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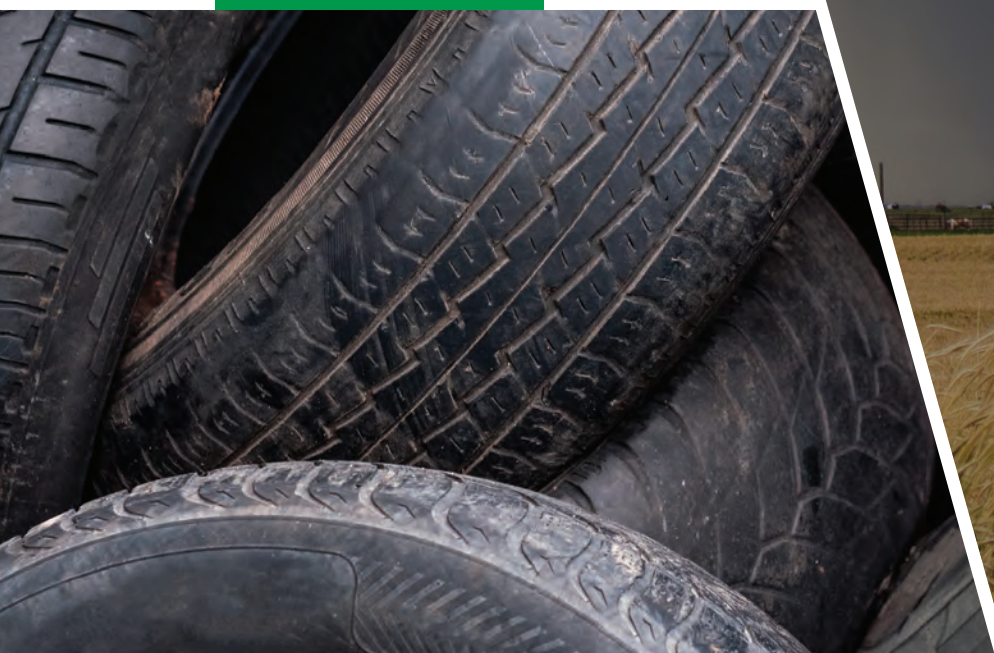




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# We'll be watching

Employee surveillance software—though popular—can backfire

by Ambika Puniani Reid



Roofing contractors have been using employee-monitoring devices and software for some time whether by installing GPS tracking devices in work trucks, using apps to track when workers arrive on job sites or by other means.

And according to a recent article in *Harvard Business Review*, in April 2020, global demand for employee surveillance software more than doubled. The increase most likely was pandemic-induced as employers scrambled to make sure workforces were still actually working, but research shows these types of tactics don't always work as intended.

The authors of "Monitoring Employees Makes Them More Likely to Break the Rules" say a majority of tracking software measures productivity and performance as well as tries to deter rule breaking. But the authors also say their research proves such monitoring can have negative results for companies.

The research found when employees are monitored, they are more likely to take unapproved breaks, ignore instructions, work at a slow pace and steal company equipment. The question is why behavior becomes worse as a result of monitoring.

The authors say people generally are "motivated to do the right thing by a combination of external factors ... and their internal moral compass. ... Our studies show monitoring employees causes them to subconsciously feel that they are less responsible for their own conduct, thus making them more likely to act immorally."

But studies also show there is a way to have surveillance without negative consequences. And to do that, you must be transparent with employees, fair in the way you implement the process and explain why you are monitoring them. For example, let them know when monitoring is off-limits like

during break times and off hours. In addition, you could give employees access to the data you collect and show them trends across the company, helping create buy-in.

The authors write: "Even just explaining the scope and purpose of monitoring can boost employees' acceptance of the practice by about 70%."

There are pros and cons to monitoring employees, but if you take time to do it correctly, you can minimize the cons and maximize the pros.

*Ambika*

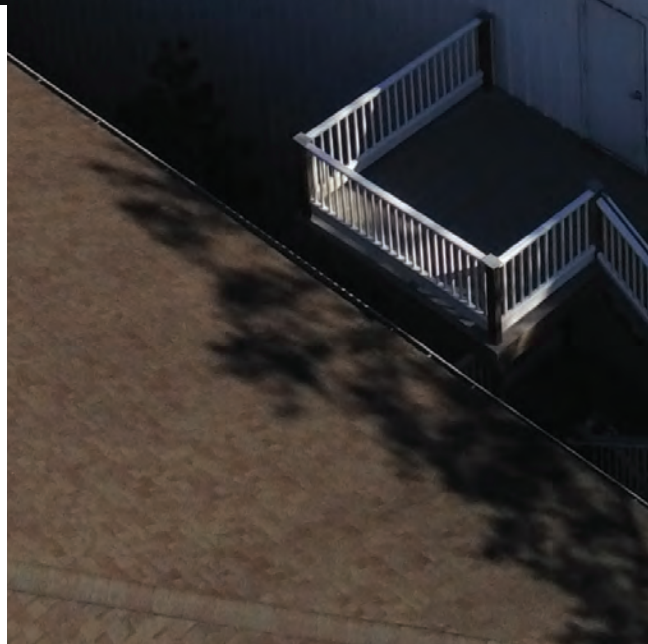
**AMBIKA PUNIANI REID** is editor of *Professional Roofing* and NRCA's vice president of communications.



Liberty Self Storage, Covington, La., is a multistate storage facility business and Louisiana's largest solar-powered company. In 2016, the company dedicated itself to green energy, commissioning solar conversions for the first nine of its 12 locations in St. Tammany Parish, but this time the company wanted to do something different at its Covington facility.

In line with its liberty name and what it represents, the company chose an American flag solar panel array designed by The Next Energy Technology, Kenner, La. The 74.88-kilowatt DC solar array is mounted to an MBCI® Ultra-Dek® standing-seam metal roof with an S-5!® PVKIT® 2.0™ Direct-Attach™ solar solution paired with S-5-V Mini clamps, allowing precise physical module arrangement to achieve the artistic objective.

To submit a photo to Close-up, email [professionalroofing@professionalroofing.net](mailto:professionalroofing@professionalroofing.net). Submittals should include a photo, as well as a description of the photo.









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Submit online entries by **Sept. 30.**

[roofingalliance.net/mvp](https://roofingalliance.net/mvp)

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September 2022 / Volume 52 Issue 7

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**Mission:** *Professional Roofing* provides information, insight and innovation to help every roofing professional thrive.

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# 2023



# GOLD CIRCLE AWARDS

Recognizing excellence in the roofing industry

## CALL FOR NOMINATIONS

DEADLINE FOR ENTRIES: Friday, Oct. 28

The Gold Circle Awards program recognizes NRCA members for outstanding contributions to the roofing industry. Unique roofing-related jobs—commercial and residential—are eligible.

To be considered for a Gold Circle Award, NRCA members are nominated by their peers and communities (self-nominations are not accepted) for significant contributions to the roofing industry in one of the following categories:

- Outstanding Workmanship (low-slope and steep-slope)
- Innovative Solutions
- Safety Preparedness and Performance

For more information and to complete a nomination form, visit [nrca.net/goldcircle](https://nrca.net/goldcircle) or contact Chrystine Hanus, an NRCA director of communications, at (847) 493-7522 or [chanus@nrca.net](mailto:chanus@nrca.net).

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To read exclusive content related to the articles in this issue, go to **professionalroofing.net**.



NRCA

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the source for the roofing industry

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# #HASHTAG

## #NATIONALROOFINGWEEK

The roofing industry celebrated #NationalRoofingWeek June 5-11. The annual event raises awareness of the significance of roofs and shares the industry's good deeds. NRCA shared 1,108 member posts and reached a record 333,975 impressions and 10,972 engagements during the week. Check out some of the posts shared by industry professionals!



**The RAY Company**  
June 9 at 10:00 AM · 🌐

Day 4 of #NationalRoofingWeek

Today is the fourth day of National Roofing Week! This week is all about raising awareness of why using an NRCA (National Roofing Contractors Association) roofing professional is important.

Today, we are highlighting our employee training! Here at the Ray Company, our employees learn about the fundamentals of roofing and safety through classroom and hands-on training. A special thanks to [Tropical Roofing Products](#) for conducting our training!

Need your roof inspected? Unsure if your roof needs to be serviced? CALL us at 704-391-8001 or EMAIL us at [info@raycompany.com](mailto:info@raycompany.com) for a FREE new client roof inspection.

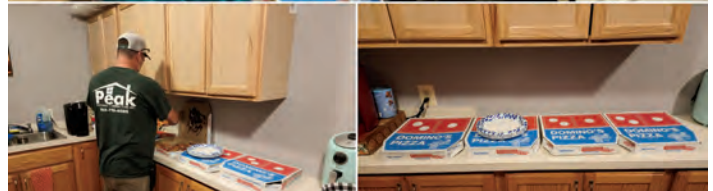
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**Peak Roofing Contractors, Inc.**  
June 10 at 1:09 PM · 🌐

What better way to thank our employees and to close out National Roofing Week than with a Pizza party! We appreciate the men and women that give their all each and every day to provide the best customer service to our Peak customers.

Unlike pizza, our staff can't be topped! 🍕 [#teampeakroofing](#) [#NationalRoofingWeek](#) [National Roofing Contractors Association](#)



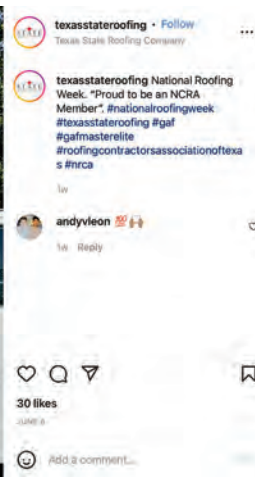
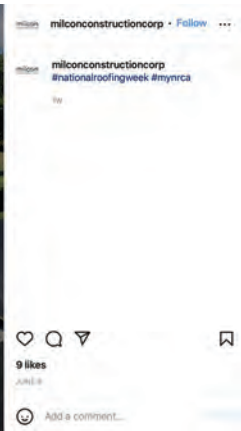
**Freddy & Son Roofing LLC.** is at [Clearview Elementary](#).  
June 7 at 12:17 PM · Herndon, VA · 🌐

🎉 HAPPY NATIONAL ROOFING WEEK! 🎉

Day 2: Here's a throwback to the backpack and school supply drive we held for Clearview Elementary School last year! [#NationalRoofingWeek](#) [#OwensCorningRoofing](#) [#OwensCorningUnited](#) [#FreddyandSonRoofing](#)







## Tool accessories are durable

**DEWALT®** has introduced DEWALT ELITE SERIES™ tool accessories. The portfolio includes circular saw blades, hole saws, reciprocating saw blades, diamond masonry cutting blades, abrasives and masonry drilling accessories designed for strength and durability. DEWALT ELITE SERIES Circular Saw Blades reportedly deliver more cuts with a multitooth design and feature large vents to reduce heat buildup and improve chip ejection. DEWALT ELITE SERIES Metal Cutting Wheels cut through rebar, heavy wall pipe and sheet metal. DEWALT ELITE SERIES Carbide Tipped Reciprocating Saw Blades feature precision-welded carbides along the cutting edge said to withstand cutting hard materials such as cast iron and stainless steel. And the DEWALT ELITE SERIES Multi-Material Hole Saw features large carbide tips and reportedly cuts through abrasive materials, including nail-embedded wood, concrete block and fiber cement.

**dewalt.com/systems/elite-series**



## Tool tether reduces arm fatigue

**Hammerhead Industries** has added the TL1-3044 ANSI-Compliant 3/4 Inch Super Coil tool tether to its Gear Keeper tool tethering systems. The tool tether features nylon webbing with integrated elastic and reportedly has a short retraction length to minimize entanglement. The tether's 1/2-inch super coil is a flexible coil system that provides an 8-foot working area for tools such as power drills, nail guns and power drivers. The tether's coil system is fully enclosed in durable, soft nylon with woven elastic webbing for a more gentle recoil. In addition, the tether is designed to avoid arm fatigue and reduce “drop-shock” while minimizing the chances of bounce back when the tether is used with lighter items. The tool tether is high visibility orange and features an ANSI tag that shows the weight of the tools that are appropriate for the tether.

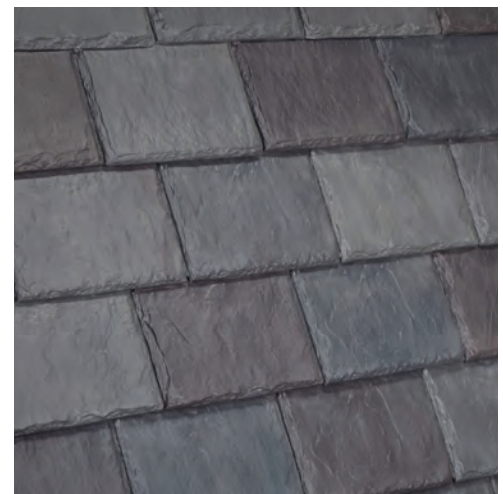
**gearkeeper.com**



## Slate tiles have fixed exposures

**DaVinci® Roofscapes**, a division of Westlake Royal Building Products,™ has introduced Province™ Slate single-width composite slate roofing tile. The 12-inch-wide tile has fixed 8-inch exposures and is designed with the appearance of authentic natural slate. The tile has rear side nail marking templates, an enhanced backside rib structure and self-aligning edges said to make installation easier. Province Slate tiles are Class A fire-rated and Class 4 impact-rated and can be used on residential and commercial projects. Made of virgin resins, ultraviolet and thermal stabilizers and specialized fire retardant, the tiles reportedly resist severe weather, high winds, insects, algae and fungus growth. Province Slate tile is available in brownstone, castle gray, European, slate black, slate gray and smokey gray.

**westlakeroyalbuildingproducts.com**





## Eye protection for all-day wear

**Brass Knuckle®** has introduced its new Spike (BKADJ-5060AFP) eye protection. Glasses with Spike technology reportedly feature anti-fog protection and enhanced ultraviolet protection. In addition, Spike glasses' earpieces ratchet up and down with a five-click adjustable temple joint for a custom fit, and reinforced rubber nosepieces conform to the bridge of a user's nose for extra flexibility and extended wearability. Rimless lenses and green and black zebra striping reportedly make Spike glasses stand out.

[brassknuckleprotection.com](http://brassknuckleprotection.com)



## Manual highlights asphalt roof systems

The **Asphalt Roofing Manufacturers Association** has made available the 2022 edition of the *Residential Asphalt Roofing Manual—Design and Application Methods*. The manual outlines the proper components of an asphalt roof system and serves as a guide regarding the design and application of residential roof systems. The publication reportedly highlights key topics, including how to select the right asphalt roofing product for the job at hand, proper ventilation and moisture control, estimating how much roofing material is required, deck preparation, shingle application and project safety.

[asphaltroofing.org/arma-publications/](http://asphaltroofing.org/arma-publications/)

## Access lift can be rolled into place

**JLG Industries Inc.** has made available its EcoLift™ 50 and EcoLift 70 low-level access lifts. As an alternative to ladders and scaffolding, the lifts can help decrease ladder-related injuries and fatalities. Each lift weighs less than 1,000 pounds and can be pushed or rolled into place without disassembly. The EcoLift 50 and EcoLift 70 reportedly reduce strain on a user's body and lessen the risk of musculoskeletal injuries caused by repetitive movements associated with climbing up and down a ladder with materials. A user can work with 360-degree range of motion and use both hands while on a lift.

[jlg.com/en/destination/low-level-access-lifts](http://jlg.com/en/destination/low-level-access-lifts)





## Follow the money!

CTE could benefit if funds for education were allocated equally

by McKay Daniels

A few months ago, I wrote about the U.S. demographic crisis. I delved into the shrinking national workforce and highlighted aspects of this quagmire are naturally occurring (as in declining birth rates), but some things are nearly entirely self-inflicted (such as the U.S. immigration policy).

And by “self-inflicted,” I mean government-inflicted by policymakers who choose to enact one set of policies versus another. For example, with immigration, policymakers have made it practically impossible to immigrate legally and then, seemingly shocked, spend billions to also try and stop immigrants from entering the U.S. illegally. All the while, nearly every U.S. industry can’t find enough workers. As our modern Socrates, Forrest Gump, tells us: “Stupid is as stupid does.”

Many have written about our nation’s immigration woes and potential fixes, but there’s another aspect of government-inflicted pain I’ve been talking about lately as I visit with people in the industry: preparing our youth to live successful, independent lives.

Education policy is one thing, and I won’t discuss it here. But the U.S. government’s resource allocation to help put kids on a path to the American dream, well, stinks.





This notion first hit me during Roofing Day in D.C. this past April when I was discussing career and technical education policies with hundreds of participants before they visited members of Congress, and it's been festering in me ever since.

I'm a data nerd, so I looked to the National Center for Education Statistics to gather some facts. And because the most natural way for me to make my point is with math, here is the best way to explain the situation:

Let's start with 100 typical 18-year-olds.

Of those 100 kids, 86 will graduate high school.

Of the 86 students who graduate high

school, 57 will enroll in college. Of the 57 who enroll in college, only 36 will graduate within six years (that's 63% of those who enrolled).

So of the 100 18-year-olds who are taking those first crucial steps on life's path and are starting to pour the foundation upon which they'll build their futures ... 36 graduate from college.

OK. That's fine. College isn't for everyone (or, evidently, for *most* everyone).

But here is my main point about government-inflicted pain.

Just like the anonymous source from the Watergate scandal says in *All the President's Men* (or any

Want to learn more?  
View 2020 college  
graduation statistics at  
[professionalroofing.net](https://professionalroofing.net).



“ President Biden only asked for \$1.35 billion for CTE state grants this past year. That is less than 1% of what is sent to colleges and universities. ”

prosecutor of a corrupt Illinois politician knows): Follow the money.

In 2018, \$149 billion went from the federal government to higher education institutions.

That's *billion* with a B. That was just in one year, and that was just from the federal government.

If you add in state spending, donations, contracts, etc., the total dollars spent on higher education goes over \$1 trillion.

States and private individuals can do their thing, but let's keep concentrating on Washington, D.C.

The federal government spent \$149 billion to get those 36 18-year-olds college degrees. What did Washington do to help the 64 remaining 18-year-olds who didn't make it to commencement from a four-year university?

Well, not a whole heck of a lot. In fact, President Biden only asked for \$1.35 billion for CTE state grants this past year. That is less than 1% of what is sent to colleges and universities. Looked at another way, 99% of the money went to 36% of the population.

For those on the left who rail against “the 1%,” why isn't this 1% part of their rallying cry? For the deep-blue congressional districts that espouse “raising everyone up not just the elites who are already born on third base,” how can they justify spending so much on so relatively few who, more often than not,

are the same individuals they are saying are already born on third base?

For those on the right who bemoan fiscal waste and government inefficiency or seek to cut welfare expenses, food stamp costs and unemployment payments, what's the rationale or return on investment on spending 99% of funds on just 36% of the population? I don't know many roofing workers on welfare, and I don't know any roofing workers making so little they can't afford groceries. However, I do know a few humanities degree graduates with these problems.

This shouldn't be a partisan issue, and I'd say it's not. It's a glaring bipartisan issue. Bipartisan neglect. Bipartisan ivy-washing. We've told ourselves as a nation that the only way to succeed is via college, and policymakers have backed that up with their budgets.

Now, before haters start to hate, I'm not anti-college and know several roofing professionals with *multiple* degrees. Some have degrees in engineering or business, and I recently visited with someone with a degree in English(!) running a longstanding, successful company.

Data shows the highest likelihood of having a successful, American Dream come true is via a college education. But is that because college is so good or because we do so little to help get everyone else started whose American Dream doesn't begin with a cap and gown? 🇺🇸🎓

For an article related to this topic, see “A fight for funding,” June 2021 issue.

MCKAY DANIELS is NRCA's CEO.

✉️ [MDANIELS@NRCA.NET](mailto:MDANIELS@NRCA.NET)



## IRS increases mileage rates for remainder of 2022



The Internal Revenue Service has announced the 2022 optional standard mileage rates for calculating deductible costs associated with using an automobile for business or medical or moving purposes have increased for the remainder of 2022.

From July 1 through Dec. 31, the standard mileage rate for the use of a car, van, pickup or panel truck increased from 58.5 cents per mile to 62.5 cents per mile for business miles driven. The standard mileage rate increased from 18 cents per mile driven for medical or moving purposes to 22 cents per mile.

The IRS made this special adjustment in recognition of recent gasoline price increases. The IRS typically updates the mileage rates once per year in the fall for the next calendar year.

## NRCA and the Roofing Alliance are accepting award entries

NRCA and the Roofing Alliance are seeking nominations for NRCA's 2023 Gold Circle Awards and the Roofing Alliance's Most Valuable Player Awards Program.

Gold Circle Awards recognize NRCA members for excellence in the roofing industry. Award categories include outstanding workmanship, innovative solutions, and safety preparedness and performance. Unique roofing-related projects, programs and services completed between June 1, 2020, and May 31, 2022, are eligible for the competition. Entry forms are available at [nrca.net/goldcircle](http://nrca.net/goldcircle); the deadline for entries is Friday, Oct. 28. Winners will be announced during NRCA's 136th Annual Convention March 7-9, 2023, in Dallas, and winning and finalist projects will be profiled in upcoming issues of *Professional Roofing*.

In addition, the Roofing Alliance is accepting entries for its Most Valuable Player Awards Program.

MVP Awards formally recognize outstanding roofing workers who achieve work-related and personal goals to which others aspire. Workers employed by a Roofing Alliance member or an NRCA member roofing contractor, distributor or manufacturer are eligible. From roofing contracting firms, any roofing field worker, foreman or superintendent can be nominated, and from distributor and manufacturer firms, any warehouse employee, warehouse foreman, driver or equipment operator can be nominated.

Nominations are based on significant

contributions in two categories: outstanding performance and leadership and outstanding community involvement. Each category is judged separately, and individuals can be nominated for one or both categories.

MVP Award winners will receive two complimentary coach airfare tickets and three

nights' hotel accommodations during NRCA's annual convention. Each winner also will receive two complimentary SuperPass registrations to the 2023 International Roofing Expo,® two complimentary tickets to the NRCA Industry Awards and Celebration and a \$100 American Express gift card. Winners will be formally recognized during the NRCA Industry

Awards and Celebration March 8, 2023, in Dallas.

One MVP Award winner will be chosen as *Professional Roofing's* Best of the Best. Co-sponsored by *Professional Roofing* and OMG® Roofing Products Inc., Agawam, Mass., the recognition will include a special prize and feature article in *Professional Roofing*.

All MVP Award winners will be recognized in *Professional Roofing*, NRCA's *For Members Only* newsletter, the Roofing Alliance Update and on the Roofing Alliance's website, [roofingalliance.net](http://roofingalliance.net). Winners also will be the focus of press releases.

Entry forms are available at [roofingalliance.net/programs/mvp](http://roofingalliance.net/programs/mvp); the deadline for entries is Friday, Sept. 30.







## Higher wages draw some workers to the construction industry

An analysis by the Associated General Contractors of America shows rising hourly wages attracted more workers to construction in May, but the industry still posted a record number of job openings to start the month, according to [constructiondive.com](https://www.constructiondive.com).

About 36,000 new employees started construction jobs in May—a small portion of the 494,000 construction workers needed at the end of April. The increase in job openings represented the largest total since data records began in 2000.

AGC Chief Economist Ken Simonson says for hourly workers in the trades, pay rose in May by 6.3% year over year—the highest increase since December 1982. However, earnings in the overall private sector rose 6.5%, which could make the search for workers more challenging for the construction industry.

The number of unemployed construction workers fell 39% to 392,000, which Simonson says could indicate there are fewer experienced jobseekers for builders to hire.

“I think the implications are that contractors would have hired far more workers in April—perhaps twice as many—as they were able to,” Simonson says. “The same patterns of record or near-record openings and of openings exceeding monthly hires has prevailed for the past several months but never or seldom had happened before. This indicates construction employment is being held down not by lack of demand but lack of supply of qualified and willing candidates.”

Construction employers often cannot offer the flexible hours or remote work other industries have implemented, and Simonson says contractors likely will need to increase pay even more to attract workers during the labor shortage.

## Firestone Building Products adopts Holcim name and brand

Firestone Building Products, Nashville, Tenn., has announced it has adopted the Holcim name and brand identity. In 2021, Firestone Building Products was sold to Holcim Participations Inc., Chicago, a subsidiary of LafargeHolcim Ltd.

Holcim’s range of building envelope solutions includes wall, lining and waterproofing systems for commercial and residential applications. Firestone Building Products’ brand name for roof systems now is Elevate™; the brand name will appear on available products such as RubberGard™ EPDM and UltraPly™ TPO.

“Over the past 40 years, Firestone Building Products has built a reputation as a leader and innovator in the commercial roofing sector. And now we are making it official; we are uniting Firestone Building Products’ iconic legacy with Holcim’s future focus on accelerating green growth,” says Jamie Gentoso, global head, solutions & products for Holcim.

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## Roofing coatings and code compliance

The latest International Building Code® provides clearer guidance

by Mark S. Graham

Until the publication and adoption of the *International Building Code,® 2021 Edition*, building code requirements for roof coating products and applications were somewhat vague and sometimes led to inconsistent interpretations. Beginning with IBC 2021, the code's requirements for roof coatings became clearer and more streamlined, which means interpretations should now be more consistent and what is required of roof coating manufacturers and roofing contractors involved in roof coating applications should be better defined.

### Previous editions

In IBC's previous editions, code requirements for roof coatings are addressed in the sections addressing built-up membrane roof systems, spray polyurethane foam roof systems and liquid-applied membrane roof systems. As a result, it has sometimes been unclear which of these sections' requirements apply to new applications of membrane and SPF roof systems and which apply to roof coating applications.

Beginning with IBC 2018 and the *International Residential Code,® 2018 Edition*, a clarifying statement was added indicating the





addition of a new protective roof coating to an existing roof system need not be considered an additional roofing layer when determining the maximum two-roof layer requirement before complete roof system removal and replacement would be required by the code. However, the codes did not specify which of the products in the liquid-applied membrane roof system section were considered protective roof coatings to take advantage of the clarifying statement.

#### IBC 2021

In IBC 2021, Chapter 2-Definitions, the term roof coating is

defined as “a fluid-applied, adhered coating used for roof maintenance or *roof repair*, or as a component of a *roof covering* or *roof assembly*.” The italicized words denote specific terms also defined in Chapter 2.

In IBC 2021’s Chapter 15-Roof Assemblies and Rooftop Structures, a new section, Section 1509-Roof Coatings, was added to specifically address roof coatings.

Section 1509.1-General indicates the application of a roof coating on a roof covering is required by the code to comply with other requirements in the section and the code’s requirements in Section 1505-Fire Classification.

Section 1505 requires roof assemblies to be classified for their external fire resistances. The code requires fire classification to be determined and listed using ASTM E108, “Standard Test Methods for Fire Tests of

Roof Coverings,” or UL 790, “Standard Test Methods for Fire Tests of Roof Coverings.” These are the test methods from which Class A, B and C fire classifications are determined.

Section 1509.2-Material Standards indicates roof coating materials are required to comply with one of the product standards listed in Table 1509.2-Roof Coating Material Standards. This table lists the following coating products:

- Acrylic roof coatings complying with ASTM D6083, “Standard Specification for Liquid Applied Acrylic Coating Used in Roofing”
- Asphalt emulsion coatings complying with ASTM D1227, “Standard Specification for Emulsified Asphalt Used as a Protective Coating for Roofing”
- Asphalt coatings complying with ASTM D2823, “Standard Specification for Asphalt Roof Coatings, Asbestos Containing”
- Asphalt roof coatings complying with ASTM D4479, “Standard Specification For Asphalt Roof Coatings—Asbestos-Free”
- Aluminum-pigmented asphalt coatings complying with ASTM D2824, “Standard Specification for Aluminum-Pigmented Asphalt Roof Coatings, Non-fibered, and Fibered without Asbestos”
- Silicone coatings complying with ASTM D6694, “Standard Specification for Liquid-Applied Silicone Coating Used in Spray Polyurethane Foam Roofing Systems”
- Moisture-cured polyurethane coatings complying with ASTM D6947, “Standard Specification for Liquid Applied Moisture Cured Polyurethane Coating Used in Spray Polyurethane Foam Roofing System”

These product standards generally require roof coating product packaging to include markings indicating compliance with the applicable standard. Also, code-approved testing agencies providing fire classifications generally require listed products to bear the

agency’s label (UL mark, FM Approvals’ diamond) on product packaging.

In Section 1512-Reroofing, Item 4 under Section 1512.2.1-Roof Recover indicates a new roof coating being applied over an existing roof covering or roof coating is permitted by the code without tearing off existing roof coverings.

NRCA was the proponent of the code change that added IBC 2021’s Section 1509. This effectively separates the code’s requirements for roof coatings from the code’s other requirements for membrane and SPF roof systems.

NRCA has submitted a similar code change proposal in the International Code Council®’s current code development cycle for inclusion into IRC 2024.

#### NRCA’s recommendations

NRCA encourages roof coating manufacturers to make proof of compliance with the applicable ASTM International product standards and code-required fire classifications more readily accessible. Also, manufacturers need to provide the necessary product markings to facilitate code compliance.

NRCA also encourages roof system designers and contractors to seek out and use products that comply with the applicable ASTM International product standards and bear an agency label.

Additional information about specifying and using roof coatings is provided in *NRCA Guidelines for the Application of Roof Coatings* and Chapter 7-Surfacings of *The NRCA Roofing Manual: Membrane Roof Systems*. NRCA members can access electronic versions of both documents for free, and nonmembers can purchase hard copies from [shop.nrca.net](http://shop.nrca.net). 📄🔗

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

 [@MarkGrahamNRCA](https://twitter.com/MarkGrahamNRCA)

To read more about code requirements for protective roof coatings, see “Coating concerns,” March 2019 issue.

## New standard will address design of barriers in building construction

A new ASTM International standard will describe in detail the design and specification process for water vapor transmission properties of water-resistive barriers and air barriers in building construction.



ASTM International's Committee E06 on Performance of Buildings developed the new standard, which will soon be published as E3127.

ASTM International member Danko Davidovic says the new standard will explain how water-resistive barrier and air barrier systems perform in different wall and roof assemblies in various climates when the moisture migration by water vapor diffusion is taken into consideration. The standard reflects the current best building science practices with regards to how water vapor transmission properties of water-resistive barriers and air barriers impact moisture transport and moisture management in wall and roof assemblies. It also acknowledges the dynamic behavior of water-resistive barriers

and air barriers and describes the benefits of expanding testing requirements to several temperature and relative humidity levels to better describe behaviors of water-resistive barriers and air barriers in service.

"The new standard is focused on the most relevant factors affecting performance of water-resistive barriers and air barriers, best practices to test, report and specify water vapor transmission characteristics without going into in-depth analysis and not using overwhelming technical language," Davidovic says.

Davidovic envisions several ways the new standard will be used:

- Manufacturers can use the standard as a resource to educate themselves about the actual performance of water-resistive barrier and air barrier products and use it as a guide to improve product characteristics and make the barriers more suitable for certain climates and building envelope types;
- Regulatory agencies can use the guide to improve requirements for

water-resistive barrier and air barrier materials and systems in current building codes;

- Architects, designers and engineers will use the standard to better calibrate requirements and specify water vapor transmission properties in design documents; and
- The new standard could be a supplemental educational tool in engineering curriculums pertinent to building envelopes in colleges, as well as in industry trade training programs.

"Recommendations and guidelines provided in the new standard should establish a solid framework for design of more durable wall and roof assemblies that will provide healthier indoor environments for humans and reduce potential risk for moisture-related damage in building envelopes," Davidovic says. "This could lead to longer lifespan of buildings and reduction in construction waste, which also may result in more sustainable and resilient buildings, advocating construction practices that will support such intent."

## Drones can assist with job-site safety

Construction contractors use drones for site surveys, stockpile profiling, material measurement and more, allowing them to quickly gather real-time data about job-site progress, according to [forconstructionpros.com](http://forconstructionpros.com). Information gathered by drones can be used to get high-quality work done faster and at a lower cost.

Jason Hurdis, global market professional for Caterpillar, Irving, Texas, says drones also can offer the following safety benefits:

- **Removing people from potentially unsafe situations.** Drones can handle jobs risky for humans, such as climbing a pile to measure stockpile inventory or climbing a ladder to access a roof.
- **Getting a bird's-eye view of a job site.** Seeing where people are in relation to machines and other hazards can make it easier to identify blind spots and potential risks before accidents happen.
- **Responding to near misses.** Drones can capture footage of particular tasks or locations, enabling employers to analyze footage and make changes.
- **Reacting to site changes.** What might be a safe situation on day one may not be safe during a project's later stages. A drone can take snapshots of progress over time and help employers incorporate necessary changes into safety plans.



To listen to a podcast discussing drone use in the construction industry, go to [professionalroofing.net](http://professionalroofing.net).



## RT3 seeks submissions for Innovator of the Year award

Roofing Technology Think Tank, a group of roofing professionals focused on technology solutions for the industry, is accepting nominations for the 2022 Innovator of the Year award.

The award was created to nationally recognize a roofing contractor who has contributed to the advancement of the roofing industry through technical innovation and/or product development in one of the following areas: production/technology efficiency; safety innovation; client service/quality of delivery; employee recruitment/training/retention; or environmental impact.

Judging criteria will be based on innovation, results, design and strategy. The recipient will be announced at the Best of Success conference in Scottsdale, Ariz., Dec. 4-6.

To be eligible, a roofing contractor must be licensed and bonded for a minimum of five years and have a minimum \$2 million in annual revenue. He or she also must be a member of a professional industry association and be able to cite community enrichment ties through support of nonprofits or company culture programs.

The deadline for submissions is Sept. 15. For more information or to submit an award application, visit [rt3thinktank.com/award](https://rt3thinktank.com/award). There is a \$50 nomination fee to cover processing and award costs.



Ken Kelly (third from left), president of Kelly Roofing, Bonita Springs, Fla., was the 2021 recipient of RT3's Innovator of the Year award.

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## A permanent proposal

NRCA continues to fight for pro-growth policies

by Deborah Mazol

For months, Congress has discussed major reform bills costing trillions that do everything from investing in climate change initiatives to providing child tax credits. To pay for these investments, a variety of tax proposals have been announced, including some that would be detrimental to businesses. NRCA is monitoring proposed legislation and fighting for pro-growth policies that enable members to invest in their companies, create family-sustaining jobs and boost the U.S. economy.

### Pass-through tax relief

As Congress continues to consider various tax proposals, NRCA continues to focus on the 20% qualified business income deduction for pass-through entities, a beneficial provision from the Tax Cuts and Jobs Act of 2017, which is set to expire in 2025. During the 2017 tax debate, these companies—mostly small businesses—were almost left out as Congress focused on reducing the overall C corporation tax rate to be more globally competitive.

NRCA and other members of the Main Street Employers Coalition led the fight to ensure parity between differently organized businesses. Unfortunately, few members of Congress understood pass-through entities or realized they were going to lower rates for C corporations while leaving pass-through



entities behind. NRCA and the coalition were determined to find a champion who not only understood these issues but also was potentially willing

For an article related to this topic, see "Tax talk," March 2019 issue.

to pull his or her support for the legislative package (which needed every Republican vote to pass).

Sen. Ron Johnson (R-Wis.) was elected in 2010 after running his own successful small business that was organized as a pass-through entity. An accountant, Johnson was acutely aware of how the proposal would disadvantage business owners in the roofing industry. He worked with NRCA and Sen. Steve Daines (R-Mont.) to include a

final compromise in the bill for pass-through entities to benefit from a qualified business income deduction of 20%, otherwise known as 199A. Without this provision, 95% of U.S. businesses would not have received any tax relief and been at a significant disadvantage compared with large corporations. The maximum tax differential between C corporations and pass-through businesses would have increased from 7.7% to 23.8%. Johnson and Daines' compromise increased the C corporation rate from 20% to 21%, and pass-through businesses received relief through a lowered maximum pass-through rate of 29.6%.

“NRCA and the coalition were determined to find a champion who not only understood these issues but also was potentially willing to pull his or her support for the legislative package”

### Seeking permanency

NRCA is diligently working to make the 199A deduction permanent before its expiration in 2025. Through coalition efforts, the Main Street Tax Certainty Act is gaining steam. Introduced by Daines, Rep. Jason Smith (R-Mo.) and Rep. Henry Cuellar (D-Texas), the goal of the bipartisan, bicameral legislation is to offer vital support to small businesses and strengthen the economy.

As the roofing industry navigates a wild economy, the tail end of the COVID-19 pandemic, supply chain issues and workforce challenges, the 199A deduction provides resources for employers to invest in new equipment and retain employees by offering increased wages and benefits. Beyond the roofing industry, the deduction has a much broader effect on the economy.

Pass-through businesses employ a majority of private sector workers (58%), so any increase in their taxes—and yours—will be detrimental. 📊🔗

**DEBORAH MAZOL** is NRCA's director of federal affairs in Washington, D.C.



To read a letter from the Main Street Employers Coalition to Congress regarding the 199A deduction, go to [professionalroofing.net](https://professionalroofing.net).

## OSHA issues compliance directive for cranes and derricks

The Occupational Safety and Health Administration has released a new compliance directive, CPL 02-01-063, for cranes and derricks, according to [nccco.org](https://nccco.org).

The directive replaces the 2014 compliance directive CPL 02-01-057 and addresses the changes OSHA made to the crane rule in 2018. The new compliance directive only revises the existing section about operator training, certification and evaluation and leaves the other sections of the 2014 directive unchanged.

The compliance directive focuses on:

- When to initiate an inspection into an operator's training, certification and evaluation
- How to approach an inspection involving multipurpose equipment and multiemployer work sites
- How to determine whether an operator has received training that meets the requirements of the standard
- Steps to take when inspecting the certification/license of an operator
- How to address certification concerns such as fraudulent certifications or testing organizations not meeting requirements
- When an employer would need to conduct additional evaluations for an operator

For additional information, view "Understanding the OSHA Compliance Directive" at [nccco.org/nccco/news-center/news-headlines](https://nccco.org/nccco/news-center/news-headlines).



