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Love the one you're with

You should consider embracing
your aging workforce

by Ambika Puniani Reid



Read more job-site safety tips for older workers at professionalroofing.net.

During NRCA's Midyear Committee Meetings in July, an off-hand remark caught my attention. A contractor said: "It's great we are talking about getting the industry in front of new recruits, but what are we doing about older workers? Some of them can only handle the physical labor until they hit about 50, and then where do they go? They are too young to retire."

This got me thinking: What can roofing contractors offer loyal employees whose bodies can no longer handle demanding physical labor?

Turning some of these workers into trainers is an obvious solution, but a company only needs so many trainers.

In the article "A Guide on How You Can Manage your Aging Construction Workforce," Dade City, Fla.-based construction management software company Pro Crew Schedule provides some helpful advice.

First, the article notes an aging workforce has its advantages. For instance, older workers are more engaged than younger workers. They also have a higher level of professionalism and maturity and tend to have an excellent work ethic. Plus, they have institutional knowledge and work experience that may offset physical declines.

But the reduced capacity to perform physical labor can be addressed in various ways.

Most injuries construction workers experience are cumulative trauma disorders commonly caused by a lack of flexibility and strength.

Instituting wellness programs can help reduce further injury. By insisting workers (young and old) stretch at the start of each daily shift, you can decrease the risk

of older workers being injured while on the job.

The article also suggests you do the following for aging workers:

- Decrease their time stooping, squatting and kneeling.
- Keep them from working above the shoulder as much as possible.
- Rotate job tasks and processes.
- Reduce highly vigorous activities such as pulling, twisting and lifting.
- Eliminate trip, slip and fall exposures.
- Provide assistive devices such as dollies, hand trucks and hoists for material handling.

These small accommodations not only will show aging workers you value them and the work they do but it also may provide you with a more stable workforce until these workers truly reach retirement age.

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

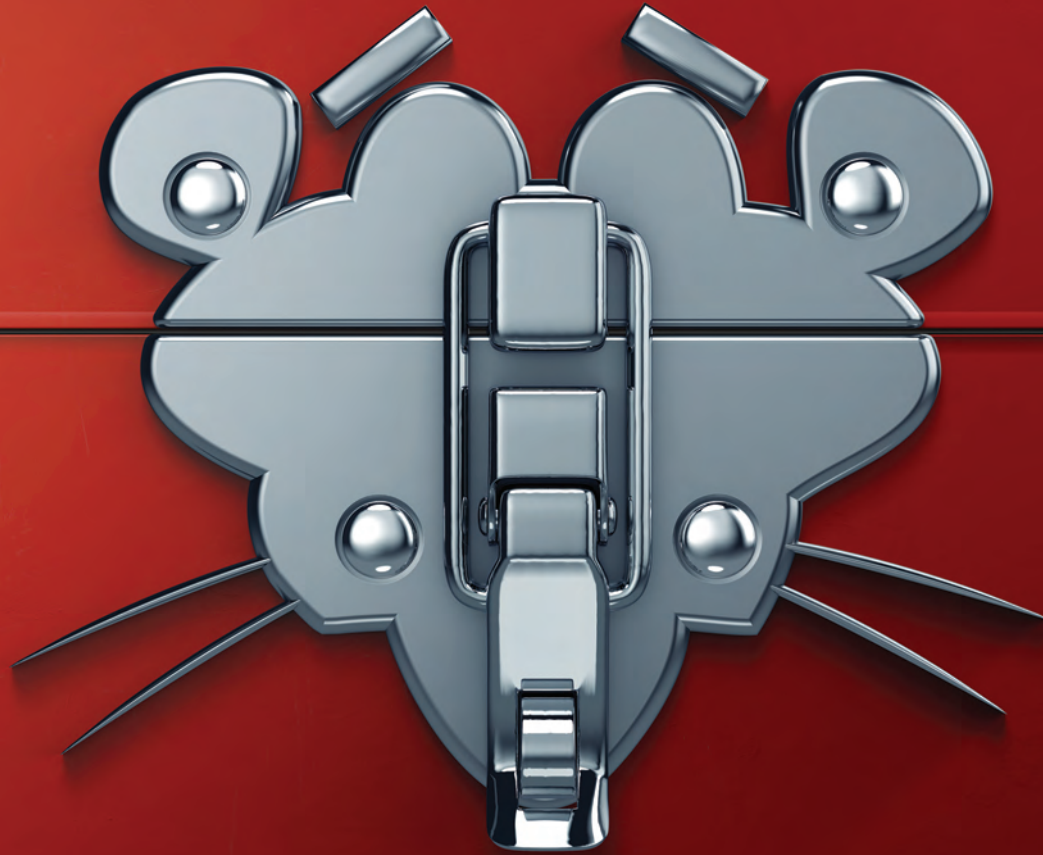


Employees of GAF, Parsippany, N.J., in Burgaw, N.C., joined forces with Cape Fear Habitat for Humanity® to participate in a 2023 Women Build event held in July. Volunteers constructed the first two of 10 homes in Habitat for Humanity’s new Legacy Landing Development in Castle Hayne, N.C. The homes will be purchased by female homeowners, helping them realize their dreams of homeownership.

GAF also donated roofing materials for the two homes as part of its social impact initiative, Community Matters. Since its inception in 2020, GAF’s Community Matters has helped repair the roof systems on more than 3,000 homes nationwide.

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





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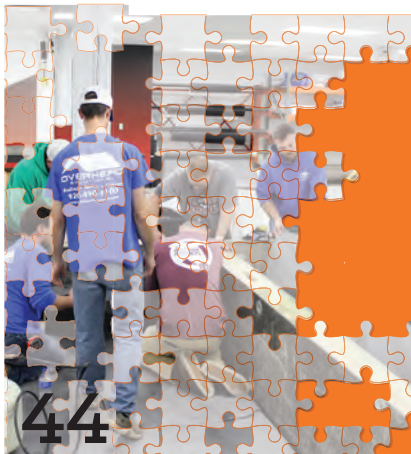
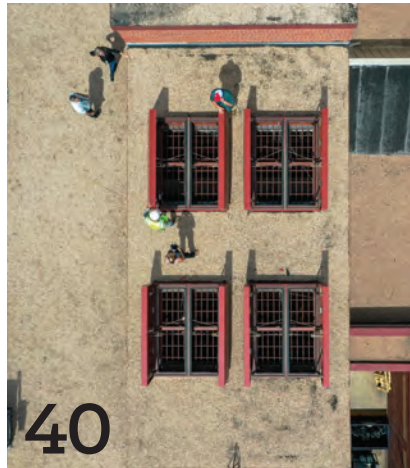
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#NATIONALROOFINGWEEK

National Roofing Week was June 4-10, and the goal each year is to raise awareness of the significance of roofs as well as share the good deeds of the industry. This year, more than 200 NRCA member companies participated, and NRCA gained more than 320 followers and had 71,352 impressions during #NationalRoofingWeek. Check out some of the posts!



Deer Park Roofing, LLC
June 7 at 9:39 AM · 🌐

We are so thankful and appreciative for our employees hard work, dedication and skills. It was a pleasure to see Deer Park Roofing rooting the Red's to victory!

#NationalRoofingWeek National Roofing Contractors Association #RoofingCorpofAmerica #NRCA #EmployeeAppreciation



Tecta America Southeast - Birmingham
June 10 at 6:16 PM · 🌐

A crew lunch to celebrate National Roofing Week! Thanks for all that you do guys! 🍔🥤

#tectabirmingham #oneteamonetecta #NationalRoofingWeek #NRCA #greatcrew



Owens Corning Roofing
June 4 at 1:21 PM · 🌐

It's #NationalRoofingWeek! We're proud to participate in this week alongside the National Roofing Contractors Association to increase awareness about the significance of roofs and share the good deeds of the industry. Share your roofing industry pride in the comments using #IminRoofing! 🏠

To our customers, dedicated independent contractors, and homeowners—we stand #OwensCorningUnited 🙌🏡

NATIONAL ROOFING WEEK

Sky Roofing
June 6 at 10:36 AM · 🌐

Sky Roofing loves the Little Free Library! Salesperson Ray Clark is seen here donating children's roofing books to the Little Free Library at The Walnut Grove, a nearby park for playful children of all abilities. We also made a stop at the Little Free Library at the North Jackson basketball court. Also pictured is a Little Free Library in Boardman, OH, a donation by Sky Roofing made this a reality and some friendly neighbors made this a full collection! National Roofing Contractors Association #NationalRoofingWeek





midsouthroof · Follow

Thank you team! We appreciate you for all of your continued hard work and dedication. #nationalroofingweek @nrcanews

#buildrelationships #career #happylife #employeesmatter #communitymatters #customerservice #safety #safetyfirst #craftmanship #qualityworkmanship #integrity #honor #relationships #community #superiorproduct #innovation #cuttingedge #Atlanta #Georgia #atl #ga#southeast #Texas #virginia #Unitedstates



parsons.roofing · Follow
Parsons Roofing

Happy #NationalRoofingWeek @nrcanews

Roofing with a Purpose! Pictured is the day the Parsons Roofing team volunteered for a nonprofit organization called, "Sunshine On A Rainney Day". This nonprofit organization renovates homes for children with special needs using top of the line construction & design. We are also dedicated to making a difference in other various

Liked by tylerabell and others
JUNE 6



whitecasteroofing · Follow

It's officially National Roofing Week! Today, we celebrated by starting our morning with doughnuts and dressing up as our favorite character, coworker, or boss. #nationalroofingweek #nebraskarroofing

thehopeventure Oh my gosh so fun! Save a donut for us?!
2w Reply

roofingleadgenpros Great work guys!
2w Reply



waynesroofing · Follow

Celebrating National Roofing Week! Each year, National Roofing Week increases awareness about the significance of the roofing industry. Show your appreciation by posting photos of roofing and using the hashtag #NationalRoofingWeek in your posts! #waynesroofing #waynesroofinginc #roofinglife #commercialroofing #commercialroofingcompany #nrca

nrcanews Happy #nationalroofingweek!
2w Reply

20 likes
JUNE 4



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@CentiMark

The #TeamCentiMark endeavors for this week are set in motion by our Syracuse, NY office with their charitable contribution to the Food Bank of Central New York! A big thank you to the entire team for their efforts!

#TeamCentiMark #NationalRoofingWeek #FoodBankDonation



Antis Roofing & Waterproofing
@antisroofing

#NationalRoofingWeek Day 1! Signature Project

Have you heard that @RMHC_SoCal is DOUBLING to serve 45 families..? Did you know that Antis Roofing & Waterproofing is donating that roof? With friends like @IBRoof, @gafroofing & @BeaconBuilds !!



Schwickert's
@Schwickerts

A great way to kickstart #NationalRoofingWeek! This morning the celebration of all our trades started with some sweets. This afternoon, HR & Marketing surprised one of our Mankato Commercial Roofing Crews with a #projectgrillout with some hotdogs & watermelon.

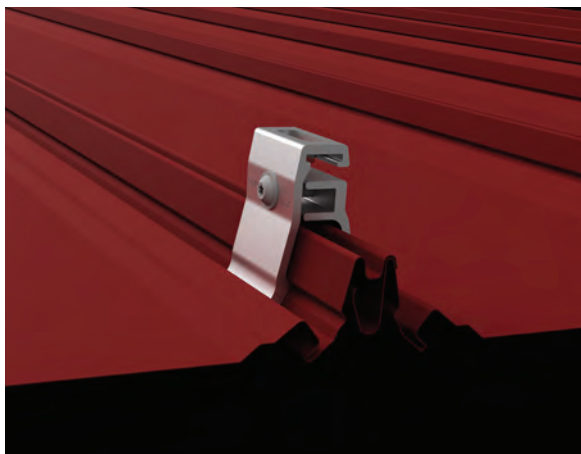
#schwickerts



Air and vapor barrier as a temporary roof

FiberTite® Roof Systems has launched VBX™ Air and Vapor Barrier that doubles as a temporary roof and reportedly protects the inside of a building for up to 180 days. The VBX Air and Vapor Barrier is mechanically attached directly over steel decking and eliminates the need for a thermal barrier. Certified as Class A fire-rated, the VBX barrier can be installed year-round in all climate zones and is said to withstand fire spread, support foot traffic and resist the elements while preventing air infiltration and water intrusion, allowing customers to install electrical, HVAC and other systems before the roof is complete.

fibertite.com/vbx



Clamp attaches rooftop accessories

S-5! has introduced the S-5-RC™ clamp. Designed to attach rooftop accessories to the Riverclack® metal roof profile, the two-piece design creates a mechanical interlock reportedly strong enough to mount most rooftop applications with certified holding strength, protecting the roof from corrosion and preserving the metal panels' thermal cycling characteristics. The clamp can be installed anywhere along the seam and can be used with rails or paired with the S-5! PVKIT® solar solution for streamlined rail-less and penetration-free solar mounting. The S-5-RC requires no maintenance or reinspection and is warranted for the life of the roof.

s-5.com

Speaker and lights are rechargeable

DEWALT® has introduced the DEWALT Rechargeable Mini Bluetooth® Speaker, Rechargeable LED Task Light and Rechargeable LED Flashlight, all powered through USB charging. The DEWALT Rechargeable Mini Bluetooth Speaker has up to 14 hours of runtime and is built for job-site listening with an IP67 rating for dust and water protection. The speaker can be charged in two hours with a 5-volt 1A power supply (not included), and users can link two speakers for stereo-style sound. With a diameter less than 3 inches, the speaker fits standard cup holders.

The DEWALT Rechargeable LED Task Light and Rechargeable LED Flashlight help illuminate low-light work areas, with each light featuring an LED output of up to 1,000 lumens of brightness and an IP54 rating for dust and water protection. The task light provides up to 12 hours of runtime, can charge in 85 minutes and features a pivoting head to adapt to location needs. The flashlight provides up to 6½ hours of runtime, can charge in 75 minutes and can be hung from its hook for a hands-free option.

dewalt.com



Resilient Durable Metal



Photo: hortonphotoinc.com

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-Michael Matula, project manager, Bignell Watkins Hasser Architects



View the
case study
and video



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Attic vent helps regulate temperature

GAF has introduced its GAF Master Flow EZ Cool™ Plug-in Power Attic Vent and GAF Master Flow™ Pivot™ Pipe Boot Flashing. When installed as part of a properly balanced attic ventilation system, the GAF Master Flow EZ Cool Plug-in Power Attic Vent is said to deliver 1,050 cubic feet per minute of airflow and ventilate 2,000 square feet of attic space. The vent includes an adjustable thermostat to help regulate the temperature of the attic space and features optional QuickConnect™ Wi-Fi Technology, allowing homeowners to remotely monitor and adjust the temperature and humidity of their attics via an internet connection and smart device. Available in black, brown and weathered wood, the vent also is equipped with a 25-foot power cord and can be plugged into a 110-volt standard electrical outlet.

Available in four sizes, the GAF Master Flow Pivot Pipe Boot Flashing is made of metal and fully encapsulates plumbing pipes, featuring a ball and socket component for rooftop pitch adjustment. The flashing reportedly passes a 110-mph wind-driven rain test and the UL 2218 Class 4 impact-resistance test.

gaf.com

New paver colors are available

Aspire Pavers has added nine color options to its Interlocking Paver System collection of lightweight pavers: Beverly Hills, Burnt Umber, Charcoal, Deep Sea, Ivory, Monstera, Moss, Obsidian and Red Rock. The pavers are available in three sizes: 4- by 4-inch, 4- by 8-inch and 8- by 8-inch, as well as three variations (Pedestrian Grade Pavers, Permeable Pavers and Vehicle Grade Pavers). Pedestrian Grade Pavers are used for rooftops, balconies, patios, plazas and decks.

aspirepavers.com



Ladder tops and tool bag offer storage

Werner has made available LOCKTOP™ ladder tops and the LOCK-IN™ Tool Bag, which offer storage to minimize a user's trips up and down ladders. The ladder tops feature storage compartments, a center insert designed to hold impact drivers and carabiner holes to tether tools. LOCKTOP ladder tops are said to help reduce the potential of dropped tools and enhance productivity by reducing the number of trips up and down ladders.

Designed with water-resistant material, the LOCK-IN Tool Bag features interior and exterior pockets with Velcro closure, a removable divider for organization, a tool storage clip for expanded storage outside the bag, a shoulder strap and an anti-slip plastic bottom. The LOCK-IN technology locks into the new LOCKTOP ladder tops and is compatible with existing LOCKTOP ladder tops.

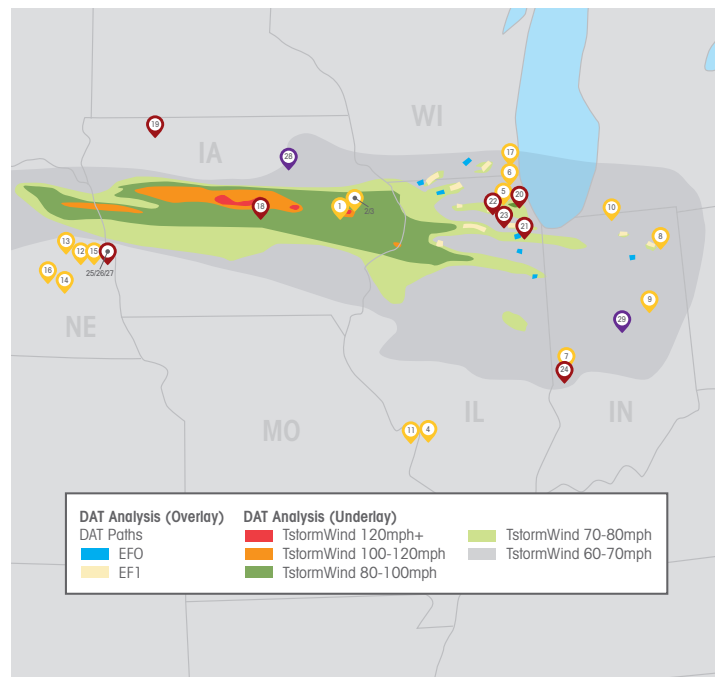
wernerladder.com

Derecho Winds No Match for Versico's RapidLock Roofing System

On August 10, 2020, a devastating weather event known as a derecho ripped through parts of the Midwest, leaving behind large-scale utility disruption, severe property damage and destroyed crops. The highest recorded wind speed during this event was clocked at 126 mph, with official estimates from the National Weather Service reaching 140 mph.



Most existing roof systems in the path of the derecho were compromised, with a portion of those resulting in blow-offs, leaving the entire building exposed. After analysis of the impacted areas, it was discovered that all 29 roofs utilizing the RapidLock Systems remained fully intact.



About RapidLock Roofing Systems:

Available in EPDM, TPO, and PVC; RapidLock is an adhesive-less hook-and-loop attachment system that provides an easy, labor-saving option for installations all year long.

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about RapidLock.





Is this heaven?

SkillsUSA® offers unmatched opportunity to find willing workers

by McKay Daniels

recently attended SkillsUSA's National Leadership and Skills Conference in Atlanta. Held each year, the expo and competition serve as an Olympics of sorts for the trades. Young people from throughout the U.S. compete in more than 100 competitions in the skills, crafts and trades genres. Having participated in local, state and regional competitions to qualify, participants come together to determine the best student in the nation in each craft.

It's a sight to behold.

If you have attended the International Roofing Expo,[®] imagine something with about three times the square footage, more than 6,500 competitors and more than 15,000 attendees.

There are competitions for carpentry, masonry, electronics, robotics, computer programming, baking and culinary arts, cosmetology, welding and mechanics of all sorts and sizes (there was a complete jet engine in the hall, for example). You name it. If a job of any sort is done largely with one's hands, there is likely a competition occurring at this event.

But until recently, none of those 6,500 competitors had anything to do with roofing. The roofing industry wasn't a part of it.

Missing out on exposing 6,500 craft-minded young people to



the roofing industry is painful; after all, these kids are the best students at what they do. But for me, the bigger pain point is the hundreds of thousands of students who didn't make it to the "Olympics" because they weren't exposed to roofing in the first place.

Think of the traditional Olympics. The 2021 men's U.S. Olympic baseball team had 24 players. But in 2022, there were more than 481,000 teens playing high school baseball, and more than 15.6 million kids playing baseball in youth leagues. So sure, it's terrific for baseball to have a team in the Olympics, but the far more important indi-

cator of exposure to the game comes from those who are much earlier in their sporting paths.

On opening day of the 2022 Major League Baseball season, there were 975 players. Those 975 would have never started their journeys to being professional baseball players were it not for some initial exposure to the game. You have to know something exists and is an option before you can even consider pursuing it! And then follow up that exposure with training, coaching and support in skills development.

Side note: This season, 269 MLB players are from foreign countries. They are immigrants here to do a job in a profession that sought them and their skills. It's odd; I haven't heard politicians and anti-immigration

activists yelling about this. Hundreds of millions of dollars in wages are going to noncitizens, but not a peep of outrage about immigrants stealing those jobs. When the Washington Nationals won the World Series in 2019, the victory was significantly aided by Juan Soto of the Dominican Republic. He barely spoke English and was 20 years old. Someday, this nation will have an immigration policy that works for all trades and 20-year-olds looking to work hard and get ahead—not just those who can swing a bat. But let's table this rant for now and get back to improving young people's exposure to roofing.

NRCA began its involvement with SkillsUSA just a few years ago, and this is the first year the roofing industry is a part of the event. Four young adults competed, and Kyle Cameron from Hutchinson, Kan., took home the top prize (which, in addition to bragging rights, also came with a \$1,000 cash prize).



Volunteers from Johns Manville, Denver, demonstrate the initial steps of welding a T-patch.

This is a terrific step and an exciting moment for our industry. But the exposure that comes from having the industry be a part of this event is the long-term value. There were thousands of trade school educators at the competition chaperoning their students, walking the show floor, attending educational sessions, etc. And these educators are also now seeing roofing and learning a bit of what it entails.

I attended a session NRCA staff held for students and educators titled Commercial

“NRCA began its involvement with SkillsUSA just a few years ago, and this is the first year the roofing industry is a part of the event”

Roofing 101, and at the end of the session, a teacher from the Midwest approached me and said: “I'd like to get this in my class, who can I connect with?”

Oh man, no better words were spoken all week.

Similar exchanges happened on the competition floor as educators and students interacted with low- and steep-slope mockups, welded some membrane and (probably for the

first time) got a sampling of what takes place on roofs. A terrific moment!

But now comes the next step: getting the industry to partner with these trade schools. That means you. You are the industry. The students and teachers are willing. The enthusiasm, interest and aptitude are there. They just need some expert help.

Let's go back to baseball. On each of those

T-ball and Little League teams, there is a kid sitting down in the outfield or getting distracted by an airplane flying overhead. But there also is a volunteer coach giving a little of his or her time to expose those children to the game. Many of you have probably done it in some fashion for some sport or activity you or your children care about. Despite how busy you are, you give a few hours per week for a few months for love of the game or love of the next generation.

Isn't this profession, your business, your industry worth about as much time? NRCA and its partners can increase exposure to vital audiences, but it takes folks on the ground to build the momentum. We have dozens of contractors and staff who can provide resources, advice, best practices, curriculum and contacts to help you step into a trade school and share what you know one evening per week for a few weeks at a school likely just down the road from you.

You shouldn't even look at it as volunteering or donating because it's an investment. And one that has a proven track record of paying off. The companies that have actively engaged with their local trade schools come away with a few new employees every semester. What's a trained, enthusiastic, hardworking young individual worth to your company in the current labor market?

Ultimately, if you won't do it, who will? Perhaps a competitor. Perhaps no one, and that would be the worst outcome because it means the



A national finalist competes in the low-slope roofing competition.

industry loses another opportunity to help solve its labor shortage by letting willing workers go to other trades.

Solving individual company labor shortages doesn't need to be a field of dreams; your colleagues already have proved if you build it, they will come. You just need to be willing to tap into your internal Kevin Costner and "go the distance."

To get complete, step-by-step assistance in recruiting the next

generation of roofing workers for your company, contact John Esbenshade, NRCA's director of workforce development, at jesbenshade@nrca.net. [G](#) [T](#) [*](#)

MCKAY DANIELS is NRCA's CEO.

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

Nations Roof announces new leadership lineup

Nations Roof, Mobile, Ala., has announced Rich Nugent has taken on the newly established role of chairman of the board and Jake Hyatt has been promoted to CEO. Founded in 2004, Nations Roof provides commercial and residential roofing services from 37 offices in the U.S.

Nugent is dedicated to increasing the professionalism of the roofing industry and has created a culture of quality and safety at Nations Roof. He also has served the industry through many leadership and committee opportunities at NRCA, including as NRCA president from 2014-2015.

Hyatt joined Nations Roof in 2013 as vice president of operations. Since then, he has been promoted to president and COO, giving him excellent experience overseeing the operations of the company.



Nugent



Hyatt

Saint-Gobain to acquire Building Products of Canada Corp.

Saint-Gobain, Courbevoie, France, has entered into a definitive agreement to acquire Building Products of Canada Corp., Lasalle, Québec, a privately owned manufacturer of residential roofing shingles and wood fiber insulation panels, for \$994 million in cash. Closing of the transaction is subject to customary conditions and expected by the end of the year.

With the acquisition, Saint-Gobain will reinforce its role in light and sustainable construction in the Canadian market and position itself to better serve Canadian customers.

Building Products of Canada has three manufacturing plants in Edmonton, Alberta; Montreal; and Pont-Rouge, Québec, and employs 460 workers. The company offers a variety of exterior building products, including asphalt shingles, acoustic panels and wood fiber insulation panels.

"I am pleased to announce the acquisition of Building Products of Canada, and I look forward to soon welcoming into our group the Building Products of Canada teams who have built an attractive, highly respected and renowned position in Canada," says Benoit Bazin, CEO of Saint-Gobain. "This is an important and logical step for Saint-Gobain, allowing us to establish a leading position in roofing in Canada and completing our offering of solutions for light and sustainable construction in Canada as we have done successfully in the U.S."



NRCA videos highlight career opportunities in roofing



GROWTH
OPPORTUNITIES

NRCA has made available a new recruitment video, “Find a rewarding roofing career!” Developed by NRCA’s Industry Image and Outreach Committee, the video highlights roofing professionals who changed careers and found opportunities and rewards in the roofing industry.

In addition, NRCA’s “The roofing industry is booming!” video highlights the benefits available to young people who choose to enter the roofing industry.

Roofing employers are encouraged to use the videos as an effective tool to recruit new workers. The videos are available at youtube.com/@NRCAnews.

NRCA continues to work to promote the professionalism of the industry and highlight roofing as a rewarding career. Learn more at nrca.net/workforce-recruitment.

Younger generation of parents more open to alternative education paths

During the past 20 years, college tuition has increased 134% at private institutions and 141% at public institutions, according to business magazine *Fast Company*.

Despite the rising cost of higher education, the construction industry and other trades have faced challenges getting parents to support children pursuing a path that does not include college.

However, a new report from talent-matching startup Multiverse indicates most parents would support their children if they did not want a college degree, with younger parents being more open to an alternative path.

Multiverse surveyed more than 1,000 U.S. parents with children ages 12-19 regarding their thoughts about college and what they want for their children’s futures. Half the parents surveyed were white and half were people of color.

Following are some findings from the survey:

- Sixty-four percent of parents said they would be somewhat or very supportive if their child did not want to get a college degree. This number was higher for younger parents; 71% of parents ages 25-34 said they would be supportive compared with 57% of parents ages 55-64.
- Eighty-two percent of parents said paying tuition or thinking about their child taking on student debt causes some or significant amounts of stress.
- More than half of respondents said financial stress regarding paying for higher education is an obstacle affecting their family.
- Sixty-nine percent of respondents said they would be totally supportive if their child entered the workforce instead of going to college after high school. Thirty-eight percent of those respondents said it was because they believed a job would be more effective for gaining necessary skills, and one in five said it would relieve their family from college costs.
- For those surveyed, career potential and skill preparation were crucial factors in making the decision. Seventy-eight percent said they had heard about apprenticeships as a post-high school option before taking the survey, and 25% had considered it as an option this year.

NRCA launches certification for modified bitumen systems installers

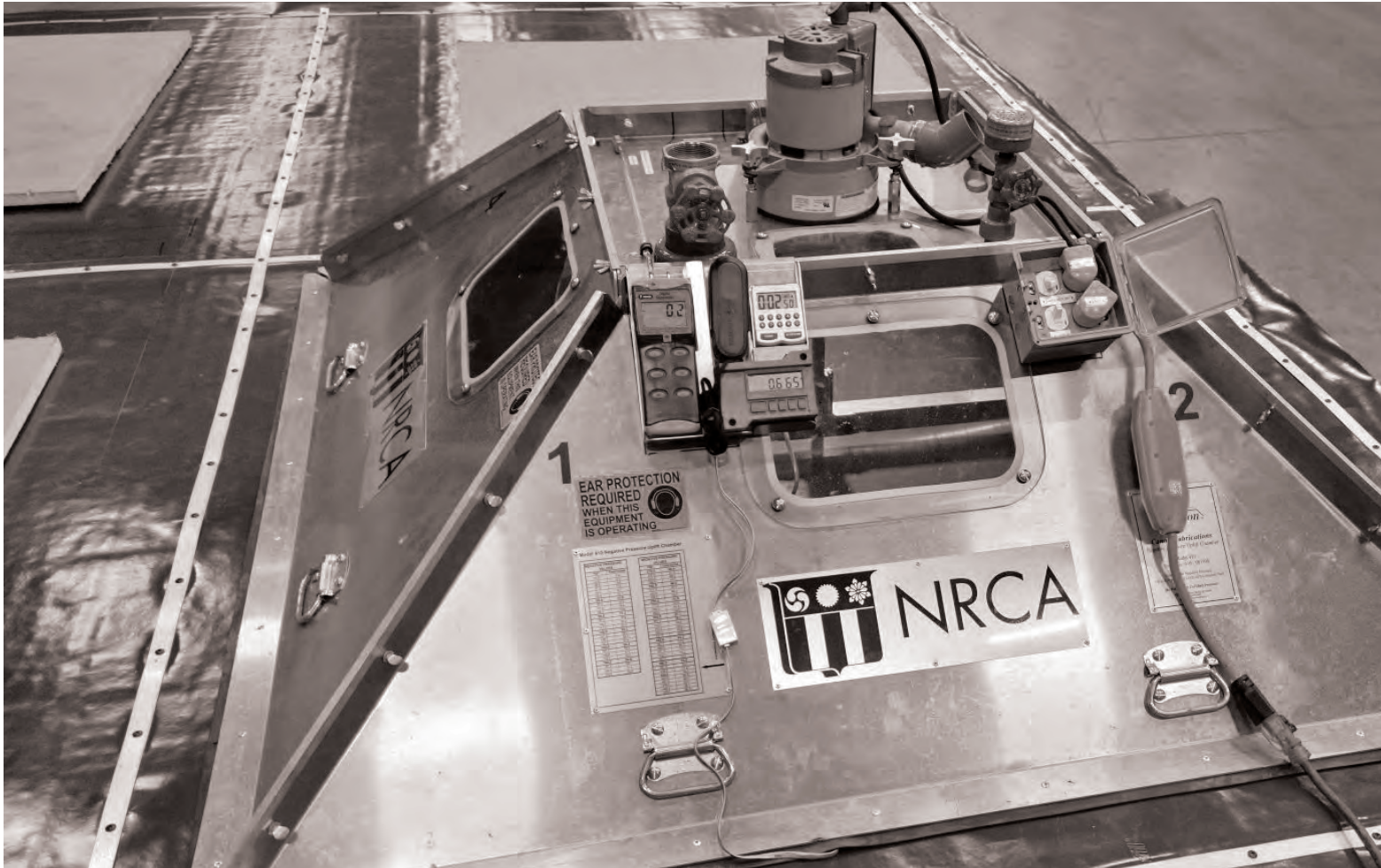
NRCA is pleased to announce experienced installers who demonstrate substantial skills and knowledge of torch-applied polymer-modified bitumen systems now can apply to become NRCA ProCertified® Modified Bitumen Systems Installers.

NRCA ProCertification® is NRCA’s national certification initiative to create a competent, sustainable and high-performing roofing industry workforce. Certifications now available include:

- NRCA ProCertified Architectural Metal Flashings and Accessories Installer
- NRCA ProCertified Asphalt Shingle Systems Installer
- NRCA ProCertified Clay and Concrete Tile Systems Installer
- NRCA ProCertified EPDM Systems Installer
- NRCA ProCertified Metal Panel Roof Systems Installer
- NRCA ProCertified Metal Shingle Systems Installer
- NRCA ProCertified Modified Bitumen Systems Installer
- NRCA ProCertified Roofing Foreman
- NRCA ProCertified Slate Systems Installer
- NRCA ProCertified Thermoplastic Systems Installer

Additional information about NRCA ProCertification is available at nrca.net/procertification.





Putting the test to the test

Substantial variability has been found in field-uplift testing

by Mark S. Graham

NRCA participated in an ASTM International interlaboratory study to evaluate the accuracy and precision of the field-uplift test method. The study provides some useful data and information for evaluating the appropriateness and effectiveness of field-uplift testing.

Field-uplift testing

There are two recognized field test methods for determining adhered membrane roof systems' uplift resistances: ASTM E907, "Standard Test Method for Field Testing Uplift Resistance of Adhered Membrane Roofing Systems," and FM Global Loss Prevention Data Sheet 1-52 (FM 1-52), "Field Verification of Roof Wind Uplift Resistance." In each of these test methods, a vacuum is created inside a test chamber mounted on a roof surface and membrane deflections resulting from the induced negative (uplift) pressures inside the chamber are measured.

ASTM E907 has been a consensus-based standard since it was originally published in 1983. ASTM International withdrew the standard in 2013 because it lacked a precision statement, which is required for all ASTM International test methods.



Unlike ASTM E907, FM 1-52 is a nonconsensus-based method for performing field-uplift testing on FM Global-insured buildings where the design wind speeds are equal to or greater than 100 mph (hurricane-prone regions) and in tropical cyclone regions. FM 1-52 also lacks any form of precision statement.

ASTM Committee D08 on Roofing and Waterproofing is revising and updating ASTM E907. At the committee's June meeting, a draft of the standard, including the results of a newly conducted interlaboratory study assessing the test method's accuracy and precision, was discussed.

The study

An ASTM International interlaboratory study is a procedure used to obtain a test method's precision statement. It involves multiple laboratories, each generating replicate test results on one or more materials. ASTM E691, "Standard Practice for Conducting an Interlaboratory Study to Determine the Precision of a Test Method," describes the techniques for planning, conducting, analyzing and treating the results of a test method's interlaboratory study. ASTM International's staff assists in planning a study and analyzing test results.

For the interlaboratory study on the field-uplift test method, eight organizations, including NRCA, volunteered to conduct field-uplift tests using similar test equipment under

controlled laboratory conditions on a specific roof assembly configuration selected by the ASTM International task force. Replicate roof assembly specimens were constructed and tested at FM Approvals' West Glocester, R.I., research facility.

The roof assembly configuration selected for the study was a self-adhering, reinforced single-ply membrane over 2-inch-thick polyisocyanurate insulation mechanically fastened to a steel roof deck. Each 4- by 4-foot insulation board was fastened with four fasteners. The tested roof assembly has an FM Approvals' RoofNav number indicating a Class 90 wind-resistance rating, meaning it had been evaluated by FM Approvals to achieve 90-pounds-per-square-foot uplift resistance.

The specific roof assembly configuration and installation method and test chamber placement on the specimens were specifically selected by the ASTM International task force to limit potential variability in materials, installation and chamber placement. In the study, these variables are intended to be as constant and consistent as possible so the variability in the test method itself—and not the roof assembly—can be analyzed.

Using the then-current draft of the ASTM International field-uplift test procedure, each of the eight organizations conducted three identical tests in 15-psf increments up to the 90-psf classified uplift rating. The resulting roof assembly deflections during testing were measured and recorded at each increment of each test. Twenty-four specimens of the replicate roof assembly were tested at six pressure increments.

The results

The test results show notable variations among testing entities and variations among individual specimens' results from several of the entities.

ASTM International staff identified some individual results as statistical outliers at the initial 15-psf test increment and continuing at the 30-, 45-, 60- and 90-psf test increments. Some individual results at 30, 45 and 90 psf

were considered statistical outliers to the extent these results were excluded from the analysis by ASTM International staff.

Also, 16 of the 24 specimens exhibited failure before completing the 90-psf test increment.

Using FM 1-52's acceptance criteria, which provides for a maximum allowable deflection of half of an inch for this particular assembly configuration, five of the tests' results at the 45-psf increment and all the tests' results at 60, 75 and 90 psf exceeded FM 1-52's maximum allowable deflection.

My thoughts

I applaud ASTM International and the other participants for conducting the study, as well as FM Approvals for making its facility and staff available. This volunteer effort is no small task and is commendable.

The study's findings provide useful data and information for evaluating the appropriateness and effectiveness of the field-uplift test method whether that be the withdrawn version of ASTM E907; its newly developed, revised and updated draft version; or FM 1-52.

The variability in deflection values derived under controlled laboratory conditions is of concern. Also, because the study intentionally did not consider other known variables, such as test chamber placement relative to fastener placement, insulation board joint locations and deck supports, and operator and other witness movement, the measured variability shown in the data is only a portion of what is likely in field testing.

Having 16 of the 24 specimens fail without completing the 90-psf test increment necessary to achieve FM Approvals' Class 90 wind-resistance rating is of notable concern. Clearly, there is no correlation between the field-uplift test method's results—even under controlled laboratory conditions—and FM Approvals' laboratory-derived evaluation uplift-resistance classifications.

Also, having all the specimens fail to withstand FM 1-52's maximum allowable deflection criteria is a significant, further

indication of the lack of correlation between FM 1-52's results and FM Approvals' uplift-resistance classification.

The ASTM International interlaboratory study clearly illustrates NRCA's long-standing position that field-uplift testing should not be relied upon as an indicator of an adhered roof assembly's in situ uplift resistance or as a quality-assurance measure of roof assembly installation. Continuing to use it as such is irresponsible.

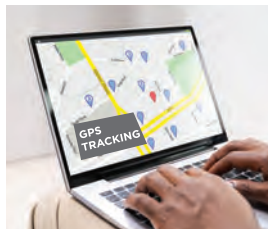
Since the study results were released, NRCA's Technical Operations Committee has asked FM Global to immediately discontinue use of FM 1-52's field-uplift test as a quality-assurance measure for roof assembly installation. 📍🔗

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

Tracking company vehicles can help protect your company

When you have company vehicles on the road, using technology to track your fleet and interpret data can help streamline your business operations and protect your company and employees.

Rather than relying on individuals manually logging relevant data, some businesses use a fleet management service that can track vehicle fleets and employee behavior through a comprehensive system. When considering a fleet management service, look for the following features: hardware and installation, such as plug-and-play hardware, which does not require a professional's help to install; driver safety and performance to hold drivers accountable for their actions; vehicle maintenance tracking to identify when maintenance is needed; GPS tracking for location and mileage; and alerts and reports to better understand how and when your employees operate company vehicles.



Tracking the right data is key to improving efficiency, increasing tax savings and identifying areas of overspending to ensure employees use company resources wisely.

The U.S. Chamber of Commerce shares

ways to track your company's vehicle use.

Data to track includes:

- **Trip dates:** Log and organize trip data under the specific date to hold employees accountable and reduce costs.
- **Mileage:** A record of how many miles a car was driven can identify instances of personal use with the vehicle.
- **Working hours:** This will ensure employees are only using the vehicle during business hours.
- **Driving behaviors:** Many systems track bad driving behaviors

that contribute to a vehicle's wear and tear, such as harsh braking, excessive idling and speeding.

- **Current location and destination:** This can help protect your assets in case of theft and allow you to better provide customers with updates regarding an employee's arrival time.

What types of technology can benefit contracting companies?

Technology can help contracting companies automate workflows, reduce errors, improve security and boost efficiency.

The U.S. Chamber of Commerce offers the following technology tools to help contractors thrive.

1. **Project management tools.** These tools provide task management, scheduling, collaboration and tracking features. They help companies manage multiple projects and remote teams and can be used to communicate, assign tasks and track progress.
2. **Accounting software.** This software offers streamlined invoicing and billing processes, efficient time and expense tracking, and comprehensive financial reporting, among other benefits. It also can provide valuable insights and prevent missed deadlines.
3. **Cybersecurity.** Data breaches can result in lost customers, damage to a company's reputation and financial losses. Cybersecurity tools protect sensitive company and customer data.
4. **Customer relationship management software.** This software helps manage customer relationships and lead conversion, store contact information, track sales and support customer service.
5. **Email marketing tools.** These tools offer email templates, list management, automation and analytics so businesses can efficiently manage their marketing campaigns and improve the campaigns' effectiveness.
6. **Invoicing and billing software.** This technology is key to helping businesses track projects and invoices and ensure timely payments. Cloud-based accounting software can offer automated invoice reminders, faster online payments and better expense tracking.
7. **Contract management software.** This software streamlines the contract life cycle with features such as custom fields, automated approval processes, alerts, redlining, e-signatures and audit trails to help increase efficiency and visibility.



Learn more about the benefits of vehicle tracking at professionalroofing.net.

Unit-price procurement analysis addresses cooperative purchasing agreement challenges

The RCI-IIBEC Foundation has released a new study, *An Analysis of Unit-Price Procurement*, regarding unit-price procurement of design and construction services.

The study found the unit-price approach, especially within cooperative purchasing arrangements, introduces opportunities for abuse in the prequalification, design and construction building phases.

Based on interviews with vendors, cooperative purchasing list owners, regional cooperative purchasing agents, public owner facility managers and public procurement staff, the study also includes a review of relevant literature by study authors Paul S. Chinowsky, professor emeritus in the Civil, Environmental and Architectural Engineering Department at the University of Colorado, Boulder, and Gordon Kingsley, an associate professor in the School of Public Policy at Georgia Institute of Technology, Atlanta.

In the study, the authors provide an overview of unit-price procurement and its challenges and suggest areas where adjustments are needed to help avoid inappropriate actions.

“This study makes clear the limitations of unit-price procurement, which is being adopted broadly by school districts, municipalities and university systems,” says RCI-IIBEC Foundation Chair Mike Blanchette, F-IIBEC, RRC, RRO. “Our report makes it clear there’s a better way to ensure excellence through all phases of the building enclosure design and construction process.”

“This report shows the challenge for policymakers and procurement officials who need to protect the public’s investment in infrastructure,” says IIBEC Executive Vice President and CEO Brian Pallasch. “We’ve developed a series of policy fixes to ensure the separation of the design, construction and materials supply parts to help ensure taxpayers receive the best value for their investment in these critical infrastructure improvements.”

The report is available to download at rci-iibecfoundation.org/home.aspx.



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Filling the gap

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

by Duane L. Musser

As the U.S. roofing industry continues to face persistent workforce shortages, NRCA is pursuing innovative solutions to address the problem. Federal immigration policy reform is a key component of addressing workforce development needs among contractors, manufacturers, distributors and other industry employers.

An aging workforce, other demographic changes and the COVID-19 pandemic have increased the industry's workforce challenges. A 2019 study commissioned by the Roofing Alliance and conducted by Arizona State University, Tempe, found 90% of U.S. roofing contractors faced workforce shortages during the previous year. NRCA members consistently indicate they could take on 10-30% more work if they could attract sufficient, qualified workers, which is becoming more difficult despite employers offering competitive wages and benefits. This represents billions of dollars of lost economic activity within the roofing industry annually. To achieve stronger economic growth, workforce shortages must be addressed.



Proposed legislation

Federal policies that provide sufficient levels of legal immigration to meet workforce needs are critical to addressing the problem. One key proposal is the Essential Workers for Economic Advancement Act (H.R. 3734), bipartisan legislation recently introduced by Rep. Henry Cuellar (D-Texas) and Rep. Lloyd Smucker (R-Pa.). The bill would establish a new visa system to allow temporary workers from abroad to enter the workforce when needed based on economic demand. NRCA strongly supports this legislation as a key solution

that would help resolve chronic workforce shortages.

The deployment of visas under this legislation would be governed by market forces to respond to changes in the economy, and the number of visas allocated annually would vary based on demand. The bill contains strict requirements employers must follow in seeking U.S. workers before they could use the program. Employers unable to fill positions after extensive recruiting efforts could apply to hire visa holders. The bill also would allow employees to eventually work for any employer that is approved to hire visa holders, giving employees greater portability than under existing visa programs. Additionally, the bill would require participating employers to use the E-Verify program to check the authorization status of

all new hires. With these and other provisions, the bill is designed to respond to the needs of employers and workers while combating illegal immigration.

NRCA also supports the Dignity Act of 2023 (H.R. 3599) introduced by Rep. Veronica Escobar (D-Texas) and Rep. Maria Salazar (R-Fla.). This bill takes a comprehensive approach to reforming the U.S. immigration system and has significant bipartisan support. The bill would provide \$25 billion to bolster border security, reform the asylum system and phase in mandatory use of the E-Verify program for all employers. The bill also attempts to address the highly contentious issue of undocumented workers in the U.S. by proposing a new program to enable qualifying undocumented immigrants to transition to legal status with a potential path to U.S. citizenship. Finally, the bill would allow individuals with Temporary Protected Status and “Dreamers” eligible for the Deferred Action on Childhood Arrivals program to adjust to lawful permanent resident status.

NRCA supports the Dignity Act’s reasonable, practical approach to immigration reform. Ideally, the reforms contained in the Dignity Act would be coupled with the new visa system contained in the Essential Workers for Economic Advancement Act to help address the roofing industry’s workforce needs. NRCA commends Reps. Cuellar, Escobar, Salazar and Smucker for their strong leadership and willingness to work together to prioritize necessary reforms.

Uncertain prospects

As NRCA works to build more bipartisan support for the proposed legislation, it remains uncertain whether Democrats and Republicans will overcome the impasse regarding immigration policy.

In May, House Republicans put forward and approved the Secure the Border Act (H.R.

2), legislation that focuses solely on enhancing border security, reforming asylum laws and combatting illegal immigration by mandating use of the E-Verify system by employers. Although H.R. 2 has some provisions in common with the Dignity Act, it does not contain any provisions to reform the legal immigration system that are needed to address workforce shortages. It is unclear whether the Senate will take up any immigration-related proposals, but there are periodic discussions taking place among key senators

behind the scenes. However, political pressure for Congress to move forward regarding immigration reform is steadily building as workforce shortages become more widespread in a variety of industries.

NRCA will continue working with lawmakers to address immigration policy on a bipartisan basis to find short- and long-term solutions that will benefit the roofing industry. NRCA also has joined with allied business groups in the LIBERTY (Legal Immigration and Border Enforcement Reforms This Year) campaign to urge Congress to enact measures to improve the legal immigration system and border security before the end of 2023. 🇺🇸🇨🇦



Learn about the LIBERTY campaign and write a letter to Congress regarding immigration reform at professionalroofing.net.

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

Contractor exposes workers to fall hazards despite previous citations

The Occupational Safety and Health Administration cited Juan Zuniga Ramos, operator of JZ Exteriors and Repairs LLC, Fairmont City, Ill., for endangering workers after OSHA inspectors observed six workers removing asphalt shingles from heights up to 12 feet without fall protection in Greenville, Ill., April 18. The contractor is not an NRCA member.

Inspectors noted Ramos failed to use ladders properly, exposed workers to electrical hazards by not deenergizing circuits and did not have a fire extinguisher available. JZ Exteriors and Repairs also lacked an accident-prevention program and did not have a competent person to inspect worksites for hazards.

Ramos formerly was cited by OSHA for fall-protection violations at a Highland, Ill., job site in 2022 and a St. Charles, Mo., job site in 2019. Currently, JZ Exteriors and Repairs owes \$31,163 in unpaid OSHA penalties.

For this case, OSHA cited JZ Exteriors and Repairs for five repeat and four serious violations and one other-than-serious safety violation and proposed \$66,711 in penalties.

Iowa child labor law rollbacks pose challenge for Department of Labor

The Biden administration has limited tools to fight child labor violations in Iowa where a Republican state legislature enacted a statute that would allow minors to work in conditions that are illegal under federal law.



Department of Labor officials have said the bill violates federal protections that trump state rules; however, DOL has not outlined a plan to boost enforcement in Iowa or other states loosening child labor restrictions.

The new Iowa law took effect July 1 and extends the hours minors can work, limits business liability for an underage worker's injuries, and allows teenage apprentices to work in jobs that have previously been deemed too hazardous, including roofing, warehouse and factory work.

Labor attorneys say DOL can educate the public about the law and use its limited resources to focus its enforcement in states, but the department cannot compel state labor officials in Iowa, or any state with child labor laws looser than federal law, to enforce federal rules on their own. DOL said in a statement it "monitors state laws" and will "enforce accordingly" but did not provide concrete assurance about altering oversight plans as a result of the new Iowa statute.

The Biden administration announced an interagency task force in February to combat child labor exploitation but has not provided details about the task force's work since March.

State lawmakers and unions are moving to educate employers and parents about Fair Labor Standards Act requirements and clarify that following the new rules in Iowa could conflict with federal law.

Texas law eliminates water break mandates for some construction workers

On Sept. 1, a new law approved by Gov. Greg Abbott (R-Texas) took effect, eliminating mandated water breaks for some state construction workers. There currently is not a federal standard to protect workers from dangerous heat conditions, but the Occupational Safety and Health Administration is developing one.



The Texas Regulatory Consistency Act rolls back locally enacted protections that go further than state law, including ordinances in Austin and Dallas, which required 10-minute breaks every four hours for construction workers to hydrate and get a break from the sun. Supporters of the law say it eliminates varied ordinances across Texas.

Forty-two workers died in Texas from heat exposure between 2011 and 2021, the highest amount in the U.S., and Texas recorded its second-hottest summer in 2022. OSHA and the National Institute for Occupational Safety recommend workers consume 1 cup of water every 15 to 20 minutes, which is more rigorous than local Texas laws.

Geoffrey Tahuahua, president of the Associated Builders and Contractors of Texas, told *The Texas Tribune* rigid rules can encourage contractors to do the minimum to protect workers rather than empower them to evaluate job sites individually.

David Michaels, head of OSHA from 2009 to 2017 and current professor at George Washington University School for Public Health, Washington, D.C., told *The Texas Tribune* though employers hold the ultimate responsibility of keeping workers safe, many are doing an inadequate job.

Joe Garza, environmental health and safety leader in Austin for DPR Construction, Redwood City, Calif., said whenever a safety ordinance is revoked, contractors still have the responsibility to focus on the safety of workers on the job.



To view OSHA's National Emphasis Program for outdoor and indoor heat-related hazards, go to [professionalroofing.net](https://www.professionalroofing.net).

"We believe we cannot properly do business and keep workers safe without a strategy to ensure workers are protected from heat-related illness," Garza said.

"We do think, unfortunately, this new law underestimates this need, and we hope people procuring construction services ask how their vendors will account for heat and safety."

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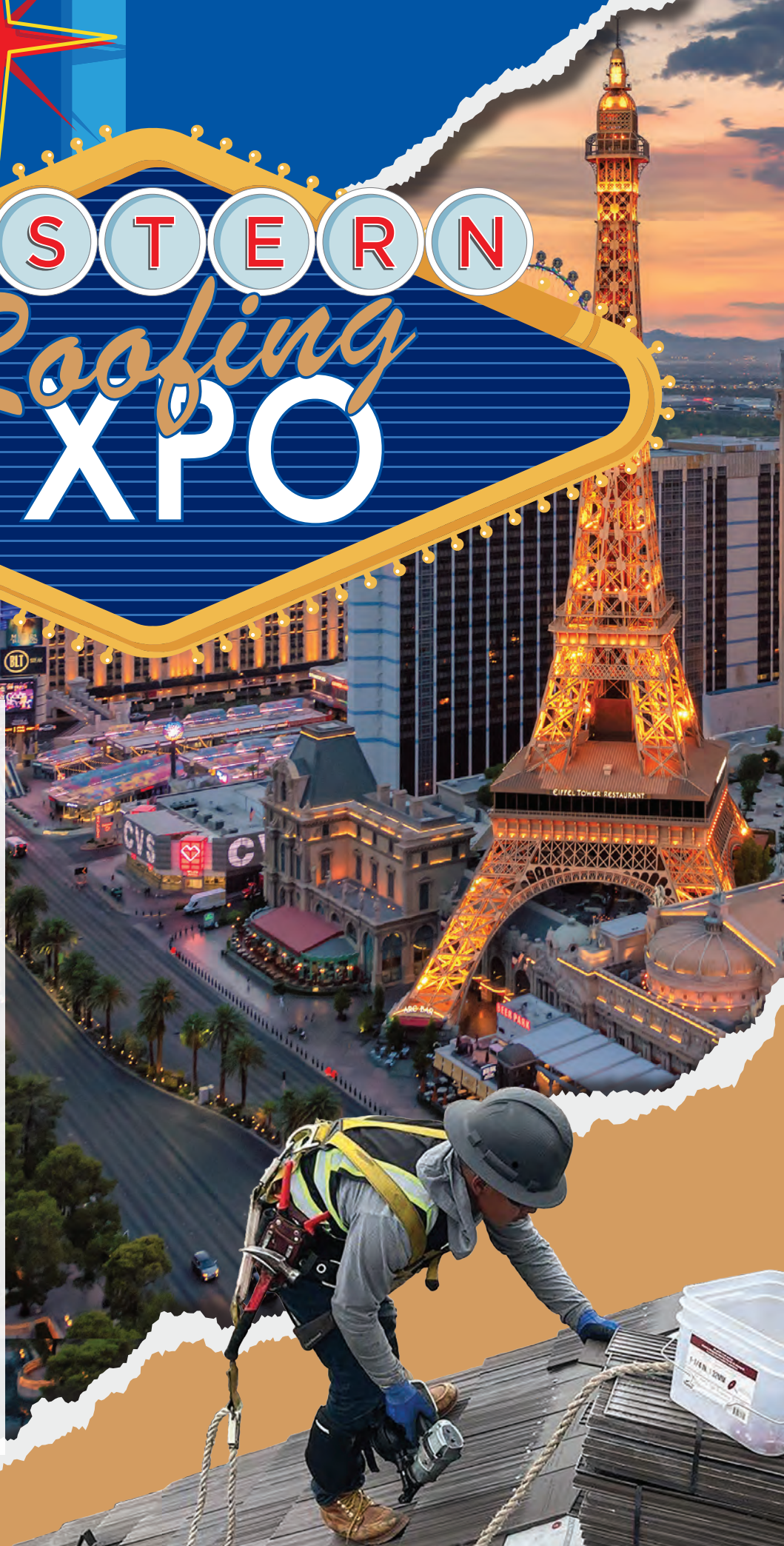
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Don't walk away

by Chad Dunlap

**Someone you know
might be struggling
with suicidal
feelings, but you
can help**

My name is Chad, and I have been working in the roofing industry for the past 10 years. Although I am business development manager for Frost Roofing Inc., Wapakoneta, Ohio, I also am deeply involved in mental health wellness with an emphasis on suicide prevention.

In 2020, the Centers for Disease Control and Prevention found men working in construction have one of the highest suicide rates compared with other industries (a reported 49.4 out of 100,000). To put it into perspective, this rate is four times higher than those not working in construction trades.

But there are things you can do to reduce the possibility of an employee choosing an irreversible route.

Why construction?

Construction is not easy! Most projects depend on the weather, and when what you are or are not going to do on any given day is beyond your control, stress creeps in. Another stressor can be the team (or lack thereof).

Almost all roofing companies struggle to find employees at a time when demand for work has increased. This places more stress and pressure on the employees who do show up.

Another issue that comes into play is feeling

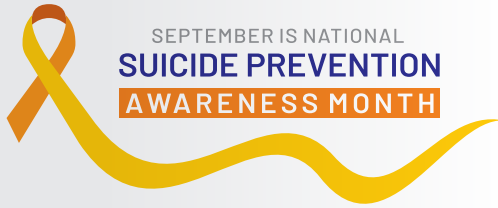
obligated to perform when injured. As a recovering addict, I can tell you addicts always go into “self-medication” with the mindset we are only going to medicate until an injury heals and it will only be for a few days. In reality, it rarely works out this way.

When opiates are prescribed to one of your employees, strongly encourage the employee to have someone else involved to ensure only what has been prescribed is taken. I almost destroyed my marriage and relationships with my children before I made the decision to get clean.

Over time, these types of stressors add up, and some people begin to lose hope. What should you look for if you believe someone is struggling? A person who may be thinking about suicide will:

- Talk about suicide
- Be increasingly tardy and/or absent
- Withdraw from friends and family
- Seek means to take his or her life
- Exhibit severe mood swings or personality changes
- Practice self-harm (intentional cuts, burns, etc.)
- Engage in risky or self-destructive behavior
- Increase use and/or abuse of drugs and alcohol
- Change routines
- Give away things of value (typically to someone who will cherish the items)

DID YOU KNOW?



MY STORY

Dec. 7, 1979, was a Friday. We were living in West Milton, Ohio, on our way to see my grandmother who lived in Saint Marys, Ohio. We were about halfway there when a lady rushing to the airport to pick up her son blasted through a stop sign and hit our car.

My stepdad died upon impact. It is believed I was sitting in my mother's lap, and she followed me through the windshield just as the car started to flip over. The flip slammed me on the road and my mom to the roadside. I am told the car rolled over me and crushed me. When paramedics arrived, my mother kept telling them she had two sons. I was in the middle of the road, but where was my brother, Todd? As the investigation continued, they found my brother under my stepdad in the floorboard of the rear seat in the 1974 Plymouth Duster.

My mother held on until she made it to the hospital but died soon after her arrival. The doctors initially thought there was no real chance of me living through the night. But after several hours, the doctors told my family that if I was willing to fight, they were going to fight with me. They took me into surgery and began setting bones, but I drifted off into a coma. The medical staff suggested my family talk to me about things I had done and places I



The family car following the accident

had been. They wanted to get my brain active. It must have worked! Six weeks later, I left the hospital having no idea what life had in store for me.

Todd also survived, and we went to live with our dad and stepmother in what would prove to be an abusive household. It started with phrases such as “you’re worthless” and “you will never amount to anything” or “you should have died in the wreck with your mother.”

However, as I began to grow and become stronger, so did the level of intensity in the abuse. One cold, snowy night, my stepmother burst into my bedroom in a rage. She pulled me out of bed, pushed me out the sliding glass door in the snow and slid the door shut. I was

only in my underwear. I heard Todd come running as she was pulling the door closed, begging her to let me in. For interrupting her, Todd was forced to sit in a chair and watch me. It did not take long for me to get really cold and start crying. Todd screamed at me to go get help. Finally, I did.

I ran next door. Our neighbor, Lance, answered the door and allowed me to come into his house. I can still recall how much it hurt to stand over a kerosene heater trying to let my body recover from the cold. The neighbor wanted to call the police, and I begged him not to. I was so afraid to lose my dad. My dad was my world! After I was warm and had Lance's sweatpants, sweatshirt and socks on I began to relax. I walked out and tapped on our bedroom window and went back inside.

Life began speeding up quickly. Todd turned 18 and moved out. Soon after, I did, too. When I turned 18, I received a check from my parents' life insurance policy. I thought I was going to be rich for the rest of my life. Life was good!

But the following year, things took a turn. On Feb. 22, 1994, I received a phone call from my best friend, Seth. The conversation started off much like every other conversation I had with him. We joked and bantered back and

It is a common reaction to see these warning signs and tell yourself the person must be going through a phase or something private and decide to let the person “work it out.” But we need to stop this line of thinking and stop making assumptions and instead start asking questions.

We have reached a point where people do not know how to talk to each other anymore. We have accepted using email, texting or instant messaging as substitutes for real interaction. But taking the time to go out to job sites and ask your team members how they are doing is important. They will feel they matter, and we all need to feel that more now than ever before.

How do I approach someone?

When you see someone struggling, approach them with compassion. So often we ask questions based on our current situations and fail to take the time to consider a person might be struggling with so much more.

For instance, lead with “what” questions such as, “What can I do to help?” or “What do we need to do to get through this?” By doing so, you are exhibiting concern and support. Sometimes, just letting someone know they matter is all it takes to help get them back on track.

Other people might require more work. Most times, you will not get an honest answer the first time you ask how someone is doing. It takes a tough person to make it in the construction trades. Most workers believe it is a weakness to ask for help, so you may have to ask multiple times before they admit they are struggling. Be a persistent light in their life. You may be the only one they have.

Do your best to stay away from asking “why.” Most people in distress have racked their brains trying to figure out why they are in a particular situation, and you asking them “why” might throw them into a larger spiral. Instead, ask: “What can I do to help?” or “What can we do to get through this?”

For articles related to this topic, see “Know the risks,” May 2020 issue and “Coming out of the dark,” July 2017 issue.

forth. He then took on a more serious tone. He told me he started dating a girl, but she had gone back to her ex-boyfriend. I told him I was sorry to hear that. He then told me he was going to kill himself.

There was a long pause on the phone. I was half waiting for him to tell me he was joking. My gut reaction was to try my best to scare him into not doing this. Honestly, at this point I do not think I believed him. We say a lot of dumb things when we are young. I’m 48 and still say a lot of dumb things.

However, as he continued to talk, I realized he was serious. He told me his grandmother was in heaven; he’d done everything he wanted to do here; and it was time for him to move on. This is when I knew I had to act. We spoke for maybe 30 more seconds. My brain entered panic mode. Seth told me he loved me, and he hung up the phone.

My first reaction was to call 911. But the moment I grabbed the phone, two thoughts started creeping in. First, I wondered: What if I get him in trouble? Instantly, I visualized Seth being led out of his mom’s house in handcuffs. I know it sounds stupid, but it is what my 18-year-old mind envisioned. The second thought was I did not want him to be mad at me. He was my best friend, and I didn’t want to cause him

issues. So I threw the phone down and made the decision that if I could get to him, I could fix this. I was certain that with my fast car and luck on my side, I could save the day.

During the drive, I made plans to hug him, slap him or scream some sense into him. I role-played those plans over and over in my head until I pulled into the driveway. As soon as I did, I looked up and noticed he had taped newspapers over the garage door windows.

Seth had told me he would leave a key under the doormat. I do not recall grabbing the key or opening the door. My next memory is me bursting through his front door. The moment I cleared his doorway, everything went into slow motion. “The Donahue Show” was playing on the TV, and a cigar was burning in an ashtray. In our conversation, Seth had mentioned he was enjoying his last cigar.

I was confident I made it there in time. The cigar was still smoking! As I rounded the corner to go from the dining room to the kitchen, I saw a letter taped to the garage door and felt a huge burst of adrenaline. As I pulled the door open, it was as though someone punched me in the stomach. I ran into the garage and grabbed Seth, picked him up and realized I could hardly breathe. I could hear myself screaming, but my body was completely numb.

At that moment, it was as if I awoke from a dream. Seth had covered his face with a bandana so I would not have to see him. I realized he was gone. I released him, grabbed the phone and called 911.

The saddest part of this experience is so many of us have similar stories. No matter how often I describe this moment, I still fight back emotions.

Seth is why I started my company Upshift with Chad to help prevent more lives from being lost. There are resources available; there are appropriate ways to ask questions and help people through the process.

This all goes back to the saying: “See something, say something, do something.”

If you see someone struggling, ask them what you can do to help. Once they have opened up to you, do whatever it takes to get them the help needed. Do not let them out of your sight. I would much rather that person be upset with you for being persistent than for you to have to be their pallbearer.



Seth

RESOURCES



Suicide and crisis
988 Suicide & Crisis Lifeline
988lifeline.org
Helpline: 988
Crisis Text Line: Text HELLO to 741741

Suicide prevention
National Institute of Mental Health
[nimh.nih.gov/health/topics/suicide-prevention](https://www.nimh.nih.gov/health/topics/suicide-prevention)

The Construction Industry Alliance for
Suicide Prevention
[preventconstructionsuicide.com](https://www.preventconstructionsuicide.com)

Substance abuse and mental health
Substance Abuse and Mental Health Services
Administration
(800) 662-HELP

The hardest question

When having these conversations, you must be willing to ask: “Are you thinking about taking your own life?”

Every time I tell someone this, the panicked response is: “OK, but what if they say yes?” Great question! Understand it is not your job to fix anyone. It is your job to ask questions and help any way you can. If a person says they are thinking about taking their life, it is your responsibility to be a bridge and get them help by taking them to a nearby hospital.

The hospital staff will do whatever they can to help. There may be certain medications emergency room workers can administer or a prescription to help stabilize the person. It is important to note roofing workers often think it is a weakness to take medication for something they are struggling with mentally or emotionally. These are the same people who want pain meds when something hurts physically. But they (and you) must understand an emotional break can have a much longer healing time than a physical one. It is important to stay ahead of these situations the best we can.

How to give support

If someone lets you know they are experiencing difficult thoughts and feelings, it’s normal to not know what to do

or say. But you do not need special training to show support. Sometimes, just being present is all a person needs. It’s usually the small things that matter most. Here are some examples:

- **Listen.** Simply let the person talk without passing judgment. If they are unwilling to talk, explain you will be there when they are ready.
- **Offer reassurance.** Let them know they’re not alone. Seeking help can feel lonely and sometimes scary.
- **Stay calm.** Even if their thoughts or situation upsets you, try to stay calm. This will allow them to stay calm and open up to you.
- **Be patient.** Don’t ask for too many details, and allow them to determine the pace at which they share their feelings and seek support.
- **Try not to make assumptions.** Your perspective will be different from theirs. Try not to assume what is causing them pain or what will help.
- **Keep in contact.** Part of the emotional support you offer could be to keep things as normal as possible. Involve them in social events and take the time to talk about other parts of your lives.

In some cases, you may be confronted by a person unwilling to receive help, which can feel frustrating. It’s important to accept there are limitations to what you can do for your friend or co-worker.

You can:

- Be patient
- Offer emotional support and reassurance
- Provide resources when they’re ready (for example, you could show them how to speak to someone in management or seek professional help)
- Make sure you don’t become unwell yourself

You can’t:

- Force someone to talk to you. It can take time.
- Force someone to get help (unless it is an emergency situation)
- See a doctor for someone else

It’s difficult to see someone struggle, but taking the time to say something and offer support could make a world of difference. If someone has communicated they are suicidal or has taken steps to prepare for it, do not hesitate to get them help. This would be considered an emergency and an opportunity to save a life. 🚑🌟

CHAD DUNLAP is business development manager for Frost Roofing Inc., Wapakoneta, Ohio.

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A hand is holding a black sign with a white border. The sign features the text "CAN'T STOP, WON'T STOP" in large, bold, white capital letters. The text is set against a background of vibrant, abstract, multi-colored patterns in shades of yellow, purple, blue, green, and pink. The overall image has a textured, artistic feel.

**CAN'T
STOP,
WON'T
STOP**



YOU SHOULD BE CONSTANTLY WORKING TO KEEP NEW HIRES AND SEASONED EMPLOYEES

BY AMY STASKA

Editor's note: The following is a fictionalized depiction.

JAMIE'S TRIP TO STURGIS, S.D., was amazing. For all the motorcycle riding he had done in his life, he'd never taken such a long trip or been to this iconic event. It took four days to get there from Tucson, riding through some blistering hot days.

The place was incredible! There were people everywhere! Jamie headed out into the crowd and, before long, decided to take a rest. He grabbed a beer and found a spot at an empty picnic table in a bit of shade.

A few minutes later, a couple approached and asked whether they could take the other side of the table. Jamie was happy to oblige, and the three of them started talking about their bikes, families and, eventually, work. They were surprised to find they all worked in roofing.

Cheryl and Al owned Roofing Done Right, a midsized commercial roofing company in Nebraska.

Jamie had been hired by a friend's dad's company six years ago and recently was promoted to foreman. They talked about their enjoyment of the trade and love of working outdoors. Cheryl and Al invited Jamie to stop by on his way back to Tucson to see their shop and operation.

Several days later, Jamie rolled into the parking lot of Roofing Done Right. He planned to visit his new friends and stay the night in town before continuing to Tucson.

The company tour was great. Cheryl and Al ran a smooth operation. One thing he was curious about: There were more people around—installers, it seemed—than would normally be at his company in the afternoons. It was a beautiful day and Jamie thought they'd all be out on roofs, yet there were a few in the corner of the office working on a tabletop and some others in the office talking with someone, apparently just shooting the breeze.

When Jamie asked about it, Al explained it was part of their re-recruiting program. Jamie assumed he had misheard and asked Al where they were able to find all these new hires.

"No," Al said. "Re-recruiting. Only one of the people you've seen is new. The others have been with us for a few months or longer."

"Wait," replied Jamie, with a baffled look on his face. "You onboard for a few days? We give new hires a policy manual, fit them in a safety harness and show them some videos, which only takes a few hours. Our foremen

are great and take it from there. What do you mean by re-recruiting?"

"We want to hire employees who want careers and who want to build those careers here," Al explained. "We don't want to worry everyone's going to jump ship as soon as another contractor offers them a little more money per hour. We realized we needed to make a serious investment in our people if we expect them to invest in us, and we start that investment the moment someone comes on board. We started the company almost 10 years ago, and we have a process that works for us. We don't see too many people leaving unless they're moving out of town or retiring. We get fantastic referrals, too."

Jamie wanted to hear more about this process.

Al explained that from the moment someone walks in the door to fill out an application, they treat the prospect well. They provide free coffee, sodas and snacks and tell a potential hire to take time completing the application. Applicants are seated in a comfortable space filled with artwork made by employees' kids, and there's a computer where they can watch a few videos about the company and some NRCA videos about working in the roofing industry.

Once an applicant completes the application, the human resources manager discusses what the company offers.

"We decided we want to try to sell ourselves to applicants as much as we expect them to sell themselves to us," Al explained.

ROOFING DONE RIGHT ONBOARDING

Name of new hire _____ Today's date _____

- _____ Company tour, including office, warehouse, shop area and yard
- _____ Personal fall-arrest system fitting and personal protective equipment meeting with safety director
- _____ Uniform fitting and selection
- _____ Warehouse and yard tour with warehouse manager
- _____ Lunch with available office staff, including Cheryl and/or Al
- _____ Begin first training module
- _____ Job-site visit
- _____ Dinner with field staff (no office staff)

Location: _____

Sample onboarding checklist

“We ask questions and talk about what brought them in and what they’re looking for. We talk about the qualities we’re looking for in a team member and gauge their responses. The truth is, as much as we want new people, we won’t hire someone who doesn’t seem at all energized by these conversations.

“We want to see willingness to learn and work hard,” Al continued. “We don’t shy away from telling them it’s hard work, and we give them a no-shame out if they realize it’s not for them. We keep gift cards to a few local restaurants and, for those who seem unsure, we tell them to go grab lunch and think about it.

“If they’re interested after all this, we schedule them to come in the following day for a whole day of learning the ropes.”

Al then showed Jamie the checklist they use for the orientation day (see figure).

“This is just the beginning of the re-recruiting,” Al explained. “But it’s an important beginning. We consider recruiting to be anything that gets people to walk in the door. Once they’re in, it’s all about keeping them in, which is why we call it re-recruiting. And it’s never-ending.”

Al went on to explain how re-recruiting looks different for different people. Some need more time with a trainer, and Al will pull people off crews for an hour or two to work on skills.

Others meet frequently with the director of workforce development though she meets with all employees at least once per year. She asks about their job satisfaction, and the company has been able to address some patterns and change things that might cause new employees to leave. She asks the following questions:

- “What are the best things about your experience here?”
- “What have been the lowlights?”
- “What made you consider quitting, and how do we

WE CONSIDER RECRUITING TO BE ANYTHING THAT GETS PEOPLE TO WALK IN THE DOOR. ONCE THEY’RE IN, IT’S ALL ABOUT KEEPING THEM IN, WHICH IS WHY WE CALL IT RE-RECRUITING. AND IT’S NEVER-ENDING.

make sure that doesn’t happen again?”

Also, she tries to get to know everyone and assess what’s important to each person. For example, some people would rather enroll in a local community college course than get a bonus or have a gift card sent home to their spouse instead of getting it themselves.

“We even helped one woman finish college,” Al said. “She ended up leaving to pursue another career, but she was a great employee while she was here, and she referred her brother and nephew to our company, and they’re both still here.

“We do fun stuff, too. We had an employee whose daughter came in first at the state gymnastics meet, so we had her come in and do a routine for us one day. You should have seen this guy’s pride because he was showing off his kid to his company and showing off his company to his family.”

After hearing all this, Jamie was dumbfounded.

“How do you have the time for all the conversations?” he asked. “I feel like we’re working full tilt all the time.”

Al explained that is why they hired the director of workforce development. She is charged with the ongoing re-recruiting conversations and assesses training needs by talking to foremen and superintendents. And she works with the trainers to set up group and individual sessions.

Al provided Jamie with the job descriptions they used for director of workforce development and trainers.

By the time Jamie pulled out of town to head home, he had already contacted his company owner to let him know about his conversations with Al and Cheryl. He couldn’t wait to get back to Tucson and tell him how their company could start re-recruiting. 📍🌐🔗



For examples of job descriptions for director of workforce development and trainer, go to professionalroofing.net.

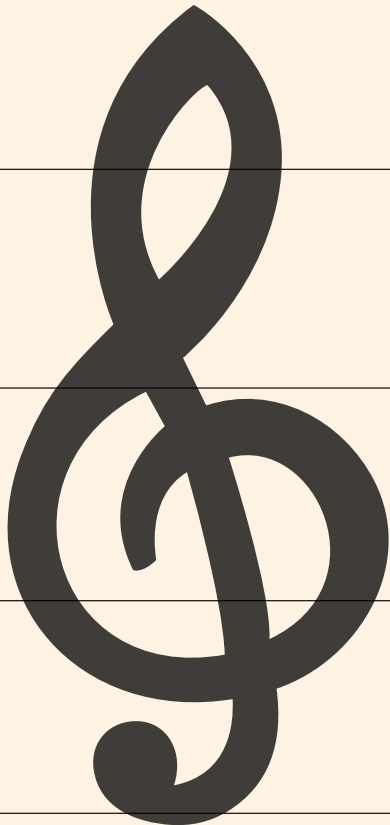
AMY STASKA is vice president of NRCA University.

ROOFING A CONCERT HALL

Weathercraft Company of Colorado Springs installs acoustical
smoke vents on William J. Palmer High School

by Chrystine Elle Hanus

Photos courtesy of Jennifer Baker, Jenn's Breathtaking Moments, Colorado Springs, Colo.



Workers installed four acoustical Bilco® Type ACDSV-Automatic Smoke Vents designed to prevent noise intrusion, an important element as the project was located in the middle of Colorado Springs, Colo.



Constructed in 1939, William J. Palmer High School is one of 113 schools built by Works Progress Administration workers as part of a New Deal plan to lift the U.S. out of the Great Depression.



William J. Palmer High School is the flagship high school of Colorado Springs, Colo., and has nearly 1,600 students. It is an International Baccalaureate World School for students in grades nine through 12 and offers career-related and diploma programs.

Designed by Edward Bunts, a William J. Palmer High School alumnus, and constructed in 1939, the high school is one of 113 schools built by Works Progress Administration workers. Franklin D. Roosevelt created the Works Progress Administration in 1935 as part of a New Deal plan to lift the U.S. out of the Great Depression. Colorado was one of the biggest beneficiaries of the Works Progress Administration and received more per capita federal dollars than any state except Washington. Works Progress Administration workers also reconstructed 381 other schools in the state.

Although the building remains sturdy, the school district sought to replace the outdated smoke vents in the school's auditorium and improve its acoustical performance.

NRCA member Weathercraft Company of Colorado Springs Inc., Fountain, Colo., was selected by the general contractor, iiCON Construction, Colorado Springs, to assist with the school's smoke vent modifications.

Project name: William J. Palmer High School

Project location: Colorado Springs, Colo.

Project duration: July 16-Sept. 3, 2022

Roofing contractor: Weathercraft Company of Colorado Springs Inc., Fountain, Colo.

Roof system type: Gravel-surfaced built-up roofing

Roofing manufacturers: The BILCO® Company, New Haven, Conn.; Johns Manville Roofing Systems, Denver; United Asphalts, Commerce City, Colo.

A different design

The project's architect, LKA Partners Inc., Colorado Springs, found the existing vents were installed horizontally on a concrete structure above the auditorium's stage.

"The existing smoke ventilation system consisted of 24 vertically hinged doors that could be remotely opened 45 feet above the floor," says Vernon Champlin, senior consultant with fire-protection engineering firm Jensen Hughes, Baltimore. "The complex system of jute ropes and pulleys allowed the ventilation doors to fall open simultaneously via gravity from a single manual releasing point on the stage. As codes and technologies advanced, these antiquated systems have become obsolete, and worse, there is no applicable standard for inspection, testing or maintenance. The greatest concern of the existing system was an inability to effectively test and reset the system to ensure proper operation."

"This is the first time we've ever run into this particular design," adds Frank Kaiser, an architect and associate at LKA Partners. "The existing vents were connected with a series of pulleys and ropes, and the panels did not seal well. There was no way to replace them."

Instead, the architects devised a creative retrofit. The existing vents were loose and uninsulated, so they were abandoned and sealed. The built-up roof system above the auditorium would be replaced with a new built-up roof system that included four acoustical smoke vents.

The existing 200-square-foot roof area above the auditorium consisted of a concrete roof deck, 2 inches of perlite insulation, 1/2-inch-thick perlite cover boards and a layer of asphalt embedded with gravel.

In July 2022, the crew from Weathercraft Company of Colorado Springs began work on the project by sweeping and removing nearly 4,000 pounds of gravel;

spudding the asphalt surfacing; and removing existing felt, insulation and flashing. The iiCON Construction team manually cut openings in the roof deck with a saw cutter to fit four 5- by 7-foot Bilco® Type ACDSV-Automatic Smoke Vents.

"I've done a lot of different things, and we always find challenges," says Don Johnson, executive vice president



Portions of the existing concrete roof deck were removed to provide openings for new smoke vents.



The newly installed acoustical smoke vents

of iiCON Construction. "Anybody can build from the ground up. It's when you go in and do renovation that you're always going to find some challenges."

The auditorium's roof area is surrounded by lower roofs with no room for staging, so workers used a crane to lower the removed deck and debris and lift materials to the upper roof.

After the vents were set in place, the crew placed 2-inch-thick Johns Manville ENRGY 3® polyisocyanurate insulation in asphalt followed by 1/2-inch-thick Retro-Fit Boards. Next, workers set four plies of GlasPly IV in United Asphalt Type 3 asphalt, applied another coating of asphalt embedded with 1/2 of an inch of gravel and completed the tie-in system with DynaBase and DynaLastic 180 cap sheets. All work was done while the school was out of session.

"Student safety is paramount, and cutting any hole in a roof is a big deal," says Jennifer Hotaling, assistant capital program manager for District 11 schools. "The whole team of dedicated professionals came together to provide taxpayers with the best possible solution."

Back in session

In September 2022, the crew at Weathercraft Company of Colorado Springs successfully completed work on William J. Palmer High School before classes resumed. Thanks to diligent work, students, faculty and families now have the security of robust smoke vents to aid in the event of a fire evacuation, and auditorium performances no longer will be affected by outside noise intrusion.

"It was a specialized project," Kaiser says. "We worked with the local building department and the fire department to make sure it passed muster. The school was well-built and plenty strong to handle the new smoke vent openings. We didn't have to do any remedial structural work. Everybody in Colorado Springs knows about William J. Palmer High School, and we were glad to be a part of this project." 🌟🌟🌟

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

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Photos courtesy of Mule-Hide Products Co. Inc., Beloit, Wis.



YOUR PARTNER IN TRAINING

Manufacturer-provided instruction
provides competitive advantages

by Kyle Stavish

Roofing is a multifaceted, dynamic industry with a constant stream of new products and installation techniques to learn; changing regulations to understand; and crew members to onboard or prepare to take on new roles. However, with looming project deadlines and other must-do priorities, it is easy to defer or eliminate all but the most basic training.

In doing so, your company could be missing out on significant business opportunities. Training should not be thought of as a one-and-done event or a nice-to-have benefit but rather as an ongoing necessity for all employees regardless of tenure or job description.

Training should be viewed as a strategic business investment that can bring significant competitive advantages and be a powerful tool for recruiting and retaining quality employees. One way your company can reap the benefits of employee training is to take advantage of manufacturer-provided instruction.

QUALITY INSTALLATIONS

Manufacturers are continually introducing new products and improving existing ones to help roofing contractors provide roof systems that perform better, last longer and are faster to install.

Manufacturer-provided training gives your team the knowledge and hands-on experience it needs to deliver high-quality projects more



Manufacturers offer programs for a wide range of topics and can customize sessions to meet a contractor's specific needs.

efficiently, more safely and with fewer callbacks. It helps you stay on top of the latest product innova-

tions and regulations. It is a signal to potential customers your company is committed to quality and delivering the most appropriate solutions to meet their needs.

Through manufacturer-provided training, you and your employees gain an understanding of a product's features, the role it plays in a roof system, the applications for which it is well-suited and how to properly install or apply it. Such training provides another tool to add to your arsenal, giving you greater flexibility in crafting recommendations for each project and the ability to offer multiple solutions to meet a customer's needs.

ENHANCED EFFICIENCY

Although the need for instruction in the use of a new product may be clear, it can be equally valuable with products your company has been using for years. If a manufacturer changes a product, training will help you and your staff understand those improvements, how to communicate them to customers, and learn alterations to the installation or application specifications.

With proper training and equipment, your company can incorporate products specifically designed to help crews work smarter and faster. Low-slope roofing examples include aerosol bonding adhesives that can reduce labor costs by as much as 60% compared with traditional roller-applied adhesives; self-adhering TPO and EPDM membranes that eliminate delays waiting for an adhesive to tack off; and wider TPO membrane sheets that can dramatically speed up installations on larger roofs with few penetrations and obstructions. And the list keeps growing as roofing manufacturers regularly introduce new efficiency-boosting products.

EXPAND PRODUCTS AND SERVICES

Adding products and services or entering an entirely new segment of the industry can present significant growth opportunities, allowing you to pursue customers and project types that previously were off limits. When you and your company are ready to realize these business opportunities, training is an essential first step.

For example, if you've never installed an EPDM membrane roof system, you should acquire a solid foundation of knowledge before bidding on your first job. It will ensure you and your team understand the product and how it works, its advantages and drawbacks, and how to properly install it.

Or if you want to add fluid-applied systems to your company's offerings because consumer demand for these products is high, the barrier to entering this segment is lower after receiving manufacturer-provided training.

Also, government, institutional and architect-driven projects often have a no-dollar-limit warranty written into bid requirements. Most, if not all, roofing manufacturers require contractors to receive hands-on product and installation training before they are eligible to offer such warranties. The ability to offer a no-dollar-limit warranty covering materials and installation can expand the range of projects your company pursues.

ATTRACT AND RETAIN EMPLOYEES

Nothing is more vital to a roofing company's success than having talented, hardworking, dedicated people to send up on a roof. But attracting and retaining such people is among the toughest challenges owners and managers of roofing firms face. Offering a solid training and continuing education process can make it a bit easier.

People want to work for quality employers, and a strong training process is a tangible sign of quality. It communicates to current and prospective employees your business takes care of its employees, gives them the knowledge and tools they need to do their jobs well, and invests in their long-term success and career growth.

In the roofing industry, safety training is key. If proper precautions are not taken, a job site can turn deadly. Ask any roofing contractor what his or her top priority is, and the response most likely will be ensuring everyone makes it home safely at the end of every day. A training process with safety at its core puts action behind those words, making a business a more attractive place to work.



Manufacturers can be valuable resources for providing advanced training in designing, installing, maintaining and repairing specific roof types.

The onboarding process for new employees—whether roofing novices or

tenured veterans—should include thorough instruction in all relevant safety regulations and practices and the proper use of safety equipment. Safety also should be an important component in the ongoing training all employees receive.

Everyone benefits from regular refreshers regarding safety practices. Training serves as a reminder that proper ladder placement, being aware of surroundings and properly using personal protective equipment prevents injuries and saves lives.

Offering ongoing product and installation training also gives employees the knowledge and skills they need to advance in their careers. Continuous learning creates opportunities for them to achieve goals while simultaneously making them more invested in your company and more committed to its success. Training is an incredibly powerful recipe for retaining top-notch talent.

Manufacturers can be valuable resources for such training, providing advanced training in designing, installing, maintaining and repairing specific roof types.

READY TO HELP

There always is something to learn no matter how long you have been in the industry. Manufacturers are ready, able and eager to be contractors' training partners. They want to help contractors use their products correctly, effectively and efficiently. They want to help contractors succeed and expand their businesses.

Manufacturers offer programs for a wide range of topics and can customize sessions to meet a contractor's specific needs. Many have on-site training centers where contractors and their crews can go for dedicated training, or they will lead sessions at a contractor's facility or a distributor's location nearby.

Manufacturer-provided training also can be cost-effective. There typically is no tuition or registration fee, so the contractor only is responsible for travel expenses if attending a class at a manufacturer's in-house training facility. Again, manufacturers want contractors to understand their products and be able to install or apply them according to specification.

Manufacturer-provided training can give contractors big competitive advantages: high-quality projects completed more efficiently, skilled crews who are happier and safer in their work, opportunities to cast a wider net in pursuing jobs and the ability to offer customers a broader range of solutions. By partnering with a manufacturer for training, you are making a smart, strategic investment in your business and its future success. 📍🌱

NRCA training opportunities

NRCA offers a wide range of educational and training opportunities from leadership development, technology and health and safety-related topics to NRCA ProCertification,[®] Qualified Trainer Conferences and customized education to maximize your company's success. To learn more, visit nrca.net/education.

KYLE STAVISH is national training manager for Mule-Hide Products Co. Inc., Beloit, Wis.

MANUFACTURER NEWS

CertainTeed expands prefabricated assemblies

CertainTeed, Malvern, Pa., has announced the launch of ONE PRECISION ASSEMBLIES,™ fully constructed wall, floor, ceiling and roof panels to help builders complete more homes faster with less risk on the job site.

Using the latest advances in building science and prefabrication, CertainTeed has developed fully constructed building panels that meet local building codes, as well as energy and sustainability requirements, typically consuming less than half the energy of other new homes.

In addition, the panels are prefabricated using structural systems, insulation, windows, doors, weatherproofing and finishes designed to work together. Although times vary, factory production is generally less than one week, with on-site installation of wall panels expected to take less than three days.

ONE PRECISION ASSEMBLIES will roll out this year in the Mid-Atlantic, Midwest and Northeast regions, with plans to expand to other U.S. markets.

ATAS International honors sales professionals

ATAS International, Allentown, Pa., has announced Mike Krahling, product representative for North Carolina, South Carolina and southern Virginia; Jon Loftus, inside technical salesperson for North Carolina, South Carolina and southern Virginia; and Jim Luster, product representative for

Florida, received the company's Malan S. Parker Award. The award annually recognizes the company's top sales professionals.

Krahling has been part of ATAS International for 10 years and has previously received the award twice. Loftus joined the company more than five years ago, and Luster joined the company more than four years ago. The salesmen were recognized for their teamwork in overall sales growth and observance of corporate goals and objectives.

"The design assistance, delivery of educational sessions, service and technical advice by Luster and Loftus has made a positive impact in the Carolinas," says Mark Bus, national sales manager for ATAS International. "Krahling transferred to the Carolinas last year, where he is already forming professional relationships within his new territory, continuing the growth momentum in that area. ATAS International and David Srokose, ATAS International's southeast district sales manager, are fortunate to have Luster, Loftus and Krahling on their sales team."



ATAS International honors top salesmen Jim Luster (third from left), Jon Loftus (fourth from left) and Mike Krahling (fifth from left).

GAF donates roof system to wildlife center



GAF, Parsippany, N.J., partnered with Bachman's Roofing, Solar & Remodeling, Wernersville, Pa., to donate a new roof system to Red Creek Wildlife Center

in Schuylkill Haven, Pa. The wildlife center experienced a fire in December 2022, resulting in the loss of its clinic facility.

The new roof system on the rebuilt clinic supports Red Creek Wildlife Center's plan to expand its animal care facilities. GAF donated roofing materials produced locally at its Myerstown, Pa., facility, and Bachman's Roofing, Solar & Remodeling donated installation labor.

"After the fire, we were able to reach out to Red Creek Wildlife Center within

days to offer support," says Lisa Sensenig, materials manager at GAF's Myerstown facility. "Peggy Hentz, the owner of Red Creek Wildlife Center, has dedicated her life to saving local wildlife, and it means everything to us to support that mission as well as give back to a local organization."

The collaboration was part of GAF's social impact initiative, GAF Community Matters, which intends to make a positive difference as partners in the community by leveraging roofing expertise, resources and products to help build resilient communities.

In addition, GAF announced the launch of GAF QuickSite,™ reports that provide site-specific data formatted to help contractors and design professionals work faster and more effectively.

GAF QuickSite reports are available for residential and commercial properties and provide local building codes, roof design criteria, roof condition assessments, weather history and parcel data. GAF Quicksite is available as a standalone report or can be ordered with a GAF QuickMeasure™ report. Expected delivery times for both types of reports are less than one hour for single-family residences and less than 24 hours for commercial and multi-family buildings.

GAF also has launched a GAF QuickMeasure mobile app, available for iOS devices, where users can order GAF Quicksite and GAF QuickMeasure reports, view order history, and access 3D renderings and drawings, among other functions.

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- \$5,000 Diversity Scholarship
- \$1,000 Accredited Career Technical Education Scholarship

Employees of roofing industry companies, including their spouses and dependent children, as well as construction management students enrolled at the undergraduate level or students enrolled in CTE programs or schools (regardless of industry affiliation), are eligible to apply.



The deadline for all scholarships is Jan. 31, 2024.

For more information, visit roofingalliance.net/scholarship.

Gaco names Top Contractor winners

Gaco, Nashville, Tenn., a Holcim Building Envelope brand, has announced the recipients of its inaugural 2023 Gaco Top Contractor program. The program recognizes contractors' commitment to quality, as well as their commercial roofing and waterproofing expertise.



All Gaco Licensed Applicators are eligible for the program. Gaco awarded Top Contractor status to contractors who fulfilled the program requirements, measured by the total volume of Gaco products purchased and installed in 2022, as well as by remaining in warranty good standing.

"As the inaugural year for our Gaco Top Contractor program, we are excited and honored to recognize these professionals who demonstrated an unwavering commitment to excellence and a wealth of expertise in the commercial roofing and waterproofing industry," says Samir Jain, senior vice president of Holcim's Adhesives Coatings and Sealants business unit. "These firms embody the founding values of Gaco that continue to this day: quality, dependability, innovation and a spirit of service for our customers. We look forward to growing these partnerships to provide superior roofing and waterproofing solutions in 2023 and beyond."

The recipients included the following NRCA members: A-1 Roofing Co., Elk Grove Village, Ill.; Atlas Universal Inc., Houston; Battlefield Roofing Co., Manassas, Va.; Beachside Roofing LLC, Waipahu, Hawaii; Blue's Roofing Co., Milpitas, Calif.; Commercial Roofing & Waterproofing Hawaii Inc., Waipahu; Earl W. Johnston Roofing LLC, Hollywood, Fla.; Four Twelve Roofing, Baltimore; Harvey Strassner Contracting, Rochester, N.Y.; Jonesboro Roofing Co. Inc., Jonesboro, Ark.; and Western Roofing Service, San Leandro, Calif.

A complete list of winners is available at gaco.com/category/news.

TAMKO® Building Products receives 13 safety awards

TAMKO Building Products LLC, Galena, Kan., has received 13 awards from the Asphalt Roofing Manufacturers Association in recognition of the company's commitment to workplace safety during 2022.



TAMKO Building Products' Columbus, Kan.; Dallas; Ennis, Texas; Green Cove Springs, Fla.; Inwood, W.Va.; and Phillipsburg, Kan., facilities were awarded ARMA's Perfect Employee Safety Certificates for achieving safety records of no lost or restricted days, as well as no recordable Occupational Safety and Health Administration incidents during 2022.

TAMKO Building Products' Columbus; Dallas; Green Cove Springs; Joplin, Mo.; Phillipsburg; and Tuscaloosa, Ala., facilities each received ARMA's Certificate of Safety Improvement for reducing their ARMA Safety Index 25% or more during the previous year.

In addition, TAMKO Building Products' Inwood facility received ARMA's Award of Excellence for achieving a perfect safety score for three consecutive years.

TAMKO Building Products created a Zero Incident Safety Culture program in 2005 and has since reduced OSHA recordable injuries by 84%. The company has received more than 100 ARMA safety awards since 2007.

DISTRIBUTOR NEWS

Gulfeagle Supply opens new branch

Gulfeagle Supply, Tampa, Fla., has opened a new branch in Cincinnati.

This is Gulfeagle Supply's first location in Ohio and enables the company to serve communities in southeast Indiana, northern Kentucky and southern Ohio. Gulfeagle Supply has more than 110 locations in the U.S.

ABC Supply presents Ken Hendricks awards

ABC Supply Co. Inc., Beloit, Wis., presented Ken Hendricks Awards to James Crawford, managing partner of



ABC Supply's Salisbury, Md., branch, and Charles Morgan, managing partner of ABC Supply's Lynchburg, Va., branch.

The award is presented annually to associates who demonstrate commitment to ABC Supply's character and seven core values in honor of the company's late co-founder. Crawford began his tenure at ABC Supply in 2010 when the company acquired Bradco Supply. One year later, he became managing partner, and in 2014, he was inducted into the President's Club. Morgan joined ABC Supply in 1987 as a delivery driver. During his 36 years with the company, he became branch manager, was named managing partner and has been inducted into the President's Club. Crawford and Morgan will be recognized at ABC Supply's annual Founders' Celebration picnic this month.

In addition, ABC Supply has opened new branches in Gilroy, Calif.; Milwaukee; and Twin Falls, Idaho. The branches are ABC Supply's 48th location in California, 18th location in Wisconsin and sixth location in Idaho; the company operates more than 600 locations in the U.S.

Kirsch Building Products Sharkskin Roof Underlayments



WEBSITE: www.sharkskinroof.com PHONE: 877-742-7507



*"In an eagle, there is all
the wisdom of the world."*

Lame Deer,
19th century Lakota leader

Eagle Feather Metal Roof Honors Native American Heritage & Culture

Kirsch Building products has a product for every roofing and wall barrier project. Sharkskin Ultra SA® was chosen as the roof and wall underlayment for Montana State University's American Indian Hall, which honors Native American cultures, beliefs, and traditions.

Of special note on the Bozeman, Montana campus building, which has been in the works since 2004, is the metal roof designed as an eagle feather.

Prior to the standing seam roof and metal wall panels being installed, Sharkskin Ultra SA® provided excellent protective qualities, which included long term UV resistance and excellent high wind uplift resistance.

The beautiful eagle feather metal roof detail was designed and specified to last. The roof is comprised of 22-ga. 70% PVDF-coated Galvalume panels that transition from Silver Metallic on the left end to Slate Gray as the middle tone to Dark Bronze on the right end. The Sharkskin Ultra SA® was selected as the roof underlayment beneath the multi-colored feather-shaped metal roof and metal wall panels, as it will provide long term moisture resistance.

Beneath the standing seam metal roof and wall cladding, Sharkskin Ultra SA® is also providing high-temperature resistance.

In addition to benefitting the roofing system, Sharkskin Ultra SA® has benefits roofers will appreciate. Benefits include its excellent adhesion properties ... it will adhere to the roof and wall substrate, at 10° F and rising, without the need for "primer" which saves the roofer time = labor dollars.

Another important benefit: Sharkskin Ultra SA® is slip-resistant — even when wet — allowing for a safe walking surface no matter the conditions during installation.

Sharkskin Ultra SA® is designed to perform in the most challenging circumstances. It is Miami-Dade County, ICC-ES, Florida Building Code and Texas Department of Insurance approved. The high-performance underlayment also has no VOCs, contributes to LEED, and recyclable.

Kirsch Building Products offers a Sharkskin product for every roofing and wall barrier project. Visit www.sharkskinroof.com today for more information. ■



Photos: Montana State University & Chris Kamman (SkyLab Media House)

Metal Roofing Manufacturer:

Sheffield Metals International, Sheffield Ohio

Roofing Contractor: Zach Kilwein, Beartooth Metal Roofing, Billings Montana

OTHER NEWS

SPRI announces new technical director

SPRI has announced Chadwick Collins, co-founder of TK Sebastian LLC, Westfield, Ind., has been named technical director by the association's board of directors.



Collins

Collins has nearly 20 years of roofing and advocacy experience and most recently was director of codes and regulatory compliance for Kellen Company, an Atlanta-based associations and trade organization management firm.

"Collins brings tremendous technical value and roofing industry experience to SPRI," says Brad Van Dam, president of SPRI. "I am excited the board has voted not only to expand the technical director's role, but also that we were able to find someone as talented as Collins. He will have an immediate effect on the organization and our strategic plan."

Collins now is responsible for leading and managing the technical agenda for SPRI and its members, as well as supporting the association's strategic initiatives.

RT3 seeks award nominations

Roofing Technology Think Tank is seeking nominations for its 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.

To be eligible, a nominee 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 nominations is Sept. 30, and there is a \$50 nomination fee to cover processing and award costs. Additional information and award applications are available at rt3thinktank.com/award.

NRCA and the Roofing Alliance are accepting award entries

NRCA and the **Roofing Alliance** are seeking nominations for NRCA's 2024 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 and innovative solutions. Unique roofing-related jobs, programs and services completed between June 1, 2021, and May 31, 2023, are eligible for the program.

Entry forms are available at nrca.net/goldcircle, and the deadline for entries is Friday, Sept. 15. Winners will be announced during NRCA's 137th Annual Convention and the 2024 International Roofing Expo® Feb. 6-8 in Las Vegas and receive recognition in *Professional Roofing*.

In addition, the Roofing Alliance is seeking entries for its Most Valuable Player Awards Program. MVP Awards recognize outstanding workers who demonstrate 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.

Award categories include outstanding performance and leadership and outstanding community involvement. Additionally, one MVP winner will be chosen as Best of the Best, co-sponsored by *Professional Roofing* and OMG® Roofing Products Inc., Agawam, Mass.

All MVP Award winners and their nominators will be notified in early November so they can make arrangements to attend NRCA's 137th Annual Convention. In addition, all winners will be recognized in *Professional Roofing*, the Roofing Alliance Newsletter and on the Roofing Alliance's website, roofingalliance.net, as well as recognized in press releases.

The deadline for entries is Friday, Sept. 29. Entry forms are available at roofingalliance.net/programs/mvp.



NRCA NEWS

NRCA is pleased to announce Mark Graham, NRCA's vice president of technical services, received ASTM International's Award of Merit in June. Graham was recognized for his contributions to ASTM International's Committee D08 on Roofing and Waterproofing. Graham has served on the committee since 1989.



Graham



MVP AWARDS

MOST VALUABLE PLAYER

CALL FOR NOMINATIONS | 2023-2024

Never underestimate the power of recognition (and great prizes). Give your field and warehouse workers the ultimate shout out!

Deadline for entries: Sept. 29

roofingalliance.net/mvp

Thanks to the **Best of the Best Award** sponsors





ARMA recognizes workplace safety

The **Asphalt Roofing Manufacturers Association** has recognized the workplace safety practices of 66 asphalt roofing manufacturing facilities, including four that received the prestigious President's Award.



ARMA's annual Accident Prevention Contest honors individual facilities in North America

that have low incident rates among workers. The President's Award is presented to facilities that have the best safety score during a two-year period. This year, facilities belonging to NRCA members CertainTeed LLC, Malvern, Pa., and GAF, Parsippany, N.J., received President's Awards. CertainTeed's Little Rock, Ark., and Oxford, N.C., facilities and GAF's Stockton, Calif., and Chester, S.C., facilities were recognized for their safety records.

MBMA announces student competition

The **Metal Building Manufacturers Association** has opened submissions for its 2023 Student Design Competition. This year, architecture students are tasked with creating a metal building design for a new nature center and environmental research facility.

Registration is free to full-time graduate and undergraduate students, who are required to have a faculty sponsor. Six prizes totaling more than \$28,000 will be awarded to one overall winner, two graduate entrants and three undergraduate entrants.

The deadline for submissions is Jan. 5, 2024, and winners will be announced Feb. 27, 2024. Interested individuals or teams can register at mbmaeducation.org.



NRCA NEW MEMBERS

ARCHITECTS/ENGINEERS/ CONSULTANTS

Anjali Grant Design LLC, Seattle
Arizona's Roof Consultant,
San Tan Valley, Ariz.

BrunnoNoBs LLC, Port Saint Lucie,
Fla.

CannonDesign, Buffalo, N.Y.

Helene Hardy Pierce, Dalton, Pa.

Kate Cowing Architect LLC,
Philadelphia

Kitchell Contractors, Phoenix

Mark Cook Roofing
Consultant LLC, Metairie, La.

Northwest Roof Consultants,
Hayden, Idaho

WHEMCO Inc., Pittsburgh

Zimmerman Studio LLC,
Philadelphia

CONTRACTORS

Advance Builders Corp.,
Cedar Rapids, Iowa

Amalgamated Construction
Group Inc., Plantation, Fla.

Ascent Roofing, South Jordan, Utah

Brown Buyers Group, Boiling
Springs, Pa.

Coleman Roofing & Construction,
Gonzales, La.

Copeland's Complete Construction,
Auburndale, Fla.

David Martin & Son Roofing,
Colleyville, Texas

G Storm Solutions LLC, Houston
Guaranteed Roofing, Canterbury,
Conn.

Horseback Roofing and Siding,
Guilderland, N.Y.

Iris Builders Inc., Charlotte, N.C.

Kingdom Roofing & Remodeling
LLC, Wylie, Texas

Kirk's 5 Star Roofing, North Adams,
Mich.

LaPorta Contracting, Fort
Lauderdale, Fla.

Luby Construction Group LLC,
Plano, Texas

M4 Roof Services, Newnan, Ga.

Midwest Coating Inc., Topeka, Kan.

North Hills Constructors Inc.,
Glenside, Pa.

Nu-Tek Roof Systems, Lake
Hopatcong, N.J.

Old Colony Roofing, Gamer, N.C.

Phoenix Exteriors, Schaumburg, Ill.

Pro Builders Roofing LLC,
Richardson, Texas

Restoration Roofing, Fort Worth,
Texas

Reyes and Son Construction,
Revere, Mass.

Ridge Roofing LLC, Mesa, