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WINTER 2021

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of Roofing and
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On the Cover: Unique Standing Seam Roof Installation at the Shirley Ryan AbilityLab (formerly, the Rehab Inst. of Chicago) in Burr Ridge, IL. The installation included 22,500 sf of Petersen's 24-gauge Tite-Loc Plus and 3,800 sf of .032-gauge PAC 750 soffit, installed by All American Exterior Solutions. Both Petersen and All American are CRCA Members. Photo courtesy of ajbrownimaging.com.

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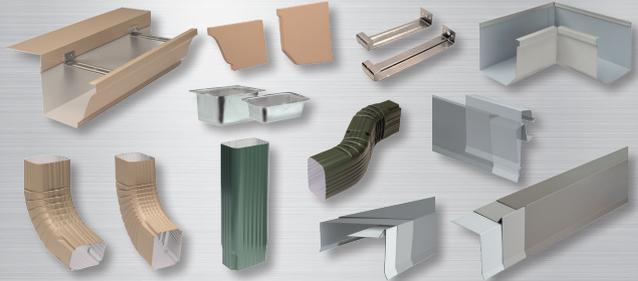
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Giving Back to the Industry— A Perspective from Two CRCA Leaders

By CRCA Staff



Jeff Thompson



Jim Petry

The CRCA Today had a unique opportunity to interview and recognize two CRCA Members who are retiring from the day-to-day operations running a roofing company. Jim Petry, co-owner of Combined Roofing Services LLC and Jeff Thompson, co-owner of Olsson Roofing Company, Inc.

Both spent over forty years in the roofing industry and learned the ropes the hard yet best way. . . . on the roof. Petry started at age fifteen, working for his father at Petry Roofing in Champaign, a company his father started in 1951. Thompson entered the industry like so many others, as a summer job, quickly realizing that the \$6.50 per hour wage was pretty enticing to stick around and support his new bride. He became a Local 60 (Fox Valley) apprentice but went into management, while still four hours short of Journeyman. Both also achieved degrees as well, Petry with an Economics Degree from Emory University and Thompson, a Construction Management Degree from Aurora University.

Hats You Wear

After working for his dad, Petry also worked for several CRCA Member firms, including Olsson Roofing, Anderson & Shah Roofing, E.W. Olson and finally with Combined Roofing. He stated, "You learn to wear many hats. . . . from gopher to project manager to leading your company by example." Thompson learned early on that "Being a mechanic definitely is an asset!" He also served as Olsson's shop foreman, service repair manager, superintendent roles in the field, managerial

roles in human resources and safety before finally becoming an owner in charge of the re-roof division.

Changes Seen in the Industry—Safety and Systems

In the last four decades, the roofing and waterproofing industry has seen a multitude of changes, both to the workforce, products, equipment, and technology. With OSHA still in its infancy in 1980, the agency became a name and force to fear, due to the fines assessed to contractors operating unsafely. Thompson stated, "It is hard to change a behavior that was day in and day out for many generations, especially if the workers survived without injury or loss of life."

As time went on, GCs, contractors and owners got on board to promote and enforce safety and work closer with OSHA and its mandates. Thompson is proud of his safety track record by commenting "Our most important employee / public commitment is to have a career without the loss of life or serious injury, which I'm proud to have attained." Roofing contractors today learn from close calls and communicate corrections to insure safe practices. Petry stated they place a very high priority on working with their clients to ensure jobsite safety for all parties. Thompson's safety bucket list includes that someday, a 39-inch parapet wall or other safety barrier will be automatically included in the architect's design for roofing system installation to be followed by all trades. The end result will be that all will realize the benefits of this safety change, including the workers, customers and owners.

Both men have also seen many changes to materials and roofing systems. Roofing was still hard work with such choices as hot (asphalt or pitch), base and 2,3 or 4-ply rag or asbestos felt. Insulation was perlite, wood fiber, foamglas, cork or fiberglass. Manual equipment such as wheelbarrows, mop carts, push luggers, axes, single blade cutters and pumper kettles were common. However, upgrades began to happen with new equipment being developed such as automated robot welders, transport tankers and as Thompson stated, "hydraulic everything!" Even roofing attachment

went from nails and asphalt to foam adhesives and automatic fastening tools that mechanically secure all roofing materials.

Advice to Launching into the Roofing Industry

What does it take to be a roofer today? Both Petry and Thompson provided insights that in some ways, have not changed since they first entered the business over forty years ago. Thompson stated, "A roofer has to be a strong, hard-working person without the fear of heights and able to work outside in all elements of the weather, from dead calm days with heat indexes in the 100's to wind chills below zero". He also stated that roofers need to learn all the technical skills required to compete in today's world. Petry's recipe for success, should it be in the field or in the office, is to "Be honest, persevere and find a company that is a good fit with quality people. The roofing industry offers many opportunities for a rewarding career." They noted that a roofer can be a hero in a customer's eyes, especially when able to react quickly after damage from a storm. But don't forget, this can come with long workdays in weather conditions many trades don't want to work in.

Both added that a roofer needs to "work smart" and also, he/she needs to learn how to manage risks in order to earn rewards. Petry says properly managing those inherit risks will earn fair profits, protect and provide livelihoods for your employees, and strengthen relationships with your clients. Weather also brings limitations to both employees and materials. Thompson said "Roofing in the Midwest has a 180 to 200-day window of opportunity. Of these, 100 days are no-brainers for perfect roofing weather. . . . the others are a roll of the dice."

The roofing industry has come a long way from when the job could be contracted with a handwritten note on a cocktail napkin and/or a handshake. Back in the day, contractors could do scheduling with a handwritten job card for a BUR (hot tar, asphalt, etc.) Today, the roofing world is much more sophisticated, with every evolving technology, roofing systems, code, governmental requirements, and equipment. Today's roofers need to stay on top of all these pieces of the business.

Special CRCA Memories

While both men will miss the camaraderie and networking CRCA brings to members during their roofing careers. Moving forward, Petry will enjoy traveling, specifically to Scotland and Ireland, spending time with family and "Of course, golf!" While Thompson will still be doing some consulting for Olsson Roofing for the short term, he looks forward to spending time outdoors, non-roofing related, enjoying hunting, fishing, skiing, putting in the garden and spending a great deal of time with grandchildren, family, and friends.

CRCA would like to recognize the many accomplishments of Petry and Thompson, both in their respective businesses and also to the association. Thompson was a continual advocate for safe roofing practices, which helped raise the industry bar. Petry gave back by volunteering time and talents on the State of Illinois Roofing Licensing Board and also served on the CRCA Board from 2003 to 2007 as Director, Secretary, and 2nd Vice President. We thank you for your service and wish you well in retirement!



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Covid-19 . . . What Have We Learned?

By Frank J. Marino, CSP, Safety Check, Inc. and Kevin Froeter, Sterling Commercial Roofing



Frank Marino, CSP



Kevin Froeter

2021 is off to a rocky start as Covid-19 cases and deaths continue to rise. Even with FDA approved vaccines being distributed around the country, it appears Covid-19 will still be with us for the foreseeable future. This includes roofing operations. But in order to know how the roofing industry should address these issues moving forward, we should first look back to understand what has taken place.

Since the start of the coronavirus pandemic through Nov. 19, 2020, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has issued citations arising from 244 inspections for violations relating to coronavirus, resulting in proposed penalties totaling \$3,301,932 (OSHA, 2020).

OSHA inspections have resulted in the agency citing employers for violations, including failures to:

- Implement a written respiratory protection program;
- Provide a medical evaluation, respirator fit test, training on the proper use of a respirator and personal protective equipment;
- Report an injury, illness or fatality;
- Record an injury or illness on OSHA recordkeeping forms; and
- Comply with the General Duty Clause of the Occupational Safety and Health Act of 1970

The final bullet point referencing the "General Duty Clause" will directly affect Roofing contractors in 2021,

and will be used to enforce company Covid-19 policies and procedures. The clause reads as follows:

SEC. 5. Duties

(a) *Each employer*

(1) shall furnish to each of his employees: employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees . . .

(OSHA,2020)

There does not appear to be a slowdown in OSHA enforcement in 2021 either. Under President Donald Trump's administration, Labor Secretary Eugene Scalia had taken a business-friendly approach to U.S. Department of Labor (DOL) priorities. President-elect Joe Biden will appoint a new DOL leadership team, and the department may focus on more-stringent workplace-safety standards for employers. The Biden campaign's goals include a robust plan for OSHA to carryout pandemic-related enforcement (Piazza, 2020).

Complying with OSHA is one thing, but to customize a program that best fits your organization is certainly another. Working remotely continues to gain popularity across the globe. Although roofs are installed on customer sites, a significant amount of work gets done at the roofing contractors office. Working at the office instead of working remotely may put employees at a greater risk of coronavirus infection, according to a new CDC report. Researchers analyzed a sample of 314 employed adults who took COVID-19 tests at outpatient facilities in July. Employees who worked remotely, either full time or part time, were about half as likely to test positive for the virus than those who said they exclusively went to an office or school in the two weeks before illness onset. "This investigation provides evidence of the potential health benefits of working remotely associated with the COVID-19 pandemic," according to the study's authors. "Allowing and encouraging the option to work from home or telework when possible is an important consideration for reducing SARS-CoV-2 transmission" (Piazza, 2020).

2021 will prove to be a challenging year for roofing contractors nationwide. No one can say how long Covid-19 will impact the industry. Implementing and maintaining effective Covid-19 policies and procedures continues to be the best method to protect employees, ensure trust with customers, and create guidance through these very uncertain times. 

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

Kevin Froeter is President of Sterling Commercial Roofing, a commercial roofing company specializing in all types of roofing from single-ply membrane, built-up roofs, steep roofing, metal roof systems, roof coating, vegetative roofing and more. Froeter serves on the CRCA board and also is co-chair of the CRCA Health and Safety Committee.



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Green Roofs: Planting More Than a Garden

By Sam Irwin



Sam Irwin

History

Vegetated roofs, or green roofs are not just a new architectural trend. They have been around in one form or another for thousands of years. Until the late 19th century, turf and birch roofs were the most common type of roof found on houses in large parts of Scandinavia. In the 1800s, some American settlers on the

Great Plains built roofs from cut sod pieces. The modern green roof movement as we know it began in Germany in the 1970s and gradually spread to other European countries. Green roofs were slower to catch on in the United States, but with increasing client demand and advancements in technology such as the availability of ultra-lightweight growth medium and irrigation systems, they are now more viable for American roofing contractors than ever before.

Healthy Outdoor Space

Outdoor space has long been a popular amenity, but in the COVID-19 era, it is even more sought after as people avoid gathering in public places. Private outdoor spaces like green roofs and terraces provide respite and an opportunity to experience nature while allowing neighbors to maintain social distancing. There is mounting evidence that access to green space can increase concentration and decrease stress, providing positive impacts on psychological well-being and overall health. As building managers and owners look ahead to a post-pandemic world, they are faced with the challenge of providing a safe and clean environment. Green roofs provide the potential to go even further by enhancing the health of its occupants.

Value Add

As green roofs have grown in popularity, so has the value they add to construction projects. District House is a 28-unit luxury condo building located in the historic

district of Oak Park. The project features several state-of-the-art, ecological amenities including five green roof terraces for premium second-floor units. An analysis was performed to compare sales of units in the building with private green terraces to those without. The units were otherwise the same, but the terrace units sold for an average \$69,000 more, despite an average additional construction cost of only \$20,000 more per unit. This was a tangible way to see that adding green infrastructure provides return on investment while also increasing the appeal and enjoyment to the resident. Project developer, Campbell Coyle's President Christopher S. Dillion said, *"The green roofs express the building's sustainability aspirations with its meadow plantings visible from blocks away. At the human scale, the terraces create incredible outdoor rooms for residents to connect. We've always believed that there is a return on good design and this project showed us that there is a direct return on green infrastructure."* The market value of the green roof far exceeds the cost. In this case, by over three times.

Ecological Benefits

The environmental benefits of green roofs extend beyond the occupants of the buildings where they are built. They cool the surrounding area and reduce the Urban Heat Island (UHI) effect. They also reduce the amount of dust in the air and absorb noise pollution. Green roofs reduce stormwater runoff by retaining and detaining rainwater, holding it back from the overtaxed combined sewer system. For example, the green roof system on the McDonald's Headquarters in Chicago managed nearly one million gallons of rainwater in its first 16 months post-construction, releasing none of it into the municipal water system. This helps prevent floods, overflows, and other water-related issues. Numerous cities now offer incentives for integrating green roofs into buildings, while others legally mandate that green roofs be included in some new construction.

Triple Bottom Line

The final takeaway is that green roofs not only provide a return on investment, but also represent opportunities for significant health, social and economic benefits, particularly in urban areas. With the co-benefits of improving the environment, increasing property value, and enhancing the social fabric, green roofs are good for people, planet, and pocketbook. 

Based in Chicago, Samuel Irwin is Director of Business Development at Omni Ecosystems. He is responsible for leading the business development team at Omni Ecosystems, an industry leader in developing and implementing living infrastructure solutions such as green roofs, living walls, green facades, storm water systems, and other 'green building' products and systems. For more information, contact sirwin@omni-ecosystems.com.

Editor's Note: This is the first in a series of vegetative or eco-roof systems and other environmental-conscious roofing systems that can impact both the urban environment and a building's energy efficiency. Watch for additional articles in future *CRCA Today* issues.



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Overcoming Homeowner Price Pushback

Showing Scope of Work Differences and the Value Behind Attic Ventilation Is Key

By Paul Scelsi



Paul Scelsi

It is the homeowner's right to collect and compare multiple estimates from residential roofing contractors for a new roof. It is also the smart thing to do. But it is unwise and unfair to compare the bottom-line prices without taking the time to understand any scope of work differences between estimates. If one estimate includes fixes

to an improper attic ventilation system and the others do not, the comparison between estimates is no longer apples to apples. This is the frustrating world quality-conscious roofing contractors live in.

One of the hot topics during the Q & A segment of Air Vent's best practices in residential attic ventilation seminars focuses on unreasonable homeowners concentrating exclusively on price. Little regard is given to the details of the project, which, for reputable roofing contractors, includes balanced attic ventilation consisting of intake vents and exhaust vents installed in the correct location and in the correct quantity on the roof. Below are some great tips from an Air Vent seminar attendee, who knows first-hand how time spent discussing attic ventilation can get the residential roofing contract.