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## NRCA sends letter to Department of Commerce regarding the solar industry

On May 13, NRCA sent a letter to Secretary of Commerce Gina

Raimondo opposing a recent request brought by Auxin Solar Inc., San Jose, Calif., for anti-circumvention investigations

regarding solar products imported from Cambodia, Malaysia, Thailand and Vietnam.

The letter details how Auxin Solar's proposal is harming NRCA members who install solar roof systems and employ thousands of workers throughout the U.S.; NRCA addressed the issue in a previous letter sent in March. As the formal investigation is underway, most solar products imported into the U.S., which constitute a large majority of the market, could be subject to substantial duties in the future and retroactively.

Unfortunately, this investigation has nearly frozen the U.S. solar panel market, which is jeopardizing the viability of companies, tens of thousands of jobs and the U.S.'

goals for expanding renewable energy and combating climate change. This is happening at the request of one company with limited production capacity at the expense of the solar industry and the renewable energy needs of U.S. consumers. NRCA continues to fight for a reliable solar market for its members.

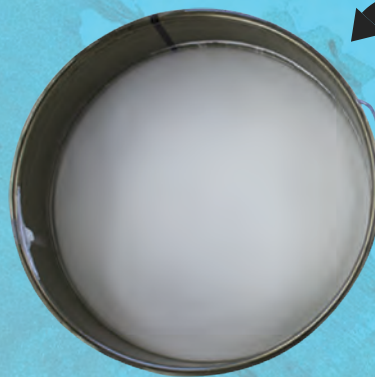


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To read NRCA's letter to the Secretary of Commerce, go to [professionalroofing.net](http://professionalroofing.net).

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# TRYING A NEW WAY

Updating the  
**INTERNATIONAL ENERGY CONSERVATION CODE®**  
has changed

BY Glen Clapper, AIA, LEED AP

**I**t has been said the one constant in life is change, and this holds true for the *2024 International Energy Conservation Code*. The IECC is part of a family of comprehensive, coordinated and modern model codes that includes the IECC, International Building Code® and International Residential Code® along with 11 other I-Codes published by the International Code Council.®

The IECC provides minimum requirements for the efficient use of energy in buildings using prescriptive and performance-based provisions. The IECC is divided into sections for commercial and residential buildings (one- and two-family dwellings, townhouses, and residential buildings three stories or less).

Traditionally, the IECC has been updated through ICC's code development process. During the process, which began in the late 1990s, ICC solicits code change proposals from the public, including building officials, about two to three years ahead of the anticipated publication year.



For the 2024 IECC and beyond, a standards development process will be used to update the document. Currently, ICC uses its standards development process to update and publish 18 ICC standards, including ICC/NSSA 500, “Standard for the Design and Construction of Storm Shelters”; ICC 600, “Standard for Residential Construction in High-Wind Regions”; and ICC 700, “National Green Building Standard.” In addition, ICC is in the process of creating seven other documents through its standards development process.

### The traditional process

Typically, code change proposals are posted on ICC’s website for public review. ICC then holds hearings referred to as Committee Action Hearings that are open to the public. Proponents and opponents are permitted to speak to persuade the committee to accept or reject proposed code changes. Following the testimonies, the committee votes whether to accept or reject the proposed change. Code change proposals that are accepted are posted on ICC’s website about one month after the conclusion of the hearings.

After the Committee Action Hearings, there is a public comment period of about six weeks during which ICC accepts comments addressing the code change proposals. The next step in the process is a Public Comment Hearing. During these hearings, proponents and opponents also are permitted to speak about proposed code changes. Once all speakers have spoken, ICC governmental members in attendance vote on the proposed code change. A final vote is conducted two to three weeks following the conclusion of a Public Comment Hearing. Approved code changes then are prepared for publication in the upcoming updated ICC codes.

### The new process

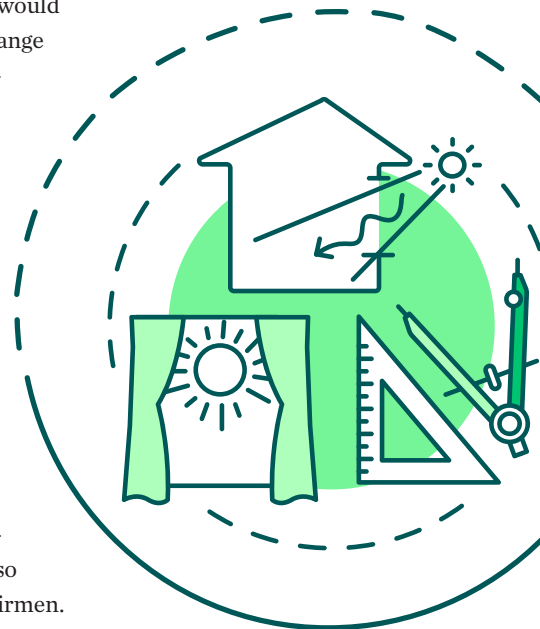
In 2020, ICC began the preliminary review for changing the method of updating the IECC, Chapter 11—Energy Efficiency in the IRC and Chapter 15—Energy Efficiency

ICC received  
more than 200  
comments  
regarding changes  
to the standards  
development  
process

in the International Code Council Performance Code® for Buildings and Facilities. The idea for the change originated from concerns with the code development process and the results it produced. ICC hoped the consensus procedures used for standards development would permit more time for the various sectors (regulators, manufacturers, installers, users, etc.) to evaluate proposed changes to the code versus the limited time available during the traditional code hearings, make the IECC easier to adopt and increase the code’s energy-saving requirements.

In late 2020, ICC began accepting public input regarding changes to the standards development process. ICC received more than 200 public comments from stakeholders. NRCA opposed the change believing code officials, whose responsibility it is to interpret and enforce the codes, should decide what code change proposals should be accepted.

In early March 2021, ICC announced the change to the standards development process for updating the IECC. ICC then began accepting applications for two consensus committees (commercial and residential) that would review IECC code change proposals. Each committee comprises about 45 members representing multiple interest groups. Each committee consists of no more than one-third of one particular interest group, and one-third of each committee’s members are government officials who also act as committee chairmen.





The committees are further divided into subcommittees. The subcommittees under the Commercial Consensus Committee are Electrical Power, Lighting and Renewables; Envelope and Embodied Energy; HVAC and Water Heating; and Modeling, Whole Building Metrics, Zero Energy. The subcommittees under the Residential Consensus Committee are Consistency and Administration; Economics, Modeling and Whole-building Metrics; Electrical Power, Lighting, Renewable Energy Generation and Storage; Envelope and Embodied Energy; Existing Buildings; and HVAC and Water Heating.



To find out more about ICC and the IECC standards developmental process, go to [professionalroofing.net](https://professionalroofing.net).

The subcommittees for each consensus committee comprise 10-25 members; some subcommittee members also are members of the respective consensus committee. The balance of the subcommittee members resembles the main consensus committees in that no more than one-third of one particular interest group can serve on a subcommittee. The interest groups on the subcommittees are from government, manufacturing, builders, the public, users, consumers, standards and utilities. NRCA representatives applied for several committee and subcommittee positions but were not selected to fill any of the openings.

For the 2024 IECC, ICC received more than 450 code change proposals to the IECC and IRC's Chapter 11 between July 2021 and October 2021. ICC assigned each proposal to the appropriate subcommittee for review and consideration. The consensus committees and subcommittees began meeting in late 2021 with the first round of reviews to be completed between May and June 2022. For the 2024 IECC, meetings were held virtually with consensus committees and subcommittees generally meeting multiple times per month.

There were more than 40 roofing-related code change proposals received by ICC for the 2024 IECC and 2024 IRC, Chapter 11. NRCA submitted 12 code change proposals primarily affecting roof system replacement and insulation requirements.

The next step in the standard development process is posting the code change proposals accepted by the two consensus committees for a first public comment period. At the close of the first comment period, the

subcommittees will reconvene to review the comments and recommend any changes to the respective consensus committees. A second public comment period follows that includes substantive text changes only. Public comment cycles continue until no substantive changes are received.

## Goals are met

When comparing the code development process for the 2021 IECC with the standards development process for the 2024 IECC, it appears ICC's goal of deliberating code change proposals in greater depth and detail is being met. For the 2021 IECC code cycle, about 560 proposals were heard during 10 days by a 12-member residential committee and a 16-member commercial committee. Compare that with about 450 proposals for the 2024 IECC considered by the two committees and subcommittees consisting of about 90 members each during five to six months.



Another comparison between the former code development process and standards development process is the IECC now will be a continual maintenance document, which means rather than updating the code every three years, updates may be proposed at any time and, if accepted by ICC, made available for jurisdictions to adopt immediately.

ICC hopes to have final language for the 2024 IECC by May or June 2023. If this cannot be achieved, commentors will be notified of the ICC appeal process. At this point, final approval of code changes will be voted on by more than 2,000 code officials. Those that are accepted will be included in the updated 2024 IECC and 2024 IRC, Chapter 11 for publication in the fall of 2023. 🏠🔧

**GLEN CLAPPER, AIA, LEED AP**, is an NRCA director of technical services.



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# WHY DOES MY COMPANY NEED *TRAC?*



Proper onboarding of employees is an important factor for success

by Amy Staska

**L**ev's parents were on his case to get a job and told him he couldn't keep living at home if he didn't have one, so Lev went out the next day looking for Help Wanted signs.

By the end of the day, Lev found a job with Sparks Roofing. The next morning, he showed up at the shop. Ten minutes later, he found himself in a truck with three other guys driving to a job site. Once there, he stood with a group of six people as one read a lesson about safety. Afterward, the guy who read the lesson introduced himself to Lev as the foreman and gave Lev a safety harness.

The foreman helped Lev cinch the harness and told Lev to follow him up the ladder. Once on the roof, the foreman gave Lev a tour of the roof, showed him how to tie off to the anchor point and told him to do what the

experienced workers told him to do, pointing to two men.

Lev felt encouraged, but the feeling was short-lived as he spent his day alternating between standing around not knowing what to do, being asked to do things he did not understand and retrieving items he was unable to identify. He also was on the receiving end of obvious frustration expressed in eye rolls, and a few times, one crew member lashed out at him for being "stupid."

At lunchtime, the foreman told Lev he would catch on eventually. Because roofing work always is on a tight timeline and the crew constantly is on the lookout for bad weather, the foreman explained to Lev no one has time or energy to "spoon feed" instructions, so Lev needs to pay attention and learn quickly. He then left Lev sitting by the





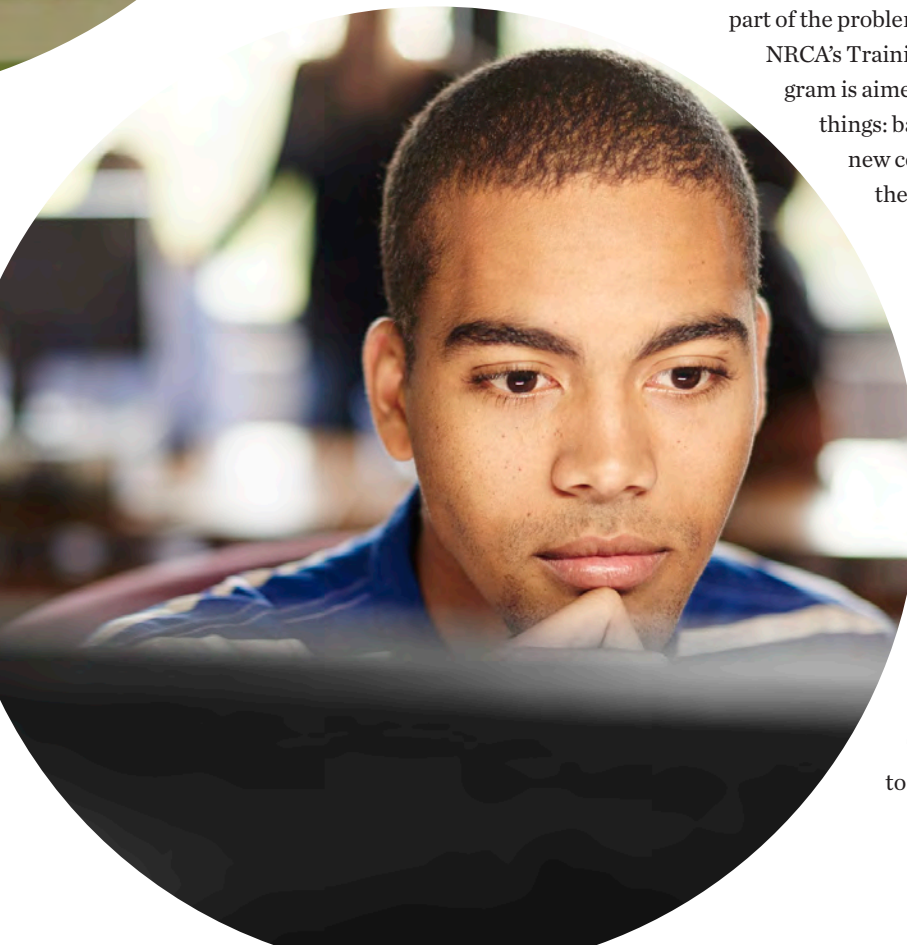
building alone while he went to join the crew on a lunch run.

Lev finished out the day, but he didn't return. He did not know roofing terminology, tools or equipment, or how to categorize what he observed in a way to help him learn from it.

If Lev had been introduced to training on his first day at Sparks Roofing, his experience may have led to a completely different outcome.

### What's Lev's problem?

The form of "on-the-job training" offered to Lev is like throwing a child into a swimming pool to let him or her figure out how not to drown. And it bears considering how well this philosophy works for roofing companies.



Cara Griffith, principal of Tandem Motion LLC, a workforce consulting firm based in Seattle, says: "One of the risks to the sink or swim approach is the potential for employees to cause new problems because of a lack of experience or knowhow ... organizations run the risk of negatively impacting the careers of high-potential employees, losing talent and weakening career progression. The associated costs go beyond recruiting and exit costs to the disruption of performance when people leave an organization."

Griffith's words are widely applicable in office and field cultures. Myriad aspects of company culture contributed to Lev's experience, not all of which are addressed by knowledge acquisition; however, one significant aspect of his experience is he did not have an informed idea about what was happening on the job site.

### Not a waste of resources

Some may ask whether training a brand-new employee is a waste of resources. This question is part of the issue because buried within it is the belief most hires for field work are not going to stick around.

New employees will feel this lack of investment. But what if you had access to a relatively low-investment resource that could provide a solution to address at least part of the problem?

NRCA's Training for Roof Application Careers program is aimed at providing new employees with two things: basic knowledge and confidence their new companies are committed to helping them succeed.

### TRAC provides basic knowledge

TRAC's aim is what NRCA calls "conversational competence." This means when a person has completed TRAC, he or she should be able to engage in a conversation about working on a roof and be helpful right away with uncomplicated tasks.

The knowledge component of TRAC is online and self-paced, and there are hands-on requirements.

TRAC's requirements are not intended to develop employees to proficiency but



give exposure that will provide context to new employees' observations and work. The hands-on parts of the program will require assistance for new employees. Someone with existing skills is necessary to set up, facilitate and sign off on these experiences. In part, this allows TRAC to be a vehicle to let new employees know their companies intend to help them succeed.

## TRAC communicates commitment

Being new always is challenging. Few new employees expect their first days and weeks to be without hurdles, but when a company provides evidence of meeting new employees halfway, it eases anxieties.

TRAC is uniquely designed for the novice. It assumes nothing whereas experienced roof system installers take their own hard-earned knowledge for granted and expect new employees to know more than they do, often belittling them for their ignorance.

Committing time to training during employees' initial days gives much-needed content and the confidence they will be equipped to succeed. This also is a perfect opportunity to assure employees you intend to continue training them in safety, roofing skills and more.

## Existing TRAC programs

TRAC comprises basic onboarding as well as explains specific roof systems.

Roof systems addressed in the growing TRAC library include asphalt shingles, EPDM and thermoplastic. Work has begun on architectural metal panels and clay and concrete tile, scheduled to be completed by fall 2023. All programs are available in English and Spanish.

And even if you install roof systems not yet addressed

by TRAC, you can provide employees with low- or steep-slope onboarding programs as a way of introducing them to roofing. These programs are included with every system program but also can be purchased separately.

## Managing employee progress

There are two aspects to managing employee progress through TRAC: tracking progress on an NRCA dashboard and providing personal accountability.

### TRAC dashboard

Employee progress can be monitored on a dashboard accessed through NRCA's website.

When your company purchases TRAC, your designated point of contact automatically is provided dashboard access. Other employees can gain access by contacting NRCA to be designated as Training Managers or by becoming NRCA Qualified Trainers (see sidebar).

The dashboard lists the names of employees enrolled in TRAC, divided by branch, if relevant, and their progress. All designated Training Managers can see completion percentages and data regarding module completion.

### Trainer accountability

The dashboard is helpful for managing progress, but managing people is never as effective as leading them. To that end, having a trainer or someone dedicated to overseeing the training function is the best way to guide people through the training.

TRAC is self-paced and relatively simple; however, it would be a mistake to believe all employees will complete the training on their own without encouragement. Follow-up questions such as "How's it going?" or "How far along are you in the TRAC program?" are more effective than passively noticing progress on the dashboard. Anyone can be assigned to follow up with trainees, but someone for whom it is his or her main responsibility will be most consistent.

Ideally, you have a full-time trainer at your company who not only helps employees get set up and complete TRAC but also facilitates intentional training of all employees. Most companies have someone on staff, or a vendor, dedicated to safety training, but what about installation training or interpersonal and leadership skills? A company trainer does not need to be an expert, but this person still can assess gaps between what various



employees *need* to know and be able to do versus what they *actually* know and can do. After assessing, trainers' jobs are to establish intentional plans to close identified gaps and ensure all employees are equipped to excel in their roles.

TRAC can be accomplished without a full-time or dedicated trainer. However, for employees to take training seriously, someone will need to assist them with access and periodic troubleshooting as well as give them some form of accountability.

## Facilitating TRAC

There are several ways a person can help with employee experiences during TRAC:

*Help getting started.* Although TRAC is relatively simple to navigate and does not require anyone to teach the content, many field employees need assistance gaining access. They will need their own email addresses, likely some initial navigation assistance and possibly computer access.

*Encouragement.* Many trainees are interested but may not be passionate about their training. As noted, accountability in the form of questions or expectations can provide some much-needed motivation.

*Assistance.* Some employees may struggle with comprehension or find activities or exam questions challenging to navigate. A trainer may come alongside struggling employees to discern whether they cannot comprehend the content or just need some assistance. For example, an individual with attention deficit disorder may be excellent with his or her hands in a high-paced environment but may struggle to sit at a computer.

Someone dedicated to the training function will have the time and energy to figure out how to help people learn in ways that will work for those individuals. Although TRAC is designed to be self-paced and completed individually, some companies plan times when groups get together and review the modules (with each person navigating on their own devices to maintain tracking) as a group.

*Recognition.* Recognizing accomplishments shows employees they are noticed and important. Trainers involved with employees at this level genuinely will be enthused by progress and completion and draw positive attention to accomplishments. As companies acknowledge and celebrate their employees, those employees, in turn, become more loyal to the companies that affirm them.

## A different outcome

Lev knew he still needed a job, so though he had a bad experience at the first roofing company, he decided to take a chance with another roofing company across town (turns out lots of roofing companies are hiring).

This time, the person who hired him told him to

come to the office the next day prepared to be in front of a computer for the better part of the day. Lev learned he would go on a tour of the company, take some online training and meet the company trainer who would, later in the week, start giving him a feel for the tools and equipment he would learn about in the online training.

Lev was assured he would learn the “nuts and bolts” of roofing work before he would be sent to a job site, and he would be able to engage in more training to learn new skills to become an expert installer.

Lev left energized to begin

his new job, feeling like this company was going to help him learn and fit in. The hiring manager at the company also was pleased, believing what they offer Lev and other new hires will help keep their employee retention and satisfaction high.

When Lev went home that night, he found a new place to live beginning the following month. He was just as anxious as his parents to move out of their house, and now he could finally make it happen.

To learn more about TRAC, go to [nrca.net/education/trac](https://nrca.net/education/trac). 📱💻🔗

### NRCA QUALIFIED TRAINERS

If you don't have a designated trainer on staff, consider sending someone to NRCA's Qualified Trainer conference. This two-day online conference will equip your employees to plan and execute effective training and provide exclusive resources for hands-on skills training. Visit [nrca.net/education/qualified-trainer](https://nrca.net/education/qualified-trainer) or call June Brentanos, NRCA University's program coordinator, at (847) 493-7533 for more information.

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**AMY STASKA** is vice president of NRCA University.



Left and right: The architecture of Remy's Ratatouille Adventure is provincial meets crookedology.

# ROOFING A DISNEY RIDE



P&A Roofing and  
Sheet Metal helps build  
Remy's Ratatouille  
Adventure in Florida

by Chrystine Elle Hanus





Top and bottom: Interior views of Remy's Ratatouille Adventure



**PROJECT NAME:** Remy's Ratatouille Adventure

**PROJECT LOCATION:** Orlando, Fla.

**PROJECT DURATION:** August 2018-March 2021

**ROOF SYSTEM TYPES:** Polymer-modified bitumen, natural slate, synthetic slate and zinc

**ROOFING CONTRACTOR:** P.A. Roofing and Sheet Metal Inc., Orlando

**ROOFING MANUFACTURERS:** Evergreen Slate Co. Inc., Middle Granville, N.Y.; GCP Applied Technologies, Alpharetta, Ga.; PetraSlate Tile & Stone, Denver; RHEINZINK® America, Woburn, Mass.; SOPREMA® Inc., Wadsworth, Ohio; Westlake Royal Building Products,™ Lenexa, Kan.



Exterior metal roof decks under construction

Designed by Walt Disney's Imagineering team, Remy's Ratatouille Adventure 4D ride experience at Walt Disney World, Orlando, Fla., brings the 2007 Pixar film "Ratatouille" to life. The movie and ride are based on fictional character Remy, a rat, who dreams of becoming a great chef. Remy moves to Paris to follow his dream, and with the help of a hapless garbage boy, Linguini, Remy puts his culinary skills to the test in the kitchen, but he must stay in hiding, often with hilarious consequences.

Located in the France Pavilion of Epcot, Remy's Ratatouille Adventure cost \$270 million to complete. Similar in height to the Pirates of the Caribbean attraction in the Magic Kingdom, the architecture of Remy's Ratatouille Adventure is provincial meets crookedology (components installed slightly out of plumb or contain variations different than a typical installation).

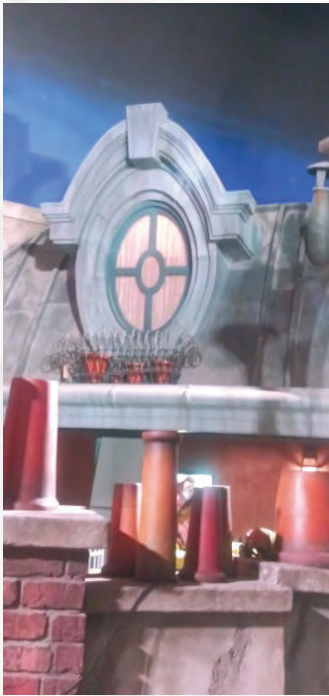
The unique project was awarded to general contractor Balfour Beatty PLC, London, that partnered with P.A. Roofing and Sheet Metal Inc., Orlando, the roofing contractor for the project.

## Scope of work

In August 2018, the P.A. Roofing and Sheet Metal team began work on the project. The scope of work included:

- Three shifts of crews working six days per week
- Coordinating work with other subcontractors
- Building mock-ups
- Providing temporary protection
- Working with crookedology designs
- Installing multiple roof systems: polymer-modified bitumen, natural slate, synthetic slate and zinc
- Installing sheet-metal flashing
- Installing vertical metal wall panels
- Installing canopies over doors
- Building interior roof façades





Interior roof



All the zinc panels for the attraction's interior roof, gutters, drains, chimney and crown molding were custom-made by P.A. Roofing and Sheet Metal craftsmen.

The attraction's exterior design includes Gusteau's Restaurant and surrounding buildings that make up a Parisian plaza. Guests in queue for the ride walk along an artist's loft that leads to Paris rooftops, where guests are "shrunk" to the size of rats. After guests board their "ratmobiles" on the roof of Gusteau's Restaurant, they are taken on an adventure with Remy and the spirit of Chef Auguste Gusteau.

On the exterior roof where dormers were installed by Balfour Beatty, the P.A. Roofing and Sheet Metal crew applied GRACE ULTRA™ underlayment to the metal decks followed by DaVinci composite slate in evergreen and gray-purple. Workers topped the dormers with RHEINZINK® angled standing-seam titanium zinc roof panels.

On the attraction's interior canopies, the P.A. Roofing and Sheet Metal team installed RHEINZINK angled standing-seam titanium zinc roof panels and PetraSlate's Everglade Slate.

On the interior walls, workers installed RHEINZINK standing-seam titanium zinc panels and Evergreen Slate Co. Inc.'s Vermont Natural Slate along with sheet-metal flashing and trim.

To create the interior roof façades, workers mechanically fastened SOPREMA® SBS polymer-modified bitumen laminated coverboards to the metal decks and installed three plies of SOPREMA polymer-modified bitumen applied with a torch.

All the zinc panels for the attraction's interior roof, gutters, crookedology drains, chimney and crown molding were custom-made by P.A. Roofing and Sheet Metal's craftsmen.

In addition, on a roof over the restrooms, workers installed a combination of RHEINZINK and Englert convex and concave standing-seam titanium zinc panels roll-formed by P.A. Roofing and Sheet Metal craftsmen.

## Safety

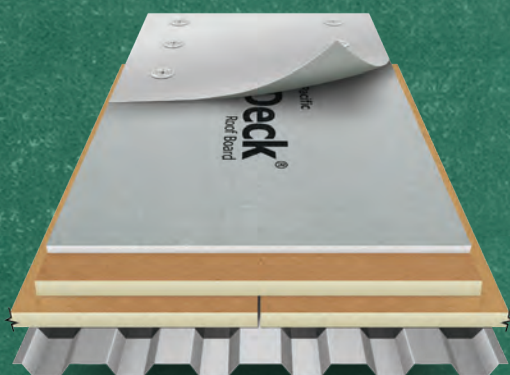
The P.A. Roofing and Sheet Metal crew held regular safety meetings and adhered to strict on-site safety protocols that included the following:

- Wearing hard hats, safety glasses, safety vests and gloves at all times
- Setting up safety cones and warning lines
- Placing fire extinguishers at ground and roof levels
- Placing 20-pound water-filled extinguishers at gas-powered tool, propane tank, propane storage and torch-application points
- Placing two 20-pound fire extinguishers and one water-filled fire extinguisher at each torch on the roof
- Securing propane tanks on the roof
- Acquiring daily hot work permits and providing two-hour fire watches after completion of hot work
- Wearing personal fall protection: body harnesses and retractable lifelines with labeling in place and discernable



To view a video tour of Remy's Ratatouille Adventure, go to [professionalroofing.net](http://professionalroofing.net).





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On the roof over the restrooms, P.A. Roofing and Sheet Metal craftsmen roll formed convex and concave standing-seam titanium zinc panels.



Composite slate was used for the exterior roof.



Exterior view of Remy's Ratatouille Adventure

- Wearing long-sleeve shirts and gloves for all hot and metal work
- Following specific fall-protection methods according to the roof plan map
- Using appropriate ladders
- Tethering tools
- Using manlifts and spotters

## Challenges

Working on a one-of-a-kind Disney project had its obstacles.

“Trying to present our ideas in a 2D format when the art directors are visualizing them in their 3D minds was a bit of a challenge,” says Robert DeVarona, president of P.A. Roofing and Sheet Metal. “We created eight to 10 mock-ups before everyone agreed on the final look for the project.”

One of the most interesting parts of the project is inside the attraction.

“As a roofing contractor, I understand our clients are not able to see all their roofs from the ground,” DeVarona says. “But for this project, we were responsible for installing roofs on the interior. We had to make sure the metal panels installed where guests could encounter them were harmless and would not cause injuries.

“Being able to have our clients and guests see our roofing work inside the ride and over the restroom entrance is satisfying. As a trained roofing contractor who has never installed a crookedology design, it was a bit of a struggle to make sure our technicians didn’t lay down a perfect roof.”

## C’est magnifique!

After subcontracting work was completed in March 2021, the P.A. Roofing and Sheet Metal crew returned to remove temporary protective items such as plywood and patched and repaired areas.

When Remy’s Ratatouille Adventure opened in October 2021 as part of Disney World’s 50th anniversary kickoff, it sold out for passholders.

“We went above and beyond standard techniques and methods to provide Disney and fans with an amazing adventure ride with an inspiring final product,” DeVarona says.

For its work on Remy’s Ratatouille Adventure, P.A. Roofing & Sheet Metal was named a 2022 Gold Circle Awards finalist.

“We at P.A. Roofing and Sheet Metal are proud of this unique project,” DeVarona says. “It is a rare opportunity to implement a roof on the inside of a project. Our clients and their clients can see a beautiful roof in place without the dangers of being on the roof. The intricate patterns and materials just add to the splendor that Disney brings!” 🌟🌟🌟

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





# Simple rules keep little slips from becoming big falls.

CNA Risk Control experts know that roofing fatalities occur at nearly twice the rate of other construction trades. That's why as part of our fall protection program, we recommend a 100% tie off with fall exposures over six feet. It's a guideline that helps limit injuries to bruises and scrapes, and helps our clients avoid financial disaster.

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

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# ADDED PROTECTION





# The ADA protects those with opioid use disorder

by Trent Cotney

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

For the past several years, opioid abuse and addiction have been headline news. Countless individuals' and families' lives have been adversely affected by these dangerous and over-prescribed drugs. The situation is heartbreaking for everyone involved, and it is important for you to be aware of protections given to employees with opioid use disorder under the Americans with Disabilities Act.

On April 5, 2022, the Department of Justice issued guidance for employers that stated the ADA recognizes opioid use disorder as a disability. Therefore, it is illegal to discriminate against workers with the condition.

## UNDERSTANDING THE ADA

The ADA is a federal law that provides the protection of civil rights for individuals with disabilities. The law's intent is to ensure those with disabilities have the same rights and opportunities as anyone else. These rights include purchasing goods and services, participating in government programs and having employment opportunities. According to these stipulations, agencies, schools, medical facilities and other entities cannot discriminate against people with disabilities. Instead, they must provide reasonable accommodations to guarantee these individuals' civil rights.

The ADA covers people with opioid use disorder because the disorder is considered a disability. The ADA defines disability differently than other laws, such as those related to Social Security benefits. The ADA's definition has three parts:

- A condition of mental or physical impairment that significantly limits everyday activities
- A recorded history of having a disability
- A perception that someone has a disability or is regarded as having one



To read the Department of Justice's guidance recognizing opioid use disorder as a disability, go to [professionalroofing.net](https://www.professionalroofing.net).



Those with opioid use disorder have a disability because they suffer from drug addiction. The ADA considers drug addiction to be a mental or physical impairment that limits major life activities. The ADA offers protection to those who are currently in rehabilitation and no longer using; those with a history of drug use if they have gone through rehabilitation and are no longer using; and those believed to have opioid use disorder (whether that belief is accurate or not). The ADA does

not cover people who are actively using illegal drugs. “Illegal” can mean the drugs were not prescribed or used beyond the prescribed amount.

The DOJ guidance was issued to help decrease the stigma often associated with opioid use disorder and provide support for those seeking treatment. DOJ noted this information is “an important part of combating the opioid epidemic across American communities. While this document focuses on individuals with [opioid use disorder], the legal principles discussed also apply to individuals with other types of substance use disorders.” It aims to prioritize “prevention, enforcement and treatment.”

## YOUR BUSINESS

According to the ADA, businesses with 15 or more employees are forbidden from discriminating against people with disabilities. Employers with affected workers must make reasonable accommodations so workers can perform their primary job functions. However, if drug testing is part of your company’s policies, the situation can get complicated.

Many workers with opioid use disorder take prescribed medication to combat their addictions. With medication-assisted treatment, those with opioid use disorder receive counseling and therapy. The program is supervised by licensed healthcare providers and includes medications for opioid use disorder. These can include other opioids such as buprenorphine, methadone or naltrexone, which the Food and Drug Administration has approved for treating opioid use disorder. Therefore, workers who are in medication-assisted treatment may test positive in drug screenings, which means you will need to differentiate between illegal drug use and substances used in treatment. Because it is illegal to discriminate against workers who are in treatment, workers under opioid use disorder medical treatment care cannot

be fired or denied a job if they test positive for an opioid.

In addition, it is illegal to discriminate against any workers who associate with others, such as friends or family members, who have opioid use disorder.

You are allowed to implement and enforce policies related to substance abuse and drug testing. But you must use caution and ensure you are not targeting those who have been prescribed medication as part of their addiction treatment. Make certain your company drug policy offers employees a chance to explain if they test positive.

However, you are within your rights to take disciplinary action against workers who are taking illegal drugs or come to work impaired. Also, ensure supervisors can recognize the signs of drug and alcohol impairment. It is critical they sound the alarm if workers are unable to complete their tasks or are risking job-site safety. Then, you can calmly and methodically investigate the issue.

Also, you are within your rights to deny employment to or terminate employees with opioid use disorder if they cannot do their jobs effectively or safely or violate some other federal law. Just be confident you have evidence to back up any such claims.

## FINAL ADVICE

Managing a company is challenging on many levels. When you learn an employee has tested positive on a drug screening or is recovering from opioid use, your first reaction might be negative. However, before jumping to conclusions, take the time to understand the situation and listen to his or her explanation. And if the positive test is the result of opioid use disorder, give that employee credit for seeking help. Your support may play a part in helping your worker avoid a relapse.

For articles related to this topic, see “The epidemic is real,” May 2019 issue and “Focus,” April 2017 issue.

If you have questions about handling screenings and other drug-related issues at your company, do not hesitate to seek legal counsel. An experienced employment attorney can explain the ADA standards and help you navigate the issues you are facing. 📞👥

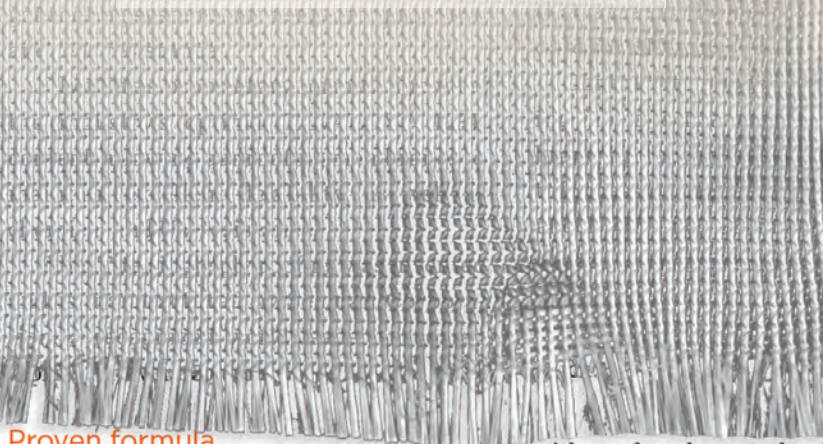
**TRENT COTNEY** is national construction practice group leader at the law firm Adams and Reese LLP, Tampa, Fla., and NRCA’s general counsel.



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## MANUFACTURER NEWS

### Altenloh, Brinck & Co. unveils training center

**Altenloh, Brinck & Co.**, Bryan, Ohio, has unveiled a new 12,000-square-foot training center at its headquarters in Bryan. The creation of the training center was made possible by the company's expansion to a new packaging facility in Pioneer, Ohio.

"We are proud to open this newly built training center for not only training specific to plant operators but also overall workforce development education," says Allyn Luce, vice president of manufacturing for Altenloh, Brinck & Co. "Building our new Pioneer packaging facility and shifting team members and equipment to that location enabled us to dedicate space at our home office for these important training needs."

The training center has one large training classroom with the capacity to fit 114 people or convert to four separate training rooms. Each room features new technology, including Clevertouch interactive smart boards for training, presentations and collaboration. The training center also features an open space to accommodate full production equipment for hands-on operator training.

Other training elements include hands-on training carts and individual modules for maintenance, controls and robotic training. Training will be completed by full-time, dedicated training staff with experience in continuous education and cold-forming technology.

### GAF plans asphalt shingle recycling operation

**GAF**, Parsippany, N.J., has announced plans for a commercial-scale asphalt shingle recycling operation to reclaim post-consumer shingle waste and support production of the first roofing shingles manufactured with recycled asphalt.

The operation includes a new asphalt shingle recycling center in Corsicana, Texas, designed to take end-of-life roofing shingles, reclaim 90% of the waste material collected and create high-quality recycled asphalt briquettes that can be transported and used in the manufacture of new products. It also includes an expansion to GAF's Ennis, Texas, shingle plant, allowing the plant to use the briquettes to manufacture shingles containing recycled material.

GAF expects both components to be fully operational by the end of 2023. The company plans to scale the recycling capability with a goal of incorporating recycled asphalt content across all GAF shingle products and diverting at least 1 million tons of asphalt shingles annually from landfills by 2030. Once operations are up and running, the Corsicana facility will be able to divert 300,000 tons of shingle waste from landfills per year, supplying the Ennis plant and other shingle facilities with enough recycled asphalt briquettes to produce shingles containing recycled content for more than 660,000 homes each year.

"The breakthrough technology that we have developed not only allows us to create a circular economy for asphalt roofing shingles but also creates a product that can be used by any company that requires asphalt as a component of its manufacturing process," says Jim Schnepfer, GAF's CEO. "We are proud of this important milestone, which is good for the industry and the planet."



### Atlas® Roofing sponsors ARCA Menards Series race

**Atlas Roofing Corp.**, Atlanta, was the title sponsor of the ARCA Menards Series race on the Springfield Mile at the Illinois State Fairgrounds Sunday, Aug. 21. The event was televised live on MAVTV. Since the 1960s, the final weekend of the Illinois State Fair has featured two days of motorsports on the 1-mile dirt oval, with open-wheel cars on Saturday and stock cars on Sunday.

"We always look forward to the summer months because that's prime roofing season," says Stanley Bastek, sales and marketing vice president for Atlas Roofing's shingles and underlayments division. "It was exciting for all of us to see the Atlas Roofing name as the entitlement sponsor for an ARCA Menards Series race and even better for us to be associated with one of the most unique and traditional races on the schedule."

In addition, Atlas Roofing announced four of its asphalt shingle manufacturing plants received recognitions for safety in the Asphalt Roofing Manufacturers



Atlas Roofing's Meridian, Miss., manufacturing plant was recognized for workplace safety.

Association's 2021 Accident Prevention Contest. The annual contest honors asphalt roofing manufacturing facilities for workplace safety, specifically low-incident rates among workers.

Four Atlas Roofing plants won six awards in two categories for their continued and improved safety records. Facilities in Ardmore, Okla.; Daingerfield, Texas; and Meridian, Miss., won Perfect Employee Safety Certificates, and facilities in Daingerfield; Hampton, Ga.; and Meridian won Certificates of Safety Improvement. Perfect Employee Safety Certificates recognize plants that have perfect scores for the reporting year, and Certificates of Safety Improvement recognize plants that demonstrated an improvement of at least 25% over their previous year's performance.



## Georgia-Pacific Chemicals acquired by Bakelite Synthetics

**Georgia-Pacific Chemicals LLC**, Atlanta, has been acquired by Bakelite Synthetics, Atlanta, a global producer of thermoset specialty resins, solutions and engineered thermoset molding compounds.



With the acquisition, Bakelite Synthetics expands its portfolio of products, brands and customers with Georgia-Pacific Chemicals' resin and formaldehyde technology and increases access to end markets in building materials, transportation, industrial, chemical intermediate and specialty resins.

The acquisition includes 11 chemical facilities employing about 600 people in the U.S. and South America. Georgia-Pacific Chemicals' new headquarters will be in Atlanta.

## TAMKO® Building Products launches affinity programs

**TAMKO Building Products**, Galena, Kan., has launched three new affinity programs featuring EagleView, Hail-



Trace and RoofersCoffeeShop® for members of The TAMKO Edge™ contractor program.

The affinity relationships make available special offers and discounts for members of The TAMKO Edge. EagleView provides aerial imagery and property measurement reports. HailTrace offers hail, wind and tornado tracking solutions to give contractors timely leads regarding properties affected by severe weather. And RoofersCoffeeShop is a networking site for roofing professionals that also provides information, materials, services, tools, labor and training.

Additional details are available at [tamkoedge.com](http://tamkoedge.com).

## CONTRACTOR NEWS

### Founder of Roofing Solutions recognized by *Engineering News-Record*



de la Cruz

Tupac de la Cruz, founder of **Roofing Solutions LLC**, Prairieville, La., was recognized by *Engineering News-Record* as one of its Top 20 Under 40 for 2022.

The 2022 Top 20 Under 40 were selected from nearly 400 nominations submitted during fall 2021. A panel of independent industry judges chose 20 individuals who represent the pinnacle of leadership skill, community service, work ethic, talent and diversity.

Highlighted in an *Engineering-News Record* article available at [enr.com](http://enr.com), the top 20 met in Tempe, Ariz., in February for a conference and conversation about the construction industry's top issues. They discussed topics such as climate change, the skilled labor shortage, the role of technology and investing in training.

During the discussions, de la Cruz cited supply chain issues as one of his biggest concerns.

"It's hitting the whole industry," he said. "I am hoping it gets fixed—hopefully not through a recession but through manufacturers being able to keep up and ports being able to receive some raw materials to make some of the components that we need."

He also noted how his company works to overcome the challenge of having four generations in the workforce with distinct views regarding construction careers.

"We continue to proactively work with trade schools and local high schools so we can attract some of these kids that decide not to go undergrad," de la Cruz says. "But it's complicated."

## DISTRIBUTOR NEWS

### Gulfeagle Supply acquires Brightview Distribution

**Gulfeagle Supply**, Tampa, Fla., has acquired Brightview Distribution, Farmingdale, N.Y.

Established in 2008, Brightview Distribution specializes in siding, roofing, windows and doors for customers in the greater Long Island area.

The acquisition expands Gulfeagle Supply's presence to Long Island and the surrounding boroughs of New York City to better serve builders and remodelers.

Gulfeagle Supply has more than 100 locations in the U.S.

### ABC Supply receives workplace award

**ABC Supply Co. Inc.**, Beloit, Wis., has received a Gallup® Exceptional Workplace Award for the sixteenth consecutive year.

The award recognizes the best workplaces in the world in terms of employee engagement. ABC Supply is one of 41 companies to receive the 2022 award and one of two companies to have received the award each year since its inception. A complete list of winners is available at [gallup.com](http://gallup.com).



# NRCA

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**[NRCA.NET/LEGALCONFERENCE](http://NRCA.NET/LEGALCONFERENCE)**



## OTHER NEWS

Roofing Alliance  
announces new leadership

The **Roofing Alliance** has announced its board of trustees for 2022-23. Kelly Van Winkle, president and CEO of King of Texas Roofing Co. LP,

Grand Prairie, is the organization's first female president, and Greg Bloom, vice president of national and strategic accounts for Beacon Building Products, Herndon, Va., is vice president. Jason Dark, vice president of sales for Duro-Last Roofing Inc., Saginaw, Mich., is secretary/treasurer.

Additionally, the following are serving as trustees:

- Charles Antis, founder and CEO of Antis Roofing & Waterproofing Inc., Irvine, Calif.
- Piers Dormeyer, president of construction and utilities for EagleView, Bellevue, Wash.
- Greg Hudson, director of commercial Dens sales for Georgia-Pacific Gypsum, Atlanta
- Michelle Lane, vice president of marketing and communications for Holcim, Nashville, Tenn.
- Dave Lawlor, national sales manager, roofing, for ROCKWOOL, Ontario, Canada
- Steve Little, president of KPost Roofing & Waterproofing, Dallas
- Bob Morgan, CEO of Upstate Roofing and Painting Inc., Rochester, N.Y.
- Stephen Phillips, senior partner at Hendrick Phillips Salzman & Siegel P.C., Atlanta
- Bob Pringle, vice president of Evans Roofing Co. Inc., Elmira, N.Y.
- Kyle Thomas, vice president of Thomas Roofing, Mobile, Ala.
- Dave Tilsen, president of Tilsen Roofing Co. Inc., Madison, Wis.
- Daniel Tinker, president and CEO of SRS Distribution Inc., McKinney, Texas
- John Yuko, president of GSM Roofing, Ephrata, Pa.

Roofing & Exteriors announces  
Power Players list

**Roofing & Exteriors**, the digital media brand for the International Roofing Expo,<sup>®</sup> has announced its Power Players list—an industry recognition



program sponsored by SRS Distribution Inc., McKinney, Texas. The program honors 50 top roofing and exteriors firms selected based on various factors, including annual revenue, community engagement, social media use, innovation and growth, diversity efforts and technology adoption. Companies named on the list are recognized on Roofing & Exteriors' website and in its weekly newsletter.

The following NRCA members were named Power Players:

- Absolute Roofing & Waterproofing, Austin, Texas
- Allied Xteriors, Ponchatoula, La.
- Antis Roofing & Waterproofing Inc., Irvine, Calif.
- Aspen Contracting Inc., Lee's Summit, Mo.
- Boyce's Roofing & Repair, Oceanside, Calif.
- CentiMark Corp., Canonsburg, Pa.
- CMR Construction & Roofing, Haltom City, Texas
- Cross Timbers Roofing, Richmond, Va.
- The Durable Slate Co., Columbus, Ohio
- E. Cornell Malone Corp., Jackson, Miss.
- Gorman Roofing Services Inc., Phoenix
- Gunner, Greenwich, Conn.
- Harbeck Roofing & Remodeling, Angier, N.C.
- Henson Robinson Co., Springfield, Ill.
- Kalkreuth Roofing and Sheet Metal, Wheeling, W.Va.
- Kelly Roofing, Naples, Fla.
- Legacy Roofing, Clearfield, Utah
- Merit Contracting, Rochester, Minn.
- MG Roofing Inc., Muscle Shoals, Ala.
- P&A Roofing and Sheet Metal Inc., Orlando, Fla.
- Pinnacle Construction, Omaha, Neb.
- The Pinnacle Group, Richmond, Va.
- Rackley Roofing Co. Inc., Carthage, Tenn.
- Roofing Solutions LLC, Prairieville, La.
- Spann Roofing & Sheet Metal Inc., Conway, S.C.
- Sterling Commercial Roofing Inc., Sterling, Ill.
- Superior Roofing Inc., Aurora, Colo.
- Tecta America Corp., Rosemont, Ill.
- United Materials LLC, Denver

The complete list of 2022 Power Players is available at [roofingexteriors.com/news-views/industry-news](https://roofingexteriors.com/news-views/industry-news).

## ASTM International presents award

**ASTM International**, West Conshohocken, Pa., has presented the Award of Merit to Matthew Innocenzi, principal at Nick Innocenzi and Sons Consulting Engineers & Associates LLC, Warrenton, Va., for his contributions to ASTM International's Committee C11 on Gypsum and Related Building Materials and Systems.



Innocenzi

Established in 1949, the Award of Merit is ASTM International's highest recognition for distinguished service and outstanding participation in ASTM International committee activities.

Innocenzi was recognized for his refined technical acumen, helpful assistance creating standards and measured negotiation of tough industry issues. An ASTM International member since 2003, Innocenzi previously was honored by the committee with the Award of Appreciation in 2018.

## RT3 announces board of directors

**Roofing Technology Think Tank**, York, Pa., has announced Deryl Kratzer, president and COO of National Roofing Partners, Coppell, Texas, will serve as president, and Wendy Marvin, CEO of Matrix Roofing & Home Solutions, Five Corners, Wash., will serve as treasurer.

In addition, Jeremy Dickmann, CEO of Apollo Primm Commercial Roofing, Forest Park, Ga., and Jon Gardner, national training and development leader for Owens Corning, Toledo, Ohio, are the newest board members. Andrew Centauro, COO and director of marketing for Elmer W. Davis Inc., Rochester, N.Y., and John Kenney, CEO of Cotney Consulting Group, Tampa, Fla., also serve on the board.



## UP THE LADDER

Jobba Trade Technologies has named **Dennis Keglovits** chief customer officer.

Mule-Hide Products Co. Inc. has named **Chris Kuykendall** fluid-applied segment manager.

TuffWrap® Installations Inc. has named **Daniel J. Schmidt** national sales director.

## THE INDUSTRY ONLINE

RoofersCoffeeShop® has announced MetalCoffeeShop,™ a new website benefiting the metal construction industry, now is available at **metalcoffeeshop.com**. The website focuses on providing

education for the growth and success of metal construction businesses, including those that install metal roofing, walls, gutters and HVAC, while maintaining an online community for metal professionals.



Westlake Royal Roofing Solutions™ has introduced its **Dream Home Visualizer**, an interactive design tool developed to enhance users' roof selection experiences. The tool allows build-

ers, contractors, remodelers and homeowners to visualize the exterior of a home with a variety of roofing material options and trim colors. The Dream Home Visualizer is available at [westlakeroyalroofing.com/dream-home](http://westlakeroyalroofing.com/dream-home).

## NRCA NEWS

### Registration is open for NRCA's legal conference

NRCA has opened registration for its legal conference, Roofing Issues: Decks to Dockets, Oct. 27-29 at the JW Marriott Austin in Austin, Texas.

The legal conference offers tools and knowledge to enhance business operations, manage risk and help propel companies to new levels of success. During the three-day learning experience, participants

will receive 11 hours of in-depth information about current legal, contractual, safety, technical and business issues that will inspire innovative business ideas attendees can implement immediately.

Register online at [nrca.net/legalconference](http://nrca.net/legalconference).





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## NRCA NEW MEMBERS

### ARCHITECTS/ENGINEERS/

#### CONSULTANTS

Aquatech Consultancy Inc., Walnut Creek, Calif.  
Coleman Consulting LLC, Baltimore  
Dandeneau Architecture, Pinehurst, N.C.  
Northwest Investigative Engineering Inc., Eagle, Idaho  
Reeves Consulting Inc., Duluth, Ga.  
The School of Roofing, Maricopa, Ariz.  
TriGain Inc., Spring Hill, Fla.  
USF, Metairie, La.

#### CONTRACTORS

Absolute Roofing and Construction, Searcy, Ark.  
Aduddell Industries, Port St. Lucie, Fla.  
Advanced Roofing and Woodworking Inc.,  
West Chicago, Ill.  
Advanced Roofing Solutions LLC, Katy, Texas  
Aguilar Roofing, Costa Mesa, Calif.  
AR, San Antonio  
Ballman Roofing & Coating LLC, Kasota, Minn.  
Benchmark Exteriors, Oak Brook, Ill.  
BYLTup, Long Beach, Calif.  
Citadel Contracting, Raleigh, N.C.  
Dynamic Home Improvements LLC, Franklin Lakes, N.J.  
First Choice Consulting, Centerville, Minn.  
FIXX LLC, Gurnee, Ill.  
Flawless Roofing & Construction, Rochester, N.Y.  
Home Restorer P&G LLC, Katy, Texas  
Husky Restorations LLC, Auburn, Ga.  
Knowles Roofing LLC, Canton, Texas  
Mackie One Construction LLC, New Orleans  
Marquee Restoration, Washington Crossing, Pa.  
Martino Home Improvements, Madison Heights, Mich.  
Monarch Roofing, Wilmington, N.C.

Nu-Worx LLC, Kenner, La.

OakTree Management Group LLC, San Antonio  
Ram Roofing & Remodeling, Austin, Texas  
Rescue Roofer Inc., Mission Viejo, Calif.  
R-Squared Services LLC, Elizabethtown, Ky.  
Southern Elite Roofing Inc., Kennesaw, Ga.  
Steel Rudder Roofing, Jacksonville, Fla.  
Thunder Bay Roofing LLC, Edgewater, Md.  
Veterans Roofing and Home Improvements,  
Ledbetter, Ky.  
Western Roof Co., Waco, Texas

### INDUSTRIAL/INSTITUTIONAL

CTI, Saint Paul, Minn.

### MANUFACTURER

WR Meadows Inc., Hampshire, Ill.

### MANUFACTURER REPRESENTATIVE

Exterior Building Solutions, Havertown, Pa.

### SERVICE PROVIDERS

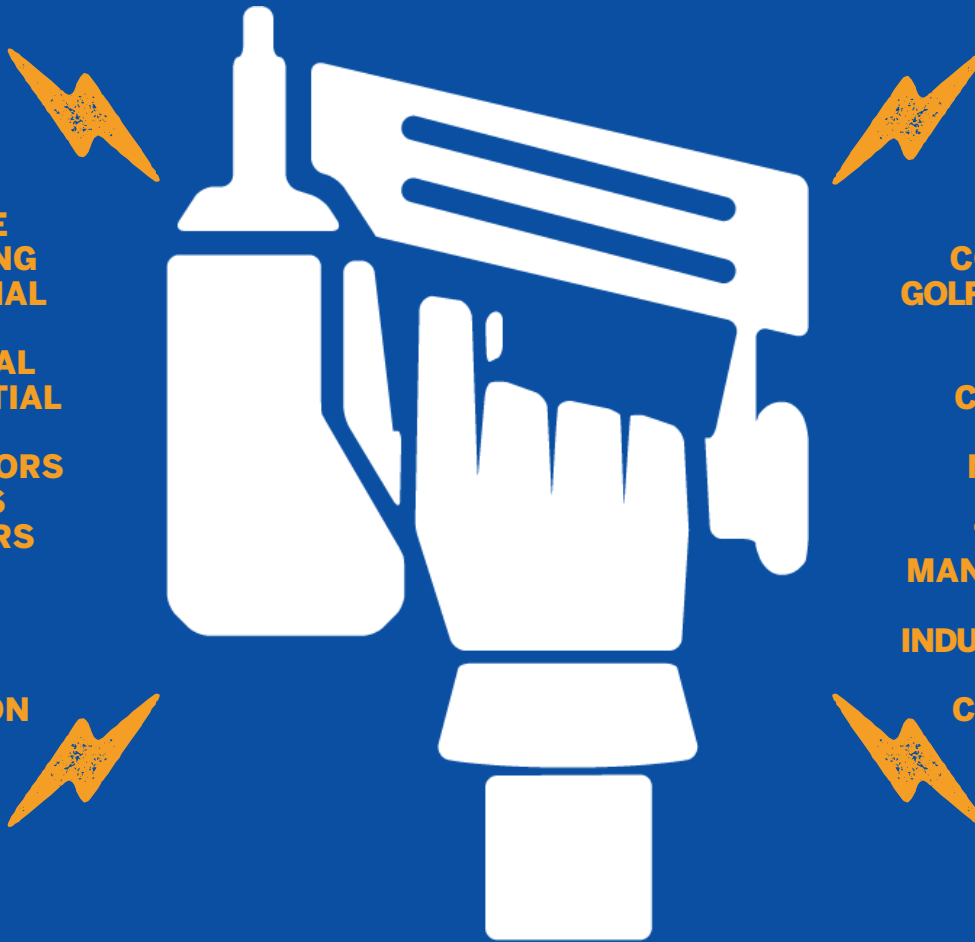
Roofers Choice Insurance, Waxahachie, Texas  
STACK Construction Technologies, Blue Ash, Ohio



# ROOFING

★ CONFERENCE & EXPO ★

SEPT 27-29 2022



ROOFER  
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EDUCATIONAL  
SESSIONS  
COMMERCIAL  
& RESIDENTIAL  
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REMODELERS  
WELCOME  
RECEPTION  
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CONTRACTORS  
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HUGE EXPO  
NEW ROOFING  
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## EVENTS

### SEPTEMBER

**14**

#### **Virtual Foreman Leadership Training, Level 2**

NRCA

Online

Contact: Jeff Jarvis, NRCA's vice president of membership, sales and business development (847) 493-7512 or [jjarvis@nrca.net](mailto:jjarvis@nrca.net)  
nrca.net

**24-26**

#### **Western Roofing Expo**

Western States Roofing Contractors Association

Las Vegas

Contact: WSRCA (800) 725-0333 or [info@wsrca.com](mailto:info@wsrca.com)  
[westernroofingexpo.com](http://westernroofingexpo.com)

**27-29**

#### **2022 RCAT/MRCA Conference & Expo**

Roofing Contractors Association of Texas and Midwest Roofing Contractors Association

Fort Worth, Texas

Contact: MRCA (800) 497-6722 or [mrca@mrca.org](mailto:mrca@mrca.org)  
mrca.org

### OCTOBER

**12**

#### **Virtual CERTA Train-the-trainer**

NRCA

Online

Contact: NRCA's Customer Service Department (866) ASK-NRCA (275-6722) or

[info@nrca.net](mailto:info@nrca.net)  
nrca.net

**12-14**

#### **METALCON 2022**

Metal Construction Association  
Indianapolis

Contact: PSMJ Resources Inc. (617) 965-0055 or [info@metalcon.com](mailto:info@metalcon.com)  
metalcon.com

**26-27**

#### **NRCA's Virtual Qualified Trainer Conference**

NRCA

Online

Contact: Jared Ribble, NRCA's director of Qualified Trainer and ProCertification® programs (847) 493-7526 or [jribble@nrca.net](mailto:jribble@nrca.net)  
nrca.net

**27-29**

#### **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 (847) 493-7573 or [alavalley@nrca.net](mailto:alavalley@nrca.net)  
nrca.net/legal

### NOVEMBER

**6-8**

#### **RoofCON**

Roofing.com  
Orlando, Fla.

Contact: RoofCON support  
[roofCON@roofing.com](mailto:roofCON@roofing.com)  
roofcon.com

**8-11**

#### **NRCA's Fall Meetings**

NRCA

Chicago

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

**17**

#### **CERTA Train-the-trainer**

NRCA

Elgin, Ill.

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

### DECEMBER

**1**

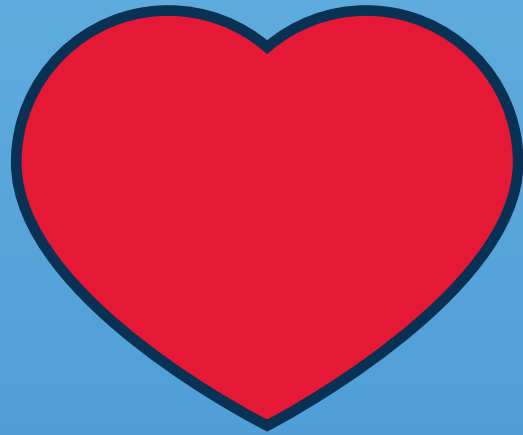
#### **Foreman Leadership Training, Level 1**

NRCA

Rosemont, Ill.

Contact: Jeff Jarvis, NRCA's vice president of membership, sales and business development (847) 493-7512 or [jjarvis@nrca.net](mailto:jjarvis@nrca.net)  
nrca.net





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from **Quicksilver Engineering** set up instantly, are spaced 40 feet apart and meet OSHA requirements. The one-piece stands are made of durable welded steel with rubber pads to protect the roof membrane. To see why SpeedStand has been the industry standard for 18 years, call (800) 460-7579 or visit [qe-1.com](http://qe-1.com).



## Your boss bad? Your quality bad? Your service bad? Your environment bad?

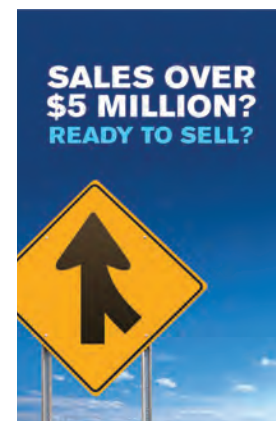
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# TYLER ALLWOOD



WHAT IS YOUR POSITION WITHIN YOUR COMPANY?

I am director of business development for Eagle Roofing Products, Rialto, Calif.

WHAT IS THE MOST UNUSUAL ROOFING PROJECT OF WHICH YOU HAVE BEEN A PART? My mind goes back to an old air traffic control tower at Sarasota Bradenton International Airport. The project involved a tiny amount of roofing work, but everything we touched led to more work and we ended up working on the entire envelope. I was young at the time, and it was an eye-opening experience.

WHAT SONGS ARE YOU LISTENING TO OVER AND OVER? I am a huge fan of live music. My wife,

son and I saw our favorite artist, Jack White, five times this summer, including in

London. I play his new album, "Fear of the Dawn," on repeat.



WHY DID YOU BECOME INVOLVED IN THE ROOFING INDUSTRY? I grew up in the industry. My stepfather, Charles Roy, was a general contractor in Rhode Island, and he opened a roofing and remodeling company in 1990 after moving to Florida. I spent summers working for

the company typically doing the jobs no one else wanted—digging footers, carting shingles to the garbage chute, etc.

WHAT IS YOUR ROOFING INDUSTRY INVOLVEMENT? I serve on several NRCA committees, including the Manual Update Committee. I also am involved with the technical committee and government relations for the Tile Roofing Industry Alliance. I was proud to be part of the development of the NRCA ProCertification® exam for clay and concrete tile roof systems. I also enjoy my involvement with the Florida Roofing and Sheet Metal Contractors Association Inc.

WHAT DO YOU CONSIDER A WASTE OF TIME? Dwelling on mistakes. As long as you use mistakes as opportunities to move forward and improve, there is no reason to spend a bunch of time worrying about things that have already happened.

WHAT WAS YOUR FIRST JOB? My first job after college was with T. Rowe Price in the 401(k) department. I was trying to fight the overwhelming pull of the roofing industry, but I couldn't resist. I returned to roofing in 2003 and have never looked back.

WHAT QUALITY DO YOU MOST ADMIRE IN A PERSON? I love when a person is authentic. It makes me happy when people believe in what they do and say.



WHAT IS YOUR FAVORITE FOOD?

I'd say probably northern Indian food. Anyone who knows me knows I love finding local restaurants on Yelp to try when I'm on the road.

WHAT'S THE MOST EXCITING/ADVENTUROUS THING YOU'VE DONE? I'm not an adrenaline junkie, but I always am up for outdoor activities like rappelling or ziplining. I also love to downhill ski.

WHEN YOU WERE A CHILD, WHAT DID YOU WANT TO BE WHEN YOU GREW UP? I never really knew what I wanted to be. I will say I am happy with how things turned out.

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO? WHY? My family and I love to travel, and there are so many places I have not visited. My No. 1 right now is Vietnam. The rural areas and beaches look amazing.

MY FAVORITE PART ABOUT WORKING IN THE ROOFING INDUSTRY IS ... I enjoy developing customer relationships and have a soft spot for technical things. The roofing industry allows me opportunities to be involved in both.

WHAT DO YOU CONSIDER YOUR MOST REWARDING EXPERIENCES? I am fortunate my role allows me to share knowledge and mentor others daily. I am not obsessed with legacy, but I would like to be known as someone who helped a little bit to develop the next generation in our industry. On a personal level, watching my son, Trey, develop into a good, honorable young man means the world to me.

PEOPLE WOULD BE SURPRISED TO KNOW ... I am a big tree nerd.

Those who know me well have to put up with my obsession.

I make a point to discover the native trees wherever I go. I fight the urge to interrupt conversations to point out interesting or particularly beautiful specimens.

IF YOU COULD MEET ANY HISTORICAL FIGURE, WHOM WOULD YOU MEET? WHY? Frederick Law Olmstead, the designer of Central Park and an early supporter of national parks. He was an interesting person, and I believe the U.S. owes much to him and others like him. I would love to thank him and share what his work has become.







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