CRCA's Trade Show and Seminars!

Mitch Rabin, A-1 Roofing Co.,

2022 CRCA President



REGISTER TODAY AT CRCA.ORG

ROOFING WEEK IN CHICAGO 2022 EVENT PROGRAM

WEDNESDAY, JANUARY 19

DRURY LANE - CRYSTAL ROOM

3:00 PM - 5:00 PM

LEADING A MULTIGENERATIONAL WORKFORCE

Sponsored by CRCA's CWIR & Emerging Leaders Committees

Speaker: Carolyn Stern (EI Experience)

With the Generation Z cohort entering the workforce, we manage the most multigenerational workforce than ever before. Traditionalists, Baby Boomers, Generation X, Millennials, and Gen Zers are now working side by side under one roof. Learning how to lead a multigenerational workforce is critical to any companies' success.

Each generation has its strengths and challenges, and to manage them well, leaders need to know the unique preferences each generation possesses. Join us in this session to learn how to lead with emotional intelligence to create inclusion in your workplace, resulting in more innovative ideas, productive employees, and impressive results.

DRURY LANE HILTON SUITES

5:00 PM

ROOFING WEEK IN CHICAGO: KICK-OFF COCKTAIL PARTY

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Relax, unwind, and get to know your industry colleagues to celebrate Roofing Week 2022. Enjoy complimentary cocktails and hors d'oeuvres with CRCA!

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FOR ALL WEDNESDAY EVENTS
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Thursday, January 20, 11 am to 5 pm / Friday, January 21, 9 am to 1 pm

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FREE EXHIBITS AND SEMINARS (EXCLUDING THURS BREAKFAST)



THURSDAY, JANUARY 20

DRURY LANE CONFERENCE CENTER

9:00 AM - 11:00 AM

CRCA'S "ROOFING WEEK IN CHICAGO" INDUSTRY BREAKFAST

Crystal Room/English Room

The 2022 CRCA Roofing Industry Breakfast panel sets the stage for two days of great education! Industry Leaders and seminar speakers will give previews to their programs. Topics to include Building Envelope Litigation, Steep Slope Legal Issues, Navigating Market Volatility, CRCA's Safety Program, and more!

PRE-REGISTRATION REQUIRED at CRCA.org

FREE to Architects, Specifiers, Roof Consultants, Building Officials. Nominal charge for Contractors, Manufacturers, Suppliers and Distributors.

1:00 PM - 2:00 PM

STEEP SLOPE LEGAL PROTECTION: WHAT CONTRACORS NEED TO KNOW

English Room

Speakers: Trent Cotney & Tray Batcher (Cotney Attorneys & Consultants)

This seminar will focus on the legal issues associated with steep slope roofing. The topics will include steep slope specific contract provisions, OSHA defense related issues, navigating defect claims, and negotiating with homeowners.

****Programming subject to change*

AIA, ALA, ICC & IIBEC LEARNING UNITS OFFERED

THURSDAY, JANUARY 20 (CONT.)

DRURY LANE CONFERENCE CENTER

1:00 PM - 2:00 PM

FENDING OFF LOW SLOPE LITIGATION

Crystal Room

Speaker: Stephen Phillips (Hendrick Phillips Salzman & Siegel)

Key information for contractors, manufacturers and the design community involving strategies from leading construction legal expert Stephen Phillips. He will cover court decisions involving unreasonable contracts, building code compliance / liability, applicability of commercial general liability insurance with roof defects and more.

3:00 PM - 4:00 PM

NAVIGATING MARKET VOLATILITY

Crystal Room

Speaker: Trent Cotney (Cotney Attorneys & Consultants)

Issues with material availability and price increases continue to plague the industry. This presentation will discuss the latest issues surrounding the crisis including an in-depth look at the contract provisions needed for new contracts and how to navigate increased prices and lead times with existing contracts.

FRIDAY, JANUARY 21

DRURY LANE CONFERENCE CENTER

7:00 AM - 9:00 AM

CRCA SAFETY PROGRAM

Theater

Speaker: Frank Marino (Safety Check, Inc.)

For field workers to estimators, this important safety seminar will discuss how to prevent falls through gypsum decks, skylights and other unsecured rooftop openings. OSHA and DOL COVID updates will also be covered.

7:45 AM - 8:45 AM

ALTERNATIVES TO ROOF RE-COVER: COATINGS & MORE

Crystal Room

Speakers: Mark Graham (NRCA), Chris Huettig (KARNAK), Jim Martin (R.M. Lucas)

This Coatings Panel discussion to educate the options to roof recovering. Mark Graham will start the presentation with code requirements. This important panel will follow with discussions on types of coatings, surface preparation, when to coat and when not, warranties, product life cycle and more.

9:30 AM - 10:30 AM

A LITTLE VENTING ABOUT VENTING AND OTHER ELEMENTS OF THERMODYNAMICS

Crystal Room

Speaker: Joe Lstiburek (Building Science Corporation)

Listen to internationally recognized building scientist Joe Lstiburek discuss the Science of Thermodynamics including Ventilation, Attic Condensation, Air Sealing, Unvented vs. Vented Attic space, Conditioned Attics / Conditioned Roofs and other key information for both steep and low slope roofing installation.

11:15 AM - 12:15 PM

ROOFING TECHNICAL ISSUES

Crystal Room

Speaker: Mark Graham (NRCA)

With building and energy codes, new materials, air barriers and technical issues constantly evolving, the roofing industry is becoming more complex daily. Learn how to navigate industry minefields from NRCA's Mark Graham. Key technical updates for code officials, architects and specifiers, roof consultants and roofing contractors will be provided.

****Programming subject to change*

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



38th CRCA Trade Show & Seminars
Drury Lane Conference Center
January 19-21, 2022

Exhibiting Hours:
Thursday, January 20, 11 am to 5 pm
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Register at CRCA.org today!

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ACCULYNX - 36
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Roof Talk—Contractor



Company: Filotto Roofing, Inc.
Location: Crest Hill, IL
Business Founded: 1987
Number of Employees: 35
Joined CRCA: March 26, 2004

What Services Does Your Business Offer?

Filotto Roofing is a commercial and residential steep slope roofing contractor. Our services include asphalt shingles, wood shakes, synthetic products and clay tile. We also have a dedicated service division for all types of steep slope repair work.

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

We plan to continue to grow by servicing our existing clients and gaining new opportunities through our past successes. We pride ourselves in employee retention and we look forward to continuing this in the future.

What Is Your Best Business Memory to Date?

There have been many over the years, but our favorite memories are working alongside the roofing professionals and suppliers that we have created lasting relationships with.

How Did You Learn About CRCA?

We learned about CRCA through our existing clients and consultants.



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

There is always something to learn from attending a CRCA event, these events keep us up to date on all current regulations and safety protocols. The roofing industry is always evolving, and CRCA is at the forefront of providing the necessary information to move our company forward.

What Value Does CRCA Membership Bring to You?

It allows us to interact and learn from other roofing professionals that are facing the same challenges that we encounter. This membership also allows us the opportunity to attend the many seminars, social luncheons, and various other informative events provided by CRCA.

What Advice Would You Give a New CRCA Member?

Get involved through a committee or attending any CRCA events that are offered. There is a wealth of information and knowledge to be gained by being a member of CRCA.



Roof Talk—Associate



Company: Malarkey Roofing Products

Location: Portland, OR; Oklahoma City, OK;
South Gate, CA

Business Founded: 1956

Number of Employees: 500

Joined CRCA: 2011

What Services Does Your Business Offer?

Industry-leading, sustainably-designed, high-performance roofing materials.

Where Do You See Your Business in 10 Years?

Manufacturing increasingly sustainable roofing products that lead the industry in performance and reliability.

What Is Your Best Business Memory to Date?

Introduction of the first smog-reducing roofing shingle in 2019.

How Did You Learn About CRCA?

Through our district sales manager, Tom Fisher.

What Value Does CRCA Membership Bring to You?

As a company founded in Portland, Oregon, we value our CRCA membership to create dialogs with local contractors about our products and to hear first-hand, how they perform on the job.

What Advice Would You Give a New CRCA Member?

The CRCA is a great resource for local contractors to continue their education, stay atop of the latest news, and connect with like-minded people in the industry.



The Latest Legal Challenges to the OSHA ETS

By Trent Cotney



Trent Cotney

Since the Biden Administration announced a variety of vaccine mandates and COVID-19 related standards, there has been a variety of legal challenges. On November 29, 2021, a U.S. District Court for the Eastern District of Missouri issued a preliminary injunction staying the enforcement of vaccine mandates for health care workers. Similarly, on November

30, the Western District of Louisiana issued a preliminary injunction staying the enforcement of the COVID-19 Centers for Medicare & Medicaid Services (CMS) vaccine mandate. On the same day, a U.S. District Court judge in Kentucky issued a preliminary injunction on the Biden administration federal contractor vaccine mandate.

At the November 9th CRCA Membership Meeting, CRCA Members had a spirited discussion around the new OSHA Emergency Temporary Standard (ETS). If you have been following the details surrounding the Occupational Safety and Health Administration (OSHA) emergency temporary standard (ETS) related to the COVID-19 vaccine, you know that the ETS is in limbo. And you may wonder what will happen next.

The 5th Circuit Stay

On November 5, OSHA issued an ETS that called for private employers with 100 or more employees to enact vaccine policies for their companies. These policies would require that workers be vaccinated or submit to weekly COVID-19 testing. This directive was immediately questioned by organizations, agencies, and state governments that opposed it. Many saw this requirement to be an example of government overreach.

On November 6, the 5th U.S. Circuit Court of Appeals, a conservative court located in New Orleans, temporarily suspended the requirement as it considered the challenges levied by employers and other entities. Then,

on November 12, the 5th Circuit confirmed its ruling and issued a stay on the directive. The order reaffirming the stay is a scathing opinion where the 5th Circuit questioned among other things the existence of “grave danger,” which is required for an emergency standard.

The 6th Circuit Consolidation

The 5th Circuit was not the only court in which OSHA ETS lawsuits had been filed. In fact, there are more than 30 nationwide lawsuits. These have now been consolidated for one court to hear. On November 17, via a lottery system, the 6th U.S. Circuit Court of Appeals was selected to hear the challenges. This court, based in Cincinnati, is comprised of 16 judges, and of those, five were appointed by Democratic presidents, and 11 were appointed by Republican presidents. In the coming weeks, that court will decide whether to agree with the 5th Circuit and halt the ETS or to lift the stay and allow the ETS to go into effect. In the end, it is possible that the U.S. Supreme Court will ultimately decide this case.

So, What Should You Do?

The initial deadlines that OSHA stipulated are on hold; however, employers would be wise to prepare the policies and documentation needed regardless of whether the ETS moves forward. We have heard numerous reports throughout the Chicago area and Illinois of customers requiring contractors to have vaccinated crew members. As a result, it makes sense to identify which of your workers have been vaccinated and which have not, train on COVID-19 risks, CDC guidelines, and the vaccine process.

How Employers Prepare?

Prior to this announcement, many employers with more than 100 workers had begun exploring and implementing administrative changes within their companies to comply with OSHA’s ETS including:

- *Review process for tracking vaccinated employees.* If not yet done so, work with HR to adopt a procedure for knowing who is vaccinated and who is not. This will involve getting proof of vaccination via original

vaccination cards or copies of them. Keep these details confidential, similar to all medical information.

- *Decide if you will enforce the mandate or allow for testing.* As an employer, you are within your rights to make vaccination a term of employment. If you opt not to, you must ensure that your unvaccinated employees are tested weekly.
- *Devise a plan for tracking results.* Tracking the testing results is critical with good recordkeeping. If testing is not free, follow applicable state and federal laws to determine if you or the employee must pay.
- *Work out how to address requests for accommodations.* If you decide to mandate vaccination, employees who request religious or medical exceptions must be accommodated, in keeping with the Americans with Disabilities Act (ADA) and Title VII. Be sure that all your responses to accommodation requests are fair and that you treat all employees equally.
- *Prepare for employee resistance.* Whether you fully adopt the mandate or allow for weekly testing, some workers will not comply. Create a game plan with HR for handling those employees. Some may resign over the vaccine issue, so duties will need coverage or replacements hired. Others may refuse and cause you to consider disciplinary action, including termination.

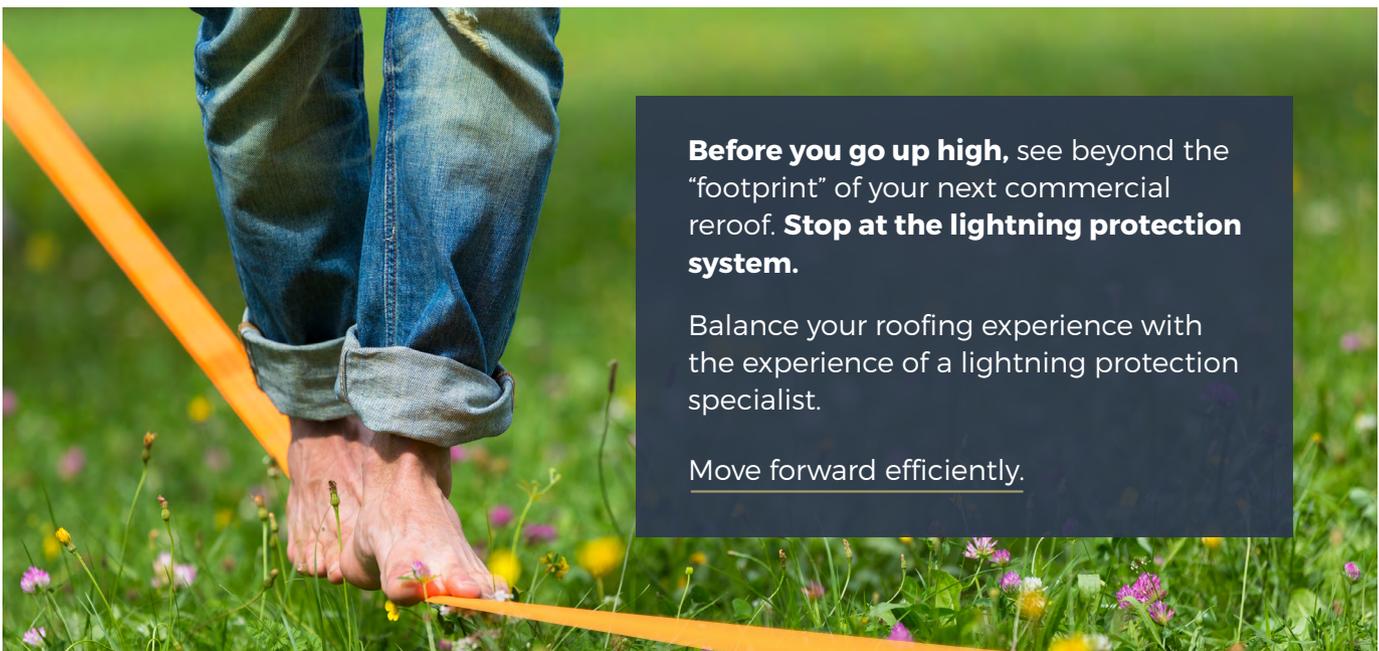
- *Plan for OSHA inspections.* OSHA will continue workplace inspections and investigators will be monitoring all previous COVID-19 safety guidelines and will likely ask about your vaccination policy. Keep accurate and thorough documentation on policies and processes for proving vaccination and tracking testing.

Final Thoughts

Navigating the COVID-19 pandemic has been challenging for businesses in every industry and of every size. For now, continue following all the health and safety protocols in place, and begin to prepare for what lies ahead, considering all scenarios. Consult legal counsel as needed to help protect your company's best interests.

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

Trent Cotney, CEO of Cotney Attorneys & Consultants, is an advocate for the roofing industry, and is General Counsel of CRCA and NRCA. For more information, contact the author at 866.303.5868 or go to www.cotneycl.com.



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Fall Prevention Systems Are Only Effective When Combined With Fall Prevention Thinking

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Fall hazards are common in manufacturing and industrial facilities. In fact, there are potential dangers at every turn. It's your duty to provide your workers with a safe workplace which includes installing fall prevention systems. But it's not necessarily enough to make sure that you have all the proper OSHA fall protection devices and systems in place. You also need to cultivate a safety-first culture in your organization which begins with you leading by example and encouraging your workers to do the same.

What Is Fall Prevention Thinking?

It's vital that you have written safety policies and procedures in place so that your employees know what's expected of them. But this is only the beginning. To cultivate the safety-first culture your company needs, you have to take things a step further. Fall prevention thinking begins at the top with mandates, rules, and expectations coming from ownership and management. A good leader doesn't just tell workers what to do; they lead by example. You need to let your employees know that safety is your number one priority.

Benefits of a Safety-First Culture

Although a good salary and benefits will attract talent, they're only part of the reason people will stay with your organization. When you promote a safe work environment and make that commitment clear, employees are much more likely to express job satisfaction and loyalty. Some other benefits your company will reap include:

- Fewer Workplace Injuries and Accidents
- Increased Productivity
- Improved Employee Engagement
- Lower Employee Turnover

A few of the characteristics of a company with a safety-first culture include:

- Leaders That Are Committed to Employee Safety

- Empowered Managers Who Strive to Positively Change the Work Environment
- Employees Are Encouraged to Take Action to Make Safety Improvements
- Team Members Feel an Obligation to Themselves and Others to Stay Safe
- Investing in Fall Prevention Systems, Equipment, and Training Is a Priority

How to Implement a Fall Prevention Plan

The first step in creating a safe workplace is developing a plan that suits the needs of workers. That begins with an honest evaluation of the fall hazards workers face. This step should be done by a qualified individual who is a safety expert. Every potential fall hazard needs to be noted so that it can be mitigated or eliminated. To encourage workplace safety, it's necessary to:

- Train employees to recognize and avoid fall hazards.
- Ask workers about their safety issues or concerns.
- Implement safety procedures based on input from your team.
- Encourage employees to be mindful of everyone's safety.
- Reward safe behaviors.
- Change unsafe practices with additional training.

Choose the Right Fall Prevention Systems

With a pervasive safety-first workplace mentality, your organization can avoid many of the pitfalls of an unsafe workplace. However, you can't just make rules, monitor your workers, and talk about safety. You need to take concrete action to address and eliminate as many fall hazards as possible in your facility. OSHA fall protection guidelines don't require a specific solution for a fall hazard; it's up to you to make that choice. However, OSHA does require your fall safety devices and equipment to meet certain standards including:

Guardrails and Safety Railing

Rails are, by far, the most common passive fall protection used in industrial facilities. They're suitable for a variety of applications including rooftops, on mezzanines and other elevated surfaces, around dangerous equipment and machinery, and even as traffic control. Any guardrail you use must meet the following criteria in order to comply with OSHA standards:

- The top rail has to be 42" (+ or -3") above the walking/working surface.
- Guardrails must withstand 200 lbs. of force without failing or deflecting to less than 39".
- Midrails are required to take a force of at 150 lbs. without failure.
- Rails have to be made of smooth material that won't snag, scratch, or injure employees.

Safety Gates and Swing Gates

You can't block off areas of your facility completely. Workers need to be able to get into and out of an area with as little hassle as possible. Entrances to elevated work surfaces, ladderways, restricted areas, and other dangerous areas of your facility can be protected and accessible with the right gate. Your safety gate or swing gates must meet OSHA's safety gate standards including:

- Industrial gates must meet the same height and strength criteria as noted above for guardrails.
- A safety gate must swing or slide away from the hole or opening it's protecting.
- Industrial swing gates must be self-closing per OSHA 1910.29 (b).
- There cannot be any opening of more than 19" at its smallest diameter on the gate.

Fall Arrest and Fall Restraint Systems

In addition to guardrails and a safety gate, you may also need to provide workers with additional fall protection systems. Fall restraint systems like a harness and lanyard allow workers to access areas that are potentially dangerous without risk of falling. Fall arrest systems like a harness, anchor point, and self-retracting lifeline stop a fall that's in progress, so the individual does not reach the level below.

- Lanyards and lifelines must have a minimum breaking strength of 5,000 lbs.
- D-rings, snap hooks, and carabiners must be proof tested to a minimum tensile load of 3,600 lbs.
- Anchorages must be able to handle at least 5,000 lbs. for each employee attached.
- Harnesses, lifelines, and other components must be inspected for damage or wear before each use.

OSHA Fall Protection Advice and Assistance

It's your obligation to provide a safe workplace for your employees, and you can do that by concentrating on reducing potential fall hazards. But no matter how many guardrails, swing gates, and other fall prevention systems you install, without a safety-first culture, you're missing the boat. Your employees need to see you as a leader who cares about their safety, and you can do that by setting a good example.

Train your new employees and provide ongoing training to keep safety issues in the forefront. If you need some help with your fall safety protocols, equipment, or training, contact a safety expert to assist you.

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For more information, contact Jim Dvorak at CRCA Member Big Rock Supply, jim@bigrocksupply.com or (630) 206-1192 Ext: 104, Jim Rakas, Great Lakes Sales & Marketing, jrakas@glsmi.com, or Fabenco, at www.tractel.com. 



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Industry News

By CRCA Staff

CRCA News

CRCA Members Gather Again in Person!

CRCA held the following in-person events this late summer and fall:

- CRCA's Contracts & Insurance Committee teamed up with the Health & Safety Committee at Chicago's Revolution Brewery to learn from Trent Cotney (Cotney Attorneys & Consultants) and Frank Marino (Safety Check Inc.) on safety and liability.
- September's Membership Meeting at Pin Stripes, Oakbrook, hosted by CRCA's Building Envelope Committee featured a Project Sequencing Panel consisting of Steve Black (Power Construction), Patrick Reicher (Raths, Raths & Johnson) and George Patterson (Bennett & Brosseau Roofing, Inc.)
- CRCA's Chicagoland Women in Roofing toured Omni Ecosystems on September 23, to learn about the innovative approach to vegetative roofing and storm water management. CWIR also launched the 2021 food drive, to benefit the New Trier Food Pantry.
- On October 14, CRCA's Emerging Leaders gathered at TopGolf to network and try their hands at a little of competitive Golf. CRCA thanks Hunter Panels for supplying the winning four-some, Brady, and Austin Keller (Sterling Roofing), Joshua May (HC Anderson) and Ryan Blad (838 Coatings) with lobsters!



CRCA Photo—Mike Lowery presents Hunter Panel Lobster Certificates

- CRCA's November 9th Membership Luncheon and Meeting featured Trent Cotney (Cotney Attorneys & Consultants) and Frank Marino (Safety Check Inc.) to discuss the new OSHA Vaccine Mandate.
- CRCA's Annual Awards Dinner on December 4th recognized achievements of excellence in the roofing and waterproofing industry for 2021. Recipients included:

- **Gold Medal Safety Award**—Riddiford Roofing Company
- **Award of Excellence**—Jeff Thompson, Olsson Roofing Company Inc.
- **Associate of the Year**—Bone Roofing Supply.
- Bill Lynch (Olsson Roofing Company, Inc.) and Marty Headtke (Roofers Local 11 JATC) were recognized as well for their contributions as trustees on the Local 11 Health, Welfare and Pension Fund. Both are retiring from the Roofing Industry at the end of the year. Both of these industry leaders are leaving big shoes to fill!

CRCA Announces 2022 Board

At the November 9th CRCA Membership Meeting, the following board election information was announced:

2022 Officers with Terms Expiring 12/31/22:

- President—Mitch Rabin, A-1 Roofing Company
- 1st Vice President—Kevin Froeter, Sterling Commercial Roofing, Inc.
- 2nd Vice President—Dominic Dunlap, DCG Roofing Solutions, Inc.
- Treasurer—Larry Marshall, III, L. Marshall Roofing & Sheet Metal, Inc.
- Secretary—Jim Prusak, Prusak Construction & Roofing, Inc.
- Past President—Mark Duffy, Elens & Maichin Roofing & Sheet Metal, Inc.

Contractor Directors with Terms Expiring 12/31/2024:

- Matt Adler, Adler Roofing & Sheet Metal
- Kevin Filotto, Filotto Roofing Co.
- Bob Prette, Tidwell Roofing & Sheet Metal

Associate Director with Term Expiring 12/31/2024:

- Mike Lowery, A&D Building Products

CRCA would like to extend a huge thank-you to board members completing their terms:

- Past President—Troy Wormley, W.B.R. Roofing
- 2nd Vice President—Jay Adler, Adler Roofing & Sheet Metal
- Associate Director—Jeff DeJong, Industrial Cork Co.

Directors with continuing terms include Joan Crowe, Casey Fraher, Dan Henshaw, Mark Moran, Bill O'Brien, Ryan Petrick, Shawn Sullivan, and Rebecca Troche.

CRCA Holds In-Person Committee Day

On December 8th, over 60 CRCA Committee Volunteers met in person to review 2021 activities and goals and to plan for 2022. While the planning for the current year was held remotely last January, the committee members felt great energy by meeting in person now to steer the organization forward for 2022.

CRCA Educates to Building Officials

CRCA Executive Director Bill McHugh spoke to the Suburban Building Officials Conference (SBOC) in November, presenting key information on roofing related provisions in the International Building Code (IBC) and both residential and commercial in the Illinois Energy Conservation Code (IECC). Contact info@crca.org if your organization is looking a speaker for code education or other roofing specific topics.



Bone Roofing Supply Celebrates 50 Years!

In September of 1971, Bone Roofing Supply was born during a pivotal discussion around the dinner table with parents Clay and Hope Bone. Joining

forces with their two college sophomores and taking out a second home mortgage, they jumped into the world of roofing materials distribution, building a company using the simple concept of "Service." Today, Bone Roofing Supply is well known in the Chicagoland Roofing Community and beyond, growing the operation with the expertise and hard work of the third generation of Bones, who will continue to follow the service vision of their grandparents and to also expand this vision as they move into the next chapter.

OMG Announces New Adhesives Manager

In October, OMG announced the addition of Eric Frazier as the new market manager for its growing line of roofing adhesives. Frazier will be responsible for developing marketing strategies for the adhesive product category including the OlyBond500 Adhesives line. For more information, visit OMGRoofing.com or call 800-633-3800.

Omni-Ecosystems Awarded Illinois Grant

As part of the Rebuild Illinois Economic Development Campaign, Governor JB Pritzker and the Illinois Dept. of Commerce Economic Opportunity (DCEO) announced the awarding of eleven new state project grants, estimated to unlock \$75.5 million in investments. The goal of these grants is to create new jobs and improve economic development in underserved communities.



IL Gov. Pritzker was on hand to congratulate Omni Ecosystem (Omni Ecosystems photo)

CRCA Associate Member firm Omni Ecosystems, who design, supply, construct and maintain vegetative systems to the roofing community and others was one of the grant recipients. Molly Meyer, CEO and Founder of Omni Ecosystems stated, "The Rebuild Illinois Regional Economic Development grant will provide critical capital infrastructure funding, transforming a currently underutilized manufacturing site on the South Side of Chicago into a source of economic advancement, so that Omni and our neighbors can invest in people and in inclusive economic opportunity." The project will help convert the Bronzeville 98-year, 50,000 square foot bottling facility to expand office and co-working space for community businesses, creating a total of 280 new jobs. For more information, visit omniecosystems.com.

SRS Expands in Chicago

SRS Distribution Inc. announced the recent acquisition of Acorn Roofing Supply, Prairie State Exterior Products and 55 Building Supply. Founded in 1984 by Richard

Sawilchik and run today by Bryan Sawilchik and Ross Ridder, the company operated as a distributor network of residential and commercial roofing, siding and other related products.

Dan Tinker, SRS President and CEO commented, "We are very pleased to announce the acquisition . . .The Company has a long history in Chicago and will be a perfect complement to expand our footprint in the market. Bryan and Ross have been excellent stewards of the Company's legacy as it passed into its second generation of family ownership . . ." For more information, contact www.srsdistribution.com.

Petersen Promotes Weis to VP

CRCA member Petersen announced the promotion of Mike Weis to Vice President, Sales and Marketing in October, which precedes the planned retirement of President Mike Petersen in 2022.

As part of Petersen's efforts to integrate all Carlisle Construction Materials brands, including Petersen and its PAC-CLAD architectural metal products into its organizational structure, Weis was chosen due to his extensive leadership experience with Petersen. Per Nick Shears, Carlisle Construction Materials President, Weis "...will be a key figure in the continued geographic of Petersen, which, along with Drexel Metals, will remain an independent brand as part of the Carlisle Architectural Metals Group." For more information, contact Rob Heselbarth at rheselbarth@petersonmail.com.

Jobba Announces Tools and Features to Platform

Roofing Industry data flow and management software provider and CRCA Member Jobba announced this fall the addition of new API connections, scheduling, estimating, and accounting to its platform. Scott Keith, Jobba CEO stated "We are tuned into the industry and the overriding need for roofing contractors to manage their own data." Keith continued "Our newest API connections provide roofing companies the tools to move their data in multiple ways that enable all operations including advanced accounting, reporting and data security." For more information, contact karol.wayman@jobba.com.

Gulfeagle Supply announced on December 2, 2021, the acquisition of Quality Building Supply in Chicago. Founded over 65 years ago and acquired by Walter Piton, the business expanded to two area locations. Piton and his team will continue to manage both locations as part of the Gulfeagle growth.

GAF announced the retirement of Mike Spence.

With a beginning as many in the industry do, Spence started working for his dad's roofing company, J.W. Spence, while in elementary school. He was hired by US Intec in 1981, where he spent 23 years in many different roles before the firm was acquired by GAF. Spence finished with GAF as a Senior Territory Manager. Thanks for your contributions, Mike!

Assurance Announces New CFO



In October, Assurance (Marsh McLennan Agency) announced that Karen Keeley, senior vice president and controller will succeed David Suchomski as Chief Financial Officer. Effective on December 31, 2021, Suchomski will retire after

27 years with the agency. "Assurance has built perhaps the most recognized workplace culture in the industry, a talented group of 500+ colleagues and a growth engine that never seems to stop churning . . ." stated Heeley.



38th Annual CRCA Trade Show & Seminars - January 19-21, 2022

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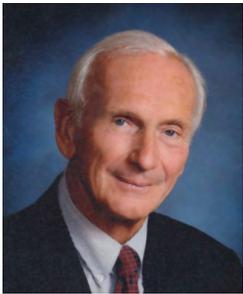
Programming topics include Leading a Multigenerational Workforce, Steep Slope and Low Slope Legal Protection, Navigating Market Volatility, Alternatives to Roof Re-Cover, Venting and Roofing Technical Issues.

PRE-REGISTER TO SAVE TIME STANDING IN LINE!

While the Wednesday events and the Thursday Industry Breakfast require individual session pre-registration and may fill quickly, the Thursday and Friday seminars are included in the general registration. The Exhibit Hall is included with all registrations and is FREE!

Other Industry News

Construction Industry Loses Three Friends



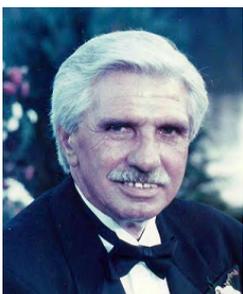
William (Bill) Glenn passed away on August 20, 2021. Glenn attended Dartmouth College, where he received both a B.A. and an M.B.A. After graduation, he returned to his hometown to work for the family business, Olsson Roofing Company. He eventually purchased it and ran it

for 40 years, growing the roofing contractor firm into one of the largest commercial roofing and sheet metal companies in the greater Chicagoland area since its inception in 1914.



CSI Chicago Chapter shared the loss of CSI Member Alan B. Itzkowitz, on September 30, 2021, from a short battle with pancreatic cancer at the age of 71. Itzkowitz was involved in the specification writing process throughout his entire career, starting with writing project specs,

training architects and engineers and eventually becoming an in-house specification writer. He served as a member of the City of Chicago Public Building Commission, both the Chicago Chapter and the Northern Illinois Chapter of CSI as well as many others. IN 2010, he started ABI Specifications Consulting, where he remained for the rest of his career.



Bennett & Brosseau Founder, Norm Brosseau passed away on December 7, 2021. He founded this industry roofing contractor firm in 1971, which is celebrating its 50th year as a third generation roofing contractor firm.

International Union President Announces Retirement

Kinsey M. Robinson has announced his retirement as International President of the United Union of Roofers, Waterproofers and Allied Workers, effective on January 8, 2022. International Secretary/Treasurer Jim Hadel was elected to assume this role, with Mitch Terhaar to fill Hadel's role. After 55 years of union membership, with 37 years as an officer, Robinson stated "...It is now time to turn the reins of power over to a younger generation of leaders. Change is positive and necessary in order for

new ideas and strategies to emerge so that our union may continue to grow and prosper."

Larry Marshall Receives MRCA Honor

At the November 2021 MRCA Expo in Milwaukee, WI, Larry Marshall, L. Marshall Roofing & Sheet Metal, Inc. was recognized with the James Q. McCawley Award. First awarded in 1969, the prestigious award is given to an individual in recognition of their devotion to the roofing industry. Congrats Larry!



MRCA Photo



IIBEC Chicago Announces Annual Meeting

The Hyatt Lodge will be the location of the January 19, 2022 IIBEC Chicago Annual Meeting. The program will be from 8:00 am to 6:00 pm and will feature the following four technical sessions:

- Developing & Implementing a Building Construction Quality Program – Angelo Trapani (The Walsh Group)
- Critical Details for Durable Masonry Facades – Jeff Diqui (International Masonry Institute)
- State of the Roofing Industry – Melissa Lieb (Mac Brady Associates), Ryan Schultz (SJ Mallein & Associates), Rolf Snobeck (Tecta America)
- Lightning Protection Systems for Building Enclosure Consultants – Tim Harger & Kelly Collins (Lightning Protection Institute)

To register, [Chicagoarea.iibec.org / events](http://Chicagoarea.iibec.org/events) or contact info@chicagoarea.iibec.org

CSI Chicago Announces Certification Study Class

CSI Chicago will be holding a CSI Chicago CDT® Exam Prep Study Classes, starting on February 9, 2022, in a Virtual Class format. This series of exam prep classes are designed to help attendees sit for the CSI Construction Documents Technology (CDT) Certification. AIA/CES

credits will be offered. For more information, contact the CSI Chicago Chapter at info@csichicago.org or 773-466-4147.

IRS Changes Per Diem Rates for Business Travel in 2022

The IRS recently updated the per diem rates for business travel for fiscal year 2022, which starts on October 1, 2021. Using the IRS "Hi-Low" method for accounting of areas of the country with higher cost of living, the per diem rate for all high-cost areas within the continental United States is \$296 for post-September 30, 2021, travel (consisting of \$222 for lodging and \$74 for meals and incidental expenses). For all other areas within the continental United States, the per diem rate is \$202 for post-September 30, 2021, travel (consisting of \$138 for lodging and \$64 for meals and incidental expenses).

The IRS also modified the list of high-cost areas for post-September 30 travel. Consult your tax professional for a list of these locality changes as well other updated restrictions and incorporate these into your company policy for 2022. 

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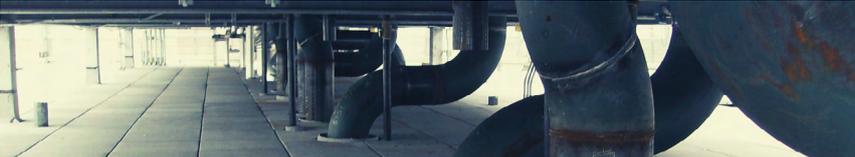
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CRCA welcomes the following new members since the Summer 2021 CRCA Today Issue!

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Verde Solutions LLC
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To learn more about these firms, visit www.CRCA.org and review the member list. Interested in being a member? Contact info@CRCA.org today!

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