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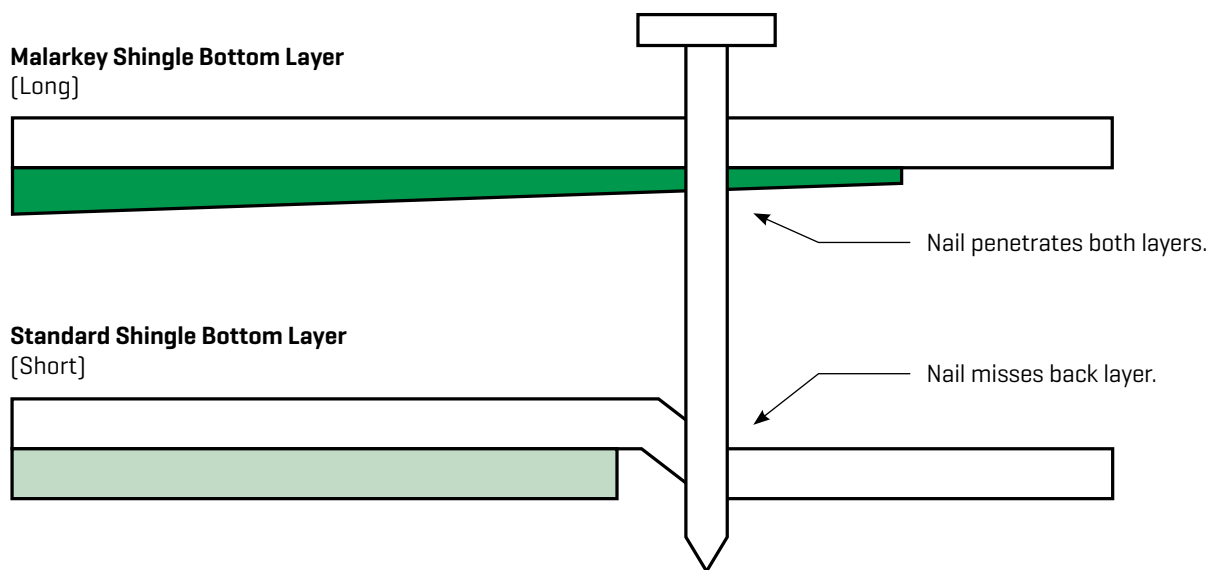
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Fast and furious

Road rage is becoming more common, but there are ways to avoid it

by Ambika Puniani Reid



To learn what you can do to avoid aggressive driving, go to professionalroofing.net.

You probably have had your temper flare when someone cuts you off in traffic, drives too slowly in front of you or takes the parking space you were about to turn into. Or maybe you've been on the receiving end of someone screaming at you because you were distracted thinking about something else and didn't notice the traffic light turn green.

Either way, driving has become increasingly fueled by anger, and it's worth learning how road rage has been altering the way we drive.

The National Highway Traffic Safety Administration defines road rage as "an intentional assault with a motor vehicle or weapon that occurs on the road or that started on the road." Not only is road rage a criminal offense, it is on the rise.

Daniel G. Sharp, chairman of the Highway Safety Committee for the International Association of Chiefs of Police, told *The Wall Street Journal*: "The driving behavior we're seeing during the pandemic is extremely problematic."

He says people are driving much more aggressively, and the trend is increasingly dangerous as more stressors are placed on society (such as changing pandemic rules, rising gasoline prices and increasing dissatisfaction in general).

So how can you encourage your employees (and yourself) to remain calm during a triggering situation while on the road?

Ethan Kross, a neuroscientist at the University of Michigan, Ann Arbor, told *The Wall Street Journal* drivers should have an "if-then" plan. For example, he says drivers should say to themselves: "If another driver cuts me off, then I'll take a deep breath and let them go."

Kross says creating a plan linking a specific situation to a specific action makes it more likely someone will follow through with the plan.

Other strategies include deep breathing during a triggering situation; thinking of something pleasant; talking to yourself in the third person (for example, I would say: "Ambika, this person isn't worth you ruining your day."); and physically leaning back in your seat, which naturally helps you relax.

The most important question to ask is: "Will this brief inconvenience matter in five minutes?" The answer should be "no," so why not let it go?

By being proactive and talking to your employees about having a plan when road rage happens, you will help ensure they arrive at the office, job sites and appointments safely and on time and return home without incident.

Ambika

AMBIKA PUNIANI REID is editor of *Professional Roofing* and NRCA's vice president of communications.

CLOSE-UP

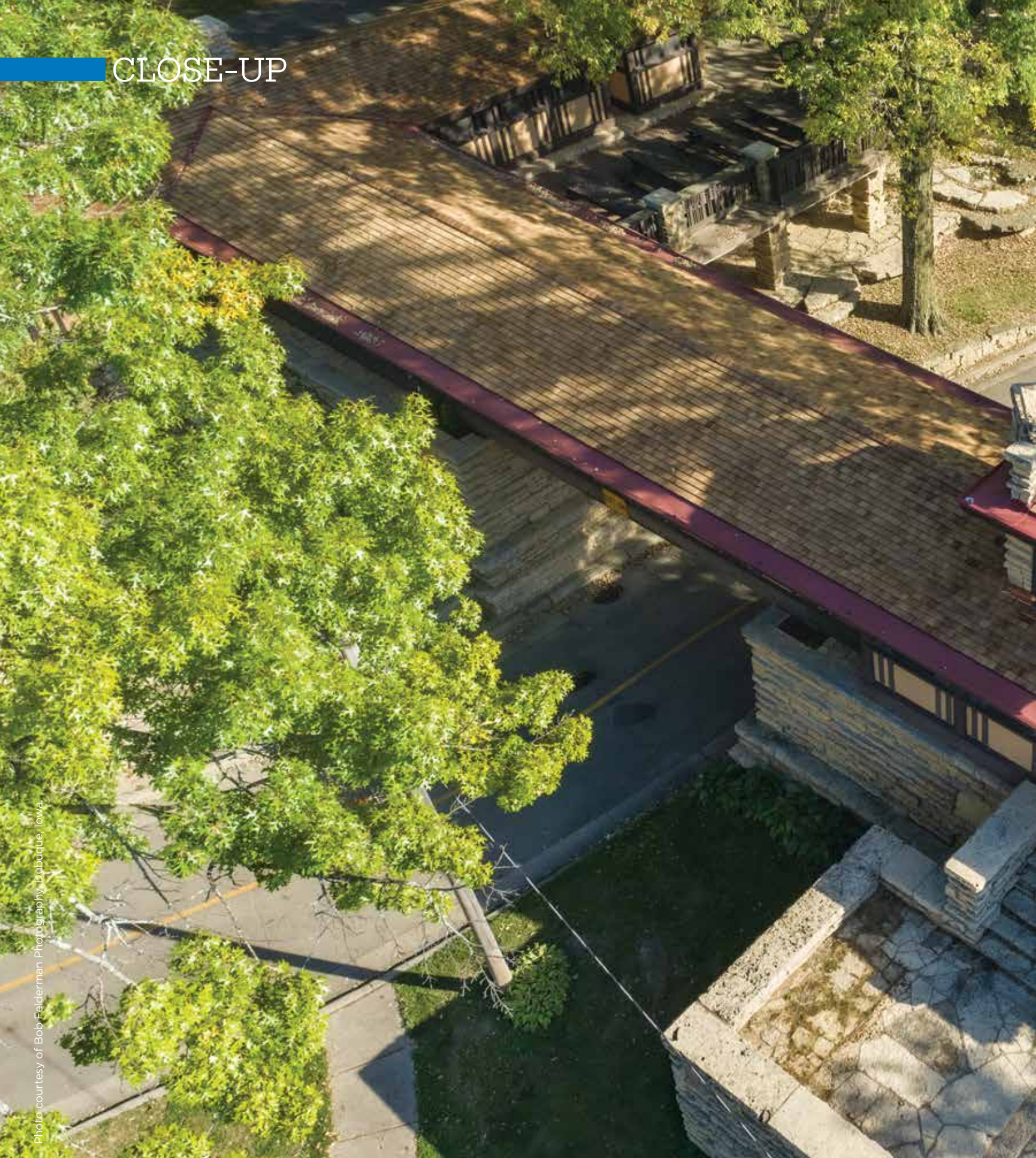


Photo courtesy of Bob Felderman Photography, Dubuque, Iowa.

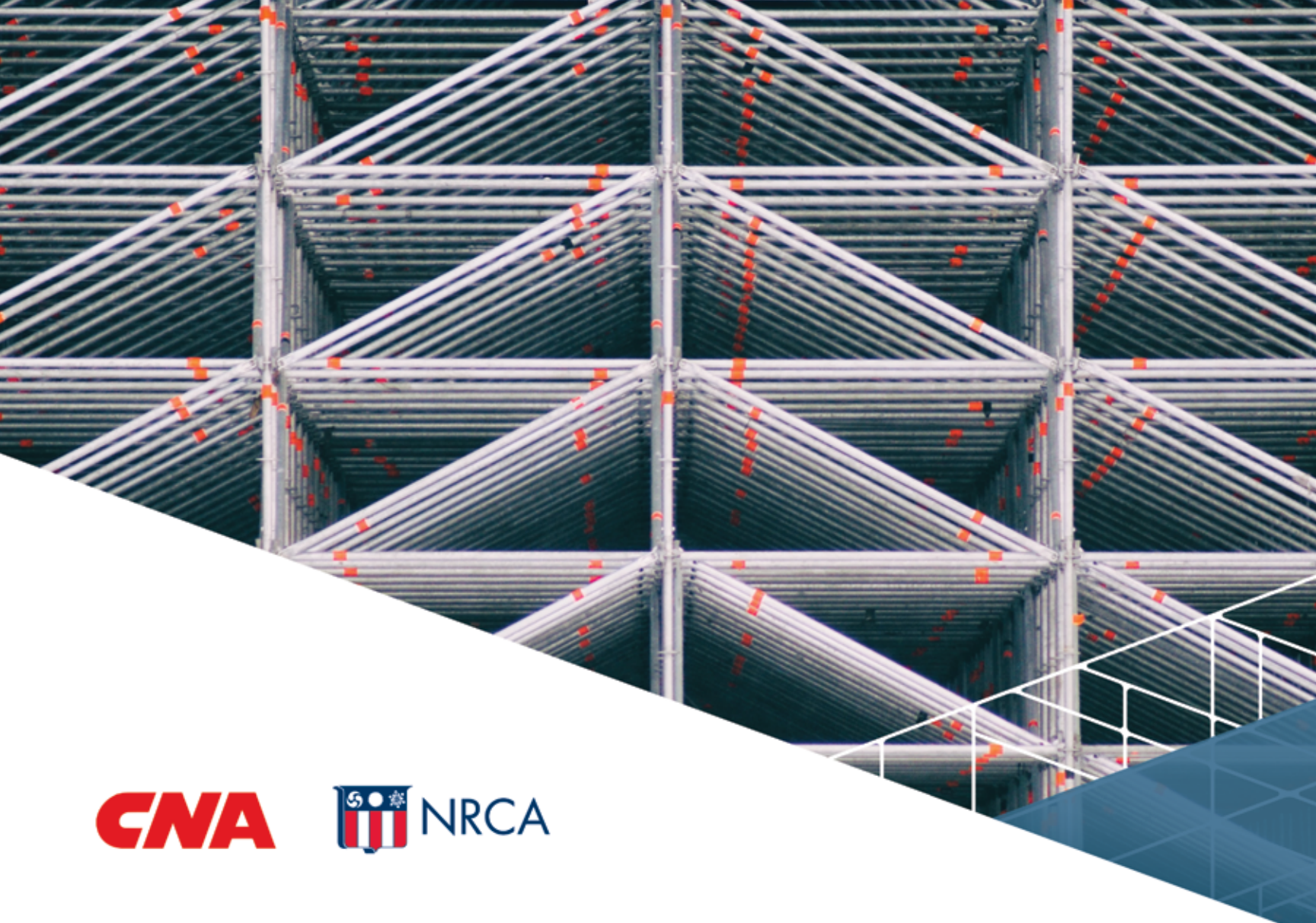


verlooking the Mississippi River, Eagle Point Park in Dubuque, Iowa, features 164 acres and views of Iowa, Illinois and Wisconsin. In 2021, the cedar shake roof system on the park's bridge pavilion was replaced by Paul Meissner Roofing, Dubuque.

The crew removed existing cedar shingles, replaced rotten roof boards, repaired the tower, replaced fascia boards with 100-year-old yellow pine, fabricated cedar shingles into ridge caps and installed 6,000 square feet of Certi-Last® 18-inch red cedar shingles. While working on the project, workers found cans and bottles from 1937 in the soffits.

To view drone footage of the project, go to professionalroofing.net. To submit a photo to Close-up, email professionalroofing@professionalroofing.net. Submittals should include a photo, as well as a description of the photo.





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Learn more about how our risk control programs help NRCA members operate more safely. Contact your independent agent or visit cna.com/nrca.

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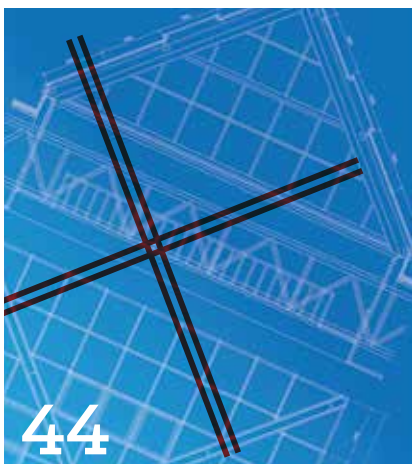
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NATIONAL ROOFING CONTRACTORS ASSOCIATION

National Roofing Week



Participate in National Roofing Week June 5-11.

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FOR MORE INFORMATION, VISIT nrca.net/nationalroofingweek.

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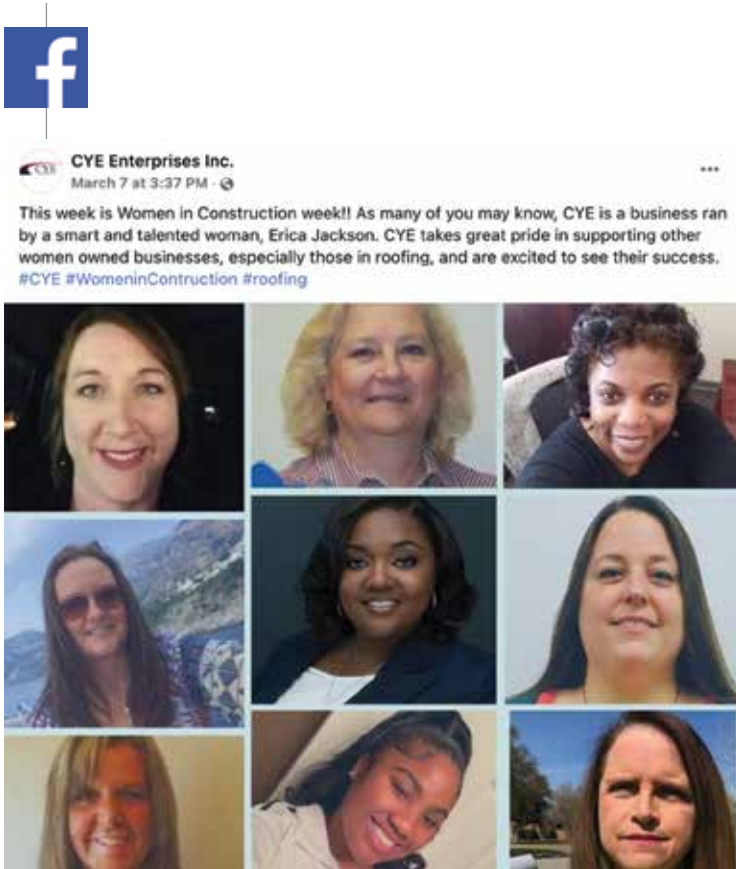
NWR
National Women in Roofing



#HASHTAG

#WOMENINCONSTRUCTION

March is National Women's History Month in the U.S., and Women in Construction Week was celebrated March 6-12. Women in Construction Week highlights the dedicated and hardworking women of the industry and demonstrates the endless opportunities available to women in construction. Check out social media posts honoring #womeninconstruction!

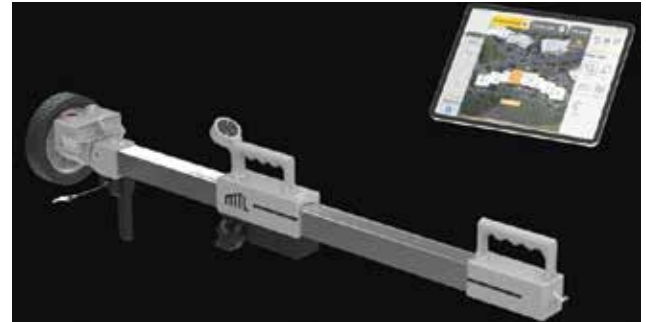




Tool measures all parapet surfaces

Metal-Era® and **Hickman Edge Systems** have released the Falcon Roof Measurement Tool. The tool is designed to expedite the process of measuring a roof's perimeter and assembling a quote, as well as improve roof material delivery and installation. The Falcon Roof Measurement Tool features a hybrid clamping device that measures all parapet surfaces to within thousandths of an inch and tenths of a degree. Radius, miters, transitions, end walls and other difficult details can be measured, and a road map of the roof is rendered in real time to the Falcon Roof Measurement Tool app. The output reportedly reads like a shop drawing with a bill of materials. The roof drawing can be color-coded and labeled to match product shipment, reducing installation time and errors. Photos of roof details also can be used for quoting and fabrication.

metalera.com/falcon



Base sheets resist punctures and tears

Mule-Hide Products Co. Inc. has introduced Shur-Gard #40 Base Sheet and F/G Base Sheet for steep-slope roof systems. Made from felt saturated with asphalt, Shur-Gard #40 Base Sheet is said to be ideal for use in warm, arid climates. It can be used as the felt layer in shingle and tile roof systems and is compatible with steel, concrete and wood roof decks. Made from an inorganic fiberglass mat coated with a weathering-grade oxidized asphalt blend, F/G Base Sheet is durable and can be used as the felt layer in shingle roof systems. It is compatible with steel, concrete and wood roof decks. F/G Base Sheet also can be used as a vapor retarder when coated with a solid mopping of asphaltic material or installed under roof insulation or between multiple layers of insulation. Both base sheets reportedly offer enhanced pliability and dimensional stability, are wrinkle-resistant for easy installation, and resist punctures and tears.

mulehide.com



Lens coatings resist fog

Brass Knuckle® has made available eyewear with its BK-Anti-FOG and BK-Anti-FOG+ coatings said to provide enhanced anti-fog performance, improving worker safety and productivity. BK-Anti-FOG offers a long-lasting, fog-free view in hot and humid conditions. Washable and durable, the coating allows lenses to come into balance with temperature fluctuations to prevent fogging. BK-Anti-FOG+ is a premium anti-fog coating said to protect against fogging for four minutes longer than similar products. BK-Anti-FOG and BK-Anti-FOG+ are available on a variety of Brass Knuckle protective eyewear products.

brassknuckleprotection.com

Underlayment has nail gasketing technology

Westlake Royal Building Products™ has introduced SwiftGuard,™ a synthetic roof underlayment designed for use with steel, tile, shingle and shake steep-slope roof systems. The underlayment features a high grip backing and nonwoven thermally embossed fiber face for increased deck grab and walkability. SwiftGuard's nail-gasketing technology reportedly helps ensure roof systems are better able to withstand the elements in all climates and seasons. Because of its nail-gasketing technology, ultraviolet resistance and thermal stability, the underlayment can be left uncovered for up to six months without degradation. SwiftGuard is available in 10-square (1,000-foot) rolls that weigh 35.5 pounds. Identifiable lay lines and fastening markers also are said to enable quick, easy installation.

westlakeroyalroofing.com



Messaging platform is automated

Modernize Home Services has made available Connect, an automated messaging platform designed to help contractors follow up and engage with homeowners before, during and after projects. Connect assists contractors by automating the process of following up with initial sales leads, as well as facilitating ongoing communications. Contractors reportedly can use Connect to set follow-up messages for specific times and tailor messages for appointments, estimates, contract signings, deposits and project scheduling. Messages can be sent via text, email or phone call. Connect features built-in integrations with popular home improvement websites, as well as custom integrations for online ratings and review sites. Homeowner satisfaction can be monitored throughout a project, and positive reviews can be encouraged after project completion.

modernize.com

Impact wrenches are lightweight

DEWALT® has added two 20V MAX XR 1/2-inch mid-range cordless impact wrenches to its line of 20V MAX tools: DCF891 with a hog ring anvil and DCF892 with a detent pin anvil. Each impact wrench delivers up to 600 foot-pounds of maximum fastening torque and 800 foot-pounds of maximum break-away torque when power is needed in compact spaces. The impacts are designed with a Precision Wrench feature said to improve user control and help prevent overtightening in forward mode and run-off in reverse mode. The lightweight design reportedly allows users to complete a variety of applications.

dewalt.com





Sunshine on a cloudy day

We can all find things to be grateful for during a difficult time

by Reid Ribble

Gas prices are on everyone's minds these days—and for good reason. A typical roofing company could see an increase of more than \$40,000 this year alone to fill its trucks with gas. Even small gas-powered equipment is more expensive to operate. And if you have a truck-mounted crane with its engine running all day, that will cost more, too.

Because almost all roofing materials are affected by the price of oil, more uncertainty in material pricing will prevail this year. Polymers used to make insulation and roof membranes are affected by the price of oil, so those items will be subject to volatility as will asphalt shingles and polymer-modified bitumen, which have significant amounts of oil in them.

Roofing fasteners also will be affected. When fasteners are manufactured, they are cooled and lubricated with oil during the threading process. And because steel is a heavy product, the cost of shipping the wire to manufacturers will go up as well as the shipping of the finished product to your shop or distributor.

In fact, every product you purchase will be affected because trucking costs are rising exponentially. That means everything you buy is costing more and will continue to rise until consumers say “no” to the purchase.

As if this isn't enough bad news, we all have been watching the nonstop



“ Because almost all roofing materials are affected by the price of oil, more uncertainty in material pricing will prevail this year. ”

coverage of the Russian invasion of Ukraine. Every day, we are taken into the lives of families either trying to flee Ukraine or remain in their homes safely. The Ukrainian economy has been devastated as has the Russian economy, both of which are affecting the economy here. Seemingly everywhere we look, the skies are darkening.

So what’s the good news? There is always good news and something we can be thankful for. For example, demand for roofing services seems to be hold-

ing up. Not every industry can say that. COVID-19 seems to finally be waning. Life is getting back to a version of normal. The NRCA staff is working in the office a few days per week. We get to see our friends and colleagues in person rather than via a computer screen. I am proud and thankful for the work they do every day on your behalf. I missed seeing them face to face!

I also am thankful for NRCA’s volunteer leadership. As we finish our fiscal year May 31, Rod Petrick will finish an unexpected two-year journey as NRCA’s chairman of the board. And he did it with his usual affable smile even when getting bad news.

Although the COVID-19 pandemic disrupted our normal operations, it seemed to place a larger burden on folks like Rod, Immediate Past Chairman of the Board Nick Sabino and incoming Chairman of the Board Kyle Thomas. Because so many meetings were done virtually, all three spent too many hours in committee meetings, which intruded significantly on the daily work of their own companies. Each did yeoman’s work—heavy lifting that often goes unseen by the broader roofing

industry. Their titles may suggest glamour, but I can assure you the work doesn’t.

The same can be said of our Executive Committee members. Each one oversaw several NRCA committees for two years. And each one did amazing work with you at the front of their minds.

Finally, I am thankful for COO McKay Daniels and Chief Financial Officer Harry Ryder. The three of us often found ourselves in tough decision-making situations. Working with these two wise men made my job infinitely easier and more fun. I trusted them, and they trusted me. I always was taught to surround myself with people smarter than myself, and with these two? Well, they fit the bill in so many ways. By being surrounded by folks like this, my life is easier and enriched at the same time. Now, that is something to brighten a cloudy day. 🌤️🌟

REID RIBBLE is NRCA’s CEO.

 @NRCA_CEO

Celebrate National Roofing Week June 5-11!

National Roofing Week will be held June 5-11 to raise awareness of the significance of roofs on every home and business and share the industry’s good deeds.

Organized by NRCA, National Roofing Week traditionally takes place during the first full week of June and promotes the importance of hiring a professional roofing contractor and making informed decisions about maintaining, repairing or replacing any roof system.

In celebration of National Roofing Week, NRCA will host a new 15 Seconds of Fame Raffle sponsored by A.C.T. Metal Deck Supply, Aurora, Ill. Open to all NRCA member companies, the raffle involves companies making a 15-second video about their companies and submitting it to NRCA for a chance to win a \$500 or \$1,000 prize pack. The deadline for submissions is May 27. Additional information is available at nrca.net/nationalroofingweek.

NRCA also will be sharing members’ stories through social media outlets and *Professional Roofing* magazine. We encourage members throughout the U.S. to share their stories of charitable giving, crew and staff appreciation, and signature roofing projects with NRCA.



Contractors share how they navigate the supply chain crisis

Prices for essential parts such as roofing materials and steel pipe have risen by at least 50% in a year, and lead times for materials have increased significantly, according to constructiondive.com.

Supply chain issues are leading some contractors to take measures such as renting or building warehouses to stockpile supplies or putting in “ghost orders”—multiple bids for a single product.

“It’s as bad as any time during COVID,” says Erin Roberts, who leads London-based Ernst & Young’s global construction and engineering practice. “You’ve got all this demand after a brief pause shutting down the supply chain, and it’s just causing havoc.”

Supply shortages have led to the largest annual spike of input prices to construction since data collection began in 1987. On average, input prices for nonresidential construction surged more than 24% during the past year. And construction companies are trying to manage owners’ expectations amid the chaos.

“We’re at the point now where we’re warehousing materials and getting them wherever we can,” says Peter Tuffo, president of Boston-based Suffolk Construction’s South Region. “If

you have to move it twice, you move it twice. But you know what? That cost of moving it twice is much less than having no work to put in place for that month.”

Chris Bailey, senior vice president of integrated solutions at XL Construction, Milpitas, Calif., says some lead times for materials have been pushed into 2023. His most challenging materials and lead times include roofing and roof insulation, steel bar joists and metal decking—all with a lead time of eight to 10 months. EPDM membranes reportedly are nearly impossible to find.

Additionally, with companies renting warehouses to store materials, a shortage of warehouse space has emerged. Some contractors even are building their own warehouses—temporary structures on or near job sites to store materials.

Manufacturers have had to pull back on orders. Chris Fitzgerald, global vice president at Downers Grove, Ill.-based Univar Solutions says if a product is limited, he might only give customers 70% of the previous year’s order. Additionally, Brian Sudduth, president at Fort Lauderdale, Fla.-based Miller Construction Co., says mid-level suppliers are “pushing back and asking for project-specific information



To keep up to date with the latest supply chain shortage information, go to professionalroofing.net.



... so they don’t have a bunch of ghost orders down the line.”

Contractors have started to kick off the preconstruction phase of projects as much as 18 months ahead of groundbreaking, which is almost a year earlier than typical. The extra months are spent gathering supplies.

“You’re spending the first two months ordering to get material there so it’s on-site or in a bonded warehouse or in storage bins,” says Granger Hassmann, vice president of preconstruction at Adolfson & Peterson Construction, Minneapolis. “Wherever you can put it just to make sure you’ve got it and it’s captured.”

Former NRCA president Marlin Potteiger passes away



Potteiger

Marlin Earl Potteiger, principal at Potteiger-Raintree Inc., Glen Rock, Pa., and a former NRCA president, passed away Feb. 26. He was 89.

Potteiger started working in the roofing industry when he was 19 years old, and it became a profession he loved for 70 years. He helped found several companies, including M Potteiger Inc., York, Pa.; Mueller-Potteiger Inc., York; and Raintree Services, Jacobus, Pa. He also helped form Roofers Mart in Pennsylvania and Tecta America, Rosemont, Ill. An NRCA member since 1969, Potteiger was elected to NRCA’s board of directors in 1979 and served as NRCA president from 1988-89. In addition, he served on several NRCA committees,

including the Insurance Board of Governors and the Technical Operations Committee. Following his retirement, Potteiger continued to serve as a mentor and supported start-up ventures in roofing technology and generational connectivity.

Potteiger was preceded in death by his parents, Samuel E. Potteiger and M. Elizabeth Shipp Potteiger; brother, Samuel Potteiger Jr.; and sister, Geraldine Hodapp. He is survived by his loving partner, Katie Blair; children, Janice (Richard) Freeh, Valerie (Greg) Gunn, Thomas (Kris) Potteiger, Michele Cauchon and Lisa (Edward) Duras; 14 grandchildren; seven great-grandchildren; Katie’s two children and five grandchildren; sisters, Linda Wagner and Betsy Ibaugh; nieces and nephews, stepchildren and longtime friends.

Adams and Reese now is one of the largest U.S. construction law practices

Adams and Reese LLP, New Orleans, has announced the expansion of its construction practice by merging with Tampa, Fla.-based Cotney Construction Law LLP, a full-service legal and consulting firm serving the U.S. construction and infrastructure industries.

Cotney Construction Law's 16 attorneys and professionals will join Adams and Reese's current roster of 58 construction attorneys, making the company one of the largest construction practices in the U.S. The combined practice now has eight Florida Bar board-certified construction lawyers and two Florida-certified general contractors.

The complete list of attorneys from Cotney Construction Law includes Trent Cotney, the firm's CEO and NRCA's general counsel, who now becomes a partner at Adams and Reese.

"Our construction practice is a driver for the firm, and client needs are fueling its growth," says Gif Thornton, managing partner of Adams and Reese. "Our strategic plan calls for doubling down on existing areas of strength. Trent and the Cotney team are national leaders in the construction law space, and their capabilities complement ours. This combination moves us toward dominance nationally and in the Southeast in particular, coinciding with the economic growth in the region."

The team joining Adams and Reese brings knowledge and experience in serving publicly traded companies, private businesses and individuals in transactions and disputes nationally and internationally. Their singular focus is meeting legal, business and consulting needs in the construction space.

"We are excited about this opportunity to add our already deep bench to a national firm like Adams and Reese, whose resources and platform will take us to the next level," Cotney says. "As advocates for construction clients in the U.S. and around the world, our combined team has a deep understanding of what we must bring to bear when providing the most comprehensive counsel to our clients, and we can better meet their needs through our collective strengths. Our team shares Adams and Reese's forward-thinking vision and commitment to diversity, which will exponentially grow our combined capabilities."

The new team of attorneys will relocate to Adams and Reese's downtown Tampa office.



Attracting women to the construction industry is key

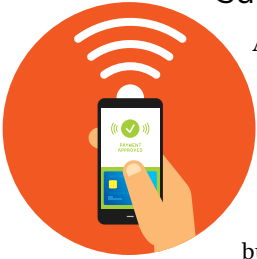
The Bureau of Labor Statistics shows only 10.9% of U.S. construction workers are women, and women account for only one out of every 100 employees in the field, according to forconstructionpros.com. As the construction industry continues to struggle with a long-term labor shortage, attracting more women to the industry is key.

Following are some tips from forconstructionpros.com that could change the way women view careers in construction and help attract them to the industry.

- **Money talks.** Although women lag in earnings in all industries, the gender pay gap is much smaller in the construction industry. In 2018, women working full-time in construction and extraction occupations made \$785 per week at the median compared with \$834 for men. Although women overall earn 81 cents for every dollar earned by a man, women in construction earn 94 cents for every dollar earned by a man. The construction industry offers women well-paid jobs that do not require a college degree; job security; competitive benefits; paid vacation and the satisfaction of building something that contributes to their communities.
- **Highlight training and advancement opportunities.** Many women do not realize construction careers are accessible through apprenticeships, which provide paid on-the-job learning combined with postsecondary classroom instruction. Women-focused pre-apprenticeship programs have succeeded in increasing women's access and success in construction careers.
- **Change perceptions and advocate for equality.** There are a wide range of roles in the construction industry, and women must be encouraged to seek these roles and given the opportunity to advance. Children are exposed to potential careers at a young age, and the industry should tailor its message to young girls—not just boys—and change outdated perceptions. Also, when women enter construction careers, company leadership must ensure they are being respected. For example, be sure there are female personal protective equipment options that include work clothing that fits properly and allows women to do their jobs comfortably and safely.

As the roofing industry strives for women to view the trade as a viable career path, normalizing women in roofing can help the industry reach that goal.

Survey reveals consumers prefer digital payment options



A new study from Thryv Holdings Inc., Bristol, Tenn., and Payments Dive, Washington, D.C., has revealed most small-business customers prefer to use digital payment options.

The 2022 Consumer Payments Survey shows 73% of consumers say when comparing two businesses, the type of payment options available will influence their final decision.

The companies surveyed 2,050 small-business consumers to determine how payment strategies have changed, what customers seek from vendors and how they'll respond if a business doesn't offer their preferred payment method.

"We've seen consumers grow accustomed to the ease, convenience and safety of digital

payments, and the COVID-19 pandemic accelerated this trend," says Ryan Cantor, chief product officer for Thryv Holdings. "Consumers want more digital and contactless payment options, and the small businesses choosing to adapt and capitalize on consumer preferences will win the war of customer retention."

Younger consumers are driving the trend. According to the survey results, 68% of Millennials and 71% of Gen Z respondents prefer cashless payment options. These younger generations are spending at greater rates than older customers, and their purchasing power has grown significantly as they have aged and advanced in their careers.

During the past two years, contactless payments have become ubiquitous, and consumers have grown accustomed to using digital wallets, touchless terminals and tap-to-pay platforms. Fifty-nine percent of consumers say they used such tools more often during the pandemic, and 71% say they intend to continue using cashless or contactless payments in the future.



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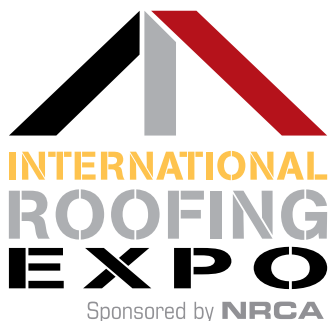
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Changes for steel decks

The Steel Deck Institute has updated publications that will affect roof system designers

by Mark S. Graham

The Steel Deck Institute has revised and updated two publications applicable to steel roof decks. If you design and/or specify steel roof decks, you should be aware of the updated information.

Roof deck design manual

In June 2022, SDI published *Roof Deck Design, Second Edition*. It updates, expands upon and replaces the first edition of the manual, which was published in 2012.

SDI indicates the manual is the steel deck industry's primary manual addressing steel roof deck design. It was developed to conform to ANSI/SDI RD-2017, "Standard for Steel Roof Deck," and complies with the requirements of the 2018 and 2021 editions of The International Building Code.[®] Review of the manual's second edition reveals a number of changes, which follow.

Wide rib decks, commonly referred to as Type B decks, and deep rib decks, commonly referred to as Type N decks, are primarily discussed and included in the manual's load tables. Load tables for narrow rib (Type A), intermediate rib (Type F), long span, cellular and acoustic roof decks, which were included in the manual's first edition,



have been removed from the second edition. SDI indicates specific steel deck manufacturers can be consulted for load tables applicable to the roof deck profiles removed from the second edition.

Section 2.14 provides new information addressing steel roof deck design for mechanically attached single-ply membrane roof systems. SDI indicates when loaded for wind uplift, mechanically attached single-ply membrane roof systems can increase the bending moment on steel roof decks by several hundred percent compared with uniformly applied uplift loading, such

as that with adhered membrane roof systems. SDI's Technical Note 7, "Mechanical Attachment of Single-ply Membranes to Steel Roof Deck: Implications for Steel Deck Design," can be referred to for additional information.

Section 4.6 updates the reference to quality control and quality-assurance guidelines for steel deck application to ANSI/SDI QC/QA-2017, "Standard for Quality Control and Quality Assurance for Installation of Steel Deck."

In Section 5, the load tables have been revised to be based on a minimum yield strength of 40 ksi and minimum tensile strength of 50 ksi for steel roof decks. The manual's first edition assumed a yield strength of 33 ksi and tensile strength of 45 ksi. As a result, steel decks' allowable loads are increased in the second edition. The extent

of the increases varies based on the specific load and allowable deflection conditions.

Section 6 provides examples of representative design calculations for steel roof decks. A new example calculation, Example 14, addresses a structural design for a mechanically attached single-ply membrane roof system on a steel roof deck. The calculations address analysis of deck loading in a roof's Zone 1 field, Zone 2 perimeter with membrane attachment perpendicular to deck span, Zone 2 perimeter with membrane attachment parallel to span and Zone 3 corners.

ANSI/SDI SD-2022

SDI published ANSI/SDI SD-2022, "Standard for Steel Deck," in late 2021. It replaces and combines SDI's previous individual standards for composite steel deck-slabs, noncomposite steel floor decks and steel roof decks into a single standard.

The previous edition of ANSI/SDI RD-2017 was published in 2017.

ANSI/SDI SD-2022 has been submitted to the International Code Council® to replace ANSI/SDI RD-2017 in IBC 2024.

DID YOU KNOW?

Specific language intended to limit contractors' liability for steel roof decks is provided as Item 15-Roof Deck Conditions in NRCA's *Contract Provisions, Volume III*, which is available free to NRCA members at nrca.net.

“Designers and specifiers of steel roof decks should be aware of updates and changes incorporated in SDI's new publication”

Closing thoughts

Designers and specifiers of steel roof decks should be aware of updates and changes incorporated in SDI's new publications. ANSI/SDI RD-2017 and ANSI/SDI SD-2022 can be downloaded free under the Resources tab on SDI's website, sdi.org. SDI's roof deck

design manual also can be purchased on SDI's website.

The design and analysis of steel roof decks is beyond the capabilities of most roofing contractors and, as a result, I encourage roofing contractors not to make representations either express or implied about the structural capacity, wind-uplift resistance, corrosion resistance or suitability for use of steel roof decks.

Additional information about steel roof decks is provided in Chapter 2-Roof Decks of *The NRCA Roofing Manual: Membrane Roof Systems—2019*. 🌟🌟

For an article related to this topic, see "Consider the deck," January 2020 issue.

MARK S. GRAHAM is NRCA's vice president of technical services.

 @MarkGrahamNRCA

Technology can help attract, retain workers

As the construction industry continues to face a labor shortage, developing and retaining talent is crucial. Technology can play an important role in retention and satisfaction when implemented with employees in mind, according to forconstructionpros.com.

A survey from TRUCE Software, Lisle, Ill., asked workers how employers can use technology to enhance employees' experiences.

Thirty-one percent of respondents said enforcing work/life boundaries is the best way employers can attract, retain and empower employees, and 21% said offering the latest technology is the best way to do so.

Respondents also largely view technology at work favorably; half believe work-related technology will help them be more productive at work in 2022, and more than one-third believe it will allow more flexibility. A 2021 TRUCE Software study specific to workforce mobility found 60% of respondents believe mobile devices make them more productive on the job.

However, technology at work also brings challenges. Respondents expressed a desire for more policies to protect work/life balance, and about 25% said having to always be connected was their biggest concern with work technology.

Study reveals construction owners will drive digitization

Dodge Construction Network, in partnership with Trimble Inc., Sunnyvale, Calif., recently released a Dodge SmartMarket Brief based on a comprehensive study of construction owners, architects, engineers and contractors, according to construction.com. The study and resulting report evaluate the use and benefits of digital workflows in the construction industry.

The report reveals the degree to which owners have embraced digital workflows for multiple design and construction processes and suggests owners' influence will drive greater use of these tools in the industry.

An owner's design and construction process requires data to be shared with internal stakeholders, external project teams and supply chain participants during the project. Traditionally, individual parties use their own software systems or rely on manual rekeying of data into spreadsheets and other documents, which can be inefficient.

Key findings from the report include:

- Owners are more deeply engaged with digital workflows than other project team members; 54% of owners have integrated software solutions or are using a single, connected construction management solution.
- Owners realize the need to improve the flow of communication and data between themselves and other project team members; 59% of owners report frequent breakdowns in communication between themselves and project team members, and 45% are satisfied with their connectivity with external companies.
- Sixty-six percent of owners using digital workflows say the workflows frequently result in better decision making on projects because they can be used to trace the root causes of delays and errors.
- More than two-thirds of owners contractually require contractors to use some digital documentation and practices.
- Sixty percent of owners report they have digital workflows for at least half their project data between departments within their organization. However, only 28% report a similar level of digital data exchange with external companies.

"Owners have the greatest influence on the project team," says Steve Jones, senior director of industry insights at Dodge Construction Network. "If they decide digital workflows will improve projects, the rest of the industry will embrace them, as well. This study reveals owners are already deeply into their own digital transformation, and we expect to see wider use soon of these tools."





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Workers wanted

NRCA supports immigration reform to address the roofing industry's workforce needs

by Duane L. Musser

As workforce shortages in the roofing industry become more acute because of increasingly tight labor markets and ongoing supply chain disruptions, NRCA continues working to address this issue on multiple fronts. One front is immigration reform where NRCA remains engaged in the ongoing debate in Congress despite a difficult political environment.

The challenges roofing industry employers face in filling job openings with qualified candidates have been steadily increasing for many years. A 2019 study commissioned by the Roofing Alliance and conducted by Arizona State University, Tempe, found 90% of U.S. roofing contractors faced workforce shortages during the previous year. The problem results primarily from an aging workforce and other demographic trends accelerated by the COVID-19 pandemic.

H-2B visas

To address workforce shortages in the short term, NRCA is working to strengthen the H-2B seasonal guest worker program. Some NRCA members use foreign workers who enter the U.S. on seasonal visas to supplement their workforces during the peak season. Every H-2B worker is estimated to create



or sustain 4.64 American jobs, according to the Chamber of Commerce.

Unfortunately, the program's annual cap of 66,000 visas (33,000 for each half of a fiscal year) is woefully inadequate to meet the demands of a growing economy. As a result, in recent years the program has been inundated with visa requests from employers that are desperate to fill open positions with requests coming in at nearly quadruple the current cap. To rectify this shortfall, NRCA and H-2B Workforce Coalition allies successfully pushed Congress to grant the Biden administration authority to increase the number of visas

available to match demand on an annual basis.

In January, the Department of Homeland Security released an additional 20,000 visas during the first half of the government's fiscal year 2022 (Oct. 1, 2021–March 31, 2022). To help the roofing industry meet workforce needs in the busy spring and summer months, NRCA CEO Reid Ribble sent a letter to Secretary of Homeland Security Alejandro Mayorkas and Secretary of Labor Marty Walsh to urge approval of more visas for the second half of the fiscal year (April 1–Sept. 30, 2022). NRCA is pleased that on March 31 DHS announced it will issue an additional 35,000 H-2B visas for the second half of fiscal year 2022, which should help NRCA members address peak workforce needs this summer.

NRCA also supports the H-2B Returning Worker Exemption Act of 2021 (H.R. 3897), bipartisan legislation to permanently expand the number of H-2B visas available annually and make other needed reforms to improve employers' access to the H-2B program. NRCA hopes progress will be made for the 2022 season and beyond but notes some labor unions oppose these efforts, so the outlook remains uncertain.

Additional legislation

Although the H-2B program has helped some NRCA members address workforce needs, many contractors have not been able to take advantage of it. Clearly, more effort is needed to meet the industry's long-term workforce needs.

To that end, NRCA continues building support for the Workforce for an Expanding Economy Act (H.R. 4288), legislation introduced by Rep. Lloyd Smucker (R-Pa.), that seeks to establish a new visa system specially designed for the current economy. The deployment of visas under this legislation would be governed by market forces to respond to rapid changes in economic sectors, and the number of visas allocated annually would vary based on demand. The bill contains numerous provisions designed to balance employees' needs while also making it relatively easy for employers to use. Additionally, the legislation would combat illegal immigration by requiring participating employers to enroll in the E-Verify program. With these and other provisions, the bill attempts to ensure the H-2B program is responsive to employers' and workers' needs.

NRCA also is reviewing the Dignity Act (H.R. 6637), immigration reform legislation recently introduced by Rep. Maria Salazar (R-Fla.). This bill takes a more comprehensive approach to reforming the immigration system rather than addressing parts of the system.

It contains a robust border security package, reforms the asylum system and would combat illegal immigration by mandating use of the E-Verify system for all employers. The bill also attempts to address the highly contentious issue of undocumented workers in the U.S. by proposing a new program to enable qualifying undocumented immigrants to transition to legal status and potentially a path to U.S. citizenship. Finally, the bill would allow individuals with Temporary Protected Status and "Dreamers" eligible for the Deferred Action on Childhood Arrivals program to adjust to lawful permanent resident status, which has been a key objective of NRCA for several years.

NRCA commends Salazar for her innovative proposal and believes many of the reforms contained in the bill would be ideal to couple with the new visa system in the Workforce for an Expanding Economy Act. Together, the

reforms would help fix the broken immigration system in a comprehensive manner while providing for the roofing industry's future workforce needs.

More work to come

Democrats and Republicans currently are at an impasse regarding immigration policy and have been unable to work in a bipartisan manner on this issue. However, pressure will continue to grow on lawmakers to act as workforce shortages and supply chain disruptions persist. Although Congress likely will not take up immigration reform before the 2022 midterm elections, the topic could be a major focus of the new Congress in early 2023.

NRCA will continue working with lawmakers to address immigration policy on a bipartisan basis to help provide short- and long-term solutions for the roofing industry's workforce needs. 🇺🇸🏠

To read NRCA CEO Reid Ribble's letter to the Secretary of Homeland Security and Secretary of Labor regarding H-2B visas, go to professionalroofing.net.

DUANE L. MUSSER is NRCA's vice president of government relations in Washington, D.C.

OSHA accepting comments regarding powered industrial trucks standard update



The Occupational Safety and Health Administration is accepting written comments regarding its Powered Industrial Trucks Design Standard Update.

OSHA proposes an update to the design and construction requirements of the powered industrial trucks standards for construction and general industry. OSHA would incorporate by reference the applicable parts of the current versions of consensus and

national industry standards from the American National Standards Institute relevant to the design and construction of powered industrial trucks. Any provisions in OSHA's powered industrial truck standards that do not relate to design or construction will continue to reference only the 1969 edition of ANSI B56.1, "Safety Standard for Powered Industrial Trucks,"—including operator requirements for stability, inspection, testing, maintenance and operation—and would not be amended in the proposal.

OSHA has not updated its forklift standards since it adopted the 1969 version of the ANSI B56.1 standard in 1971. Since then, ANSI has revised the B56.1 standard 12 times, and beginning in 1978, it narrowed the scope of the standard from covering powered industrial trucks generally to only covering low- and high-lift trucks. Additional ANSI standards were subsequently created, including B56.5—2019, "Safety Standard for Driverless, Automatic Guided Industrial Vehicles and Automated Functions of Manned Industrial Vehicles," and ANSI B56.6—2021, "Safety Standard for Rough Terrain Forklift Trucks." OSHA's proposed rule would update the references in the general industry and construction standards to recognize the design and construction requirements in the latest editions of ANSI standards B56.1, B56.5 and B56.6.

For all powered industrial trucks manufactured on or after the final rule's effective date, the proposed rule would require this equipment meet the design and construction requirements established in the applicable ANSI B56 consensus standard. For powered industrial trucks manufactured before the final rule's effective date, OSHA would maintain the existing reference to ANSI B56.1-1969, grandfathering that equipment under the original 1969 ANSI B56.1 standard.

OSHA is accepting written comments about the proposed rule-making at [federalregister.gov](https://www.federalregister.gov) until May 17.



To access all ANSI B56 standards, go to [professionalroofing.net](https://www.professionalroofing.net).

DOL to add 100 Wage and Hour Division investigators

The Department of Labor will add 100 investigators to support its Wage and Hour Division, according to [constructiondive.com](https://www.constructiondive.com).

Investigators will conduct investigations to ensure workers are receiving their full wages, promote compliance through outreach and public education programs, and help combat worker retaliation and the misclassification of workers as independent contractors.

"Adding 100 investigators to our team is an important step in the right direction," said Acting Wage and Hour Administrator Jessica Looman in the agency's press release. "We anticipate significantly more hiring activity later in fiscal year 2022."

The move highlights DOL's increased focus on employers' violations of wage and hour laws and aligns with the Biden administration's interest in workers' rights.

Wage theft is the denial of an employee's rightly owed wages or benefits and has been a significant labor violation for years. Common violations include failure to pay overtime; failure to abide by the local, state or federal minimum wage laws; tip theft; failure to allow breaks; and failure to allow unpaid, job-protected leave following childbirth or for a medical condition as required by the Family and Medical Leave Act.

DOL's Wage and Hour Division reportedly recovered \$257.8 million in back wages for workers in fiscal year 2020; \$322.5 million in fiscal year 2019; \$304.9 million in fiscal year 2018; and \$270.4 million in fiscal year 2017. More than 1 million workers received recovered wages during this time period, with an average of more than \$1,000 per worker.

Essential workers and immigrant workers are particularly vulnerable to wage theft. DOL's analysis of low-wage, high-violation industries for 2021 shows the food services, construction and retail industries lead in cases.

DOL also is taking strong action regarding worker misclassification, which some employers considered using as a strategy in anticipation of the Occupational Safety and Health Administration's nationwide vaccine mandate for employers; the U.S. Supreme Court has since stayed the mandate.





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NO

by Krista Berns

MAN

LEFT

**Dennis Dudek
wins the
prestigious
Best of the
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BEHIND

Soon after Dennis Dudek started working at Tecta America Southeast LLC, Sanford, Fla., he caught the attention of Michael Winant, the company’s operating unit president, when Winant was visiting a job site in 2011.

“I dropped by a project unannounced,” Winant says. “At the time, Dennis was not the project leader, but I quickly could tell he was leading the job. I realized he set up the job, and I was impressed. All the safety equipment was being used properly, and all the work was being installed in an organized, efficient manner. I knew he had all the right stuff and would be a future leader in our company.”

Now a production superintendent at Tecta America Southeast, Jacksonville, Fla., Dudek recently won the Best of the Best Award during NRCA’s 135th Annual Convention and the 2022 International Roofing Expo® in New Orleans. The Roofing Alliance’s MVP Task Force presented Dudek with the award, which is an extension of the Roofing Alliance’s Most Valuable Player Awards. The MVP Awards program celebrates workers who are exemplary employees within their companies and recognizes them for their outstanding performance outside the workplace. OMG® Roofing Products Inc., Agawam, Mass., and *Professional Roofing* co-sponsor the honor.

“The accolades from Dennis’ co-workers were proof he is an invaluable member of the Tecta America Southeast team, but what set him apart was his off-the-roof contributions,” says Reed Gooding, president of GSM Roofing, Ephrata, Pa., and MVP Task Force chairman. “Dennis served in the U.S. military and has continued his service to others by giving his time to Give Kids the World and helping to reroof a fellow veteran’s house. Dennis is a shining example of working hard and giving back—a true best of the best in the roofing industry.”

I was a platoon guide, so I've always been overseeing large groups of people and ensuring we met our common end goal.



Dudek at boot camp

An early leader

Dudek was born in Muncy, Pa., but when he was 2 years old, his family moved to Panama City, Fla., because his father joined the U.S. Air Force and was stationed at Tyndall Air Force Base.

When Dudek was 5 years old, his parents divorced and he moved with his mother back to Pennsylvania. He says he was thrust into a leadership position at an early age.

“My mom wasn’t around much, so I took care of my little brother and little sister,” Dudek says. “I didn’t want my siblings to be neglected or not have food. I would go to wrestling practice, go home, get my brother and take him to wrestling practice, get home and cook dinner for the three of us. Making sure my siblings were taken care of was the beginning of my leadership role.”

Dudek loved the outdoors and spent much of his free time fishing.

“I loved getting on my bicycle and riding down to the creek by myself,” he says. “I would take a metal pot and overturn rocks and handpick crayfish. At 12 years old, I was on the creek bank, cooking mini lobsters by myself and having the best time of my life.”

When he started high school, Dudek moved back to Panama City to live with his father.

“When I was in high school, the people there were classified as headbangers, smokers—all the stuff I didn’t care about,” he says. “You’re only as good as the people you surround yourself with, and at that time, it was me, myself and I.”

Eight days after graduating from high school in 1995, Dudek joined the U.S. Army.

Honing leadership skills

Entering the military provided Dudek with direction.

“I didn’t have much parental guidance,” he says. “I wanted to make sure I was turning into a real man, and the military provided that for me.”

Dudek credits the Army with honing his team-building and leadership skills.

“When I was in Advanced Individual Training school, I was a platoon guide, so I’ve always been overseeing large groups of people and ensuring we met our common end goal,” he says.

Dudek flourished in the Army, and his skills could have led to a long-term career in the military.

“When you’re in the military, you qualify with your weapon,” he says. “They give you 40 live rounds with 20 in each clip. You do 20 laying on your stomach and 20 standing in the foxhole, and the range is 300 yards. Out of 560 troops, I was the only one who shot a perfect 40 out of 40.”

One day, a recruiter approached Dudek to offer an invitation to sniper school. After confirming Dudek had a girlfriend and close family members, the recruiter cautioned Dudek that if he decided to go to sniper school and graduate, he would be marrying the military.

“Coming from a broken home, I always told myself I would be better with the people in my life,” he says. “I wanted a white picket fence, a two-story home and a big family. So I declined the invitation.”

Dudek served a four-year term in the Army and a two-year inactive term, and in 1999, he decided to try construction. In 2000, he got the opportunity to work on his first roofing project when a friend who owned a roofing company offered him a job.

“That night, I went home and dreamed all night about the pattern of shingles,” he says. “In the morning, it felt like I had worked all night in my dream. I was dead tired but thought it’s how a real man is supposed to feel. I went back to work on the project the next day and got a \$2 per hour raise. I said to myself: ‘I’m going to be a roofer.’”

A new career path

Dudek started out working for smaller “mom-and-pop” roofing companies and subcontracting. Although he knew he liked the roofing industry, his early experiences gave him pause.

“When I was subcontracting and working with small companies, they weren’t concerned about safety,” he says. “There were workers drinking beer at lunch and coming in with hangovers, and I was working around all these guys. It was a dangerous environment. I thought I needed to rethink my profession.”

In 2011, Dudek was in the Orlando, Fla., area and met Mike Mulroney, service department manager for Tecta America Southeast. After seeing Dudek struggle with the subcontracting environment, Mulroney asked Dudek to interview with a service manager. On April 1, 2011, Dudek started with the company.

At the time, Dudek had 10 years of experience in the

roofing industry and was hired as a helper to work with a lead technician in the service department. After working at the company five months, he became a lead technician and had his own truck.

“Dennis has a positive attitude and always is hustling,” Mulrone says. “He shows up every day ready to go. When Dennis was in the field, any new employee started with Dennis.”

Dudek worked in the Sanford branch for five years as lead foreman, participating in leadership training during that time. In 2016, Dudek was promoted to a superintendent position in the service department of the Jacksonville branch. For four months, he traveled from Orlando to Jacksonville every day—a two-hour drive one way—before leasing a home in Jacksonville.

An opportunity arose during a government contract project.

“The production superintendent was let go in the middle of the project,” Dudek says. “My general manager asked me to help until they found a replacement. The project lasted another year, and I saw it as an opportunity to work in a different department. I requested to stay permanently, and in 2020, I became the production superintendent in Jacksonville.”

Teamwork

Dudek thrived in the new position as he took over the project.

“We were behind schedule, and the government was talking about collateral damages because we were two months behind,” Dudek says. “In the middle of the project, we were shut down because there was a fire at a facility nearby. All the men had to be certified in torch application and fire watch. Then, COVID-19 hit, and we had to implement those protocols—it was just one thing after another when we already were behind.

“I took it as a personal challenge,” he continues. “I like the bigger team atmosphere and the million-dollar on-the-line projects when there is more accountability. You’re running a 10-man team with multiple pieces of machinery at a government facility where expectations and required outcomes are high. It fit with my military background and was a marriage I loved.”

Dudek is proud the project came in on time.

“It was a nasty, dirty tear-off, and there was no room for issues because if we were to hold anything up, we were holding up operations,” he says. “Just to see that

project in shambles and bring it back to a home run was amazing.”

Dudek’s Army background also was valuable when it came to leading crews.

“My military background translates to roofing when it comes to team relations and camaraderie,” he says. “In the military, you never want to see your teammates get hurt or injured; you want everyone to go and come home as a unit.”

Dudek credits the military with making him team-oriented.

“We’re all in this together,” he says. “The military gave me the confidence to find a way around an obstacle and bring my team with me. My team may not be able to make it over that wall, so I need to have a contingency plan to make sure the whole team makes it over.

“I always tell my guys: ‘I’ll be here for you every step of the way. I’ve got your back as much as you have my back,’” he continues. “It makes a difference when everyone is on the same page.”

James Iselin, a roofing worker on Dudek’s team, says Dudek always is looking out for his teammates.

“He is a hands-on leader,” Iselin says. “He’s goal-oriented and always has the best interest of his teammates in mind. He listens, answers questions, takes advice and is a willing participant in all tasks.”

Kyle Monday, sales and estimating in the production department for Tecta America Southeast, says Dudek’s management style is personal.

“He wants to get to know you, shake your hand and look you in the eye,” Monday says. “He wants you to prove yourself but is extremely fair. If you’re having a bad day, you’re not a bad person. He just wants to communicate and fix the issue.”

Winant says Dudek leads by example.

“He’s a great team builder and communicator,” Winant says. “If someone doesn’t understand a process, Dennis will take the time to explain it and show him how to do it.

“He’s open and understanding,” he continues. “He truly cares about all his teammates—not just

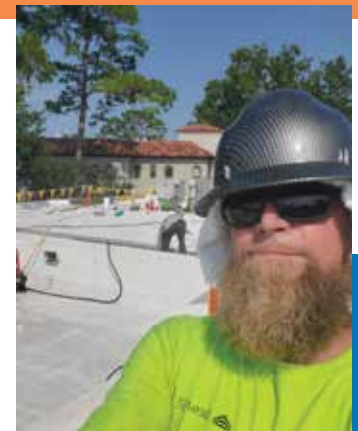


WANT TO KNOW MORE?

For additional information about the Best of the Best Award and a list of past winners, go to professionalroofing.net.



“He’s goal-oriented and always has the best interest of his teammates in mind. He listens, answers questions, takes advice and is a willing participant in all tasks.”



Dudek with his daughter, Bella Rose



work life but also personal life. They respect him because they trust him and he's passionate about what he does."

Dudek says his main satisfaction is leading a safe and happy team.

"We can put 100 proposals out

and make hundreds of millions of dollars for the company, but if you lose one man, all that goes away," he says. "So when my guys are happy during a nasty tear-off and they're singing and getting along—that is my reward for the day. Knowing everyone gets to go home to their families trumps everything."

Dudek believes team building is his No. 1 strength.

"I have an open-door policy," he says. "My life's mission is to help people. If everybody thought like a team player, this world will be a better place. I pride myself on team building and camaraderie—no man left behind."

Dudek also prides himself on the relationships he builds with customers.

"You have to win confidence," he says. "If they're not confident in you, they will look for someone else. I want them to be 100% confident what I say is the truth, and if there are any issues, they can always call me.

"I believe face-to-face goes a long way rather than a phone call or email," he continues. "It's a relationship—the more you put in, the more you get out. You're building a relationship for the long term; it takes effort but is rewarding."

Winant says Dudek is professional and well-respected by customers.

"They trust him," he says. "He stands behind

what he says and delivers. We're all in it to make a profit, but he ensures we deliver a quality product."

A father's love

Another source of pride for Dudek is his family. Dudek and his wife, Anna, married in May 2017.

Dudek's wish for a big family instantly came true as Anna had six children from a previous marriage—Desiree, Mark, Angel, Alex, Benji and Nina. The couple also have four children together—daughter Emma, twins Noah and Lily, and daughter Bella Rose. The children range in age from 1 year old to 26 years old, and Anna homeschools five of the younger children.

"We have a humungous family," Dudek says. "When I walk through the door, all my kids are chomping at the bit. My personal time is spent with my children. I want to make sure, no matter what, I'm always there for my kids."

The family lives on 10.5 acres in southeast Georgia and enjoys being outdoors.

"We have our own fishing pond and four-wheelers," Dudek says. "I'm big on the outdoors life. I like walking down my driveway and following deer tracks with my kids."

But his idyllic life is not without hardship. Tragedy struck the Dudek family in July 2021. Sons Mark (25), Angel (23) and Alex (21) were in Tampa, Fla., and Angel was having problems with his girlfriend. When the three brothers went to see her, she and a man she was dating ambushed them. All three were shot, and Mark passed away at the scene. Angel and Alex survived, but Angel was shot in his leg and Alex was shot in his abdomen.

"When we got to the hospital, they had to remove part of Alex's liver, kidneys and lung," Dudek says. "They told us there was a 1% chance he would live. He was on a ventilator for two weeks, and we were told to say our final goodbyes.

"2021 was a trying year for me," he continues. "But I told myself, no matter what, my obligation is to make sure I take care of my children. So I took two weeks off to help the family and then returned to work. I have a wall I can build to separate my personal life from my job, and I built that wall every day on the way to work."

Dudek says he continues to do what he does best, which is provide for his family and make an honest living.

"Markie wouldn't have wanted me to quit or have it inhibit what I'm doing for the rest of the family, so I pray every day to him," he continues. "I'm still here and

When I walk through the door, all my kids are chomping at the bit. My personal time is spent with my children. I want to make sure, no matter what, I'm always there for my kids.



Dudek's wife, Anna, with some of their children



Dudek and his wife, Anna

plugging away at everything I know is critical for my career and my family.”

Dudek says he is blessed to have his wife, who he says is his rock.

“Without her in my life, I wouldn’t be who I am,” Dudek says. “I see how strong she is. Beside every married man is a stronger woman.”

Dudek’s hardships and blessings inspire him to help others.

“If I can do something related to my trade to help someone, I’ll do it for a barbecue,” he says. “The reward is walking away and seeing the relief of the people I’ve helped.

“I’m concerned about everyone around me because if I’m going to be a man of Jesus, I want to live and act like he did,” he continues. “He was a servant to every person. My life goal is when I see somebody in need to ask them if they need help.”

Dudek participated in this year’s Community Service Day in New Orleans during the 2022 IRE and volunteers for Give Kids the World, a nonprofit program that provides a resort in central Florida where children with critical illnesses and their families are treated to weeklong, cost-free vacations.

Dudek learned more about the nonprofit when performing service work at the resort and immediately decided to volunteer. He and his wife have trimmed bushes, repaired roofs and hung Christmas lights for the families.

“I just think about what they deal with in their lives, and if I can get one smile out of a kid or parent, it means the world to me,” he says.

The sky’s the limit

Dudek explains why he puts in extra effort for other people.

“I go the extra mile because nobody ever did for me,” he says. “I haven’t had people in my life go out of their way for me. If I needed help, I was doing it on my own, and I felt the sting of that when I was younger.

“I wanted to be the kind of guy who helps people,” he continues. “With everyone pitching in, nobody suffers. People need help in life. They need guidance, the pat on the back, the door held open for them. I’m always going to be that person.”

In a testimonial for Dudek’s MVP Award

nomination, Robin Woods, safety coordinator for Tecta America Southeast, said she admires Dudek’s ability to inspire others during tough times.

“This has been an incredibly hard year for Dennis; he has experienced family tragedy beyond measure,” Woods says. “When most people would unwittingly let that stress spill over into their work, Dennis continues to inspire those around him. He is, without a doubt, one of the kindest and most hardworking people I have ever met.”

Winant believes Dudek’s future in the industry and Tecta America Southeast is bright.

“Dennis is always willing to take on new challenges and trying to grow and improve his skills,” he says. “He has the drive and ability to move up into more management positions and beyond as other opportunities present themselves. He’s the face of Tecta and the roofing industry. The sky’s the limit.”

Dudek says it was a bit odd to win the Best of the Best Award.

“I didn’t want to be awarded for doing the right thing,” Dudek says. “I’m already awarded and honored by just being here and being able to give back to people who need help and guidance.

“I’ll keep doing what I’m doing,” he continues. “Now that I’ve been honored by this award and all eyes are on me, I need to up my game. A true MVP tries to shatter his record from the year before, and that’s what I’m going to continue to do.” 🌟🌟

KRISTA BERNS is an NRCA director of communications.



Dudek enjoys fishing in his free time.



Dudek participated in Community Service Day in New Orleans during the 2022 IRE.

“Now that I’ve been honored by this award and all eyes are on me, I need to up my game. A true MVP tries to shatter his record from the year before, and that’s what I’m going to continue to do.”



Dudek (center) accepts the Best of the Best Award during NRCA’s Industry Awards and Celebration in New Orleans.



WHEN IS HOT TOO HOT?

Keeping workers safe as summer heat approaches requires dedication

by Cheryl M. Ambrose, CHST, OHST

Warmer weather is returning to most of the U.S., and for the roofing industry, that means the beginning of the busy season and the all-too-familiar hazards of working in extreme heat. Not only is roofing work physically demanding but it also is performed outdoors in direct sunlight where employees are exposed to excessive heat and environmental conditions that can lead to heat-related illnesses. Yet some roofing professionals underestimate the importance of understanding and preventing heat-related illnesses.

The likelihood of a roofing worker experiencing a heat-related illness is greater than you may think. The

Center for Construction Research and Training's 2019 study, "Heat-related deaths among construction workers in the United States," found construction workers experienced about one-third of all heat-related fatalities among all fatal occupational injuries and the trades at highest risk were roofing workers, cement masons, construction helpers and brick masons.

What heat does

So when is hot too hot? The short answer is: It depends. Part of the issue's complexity is the term "heat stress," which people often use generically. The National Institutes for Occupational Safety and Health says heat stress is a combination of

several factors, including a worker's heat exposure from physical activity, environmental factors, and his or her clothing and personal protective equipment. These factors create an increased amount of heat stored by the body, which NIOSH refers to as the net heat load.

NIOSH says the body responds to heat stress by working harder to lose heat through sweating and increased heart rate to maintain a normal core body temperature (about 98.6 F). This physiological response is referred to as heat strain.

The body's ability to maintain a normal core body temperature is influenced by several factors, including:

- Air temperature
- Humidity



- Radiant heat (such as working in direct sunlight)
- Skin temperature
- The speed and temperature of air moving over the body
- Hydration
- Clothing
- Fitness level
- Age
- Preexisting health conditions

Heat stress and the accompanying heat strain can increase the risk for heat-related illnesses.

Heat stress that leads to illness can come in several forms, including heat rash, fainting, heat cramps, heat exhaustion and heatstroke. Heat exhaustion quickly can progress to heatstroke, a life-threatening condition requiring immediate emergency medical response.

Heatstroke can develop after a prolonged period of exposure to a hot, humid environment during a period of a few days, which may or may not involve physical activity. Heatstroke also can develop after heavy exertion. Someone experiencing heatstroke may sweat and have moist skin or skin that is dry and hot. This is important to understand when training workers about the signs and symptoms of heat-related illnesses. Heat-stroke caused by exertion and nonexertion can be life-threatening and require immediate response, including rapid cooling and calling 911.

Prevention

Preventing heat-related illnesses begins with understanding heat stress and the risk factors. How can you effectively address the hazards of heat stress in your

workplace? Start with implementing a heat stress management plan that includes water, rest, shade *plus* training. Training should highlight the key elements of hydration, shaded rest breaks, acclimatization and an emergency response plan.

Hydration

Ensuring proper hydration and rehydration after exertion at work and at home are essential steps to preventing heat-related illnesses. Dehydration from working in the heat can be compounded by activities while not at work, and dehydration is the primary cause of heat exhaustion.

Hydration is critical to replacing lost fluids and electrolytes. NIOSH says adequate water consumption (8 ounces every 15 minutes) with regular meals is sufficient to maintain water and electrolyte balance. Workers should not overconsume caffeinated beverages and sugary sports drinks, which are not hydrating.

Rest breaks

Periodic shaded rest breaks during times of high heat are an important part of your heat stress management program. Shaded rest breaks, staggered work hours and earlier start times can help prevent heat-related illnesses.

Acclimatization

Heat exposure that may be too hot for one person may not be problematic for another based on personal risk factors and can be difficult to assess on an individual basis. When determining how well a worker has been acclimatized to heat, the answer to what is too hot



HOW IS HEAT MEASURED?

Ambient air temperature is the temperature of the surrounding environment.

Heat index is the measurement of how hot it feels when relative humidity is factored in with ambient air temperature.

However, there are limitations with a heat index measurement because it fails to

consider other factors beyond ambient air temperature and humidity, such as solar load, stagnate air and clothing.

A different tool, the wet bulb globe temperature, factors in wind, solar load and other weather parameters in addition to ambient air temperature and humidity. According to the National

Weather Service, this method is “a particularly effective indicator of heat stress for active populations such as outdoor workers and athletes.” NRCA recommends OSHA adopt a similar approach focused on geographic regions with any regulation addressing heat injury and illness in the construction industry.

becomes even more variable. Often, heat stress develops when workers have not worked in heat for a period of time and are not properly acclimatized.

Steve Rowlinson, professor emeritus at the University of Hong Kong, Hong Kong, notes workers who are able to acclimatize to high-heat environments are less likely to suffer from heat stress and heat-related illnesses. He also says acclimatization improves the body's ability to have a "more efficient heat dissipation system" and "reserve sodium in sweat," thereby resulting in a worker being more tolerant to heat stress.

Acclimatization takes place gradually over a period of days by a worker increasing the amount of time spent working in a high-heat environment. The Occupational Safety and Health Administration and NIOSH have different recommendations for the amount of days necessary for acclimatization; however, the consensus appears to be between three and seven days.

Preparedness

Preparedness is critically important regardless of the nature of an emergency, and being prepared to respond can be challenging in the industry because job locations and personnel regularly change. Making sure employees are familiar with the location of emergency care is an integral part of a project's emergency action plan. Training should include recognition of signs, symptoms and risks of heat-related illnesses; prevention; and the buddy system, which assigns each person a partner to look after and report any concerns.

As part of an emergency response plan, your crews will need, at a minimum, materials on-site to facilitate rapid cooling until emergency responders arrive. Rapid cooling is critical during a heat emergency and must be applied quickly when heatstroke is suspected.

Margaret C. Morrissey, author of the 2021 article, "Heat Safety in the Workplace: Modified Delphi Consensus to Establish Strategies and Resources to Protect the US Workers," highlights the need for rapid cooling such as the TACO method, or tarp-assisted cooling, and notes full-body immersion in water cooler than 62 F is the preferred and most effective method to quickly lower core body temperature. This significantly can improve health outcomes during a heat emergency.

Through pre-job planning and preparedness, this can be achieved on a roof by covering a tarp with ice water or cool water and then wrapping or rolling it around the affected worker's body until emergency responders

arrive. Morrissey also says evaporation using mist and fans is the second most effective method for rapid cooling; ice packs applied to the groin, armpits and neck are less effective but can be used to cool a worker suffering from heatstroke.

In addition to these prevention measures, of equal importance is engaging workers in safety and health programs and practices that instill a sense of ownership and encourage workers to lead and drive safety efforts in the workplace daily.

NRCA provides several resources that can help you train workers about heat safety (see "NRCA offerings" on page 40), and OSHA and NIOSH have developed the OSHA-NIOSH Heat Safety Tool App, a useful resource for planning outdoor work. The app features real-time heat index and hourly forecasts with corresponding risk levels from minimal to extreme risk levels specific to a user's location. The app also provides information about the signs and symptoms of heat-related illnesses as well as procedures to follow during a heat-related emergency.

In addition, OSHA continues to expand its resources and guidance on its website, [osha.gov](https://www.osha.gov), to help employers prevent heat-related illnesses.

Regulations

To further protect workers, the federal government has introduced plans to promulgate a new OSHA standard for heat.

On Sept. 20, 2021, the Biden administration announced initiatives at OSHA and other agencies to enhance workplace safety, specifically workers exposed to high heat. The administration's list of OSHA initiatives included developing a workplace heat standard to apply to all industries and address outdoor and indoor heat. Additionally, the administration stated implementation of a new enforcement initiative regarding heat-related hazards would parallel an OSHA rulemaking process to prioritize heat-related inspections, both programmed and unprogrammed, on days when the heat index exceeds 80 F.

On Oct. 27, 2021, OSHA published its Advanced Notice of Proposed Rulemaking for Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings. The document asked 114 questions seeking input about numerous aspects of heat illness prevention, such as how OSHA state-plan states have chosen different triggers for respective regulatory activity.

For example, California's trigger is 80 F ambient air temperature; Oregon's trigger is an 80 F heat index; Washington's trigger is 89 F ambient air temperature (though it could be lower if workers are wearing heavy clothing); and Minnesota's trigger is between 77 F and 86 F wet bulb globe temperature based on workload. Notice there are three heat measures being used: ambient air temperature, heat index and wet bulb globe temperature (see "How is heat measured?" on page 38).

NRCA submitted comments to OSHA regarding the Advanced Notice of Proposed Rulemaking, as well as signed onto comments submitted by the Construction Industry Safety Coalition, which comprises construction trade associations. NRCA's comments expressed NRCA's belief that any regulatory measures to address heat hazards must address the construction industry while considering the unique and dynamic nature of its workplaces and workforce. NRCA noted the multiple tools OSHA can adopt for employers to assess the risk of heat stress and implement protective measures for employees and highlighted the limitations of using heat index and ambient air temperature as measurements to trigger protection measures.

NRCA further commented that "protective measures within a proposed standard must be practical in their approach so employers are not overwhelmed and/or overburdened by the requirements. Failing to recognize the need for a practical and useful approach in the construction industry will have the all-too-often effect of noncompliance in the smaller employer settings."

OSHA also is working to launch a formal National Emphasis Program before summer that will target heat hazard cases in high-risk industries.

In addition, OSHA formed a heat work group within the National Advisory Committee on Occupational Safety and Health to engage stakeholders and inform ongoing efforts to develop guidance and a regulatory standard. The work group consists of three members of the full National Advisory Committee on Occupational Safety and Health who represent the public sector, labor and management, as well as members from different workplace sectors and industries.

OSHA has tasked the work group with reviewing all stakeholder comments submitted to OSHA under the Advanced Notice of Proposed Rulemaking and developing key recommendations for potential elements for a proposed heat injury and illness rulemaking.

In addition to the regulatory activity at the federal level, heat stress prevention and management is getting attention in other places. In late 2020, the American National Standards Institute's A10 Committee for Construction and Demolition Operations began the development process for a new consensus standard, ANSI/ASSP A10.50, addressing heat stress management. The standard would identify industry best practices and establish minimum requirements for preventing heat-related injuries and managing heat stress hazards and exposures for workers involved in construction and demolition. NRCA is actively involved in the A10.50 standard development subgroup.

Continuing efforts

NRCA continues to strive to better understand and prevent heat-related illnesses. Through The Roofing Alliance, a study is currently underway to examine heat stress conditions among roofing workers. The study is being conducted through Florida Gulf Coast University's U.A. Whitaker School of Engineering, Fort Myers. The study will address multiple aspects, including but not limited to an investigation into roofing worker response to working in hot environments.

Ultimately, roofing companies regardless of size should take steps to address and prevent heat stress for their workers. NRCA will continue to stay engaged with all regulatory rulemaking and consensus standard development related to heat stress while providing updates as the efforts progress.

I encourage all employers to review their current heat stress management programs or begin to develop new programs to address and prevent heat-related illnesses. NRCA provides members with resources and training in English and Spanish to help ensure the safety and health of their workers. 🇺🇸🇪🇸

CHERYL M. AMBROSE, CHST, OHST, is an NRCA director of enterprise risk management.

NRCA OFFERINGS

NRCA offers the following resources, some in Spanish, to help keep your workers safe in high-heat environments:

- The NRCA Safety Manual
- NRCA's Toolbox Talks
- Pocket Guide to Safety
- Targeted Safety and Health Training Series on Heat Stress

All are available at shop.nrca.net.

In 2020, Major League Baseball's Texas Rangers played its first game in a new ballpark, Globe Life Field. Located in Arlington on a 13-acre site south of Globe Life Park, Globe Life Field is the Rangers' third home ballpark.

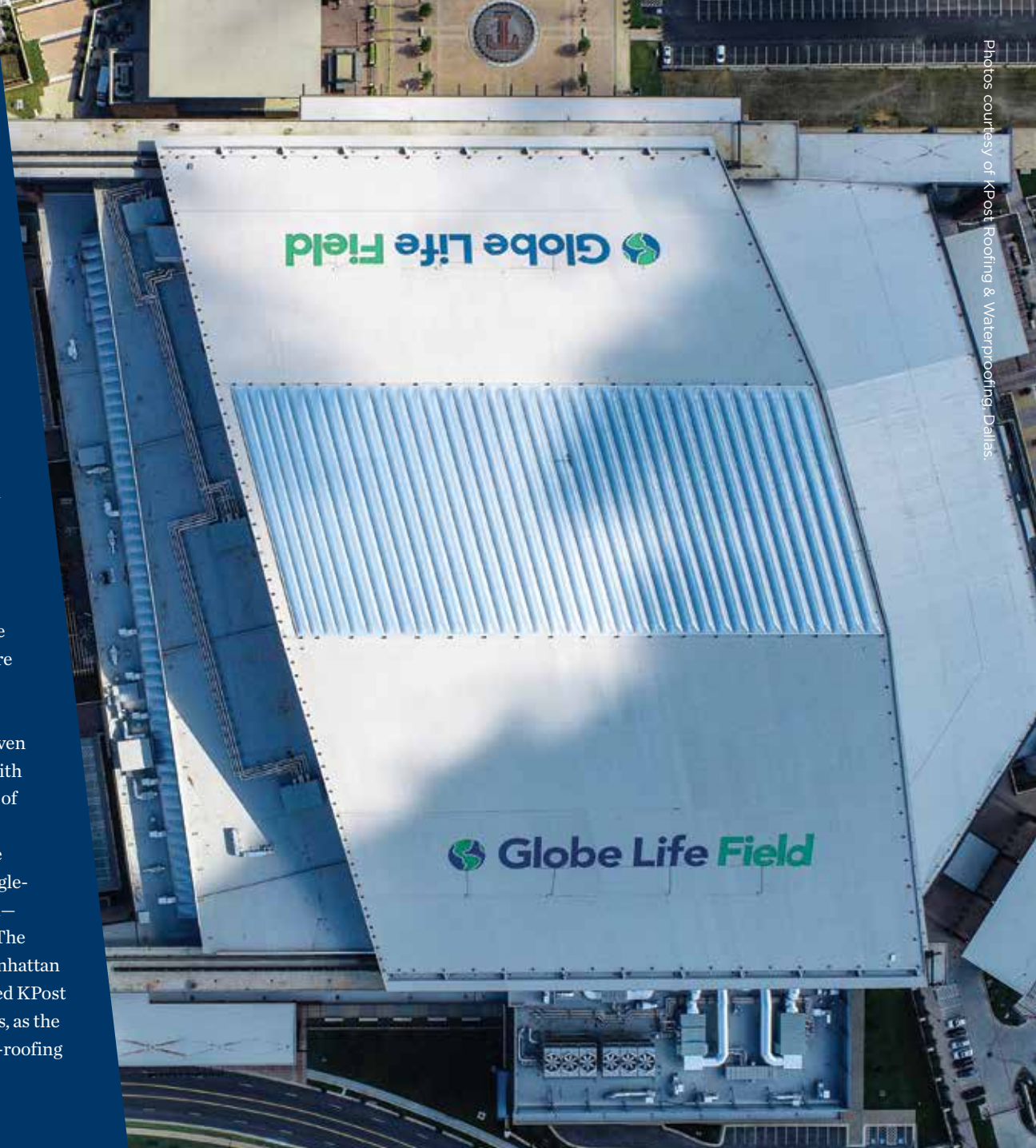
In May 2016, the Texas Rangers and the City of Arlington announced an agreement for a new \$1.2 billion ballpark and multipurpose venue. Designed by sports and entertainment firm HKS Inc., Dallas, Globe Life Field measures 1.8 million square feet—400,000 square feet more than Globe Life Park—and has a seating capacity of 40,300 on seven levels situated to provide fans with 360-degree unobstructed views of the field.

The venue includes a 5.5-acre retractable roof—the largest single-panel operable roof in the world—that weighs 24 million pounds. The project's general contractor, Manhattan Construction Co., Dallas, selected KPost Roofing & Waterproofing, Dallas, as the roofing contractor for the mega-roofing project.

Building the roof

On Sept. 28, 2017, the Globe Life Field project officially broke ground. About 2,000 people worked nearly 6 million man-hours to build the venue in 30 months. The structure's most notable feature is the retractable roof that takes about 15 minutes to open or close, allowing for year-round temperature control. The retractable roof is 278 feet at its highest point from the playing field.

The overall roof is composed of PVC membrane on the north and south sloped planes, and the flat center is covered with 223 clear panels made of ETFE (ethylene



FIRST-OF-A-KIND ROOFING

KPost Roofing & Waterproofing helps build the largest retractable roof in the world

by Chrystine Elle Hanus

Project name: Globe Life Field

Project location: Arlington,
Texas

Project duration: January 2019-
May 2020

Roof system type: PVC

Roofing contractor: KPost
Roofing & Waterproofing,
Dallas

Roofing manufacturers: Carlisle®
SynTec Systems, Carlisle, Pa.;
Georgia-Pacific Gypsum, Atlanta



tetrafluoroethylene), a transparent plastic polymer material that allows for natural light to fill the facility. More than 19,000 tons of steel were used to build the roof structure consisting of five steel trusses with tie-in steel between each truss.

Before installing 450,000 square feet of single-ply PVC membrane on 21 steep- and low-slope roof sections, the KPost Roofing & Waterproofing on-site team constructed guardrails where parapet walls were less than 39 inches. KPost Roofing & Waterproofing's safety director, Luciano Perez, regularly scheduled job-site safety meetings, and the team held to the strictest safety measures with a zero-tolerance policy for safety violations.

"In addition to a high standard of quality, the KPost Roofing & Waterproofing team had an equally high standard for safety," says Jim Cuddihee, senior vice president of operations for Manhattan Construction. "The team mitigated the risks given the challenging roofs located throughout Globe Life Field."

While working on the retractable roof, workers wore personal fall-arrest systems and added orange safety fencing at the top of the operable roof gutter to ensure materials didn't fall from the steep-slope sections.

Team members mechanically fastened two layers of 2.2-inch-thick Carlisle InsulBase® polyisocyanurate insulation followed by 1/2-inch-thick Georgia-Pacific DensDeck® Prime Roof Boards using Carlisle HP Fasteners and plates. Then, team members adhered Carlisle FleeceBACK KEE HP PVC membrane using Carlisle FAST™ low-rise foam adhesive.

"The project required us to employ innovative methods to meet a rigorous construction schedule needed for the stadium's opening deadline," says Thomas Williams, vice president of operations for KPost Roofing & Waterproofing. "Our team used sophisticated dual-component adhesive spray equipment that allows for installation in temperatures as cold as 25 F. This equipment was critical when constructing the first roof, the 'office roof,' in January 2019 when temperatures were below 32 F."

Countless bolted metal flanges protruding through the roof also required the team to use an unprecedented amount of Carlisle LIQUISEAL® liquid flashing extensively throughout the project.

In addition to the PVC membrane, the KPost Roofing & Waterproofing team installed an Alpine SnowGuards® Snowmax system on the retractable roof to control snow and falling ice and 45,000 linear feet of pre-finished Kynar®-coated ES-1-tested edge metal to match the wall panel system.

The challenges

In addition to working in extreme heat, rain and ice that is typical when working on a substantial roofing project in Texas, the KPost Roofing & Waterproofing team faced other obstacles while working on Globe Life Field. For one, stocking material on the various roof areas was difficult.

"With so many other trades needing crane time and stocking areas, we used multiple lifting and hoisting



From opposite page left to right: More than 19,000 tons of steel were used to build the roof; the 5.5-acre retractable roof weighs 24 million pounds; about 2,000 people worked more than 6 million man-hours to build the venue in 30 months.

methods to stock material to the roofs, including reach forklifts and a helicopter,” Williams says.

On Sundays, the job site was shut down to permit KPost Roofing & Waterproofing’s team to use a helicopter to lift materials safely to the numerous steep-slope roof areas and place the materials precisely where needed.

“Although more expensive than conventional methods, the speed at which material was loaded was advantageous,” Williams says.

Using a helicopter allowed the team to transport about 30 loads of materials per hour to the rooftop. However, because of an aggressive construction schedule, the project still required more than 75 roofing personnel working on-site for the project’s duration.

“Our ability to assign a large number of highly qualified and experienced roofing and sheet-metal crews enabled us to meet the compressed schedule,” Williams says.

With a project as large as Globe Life Field, the team also faced unexpected disruptions.

“Unfortunately, the project experienced a significant roof fire on the west low-slope roof section caused by another subcontractor,” Williams explains. “Our team mobilized multiple roofing crews to quickly mitigate the potential damage to interior finishes and restore the roof to a watertight condition in less than 48 hours.”

Knocked it out of the park

Although the KPost Roofing & Waterproofing team faced a tight construction schedule, difficult material loading

logistics and the onset of the COVID-19 pandemic, the crew successfully completed the Globe Life Field project in May 2020—ahead of schedule with no safety incidents and within budget. Because of the pandemic, the start of the 2020 MLB season was delayed for several months, and the venue officially opened May 29, 2020.

“The KPost Roofing & Waterproofing team had many challenges—an aggressive completion schedule with no wiggle room, daunting logistics at an extremely busy and congested construction site, and working high in the air atop the heavily pitched retractable roof,” says Greg McClure, senior vice president of Manhattan Construction. “They did it all with the highest regard for the safety of every worker across all trades.”

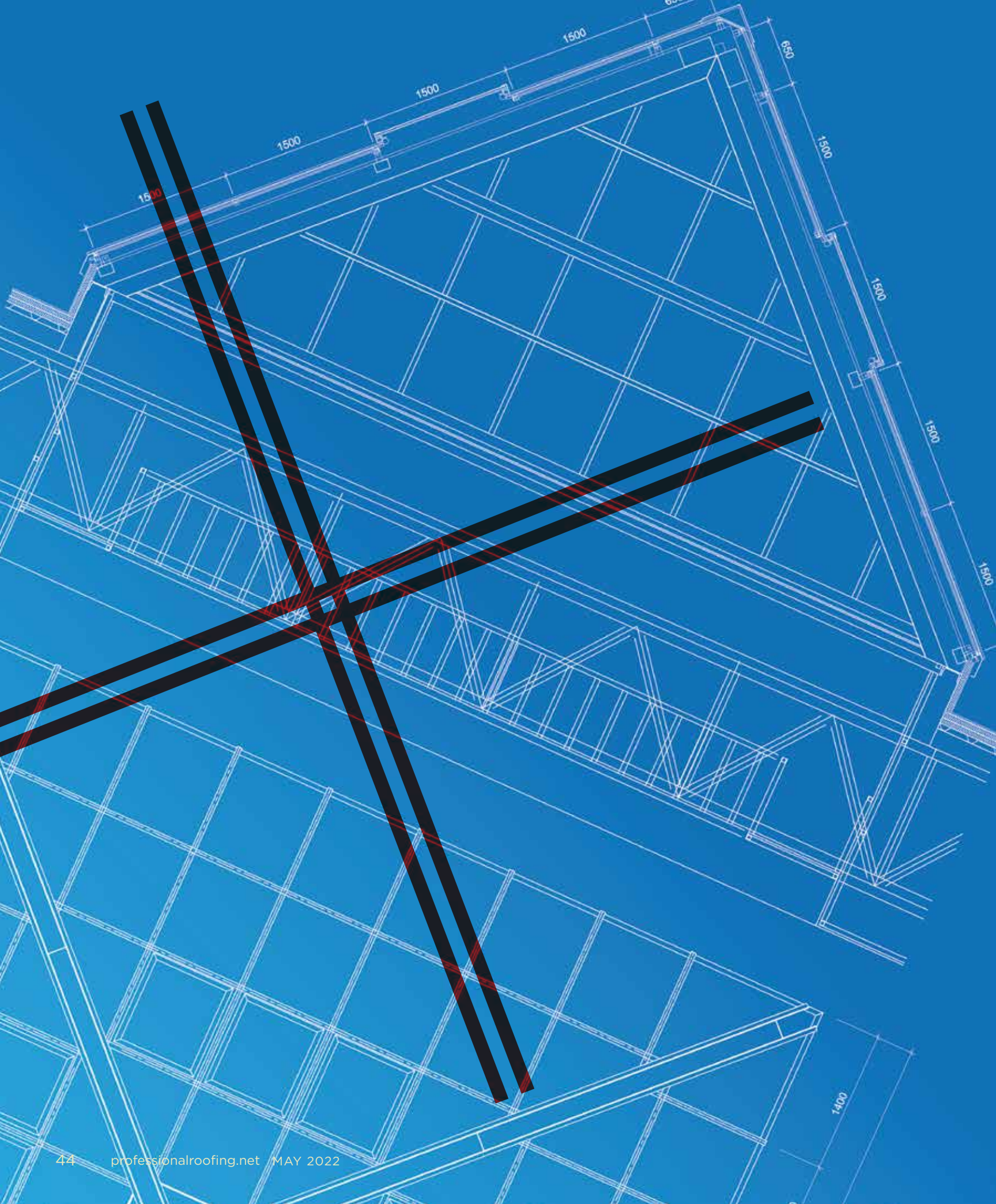
For its work on Globe Life Field, KPost Roofing & Waterproofing received a 2022 Gold Circle Awards honorable mention from the Roofing Alliance and a Pyramid Award from the Associated Builders and Contractors.

“I am incredibly proud of the safety, quality and value the men and women of KPost Roofing & Waterproofing brought to this iconic project, along with the trust of Manhattan Construction, the Texas Rangers and the City of Arlington put in us,” says Steve Little, president of KPost Roofing & Waterproofing. “We are a blessed company!” 🏆👏



To view a time-lapse video of Globe Life Field’s retractable roof closing for the first time, go to professionalroofing.net.

CHRISTINE ELLE HANUS is *Professional Roofing’s* associate editor and an NRCA director of communications.



AN OUNCE OF PREVENTION

DISPUTE RESOLUTION STARTS WITH CONTRACT PROVISIONS by Trent Cotney

Editor's note: This article is for general educational purposes only and does not constitute legal advice.

When a dispute arises on a roofing project, you should work diligently to resolve the issue in the most efficient, effective manner possible.

But if you cannot resolve the dispute through customer service, most roofing contracts contain some form of dispute resolution. The type of dispute resolution can include using an architect or engineer to resolve claims on a project, mediation, arbitration or litigation.

Initial Decision Makers

The American Institute of Architects provides a variety of standard contracts used by the construction industry. AIA A201-2017, "General Conditions of the Contract for Construction," identifies an Initial Decision Maker. The Initial Decision Maker's role on a project is to attempt to resolve claims before they result in arbitration or litigation.

The Initial Decision Maker is "the person who is defined in the agreement to render initial decisions on

Claims in accordance with section 15.2 and certify termination of the agreement under section 14.2.2." This allows the owner and the general contractor to select someone other than the architect as the Initial Decision Maker.

The Initial Decision Maker's role is to analyze claims submitted by the owner or contractor and make an initial determination of the claims' validity. Under AIA A201, each party has 21 days to submit a claim in writing to the Initial Decision Maker for resolution.

Once submitted, the Initial Decision Maker must render a decision within 30 days. Submittal of the claim to the Initial Decision Maker also is required before seeking mediation and then arbitration or litigation under the AIA A201 document. After receiving the claim, the Initial Decision Maker has 10 days to reject or approve the claim, suggest a settlement, request additional information, or inform the parties he or she cannot make a decision.

AIA A201 provides initial guidance to the owner and contractor regarding the Initial Decision Maker. However, AIAA 201 fails to identify the criteria needed

for selecting an Initial Decision Maker, who will pay the Initial Decision Maker and the process for submitting evidence in support of claims. Future AIA revisions may specifically address these concerns, but in the interim, the parties should consider entering into an agreement with the Initial Decision Maker that specifically addresses these issues.

The Initial Decision Maker could be anyone with sufficient construction experience to make informed decisions regarding the submitted claims. Potential Initial Decision Makers may include construction attorneys, design professionals or construction consultants. When selecting an Initial Decision Maker, the owner and contractor should ensure the Initial Decision Maker is neutral and unbiased. In addition, the Initial Decision Maker should disclose any personal or financial connections to either party or the project.

Depending on the nature of the claims submitted, the Initial Decision Maker does not necessarily need to be located in the same state as the project. As with arbitrations, a majority of the meetings and hearings are done by phone or virtually. Presumably, the parties could submit documents and supporting evidence. The Initial Decision Maker may determine whether a decision can be made regarding the documents submitted by the parties or a formal hearing needs to take place, allowing both parties to present witnesses. Regardless of the decision, both parties can proceed to mediation and arbitration or litigation depending on the outcome.

The Initial Decision Maker can help owners and contractors avoid the expense of arbitration or litigation and costly delays on roofing projects as well as encourage the efficient resolution of claims.

Mediation

If you have participated in pre-suit/pre-claim or court-ordered mediation, you know the process can be frustrating. However, there are many benefits to mediation.

People often confuse mediation, arbitration and litigation. Litigation involves resolving your dispute in court in front of either a judge or jury. In roofing contracts, arbitration is almost always binding and involves resolving disputes with a selected arbitrator or a panel of arbitrators.

Unlike litigation or arbitration, mediation involves the parties using a third party to facilitate a settlement between parties. A mediator does not act as a

judge and will not issue decisions. Everything said in mediation remains confidential and generally cannot be used in court or arbitration proceedings. If the parties can resolve their disputes in mediation, they will execute a settlement agreement. If the parties cannot resolve their disputes, they will continue arbitration or litigation, which often can be costly. However, early in the dispute, mediation may allow the parties to resolve a claim at a fraction of the cost they would have paid for attorneys' fees, experts' costs and other miscellaneous expenses if the case were to proceed to trial.

Another benefit of mediating a roofing dispute is it allows both parties to hear the other side's case and obtain "free" discovery. At mediation, listening to the other party's case may help your attorney focus future discovery efforts by requesting certain documents, setting depositions of critical witnesses and/or creating poignant interrogatories to be asked to the other side.

When selecting a mediator, it is essential to select someone with a construction law background and who is familiar with the legal principles underlying all construction disputes. A skilled construction mediator will adequately analyze the claims and use roofing knowledge to help negotiate a mutually agreeable settlement.

Before attending mediation involving a roofing dispute, the parties must exchange a minimum level of documents or other evidence to facilitate settlement and reveal the issues. Often, the parties may not settle the dispute at mediation because they do not have all the documents or evidence needed to substantiate a claim. But when the documents and evidence can be disseminated before mediation, the parties will have full knowledge of the issues and damages going into mediation and what needs to be addressed during negotiations.

In challenging economic times, it is essential to use mediation to resolve disputes and understand the other party's position before spending excessive amounts for attorney's fees and costs. The parties to any dispute should view mediation as a cost-effective alternative to proceeding with either arbitration or litigation.

Arbitration

A majority of roofing contracts require parties to resolve disputes through arbitration. Arbitration involves the parties submitting their claims to one or several arbitrators who act as judges to determine the outcome of the disputes on a project. An arbitrator's decision is binding

and difficult to appeal. Although many advocate the use of arbitration, there are benefits and drawbacks you should consider before placing an arbitration provision in your contract.

Typically, arbitration may be cheaper than litigation. Arbitration fees may be expensive, but arbitrations generally conclude more quickly than court cases. The parties are free to choose arbitrators through an association such as the American Arbitration Association® or select a mutually agreed upon private arbitrator.

Generally, less discovery is performed in arbitration than in a court case. This is because discovery includes things such as depositions and requests for documents. This is beneficial because it decreases attorney's fees and costs. But it could be a drawback if your counsel cannot obtain all the discovery needed to prosecute or defend your case correctly.

Another benefit of arbitration is a case usually is closed once the parties have finished the arbitration and confirmed the arbitration award. Arbitration also is beneficial because the parties may select an arbitrator with roofing experience who is more knowledgeable about roofing issues than an average judge or jury. Having a knowledgeable arbitrator allows the parties to communicate at a higher level and spend less time educating the arbitrator about roofing and more time discussing the dispute.

Arbitration is a valuable tool for avoiding a jury trial. For example, every roofing contractor faces claims for water intrusion. Sometimes, water intrusion may damage other property, and plaintiffs' attorneys may seek to have a jury trial about the issues in an attempt to get a more significant award. An arbitration provision will prevent a jury trial and force the parties to go to arbitration outside the court system.

At the same time, if you are pursuing money, you also may be bound by the arbitration provision. When a party is pursuing money, it may be more helpful to proceed in court depending on the dollar amount owed and the facts surrounding the case. In any dispute resolution contained in a contract, a condition precedent to proceeding with arbitration should be both parties engage in nonbinding mediation to allow the parties to resolve their disputes before moving forward with arbitration. It also allows the parties to obtain free discovery and understand the opposing party's position.

Once in arbitration, it may be challenging to settle the claim. Litigation offers a variety of tools for attorneys

to use that may put pressure on the other parties and increase the opportunity for settlement. Unfortunately, many of those tools are not present in arbitration. As a result, you are more likely to proceed to the end of arbitration rather than settle the case before its conclusion.

By understanding the benefits and drawbacks of arbitration, you can determine whether you want to place an arbitration provision in your standard contract. At a minimum, if you choose not to place an arbitration provision in a contract, your contract should include a waiver of jury trial provision to avoid any jury trial situation.

Litigation

Often, construction contracts will have an escalating dispute resolution clause that will, at a minimum, require mediation before arbitration or pursuing the claim in court through litigation. Litigation can involve resolving a dispute in front of a judge or jury. Judges decide the overwhelming majority of construction cases. The reason for selecting a trial by judge rather than a jury is construction cases often are complex and driven by documentation. As a result, it sometimes is difficult to keep the jury's attention during a lengthy construction trial. In addition, you often can reduce your trial time by a day or two when eliminating the jury. Things such as jury selection, jury questions, etc., become irrelevant if no jury is present.

The benefits of litigation include more accessible appellate rights (your right to appeal cases), no arbitrator fees and more room to maneuver strategically. In addition, litigation cases settle more often than arbitration cases primarily because there are a variety of potential outcomes that could lengthen the case and costs associated with continuing to litigate.

A pound of cure

Regardless of the method you choose to resolve disputes contractually, remember this adage: An ounce of prevention is worth a pound of cure. You should attempt to resolve disputes through all other methods first; arbitration or litigation should be your last resort. 🏠🔧👷

TRENT COTNEY is partner at Adams & Reese LLC, Tampa, Fla.

2000

2000

2000

MANUFACTURER NEWS

S-5! contributes to white paper series

S-5!, Colorado Springs, Colo., has contributed to a three-part white paper series about solar photovoltaics and metal roof systems with members of the Metal Construction Association.



Part 1, Service Life Comparisons, focuses on solar and roof service life compatibility; Part 2, Mounting System Methods, explains common types of PV mounting systems for metal roof systems and associated risks; and Part 3, Mounting System Installation, details critical technical factors for solar PV systems specific to mounting on metal roof systems.

The white paper series can be downloaded at metalconstruction.org.

TAMKO® Building Products offers rewards promotion

TAMKO Building Products, Galena, Kan., invites roofing contractors to try Titan XT™ architectural asphalt shingles as part of a rewards promotion.



Through June 30, contractors can receive an additional \$2/SSQ reward on qualifying purchases of Titan XT shingles in addition to Edge Rewards or Pro Rewards per square cash-back for Titan XT purchases through the “Experience Titan XT” promotion. There is no minimum purchase requirement. The promotion coincides with the one-year launch anniversary of Titan XT shingles.

Additional information is available at tamko.com/experiencetitan.

Malarkey Roofing Products president retires

Malarkey Roofing Products,® Portland, Ore., has announced the retirement of its president, Gregory B. Malarkey. Dale Rushing, formerly COO, has been named president of the company.



Malarkey

“Malarkey Roofing Products has long maintained a focus on sustainability in terms of our products, the planet and our people,” Malarkey says. “As president, my company stewardship involved succession planning for future generations. Now, after four decades in the roofing industry and several years providing leadership, I believe the company is positioned, staffed and supported to excel beyond my own vision.”

Malarkey is a veteran of the roofing industry and has held leadership roles within the Asphalt Institute, Asphalt Roofing Environmental Council and Asphalt Roofing Manufacturers Association. He is the only two-time winner of the Outstanding Service Award from the Western States Roofing Contractors Association.

Rushing joined Malarkey Roofing Products as COO in 2020. He came to the company with more than 20 years of experience in roofing products and leadership roles overseeing operations, finance and administration.

“The Malarkey family has established a strong foundation in the roofing industry,” Rushing says. “Greg’s leadership is evidence of that strength, dedication and innovation. It has been a remarkable opportunity to work with and learn from Greg directly over the past few years. Despite how challenging those years may have been, our team has propelled the company into new realms of success. With our recent acquisition by Holcim, we are positioned to grow even faster and further than ever before. I am honored to be at the helm as it happens.”

The BILCO Co. prioritizes sustainability

The BILCO Co., New Haven, Conn., is taking steps to prioritize environmental sustainability by improving processes at its facilities.



Reducing waste by making packaging recyclable, developing returnable packaging and regrinding scrap to use in products are among the company’s sustainable initiatives. The improved processes reduce waste within the supply chain, save money and contribute to a more sustainable future.

The BILCO Co. implemented 100% recyclable packaging for its Bil-Guard® 2.0 roof hatch railing system at its facilities. The packaging now is made solely of cardboard, which is completely recyclable. In addition, by redesigning large boxes and reconfiguring the way the product fits in the box, the company eliminated foam from its packaging materials.

Sarnafil® brand turns 60

Sika Sarnafil, Canton, Mass., is celebrating the 60th anniversary of its flagship Sarnafil-branded membrane.



In 1958, a company called Sarna was formed in Switzerland to develop polymeric products, and in 1962, company chemists developed the first PVC membrane reinforced with fabric, leading to several industrial applications that included a growing roofing and waterproofing membrane market. This tear-resistant PVC membrane was patented and trademarked “Sarnafil.”

“Sixty years ago, we started with one mission in mind, to produce the industry’s longest lasting, most resilient PVC roofing and waterproofing membrane around,” says Sebastien Godard, executive vice president of Sika Sarnafil USA. “Today that mission is stronger than ever!”

Owens Corning receives award

Owens Corning, Toledo, Ohio, has received the Women’s Choice Award® for a fifth consecutive year. Recognizing Owens Corning as “America’s Most Recommended™” shingle manufacturer, the award and accompanying seal are based on a national survey asking American women to select brands they would highly recommend to family and friends.



The award reflects Owens Corning’s ongoing efforts to support women in making the best roofing choices for themselves and their families. As home improvement decision makers and style influencers, women value the recommendations and referrals of other women. According to the Women’s Choice Award organization, more than 90% of female consumers value the opinion of others when making purchasing decisions. The Women’s Choice seal represents a trusted, third-party validation reflecting the confidence of women to choose Owens Corning Roofing products for their homes.

“It’s important to note the findings come from women respondents selected by an independent, third-party source and not from an Owens Corning customer list. The respondents objectively judged our brand based on the resources and the wide range of beautiful shingles we make available to them,” says Sue Burkett, market manager for Owens Corning. “Owens Corning Roofing recognizes and celebrates the influence of women when it comes to exterior style decisions, and this award tells us the breadth of design tools we offer are helping inspire women in their shingle selection process.”

OTHER NEWS

Leap acquires JobProgress

Leap, Columbia, Md., a provider of home contractor sales enablement software, has acquired JobProgress, a leading workflow and CRM product for home contractors.

The acquisition better positions Leap to expand its field services solutions to meet the needs of large and small contractors. Together, Leap and JobProgress will serve more than 2,400 home contractors in North America.

JobProgress’ product suite offers CRM, project management, scheduling and employee management tools to exterior and interior residential contractors.

As part of Leap, home contractors will be able to access more tools to manage, estimate, record and close deals on a single platform.

“We are thrilled to announce our acquisition of JobProgress,” says Patrick Fingles, Leap’s CEO. “Leap already enables home contractors to provide real-time bids to customers on the spot. With the addition of JobProgress, the Leap platform will offer even more robust workflow offerings, which we know will be game-changing for our end customers.”



NRCA NEW MEMBERS



- ABC Roofing, a Tecta America Company LLC, Portland, Ore.
- Advanced Roof Technologies Inc., Salem, Ohio
- Best Roofing of Virginia, Virginia Beach
- Blue Monkey Roofing, Lafayette, La.
- Blue Oak LLC, Chicago
- Bo Lacey Construction, Mansfield, Ohio
- Bright Side Roofing and Siding Inc., Dover, Del.
- Code Engineered Systems Inc., Tampa, Fla.
- Delmarva Facility Maintenance Services LLC, Selbyville, Del.
- Denver Commercial Property Services Inc.,
Commerce City, Colo.
- Deschutes Roofing, Bend, Ore.
- FCA Construction LLC, Harahan, La.
- Forest Historical and Specialty Roofing, Bath, Ohio
- Franco Roofing LLC, Oklahoma City
- Georgia Roof LLC, Braselton
- Green Earth Roofing Solutions LLC, Ludlow, Mass.
- Guardian Home Improvements, Milwaukee
- Hale Associates LLC, North Chesterfield, Va.
- Hernandez Roofing, New Berlin, Wis.
- IES Roofing Services, Greenville, S.C.
- Integrating Successful Projects (ISP) Roofing &
Construction, Highlands Ranch, Colo.
- J.S. Held, Madisonville, La.
- Leap, Columbia, Md.
- Magnolia Roofing and Construction LLC, Laurel, Miss.
- Mary Amber Jorgensen, Canoga Park, Calif.
- Northpoint Roofing Systems,
Woodstock, Ga.
- Pacific Roof Design, Dana Point, Calif.
- Paramount Commercial Roofing Systems, Hillsboro, Ohio
- Performance Roofing & Restoration, Old Hickory, Tenn.
- Pinnacle Construction, Omaha, Neb.
- Platinum Roofing Atlanta Inc., Kennesaw, Ga.
- R&M Roofing and Gutter Solutions, Katy, Texas
- Remodeland LLC, Houston
- Right Choice Roofing, Dallas
- Riverside Roofing 2020, Windsor, Ontario
- Roadrunner Roofing Supply, Arlington, Texas
- Rocky Ridge Roofing LLC, Shippensburg, Pa.
- RoofTech Systems Ltd., Paradise, Newfoundland
and Labrador
- S. Olson, Architect, LLC, New Orleans
- Seal Tight Exteriors, Steger, Ill.
- Shain Roofing and Sheet Metal Inc., Livonia, Mich.
- Signature Roof Service LLC, Kent, Wash.
- SIWIN (Sudish's Institute of Waterproofing and Insulation),
Bangalore, India
- SME, Plymouth, Mich.
- The Barrett Co., Cleveland
- The Queen Team General Contractor, Atlantic City, N.J.
- The Roofing Dudes, Hoover, Ala.
- Tuggle Roofing, Catoosa, Okla.
- Worner Roofing Co., Ontario, Ohio

EVENTS

MAY

24-25

NRCA's Virtual Qualified Trainer Conference

NRCA
Online
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or
info@nrca.net
nrca.net

26

Virtual CERTA Train-the-trainer

NRCA
Online
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or
info@nrca.net
nrca.net

JUNE

5-11

National Roofing Week 2022

NRCA
Nationwide
Contact: Krista Berns, an NRCA director of communications
(847) 493-7531 or kberns@nrca.net
nrca.net/nationalroofingweek

JULY

6

Virtual CERTA Train-the-trainer

NRCA
Online
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or
info@nrca.net
nrca.net

12-16

NRCA's Midyear Meetings

NRCA
Chicago
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or
info@nrca.net
nrca.net

20-22

FRSA's 100th Annual Convention and the Florida Roofing & Sheet Metal Expo

Florida Roofing and Sheet Metal Contractors Association Inc.
Orlando, Fla.
Contact: FRSA
(407) 671-3772, ext. 100, or
frsa@floridarroof.com
floridarroof.com/convention

AUGUST

11

CERTA Train-the-trainer

NRCA
Elgin, Ill.
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or
info@nrca.net
nrca.net

OCTOBER

12

Virtual CERTA Train-the-trainer

NRCA
Online
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or
info@nrca.net
nrca.net

12-14

METALCON 2022

Metal Construction Association
Indianapolis
Contact: PSMJ Resources Inc.
(617) 965-0055
info@metalcon.com
metalcon.com

26-29

NRCA's Annual Legal Conference—Roofing Issues: Decks to Dockets

NRCA
Austin, Texas
Contact: Alison L. LaValley, NRCA's vice president of strategic initiatives and partnerships
(800) 323-9545, ext. 7573, or
alavalley@nrca.net
nrca.net/legal

NOVEMBER

8-11

NRCA's Fall Meetings

NRCA
Chicago
Contact: NRCA's Customer Service Department
(866) ASK-NRCA (275-6722) or
info@nrca.net
nrca.net

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CERTA Train-the-trainer

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THE INDUSTRY ONLINE

A.C.T. Metal Deck Supply has launched its redesigned website, metaldecksupply.com. Accessible on any device, the website's redesign incorporates a clean look with improved functionality. Users now can submit online metal deck proposal requests and access FAQ, Metal Deck 101 videos, branch locations and information about upcoming industry events.



UP THE LADDER

ABC Supply Co. Inc. has named the following branch managers:

- **Andrew Bindl**, Denver
- **Mariechen Brydon**, Corpus Christi, Texas
- **Michael Burgess**, Avondale, Ariz.
- **Dennis DeBolt**, Portland, Ore.
- **Kevin Erickson**, Melissa, Texas
- **Jake Hayden**, Colorado Springs, Colo.
- **Victoria Longo**, Lubbock, Texas
- **Andrew Matthews**, Denver
- **Gary Moody**, Orange, Calif.
- **Irving Nieves**, Chico, Calif.
- **Michael Pirrami**, Colorado Springs, Colo.
- **Matt Smith**, Greenville, N.C.
- **Joseph Supanchick**, Moorhead, Minn.

Benchmark Inc. has named **Vince Ellison** COO.

Gulfeagle Supply has named **Joe Knippel** southeast regional manager and **Billy Quinley** Gulf Coast regional manager.



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SpeedStand speeds up jobs

Quicksilver Engineering's SpeedStand for metal roofs makes protecting workers from falls quick and easy. One-piece stands set up instantly and feature rubber pads that bridge standing seams and ribs and protect the metal finish. The welded-steel stands are spaced 40 feet apart, meet OSHA requirements and can be used on flat roofs, too! They're engineered to save labor job after job. To see why SpeedStand has been the industry standard for 18 years, call (800) 460-7579 or visit qe-1.com.



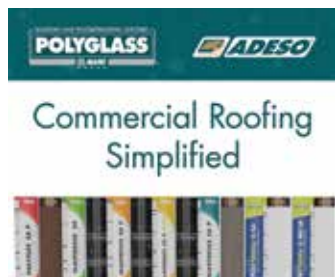
TITE-LOC metal roof system: performance and style

PAC-CLAD® | Petersen's TITE-LOC metal roof system combines structural performance with architectural aesthetics. TITE-LOC panels are mechanically seamed in the field to 90 degrees. The PAC-CLAD 70% PVDF finish is covered by a nonprorated 30-year warranty. Panels are available in 46 colors in steel and aluminum. Most colors meet LEED® and Cool Roof Certification requirements. Specialty and custom finishes also are available. For more information, visit PAC-CLAD.com or call (800) PAC-CLAD.



Polyglass commercial systems: commercial roofing simplified

Polyglass commercial roof systems provide better protection, greater reflectivity and outstanding labor savings. Offering custom design solutions, Polyglass design assistance ensures the right products are selected to best suit project requirements, saving energy, time and labor. Our project support services come with a team of experts to assist customers from concept to completion throughout each phase of a project. Visit polyglass.us/commercial-systems to learn more about flexible and customizable commercial roof systems by Polyglass.



It's not just what you know but who you know. You need to know Dave.

What is your true value? Would you just like to know what's out there? Do you have estimating software experience? Don't make a career change until you speak with **Dave Peterson**. Dave has helped hundreds of roofing professionals obtain better jobs, get the pay they deserve, get better working conditions and move up the career ladder. If you are considering a change, contact Dave at dave@onlinepcg.com or (800) 269-7319, or visit onlinepcg.com. All information is confidential; fees are paid by the employer.



Are you considering selling your roofing, sheet metal and/or HVAC business?

Join us. With a solid financial base, available capital and an appreciation for what's already working in your business, our group has a solid track record of creating successful alliances. We can tailor the sale to meet your needs. If you have an interest, please email acquisition.pr@gmail.com. All responses will be kept confidential.



Roof repairs only

For 31 years, we have developed a high-end, trusting, residential clientele. Supporting NPR along Florida's Treasure Coast has provided a valuable customer base with expendable income.

Our business's average gross revenue during the past five years has been about \$800,000. Vast reroofing opportunities remain available to our customers. Residential roofing license potentially available from an employee of 30 years. Seller is semiretiring and willing to discuss provisions for use of his general contractors license with personal involvement. Two buildings offer 5,000 square feet available for lease for a turnkey operation. Business only: \$525,000. **Call (772) 562-7663.**



DIANA PETERSEN



WHAT IS YOUR POSITION WITHIN YOUR COMPANY? I am director of administration for Red Pointe Roofing LP, Orange, Calif.

WHAT IS THE MOST UNUSUAL ROOFING PROJECT OF WHICH YOU HAVE BEEN A PART? Performing work at a lighthouse in the Los Angeles harbor



WHY DID YOU BECOME INVOLVED IN THE ROOFING INDUSTRY? I got my first job in the roofing industry completely by accident. I took a summer job as a receptionist at a roofing contracting company while I was in college, and by the end of the summer, I was hooked and didn't want to leave. I've been in the industry ever since.

WHAT IS YOUR ROOFING INDUSTRY INVOLVEMENT? I am a graduate of NRCA University's Future Executives Institute—Class 7. I've served on two NRCA committees and recently was elected to NRCA's board of directors.

WHAT SONG ARE YOU LISTENING TO OVER AND OVER? "Buy Dirt," by Jordan Davis featuring Luke Bryan



WHAT WAS YOUR FIRST JOB? I worked at a sandwich shop.

WHAT QUALITY DO YOU MOST ADMIRE IN A PERSON? **Honesty**—I would rather have someone tell me a bad truth versus a good lie.

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO? I want to scuba dive the shipwrecks in the Egyptian Red Sea.



WHAT'S THE MOST EXCITING/ADVENTUROUS THING YOU'VE DONE? **Hiking** in a rainforest in Costa Rica



WHAT IS YOUR FAVORITE FOOD? **Seafood**

WHAT IS YOUR FAVORITE STRESS RELIEVER? I enjoy taking my toy hauler camping with my dog, Remo, and turning off the electronics.



WHEN YOU WERE A CHILD, WHAT DID YOU WANT TO BE WHEN YOU GREW UP? A large animal veterinarian

BIG CITY OR SMALL TOWN? **Small town**

IF YOU COULD MEET ANY HISTORICAL FIGURE, WHOM WOULD YOU MEET? I wish I had the opportunity to meet Eliezer "Elie" Wiesel, a Holocaust survivor and a figure in the Jewish community.

MY FAVORITE PARTS ABOUT WORKING IN THE ROOFING INDUSTRY ARE ... The comradery and the people. I've met so many wonderful people and made amazing friendships through NRCA and the industry.

PEOPLE WOULD BE SURPRISED TO KNOW ... I have a bachelor's degree in music (percussion).



WHAT DO YOU CONSIDER YOUR MOST REWARDING EXPERIENCE? Being able to give back to the community through my work in the roofing industry and my involvement with two local nonprofit music groups.

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- *Happy Customers*
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We protect what matters most™

GAF

¹ 25-year StainGuard Plus™ Algae Protection Limited Warranty against blue-green algae discoloration is available only on products sold in packages bearing the StainGuard Plus™ logo. See GAF Shingle & Accessory Limited Warranty for complete coverage and restrictions, and qualifying products.