Jeff Heitzenrater, President of Operations, Triple Peaks Roofing and Construction, Olmstead Falls, OH, gets ahead of this pain point by scheduling a dedicated block of time with the decision makers at the house as part of his estimating process.

"It is very frustrating when you meet with the homeowner who hasn't taken the time to look over the scope that you're trying to show them," says Heitzenrater. "What we've learned to do in our company is to make sure you have a block of time set aside with both homeowners so you can do a proper attic inspection, you can go on

the roof and inspect it, you can look at the soffits on the outside of the house, and again, going into the attic to make sure you can properly prepare an estimate. But if they do not give you that time, they're always going to revert to just the price."

Heitzenrater commented any good contractor who understands the importance of proper attic ventilation is always going to include it in the estimate for the new roof. That contractor will always be several thousand dollars higher than the roofers who are not doing that, he says. That price difference might be a red flag to the homeowner.

Block out Time up Front

"You have to get a block of time with the homeowner to get them to understand the price difference. When you cannot get that block of time in person, email them or send them to links to videos and testimonials from other homeowners who have had bad attic ventilation and had to buy a roof again because it only lasted eight years instead of the 30 or 50 it was supposed to last. You have to do things to try to overcome those price objections. But ultimately, if you don't show the homeowner the value they will always revert back to the price."

How much time with the homeowners should roofing contractor plan for?

"We try to block out no less than one hour, but I try to get their attention for two hours. I tell the homeowner, 'This is a big purchase. Allow me to be thorough so I can give you what your roof needs,'" says Heitzenrater. "So, I aim for this time frame with their undivided attention. If you can get them to agree to the time block, you can show them the value."

Once the homeowner understands the value of proper attic ventilation, the cost to achieve that is more understandable.

"The biggest thing I think roofing contractors should be showing the homeowner is the shingle manufacturers' limited warranty," says Heitzenrater. "The warranty specifically mentions that proper attic ventilation must be part of the roof or it starts to reduce the warranty. Explain this to the homeowners."

Don't Sell, Help Them Buy

To avoid the homeowner looking at the roofing estimate as simply a price point, Heitzenrater recommends building the value of the project into the presentation shared with the homeowner. But don't try to sell to the homeowner, he cautions. "Instead, you want to help them 'buy' the best purchase for their home," he says.

Heitzenrater suggests building into your presentation value-driven content specific to proper attic ventilation:

- Explain what can go wrong with the roof and attic if it's not properly vented.
- Take photos in the field with your phone anytime you have examples of past problems from other projects.
- Make a short video with your phone and have it handy to show a homeowner. Watch their reaction when they learn, "Wow. This roof was only eight years old and now it needs to be replaced because that homeowner did not want to spend the extra few thousand dollars for proper attic ventilation." Again, Heitzenrater is convinced, "Show the value to these homeowners and they'll generally be happy to buy from you," he says.

"What I have seen during my 30 years in this industry, roofing contractors go into the house and bark at the homeowner: 'This is what you need. You need a ridge vent. You need The Edge Vent. You need the Bernoulli Effect,'" Heitzenrater says. "Instead, sit down and have a sales presentation that you have planned and rehearsed and have fine-tuned. Otherwise, the homeowner will look at you with deer in the headlight eyes."

Walk Away

Helping the homeowner understand the value will not always work. That's when Heitzenrater says you must be willing to walk away. "For the homeowners who are still stubborn and don't care about anything but the bottom line (maybe their house is on the market and they just want to sell it, for example), there's not much you can do but be a good contractor and walk away from that project," Heitzenrater says. "That is not a project you want your name on."

Heitzenrater estimates over the years, he has walked away from one out of every twenty potential roofing projects. "It's a homeowner who will not give me the time of day. So now we have questions ready before even setting up the estimate to make sure the block of time is secured with the key decision makers in the house. If they will not give me the one to two hours, how can I ever build the value for them?" he asks.

He urges roofing contractors to make sure both decision makers from the household are present. "It makes it much easier to build the value you're explaining. With only one decision maker, the process to build value is very difficult," he says.

What if the key decision makers cannot give the roofing contractors two hours of time?

"That's OK Mr. and Mrs. Homeowner. I really need at least one hour. But I may be at your house for two hours. One hour is to inspect the attic, the roof and the perimeter, and one hour is with you," Heitzenrater role plays. And if they can't give the roofing contractor one hour? "Well, Mr. and Mrs. Homeowner, at least provide access to the attic. This allows for an inspection so my company can give you a proper estimate. Otherwise, I can't give you a thorough estimate because I do not know if your attic is vented properly and if your new roof will last and be under the full warranty coverage."

Keep the Door Open

Heitzenrater does not give up if the homeowner has declined his company's estimate after the block of time together reviewing the value. In fact, he keeps in touch.

"For anyone we've spent the one hour or two hours with but don't award the project, we continue to contact them," he says. "We send a few emails with links to videos explaining the importance of attic ventilation and the value of our estimate. We do not stop until an absolute 'NO' is received. Our software automatically sends emails to keep the dialogue open."

An open dialogue can reopen the door.

"Just the other day a homeowner called us back. Our estimate 9 months ago was \$2,500 higher than the other competitors' estimates," Heitzenrater says. "He now wants to sign with our company after learning from our ongoing emails that it would require another \$2,500 to fix the attic ventilation."

Heitzenrater is aware of the challenge facing roofing contractors "It's hard for a contractor to show the value to homeowners because so many contractors are

skipping proper attic ventilation in their estimate," he says. "It's up to the good contractors to never give up, continue to educate homeowners that this is absolutely needed for the health of your home, health of your family." 

Paul Scelsi is marketing communications manager at Air Vent Inc. and leader of its Attic Ventilation: Ask the Expert™ in-person seminars (airvent.com). He hosts the podcast, "Airing it out with Air Vent," and is the chairman the Asphalt Roofing Manufacturers Association Ventilation Task Force. He is the author of the book, *Grab and Hold Their Attention: Creating and Delivering Presentations that Move Your Audience to Action* and has been a speaker at CRCA's Trade Show & Seminars. For more information, contact pscelsi@gibraltar1.com.

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Weather Hazards During Roofing Operations

By Ryan Quinn



Ryan Quinn

Even in the best of conditions, roofing is a hazardous occupation. When weather and other environmental factors come into play, hazards can quickly escalate and put employees at risk for injury and illness, as well pose a risk of property damage and injury to the public. It is essential that employers know and consider

the risk involved when making the decision to work in potentially hazardous weather conditions.

Cold Weather

Cold weather presents multiple safety concerns. In addition to the presence of ice and snow presenting slip & fall hazards, cold weather can also lead to cold-related illnesses such as frostbite and hypothermia, which if not addressed promptly, can have lasting effects on the human body. If left untreated, hypothermia can be potentially life-threatening. It is extremely important for employers to train employees on the hazards of working in cold-weather conditions, as well as the signs and symptoms of cold-related illnesses and how to properly address them.

Hot Weather

Working in hot weather, especially on rooftops, can be exhausting and dangerous for employees. Conditions such as heat exhaustion and heat stroke are extremely serious heat illnesses that if left untreated, can be fatal. Employers must provide workers with rest, shade, and should consider incremented workloads that will allow for more frequent breaks for new workers in order to acclimate them to site conditions. As with cold weather, employees must be trained on the warning signs of heat-related illnesses.

Rain/Dew

Weather conditions may be unavoidable, but certain conditions can make roofing operations much more hazardous. Rain makes slip and fall accidents more of a possibility, especially when working with slippery-when-

wet materials such as membranes. Early morning dew on slippery-when-wet surfaces such as tile, metal, and membranes, can also lead to slips and falls.

Ultimately, employers will need to consider suspending operations when conditions make the job more hazardous, and at the very least, consider implementing additional fall protection controls and systems to make the job safer for employees.

Snow/Ice

In addition to slip & fall hazards, snow can also hide additional structural hazards from view, such as skylights, that employees may fall through. Employers must determine the appropriate fall protection system to use for snow and ice removal, and may need to increase the level of protection if the system being utilized may be insufficient to protect employees from existing hazards. For example, if a warning line system is utilized, a fall restraint or fall arrest system may need to be additionally implemented for some job tasks being conducted.

Deicer should be spread on walking surfaces such as stair towers and rooftops as soon as possible after winter weather. Ensure proper footwear is worn by employees. Boots with proper tread are necessary to help prevent slips and falls in snow and ice.

In some cases, a competent person may be required to ensure the structure is safe for employees to access when bearing the additional weight of snow before beginning any work to remove snow and ice.

Lightning/Storms/Inclement Weather

Roofing is one of the trades with the highest work-related fatalities as a result of lightning. Lightning is most likely to strike the tallest objects in the area, which can often include rooftops and ladders. Lightning is able to travel outside the area of the storm or rain, sometimes reaching distances of up to 10 miles. There is no safe place outdoors during a thunderstorm, which makes preparing an emergency action plan that includes a lightning safety protocol an essential step for employers. Training employees on what to do when an emergency situation

arises is a critical step in helping to ensure employees are able to make safe decisions.

Even more important to avoid extreme weather conditions is pre-planning. Checking the weather forecast before work begins can eliminate the need to activate an emergency action plan. Knowing when severe storms will begin and pulling off the job before employees are put at risk is a good management practice.

High Wind

While working on rooftops, employees may be exposed to high wind conditions. The following are the definitions of "high wind" as determined by OSHA:

1. The wind could blow an employee from an elevated location,
2. The wind could cause an employee or equipment handling material to lose control of the material, or
3. The wind would expose an employee to other hazards not controlled by the standard involved.

OSHA normally considers wind speeds of up to 40mph during normal operations, and 30mph during material handling to be the maximum allowable, unless the employer takes additional precautions to protect employees from hazardous effects of wind. High winds can throw employees off balance, especially when large

pieces of material they are moving by hand are caught by high winds.

High wind may stop work for the day, but make sure materials are sufficiently secured to prevent them from being blown off the roof before leaving the jobsite. Airborne materials can cause injury to employees and the public, as well as property damage.

Ultimately, the responsibility lies with the employer to utilize appropriate safety precautions, formulate a suitable safety plan and program (OSHA 1926 Subpart C–General Safety & Health Provisions), train employees on fall protection systems (1926.503(a), as well as regularly inspect jobsites for hazards and train employees on hazard recognition/mitigation for safe roofing work (OSHA 1926 Subpart C–General Safety & Health Provisions). 

Ryan Quinn is a Safety Advocate at CRCA Associate Member Firm Assurance with a focus on the construction industry. His main responsibilities are to facilitate safety trainings and jobsite safety audits, update safety manuals, ensure OSHA compliance and be a reliable safety resource that clients can depend on.

Prior to joining Assurance, Quinn was a Safety Accident Investigator for New York City Department of Design and Construction (NYC DDC). In this role he investigated approximately 30-40 construction accidents per month, including those involving major injury and severe property damage for the purpose of determining a root cause, and to provide suggestions to prevent future accidents.

Quinn earned his Bachelors' degree from Ohio State University and currently holds his Associate Safety Professional designation. For more information, contact rquinn@assuranceagency.com or www.assuranceagency.com.



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Can We Require Our Employees to Take the COVID-19 Vaccine? Should We?

By Philip Siegel



Philip Siegel

The short answer to this question is that federal law allows private employers to require vaccinations as a condition of employment. It is anticipated that the law will not treat the adaption of a COVID-19 vaccination policy any differently. Indeed, the EEOC has now opined that the COVID-19 vaccination itself is

not a medical exam. This means employers can require the vaccination as a condition of employment, although employers need to be mindful of employees claiming an exemption from the vaccination policy based on health-related or religious reasons. Employers who will be administering the vaccination to their employees will also need to clear another hurdle. Consequently, the rule does come with exceptions.

ADA Concerns

For employees claiming a disability prevents them from getting vaccinated, the question becomes whether the employer can provide the employee a reasonable accommodation that would allow the employee to continue to perform the essential functions of their job without being a direct threat to the employee's own safety and the safety of others in the workplace. The direct threat standard is a high one—there must be a significant risk of substantial harm that cannot be eliminated with reasonable accommodation. The EEOC has already opined that COVID-19 presents a direct threat. The employee claiming a health-related exemption from the vaccination policy is, in effect, asking for an accommodation in the form of a waiver of the policy as it applies to him or her. Providing this accommodation may mean subjecting this employee to other screening measures in the workplace, such as temperature taking or requiring this employee to wear a

face mask in the workplace. Be careful, though, because some employees are objecting to wearing masks in the workplace for health-related reasons, which begins the analysis all over again.

Religious Concerns

Similarly, employers also have a duty to reasonably accommodate an employee's sincerely held religious beliefs, practices, or observances, unless doing so would cause more than a minimal burden on the operations of the employer's business. This means an employer may be required to make reasonable adjustments to the work environment that will allow an employee to practice his or her religion, such as waiving the requirements of the vaccination policy as it applies to this employee.

In either instance, if no reasonable accommodation exists that eliminates the direct threat in the workplace, the employee is without employment protection under either the ADA or Title VII.

Employers Administering the Vaccine

For employers who will be administering the vaccine in the workplace, the EEOC notes that pre-screening vaccination questions may implicate the ADA's provision on disability-related inquiries, which are inquiries likely to elicit information about a disability. If the employer administers the vaccine, it must show that such pre-screening questions are job-related and consistent with business necessity. The invites the direct threat issue and analysis discussed above.

Other Considerations

Employers that choose to require their employees to get vaccinated will also need to consider whether the time employees spend getting vaccinated is compensable working time under the Fair Labor Standards Act, and whether the cost is reimbursable to the employee. Generally, if your company determines that requiring the vaccination is job-related and consistent with business necessity, time employees spend getting vaccinated

will be compensable work time. Further, the cost for the vaccine may be reimbursable, particularly if the cost of the vaccine has the effect of bringing your non-exempt employees' pay for the week below minimum wage.

What about OSHA? Under the Biden Administration, there will be efforts to publish a standard addressing the COVID-19 hazard in the workplace. Whether such a standard will impose upon employers the duty to require or administer vaccines in the workplace remains to be seen. If the past is any indication, back in 2014, OSHA did opine that during a pandemic, employers may offer appropriate vaccines to workers to reduce the number of those at risk of infection in their workplace. At that time, OSHA did not impose upon employers the duty to require employees to get vaccinated, but only suggested employers should encourage employees to get a seasonal flu vaccination as part of its pandemic preparedness guidance.

Separate from the legal considerations discussed above, before adopting a COVID-19 vaccination policy, be sure to also consider the possible fall out in employee morale, particularly with employees who are against getting vaccinated for reasons other than health related or religious reasons. Indeed, *Time Magazine* recently

published an article citing a Pew survey which suggests that as much as 39% of the population "probably" or "definitely" will not take the COVID-19 vaccine. Are you going to terminate the employee who refuses to get vaccinated without having a protected reason for doing so? You may have a group of employees that approach you in a united effort to object to a mandatory vaccine policy. That concerted activity by your employees concerning the terms and conditions of employment is protected activity under the National Labor Relations Act.

Conclusion

While very little of this is clear at this point, what is clear that in anticipation of the COVID-19 vaccine become available, employers should implement a COVID-19 vaccination policy that addresses all of the issues raised above. Clearly, in drafting such a policy, there is a lot to consider. As they say, "Do not try this at home!" Instead, be sure to consult with your legal counsel. 

Philip Siegel is a partner and shareholder with CRCA Member firm Hendrick, Phillips, Salzman & Siegel, P.C., whose practice focuses on labor and employment matters within the construction industry. Siegel has an undergraduate B.B.A. from the University of Michigan and obtained his law degree from Emory University School of Law. Please contact Siegel at (404) 469-9197, or via e-mail at pjs@hpslaw.com.



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Roof Talk—Contractor



Location: 630 Bonnie Ln Elk Grove Village, IL 60007

Founded: 1965

Employees: 20-30

Joined CRCA: 2014

Services offered: Commercial roofing and sheet metal, maintenance, and residential roofing.

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

I see my business moving forward and growing as each quarter passes and continuing to maintain a positive footprint in the industry. Tidwell will also be celebrating 65 years in business!

Best Business Memory?

My best memory is the day I became owner of my own roofing company in October of 2018!

How Did You Learn About CRCA?

I have been involved in the industry for 40 years.

Benefits of Attending CRCA Events?

CRCA always prepares events with some of the best presenters. I learn something new out of each event. Tidwell reached out about tapered systems and received proper information almost immediately through CRCA that helped us close a job.

What Value Does CRCA Membership Bring You?

CRCA brings networking possibilities and provides me with personal and professional development.

What Advice Would You Give a New CRCA Member?

Get involved! CRCA has so much to offer from seminars, resources, and more. The amount of time put into all the speakers, insurance resources, safety info, city codes, etc. not to attend and take advantage is a big mistake!

CRCA would like to recognize 2021 board member, Bob Prette from Tidwell!

Roof Talk—Associate

LAKEFRONT ROOFING & SIDING SUPPLY

Company: Lakefront Roofing Supply

Location: 2950 N. Western Ave., Chicago, IL 60618

Business Founded: April 1985

Number of Employees: 60

Joined CRCA: 1990

What Services Does Your Business Offer?

Lakefront services our home, sweet home, Chicago-Metro, as well as the surrounding Chicagoland, Northern Indiana, and Wisconsin areas. We have an impressive custom sheet metal shop with a sales division. We are a single source GAF Master Elite Residential Distributor. Commercially, we stock the largest variety of modified in the city, and support single-ply manufactures: GAF, Carlisle, and Duro-Last. We pride ourselves on service in our store for any contractor, small or large. We have a 100-foot stick crane for the sky-high jobs, and knuckle booms to get into the tough job sites powered by Chicago-certified crane operators. We ensure safety on all jobs, with the proper licensing and appropriate permits which helps as we have in-house City of Chicago crane permit expeditors. We also offer in-house Tapered Design Services, Metal Roofing Design Services, as well as Siding Take-Offs.

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

We see Lakefront stronger than ever, deepening relationships with all our contractors growing new connections and partnerships along the way while offering a great online presence.

What Is Your Best Business Memory to Date?

Lakefront took our managerial and product expertise to Romania, and opened up a wholesale division lasting 20 years. That company supported orphaned children enduring AIDS during the height of the global AIDS epidemic.

How Did You Learn About CRCA?

GAF invited Bill Baldauf 30 years ago to attend a CRCA meeting at William Tell Hotel in Countryside. Once Bill experienced his first meeting, he realized the opportunity

that came with being part of the CRCA and we joined as company shortly thereafter.

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

Networking is key. The CRCA allows this industry to come together and get to know one another, giving opportunities for distributors, manufacture representatives, contractors, consultants, and architects to meet and learn from each other.

What Value Does CRCA Membership Bring to You?

CRCA does a phenomenal job of keeping our industry knowledgeable in educating on local codes, national codes, OSHA regulations, contract litigation, licensing, and much more. It's beneficial to keep up to date as distributors for our own company, but also to help keep our contractors educated on best practices and code implementation.

What Advice Would You Give a New CRCA Member?

Get involved. Once you're involved in CRCA you will realize that there is so much to learn and so many different opportunities-not to mention you will meet amazing people along the way.

Is There Anything Additional That You Would Like to Add That Was Not Asked?

We would be amiss to not speak more deeply into who we are as a business. Lakefront Roofing Supply is a business that gives its profits to a good cause located in Uptown, Chicago. This organization has many outreaches to help the less fortunate, including Cornerstone Community Outreach (CCO), a shelter for those experiencing homelessness. Lakefront supports the management of the shelter and has found a way to give directly to the shelter on an ongoing basis. We believe business can be about much more than just making money. It can be a mechanism to give back to the neighborhood where Lakefront Supply once began. We strive to stay close to our mission as a company, posting our company scripture on signs/trucks/cards "Unless the Lord Builds the House, it's Builders labor in vain . . . Psalm 127:1 which is a reminder for us as a company that all good things come from God and that this business, although profit driven, has a purpose larger than each and every one of us.

CRCA would like to recognize 2021 board member, Rebecca Troche from Lakefront!

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Industry News

By CRCA Staff

CRCA News

Over 50 CRCA Members met virtually for the annual CRCA Committee Day Planning Session in late January. At this very productive session, committee members discussed and planned events and initiatives to be implemented this year. Watch CRCA.org for news on events to be scheduled when safe to do so.

Roofing Week in Chicago a Success!

Due to the pandemic, the January 2021 CRCA Trade Show & Seminars was cancelled. Instead, CRCA teamed up with the International Institute of Building Enclosure Consultants (IIBEC) to provide six hours of roofing and waterproofing specific programming virtually attended by over 900 contractors, consultants, architects, and other industry professionals. These three days of seminars included:

- Navigating the GC / Applicator / Consultant Relationship in Exterior Enclosure Projects: Jason Aspin, Bruce Kaskel (WJE), William Hoop (Lend Lease), Steve Powers, Brian White (All Sealants) and Adam Petry (Combined Roofing Services)
- Steep Slope Legal Protection: Trent Cotney (Cotney Construction Law)
- Roofing Technical and Code Issues: Mark Graham (NRCA)
- What Happens When You Fall / Rooftop Safety: Frank Marino (Safety Check Inc.)
- Roofing & New Wind Uplift Requirements: Mark Graham (NRCA)

Not able to attend? Visit CRCA.org to download the presentations. The recordings are located in the members only portal. Not a member? Contact info@crca.org today to learn more. Mark your calendars now for the 2022 CRCA Trade Show & Seminars—January 19-21!

CRCA President Talks to the Press

CRCA President Mark Duffy was asked to discuss the recent roof collapses due to the heavy snow load on FoxNews Chicago and ABC7 TV on February 17 and 18. Duffy provided information as to the type of roofs failures seen during the week (Bowspring Trusses). He

also recommended that building owners seek the help of a professional roofing contractor to remove snow and also to repair if leaks occur. Great job Mark!

Thursdays with CRCA Continue in 2021

CRCA will continue to provide industry specific education webinars into 2021. February's included:

- *Is the Pandemic Over? A Discussion on the COVID-19 Vaccine in the Workplace:* presented by Philip Siegel, Esq., Hendrick, Phillips, Salzman & Siegel, presented Feb. 4.
- *Paycheck Protection Program Updates*—Trent Cotney & Jacqueline Feliciano, presented Feb. 18.

Sterling Roofing Wins Safety Award



Due to the pandemic, the CRCA Annual Awards Dinner was cancelled in December. As a result, the awards typically given at this event were missed with the exception of the Gold Medal Safety Award. This award is given to a Local 11 Contractor in recognition of an outstanding safety record from data captured as part of the CRC/Local 11 Joint Safety Program. These inspections are done by Safety Check Inc. The 2020 recipient is Sterling Commercial Roofing, Inc. Founded in 1986, Sterling is a second-generation roofing firm based in Sterling, IL. Their roofing specialties include single-ply membrane, built-up, steep (shingles, slate, tile), metal, roof coatings and vegetative.



Sterling's President Kevin Froeter accepted the award, announced at the December 17, 2020 CRCA Recap done by President Mark Duffy. Froeter stated "As a people-focused company, our employees' safety is our first priority." The award recognizes a CRCA Contractor firm that

shows an outstanding effort to promote safe conditions throughout the industry.

CRCA Emerging Leaders Create Innovative Programming

Due to the pandemic, CRCA's Emerging Leaders met recently to create some unique virtual programming that keeps attendees social distanced yet connected. Join other CRCA members in the March 18th CRCA Emerging Leaders "Mixology" Class, to learn the fine skills on cocktail mixing and understand the science behind taste. This class is limited and for CRCA Members only. Contact info@crca.org to learn more.

CRCA Annual Industry Day Golf Outing

Mark your calendars for the 2021 CRCA Golf Outing—July 15. Registration and Sponsorship information will be sent out in May.



CRCA Foundation Adds New Members!

The CRCA Foundation welcomed the following new members in 2020:

- Silver: A-1 Roofing Co., Bennett & Brosseau Roofing Inc., DCG Roofing Solutions, Inc., Olsson Roofing Company, Inc., and Ridgeworth Roofing Co.
- Bronze: Anderson & Shah Roofing Inc. (donated in memory of Kamala M. Shah)
- Friends of CRCA Foundation: Richards Building Supply

The CRCA Foundation's mission is to support causes as philanthropic, research, and education to further the roofing and waterproofing industry and community. In 2020, the CRCA Foundation provided over \$26,000 in new scholarship awards as well as participated in a philanthropic installation. The CRCA Foundation also sends a great thank-you to Cotney Construction Law for providing \$4450 in matching contributions in December. Watch for more information in 2021!

A.C.T. Deck Supply Celebrates 50 Years!

Nick A. Polizzi originally founded Area Construction Trades Inc. (A.C.T.) in 1970, while working out of his basement as a metal deck broker. The firm celebrated their 50th anniversary in late 2020. Polizzi is still involved as an advisor for the company.

The company began out of a direct need in the marketplace for a metal deck stocking dealer. When first starting, one truckload of B22 Prime Painted Roof Deck

was brought into a warehouse in Schaumburg, IL. Today, their network has grown to 15 locations around the country which gives A.C.T. Metal Deck Supply national/international exposure. A.C.T. joined CRCA as an associate member in 1992.

A.C.T. Metal Deck Supply is also proud to announce the addition of three new employees at the company's headquarters in Aurora, IL.

- Melissa Moses—Admin and Accounting
- Yvette Muñoz—Sales
- Shane Williams—Warehouse Operations

Congratulation A.C.T.!



LWSC Offers FREE COVID-19 Certificate Training Class

CRCA Member Firm Latino Worker Safety Center (LWSC) has joined forces with the State of Illinois to provide FREE COVID-19 Essential and Returning Worker Certificate Training as well as Contract Tracing and Hazard Communication. This important training is offered in English, Spanish and Polish. Per Dan Ramir, LWSC Executive Director, "This training not only benefits the workers, but also the companies they work for." He also commented that workers' families can also participate in the training. To learn more, visit www.lwsc.org or contact 888-595-5972.

Carlisle SynTec Systems Collaborates with Detec Systems

Carlisle SynTec Systems announced in December a collaboration with Detec Systems to offer the single-ply industry's first and only Factory Mutual (FM) rated roof assemblies that include Detec's TruGround® Conductive Primer, the conductive medium needed for effective Electronic Leak Detection (ELD).

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

Carlisle has conducted testing with FM and Underwriters Laboratories (UL) to ensure that the performance of a select few of its roof assemblies were unaffected by the addition of the conductive medium, and therefore

insurable by FM. Among the approvals are certain bareback TPO, PVC and EPDM assemblies. Detec's IntegriScan equipment in conjunction with TruGround is the only solution for ELD testing of semi-conductive membranes such as black EPDM. For more info, contact 800-479-6832 or visit www.carlislestntec.com.



LafargeHolcim Acquires Firestone Building Products

It was announced in early January that LafargeHolcim signed an agreement to acquire Firestone Building Products (FSBP) with estimated 2020 net sales of 1.8 billion. This marks a milestone in LafargeHolcim's push to become the global leader in sustainable building solutions.

Jan Jenisch, LafargeHolcim CEO: "I am excited to be entering the highly attractive roofing business. With Firestone Building Products, we are strengthening our biggest market, the US, while also building a global growth and innovation platform for the company." He continued with "I have great respect for the high-caliber leadership and expertise of the Firestone Building Products' team and look forward to welcoming them into the LafargeHolcim family."

New Headquarters for Omni Ecosystems

On January 20th, Omni Ecosystems announced a new warehouse and corporate headquarters in Chicago's historic Bronzeville district. The 65,000 SF industrial structure originally housed the Bowman Dairy Bottling Factory and includes 11,000 SF vegetative roof with a flexible four-season showcase space. Their master plan includes converting another 1-acre lot to green by planting 150 trees. To tour the facility, contact info@omniecosystems.com.

Raths, Raths & Johnson Expands Professional Services



Dan McJacobson—
RRJ Photo

CRCA Member Raths, Raths & Johnson, Inc. (RRJ) announced on February 1, 2021, the expansion of professional services with the addition of Dan McJacobson, P.E., LEED AP, BCxP as a Senior Project Engineer. In this role, he will be responsible for overseeing heating, ventilation, and air conditioning (HVAC) systems engineering, consulting, and

technical management of related projects within RRJ's forensic and consulting practice. McJacobson will also assist with the growth and client development efforts for the firm's new service offerings.

McJacobson has over 15 years of mechanical engineering experience, with a specialization in energy services, including building analysis and building automation systems. He has experience in feasibility studies, building assessments, energy audits, commissioning, and forensic engineering within all markets. He has a passion for identifying ways to improve comfort while saving energy for his clients.

Prior to joining RRJ, McJacobson served as Senior Engineer for an MEP engineering design firm, where he enhanced his skills in forensic engineering. He is a licensed Professional Engineer in Illinois, a LEED Accredited Professional, and ASHRAE Building Commissioning Professional (BCxP). He is an active member of the American Society of Heating, Refrigerating and Air-Conditioning Engineering (ASHRAE). "During this challenging time, it is exciting to be able to announce the expansion of our in-house engineering services to now include mechanical engineering for our clients . . . We are excited he has joined the RRJ team," said RRJ President Kurt Hoigard, P.E., SECB, F.ASTM.

(ICP Group) Has Acquired Gardner-Gibson, Inc.

CRCA Member ICP Group announced in early January the acquisition of Gardner-Gibson, Inc. including its Gardner®, Black Jack®, APOC® and Dyco® brands.

Per Doug Mattscheck, President & CEO, ICP Group, "As a leader in specialty coatings, adhesives, building envelope solutions, ICP focuses on accelerating organic growth through building world-class organizations and technologies, and then augmenting that growth with strategic acquisitions. Gardner-Gibson's and Sun's product portfolio and leadership in the waterproofing and exterior protection space are complementary to ICP's already strong mix of solutions for the building and construction industry."

Mattscheck stated that through the sharing of technologies and processes, both companies' strengths can be combined to deliver great value to customers and provide efficiencies within the supply chain. He also stated, "ICP is committed to facilitating a smooth transition as we integrate Gardner-Gibson into our company. During this period, you will continue to work with Gardner-Gibson and Sun Coatings as you always have, as no immediate changes are expected. Open

and transparent communication is part of the ICP culture, and you can expect to hear more from us throughout the transition. It is our intent to continue to develop and deepen our relationships with all our suppliers." For more information, visit www.icpgroup.com.

OMG Names New Roofing Products Vice President



Monte Horst—OMG Photo

In early January, OMG Roofing Products named Monte Horst as Vice President of Sales and Marketing. As part of its ongoing efforts to drive growth and value, Horst will be responsible for developing and executing the division's overall sales and marketing strategies to support the three business units—Fasteners, Adhesives & Solar, and Metal

Accessories. In this role he will work closely with the company's marketing communications and customer service departments.

Peter Coyne, Senior Vice President and GM of OMG Roofing Products stated, "I am pleased to welcome Monte as the new leader of our commercial organization. Monte's strong track record at Black & Decker, US Fence and Danaher Corporation brings significant expertise and experience to OMG Roofing Products. Monte is a strong leader with a proven track record of developing teams that generate profitable revenue growth, drive brand awareness, and create long-term customer value."

OMG, INC. also announced the sale of its Metal Edge Business to METAL-ERA in early February. The company reported the substantial sale of all the assets of its edge metal business, including the facility, intellectual property, and inventory to METAL-ERA of Waukesha, WI. The deal is effective immediately and terms of the transaction were not disclosed.

OMG acquired the Asheville, N.C.-based edge metal business from the W.P. Hickman Company in 2013. The edge metal product line includes a variety of engineered fascia, coping, water control systems, and related accessories for commercial roofing applications.

Hubert McGovern, president, and CEO of OMG stated, "We are pleased to be selling the edge business to Metal-Era. Their singular focus on engineered metal solutions makes them the clear market leader. This is good for OMG, Metal-Era, and professional roofing contractors." McGovern also stated that the divestiture

enables OMG to increase focus on core strengths in induction fastening, mechanical fastening, and adhesive, drain and solar technologies.

Detec Systems Releases New Version of Electronic Leak Detection Testing Equipment

Detec Systems has released their latest generation of the IntegriScan Electronic Leak Detection (ELD) quality control testing equipment. ELD pinpoints breaches, holes, and seam voids in roofing and waterproofing membranes by detecting a low voltage electrical current flowing through a wetted membrane. Water used during the test flows through any discontinuities in the membrane and reaches a grounded substrate such as structural concrete or TruGround® Conductive Primer. The equipment alarms at the exact location of the breach, indicating that an electrical path through the membrane to building ground has been detected.

The IntegriScan package includes the low voltage scanning platform which is capable of testing both non-conductive and semi-conductive horizontal membranes, including black EPDM. Also included is a low voltage roller system, used for testing vertical membranes including walls, transitions and details. Both testing methods are listed in ASTM Guide D7877 and are explained in detail in ASTM D8231, the only Standard Practice for Electronic Leak Detection. For more information, visit www.detecsystems.com.

Merger Announced for Cotney Construction Law

An announcement was released on February 1, 2021 that Cotney Construction Law and Cotney Consulting Group are merging and will now operate under the new name of Cotney Attorneys & Consultants, effective immediately. This rebranding strategy reflects both the evolution of the company as well as its vision to provide both business and legal solutions to their clients. Along with this change, a newly redesigned company logo has been revealed and a new website is planned to launch in late February 2021.

"As part of our focus on providing the best solutions for our clients, our leadership team and I believe that merging companies to a consolidated firm is the strategic step in the company's evolution," stated Trent Cotney, CEO of Cotney Attorneys & Consultants. "We are very excited about this rebrand because it allows us to better represent our business by expanding our portfolio to provide legal and consulting solutions to our clients." For more information, visit www.cotneycl.com.



OSHA 300A Forms Posting Deadline

CRCA Member Firm Hendrick Phillips Salzman & Siegel PC's recent newsletter included a reminder that between February 1 and April 30, covered employers must post OSHA's Form 300A in a place easily accessible to employees, such as the break room. Form 300A summarizes the total number of work-related injuries and illnesses that occurred during the prior calendar year.

Form 300 should include details, such as the nature of the injury and where it occurred. Form 300A only lists information such as the total number of deaths, cases involving days away from work, and total number of days away from work for all recordable cases. Recordable cases are those that:

- Involve a death
- Days away from work
- Restricted work or transfer to another job
- Medical treatment beyond first aid
- Loss of consciousness; diagnosis of a significant injury or illness by a healthcare professional
- A needlestick or sharps injury involving contamination by another person's blood or other potentially infectious materials.

Construction employers must post Form 300A even if no recordable injuries occurred during the prior year, with zeroes entered in the spaces. For the third consecutive year, employers also need to concern themselves with OSHA's Improved Tracking of Workplace Injuries and Illnesses regulation, often commonly referred to as OSHA's electronic recordkeeping regulation. Construction employers with 20 to 249 employees are subject to the rule and must electronically submit their 2020 300A Annual Summary to OSHA no later than March 2, 2021.

Under current rules, injury and illness records must be maintained at the worksite for at least five years. Also, copies of the records must be provided to past and current employees, or their representatives, upon request. If you have any questions about OSHA's recordkeeping requirements, or any other questions about OSHA, contact Siegel at (404) 469-9197.

Other Industry News

NRCA Announces Virtual DC Roofing Day

In January, the National Roofing Contractors Association (NRCA) announced that the Roofing Day in DC would be held virtually this year due to the pandemic. This collaborative event was developed as an initiative of NRCA CEO Reid Ribble to help raise the roofing industry profile and provide an opportunity for legislative communication with roofing professionals across the United States. Talking points to be discussed include career and technical education funding, promotion of construction in legislation and immigration reform.

Registration for this March 23-24, 2021 event can be done at www.nrca.net/advocacy/roofingday. The cost for a company representative is \$59 and a field worker/spouse/student is \$25.

NRCA also announced that two International Roofing Expo Events will be held in 2021. A virtual edition will be held March 2-4, 2021 and an in-person event to be held in Las Vegas, August 10-12, 2021. The spring event will be organized into tracks that include business, technical, legal/human resources, workplace safety, windows and siding, and exhibitor-presented seminars. For more information, visit nrca.net. The virtual sessions will be available for viewing until April 2, 2021. For more info, visit www.nrca.net.

IL Legislative Update



With a slow start in 2021, both the IL House and Senate have cancelled recent scheduled session dates due to ongoing COVID-19 public health concerns but are scheduled to start up in March. The House Democratic caucus suggested to the newly elected House Speaker Chis Welch, that the chamber needs to find a balance between "remote and in-person work". The consensus among caucus members is the recommended public health quarantine with large gatherings, like legislative sessions, make weekly trips to Springfield impractical. Virtual committee hearings will be allowed pending any legal matters.

During the January Lame Duck Session, the IL Black Caucus pushed for four pillars of reforms including healthcare, education, criminal justice, and economic opportunity. All of their reforms passed except for the healthcare initiatives.

One of the casualties under the "Economic Development Category" was SB 1480 which got attached to an initial bill dealing with line of duty deaths. The scope of this legislation changed, making it a violation under

the Human Rights Act, that if any employer chose to not to hire someone solely because of their criminal background (if the offense is not directly related to the job position). It also requires the employer to notify the employee if they were not hired specifically because of the criminal record, allowing for a five-day appeal process. The bill was sent to the Governor on February 5 but has not yet been signed.

Through the Spring, CRCA will be watching IL legislation including bills involving receiving unemployment during labor disputes, retainage changes on public construction projects, extending the legislation regulation mechanics lien filing (which expires on 12/31/21), requiring IL registration for landscape architects, family and medical leave, solar restrictions, and hiring discrimination on people born outside the U.S. CRCA will also work with industry partners such as the Illinois Mechanical Specialty Contractors Association (IMSCA) and others to promote legislation that is favorable to the roofing, waterproofing and construction industry in Illinois. More to come!



Take Advantage of Employee Retention Tax Credit!

The Employee Retention Tax Credit (ERTC) is a refundable payroll tax credit available to businesses and nonprofit organizations of all sizes. For calendar year 2020, the ERTC was available only those organizations and businesses which experienced a total or partial shutdown to comply with government orders in light of COVID or those businesses that saw a 50% reduction in gross receipts in any quarter of 2020 compared to the same quarter in 2019.

Initially, the ERTC was not available to those that participated in the Paycheck Protection Program (PPP), and the credit was worth \$5,000 per eligible employee per year, resulting in savings by reducing payroll taxes. The credit can be claimed on all wages paid by an employer with 100 employees or fewer. For an employer with more than 100 employees, the credit was only on wages paid to non-working employees.

Things have changed, both retroactively and going forward into 2021.

The Taxpayer Certainty and Disaster Relief Act passed at the end of 2020 may have qualified employers retroactively for the credit. The Act removed the restriction limiting the ERTC to employers who had not received a PPP loan. If you were subject to a governmental shutdown in 2020, or met the gross receipts test as described above, you can now receive the ERTC even though you also had a PPP loan. The same act also extends and expands the credit through June 30, 2021.

For 2021, ERTC:

- is now extended through June 30, 2021.
- Is increased the per employee maximum, from \$5,000 per employee in 2020 to \$14,000 through June 30, 2021.
- allows for a credit to employers with 500 employees or fewer (previously 100) for wages paid to all employees who are working and non-working.
- expands eligibility to those with a 20% reduction in gross receipts (down from the 50% threshold in 2020)

Take Advantage of this important tax credit if it applies to your firm. Contact your tax professional for further clarification. 





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CRCA Contractor Members

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

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MRP Supports, LLC	(800) 828-8424	TAMKO Building Products Inc.	(800) 641-4691	Raths, Raths and Johnson, Inc.	(630) 325-6160
McElroy Metal, Inc.	(219) 879-0252	Tarco	(800) 365-4506	RCL Engineering Services	(847) 867-7093
MEP Insulation Recycling	(317) 894-2763	The Estimating Edge, LLC	(561) 276-9100	SRI Consultants Inc.	(608) 831-5333
Mid-States Asphalt	(630) 730-1689	The Provant Group	(312) 888-4520	STR Building Resources LLC	(847) 652-6115
Midwest Roofing Supply		Tilor Roofing Systems	(224) 443-1817	YA Engineering Services	(312) 919-8279
Naperville	(630) 637-0750	Tremco Inc.	(216) 292-5000	Vacuuming	
Schaumburg	(847) 241-2000	TRUFAST	(800) 443-9602	D&M Service Group	(816) 830-9432
Waukegan	(847) 249-3328	Tuffwrap Installations, Inc.	(815) 302-5280	Dietz Vacuum Service, Inc.	(708) 301-9127
Midwest Siding Supply, Inc.	(630) 897-2333	United States Gypsum	(773) 213-6192	Ready Vac, Inc.	(847) 437-5771
Mule-Hide Products Co., Inc.	(815) 641-8548	VB Synthetics	(312) 664-3810	RK Hydro-Vac, Inc.	(800) 754-9376
Novagard Solutions	(800) 380-0138	Velux America	(864) 941-4770	Vac-It-All Services, Inc.	(314) 487-5600
NPC Colored Sealants	(708) 681-1040	Versico	(800) 992-7663	Velocity Roof Vac Service Inc.	(630) 936-2421
OMG Roofing Products	(800) 633-3800	Walter Payton Power Equipment LLC	(708) 656-7700		
Omni Ecosystems	(312) 337-3196	WickRight, Inc./			
Panasonic US	(201) 423-3154	365 Construction Tents	(312) 720-1467		
Petersen Aluminum Corporation	(800) 722-2523				
Polyglass U.S.A, Inc.	(847) 431-6005				
Prairie State Exterior Products	(708) 754-9339				
Pro Fastening Systems Inc.	(847) 577-7185				
Pro Lightning Protection	(262) 925-7199				
Progressive Materials	(630) 488-9277				
RainTrade Corporation	(847) 283-0006				
Raptor Synthetic Underlayments	(317) 202-8200				
Ray's Roofing Supply	(219) 932-7297				
RESISTO	(855) 227-7850				
RHP Risk Management Inc.	(773) 867-6004				
Richards Building Supply Company					
Corporate	(773) 586-7777				
Joliet	(815) 725-2458				

CRCA welcomes the following new members since the Fall 2020 CRCA Today Issue!

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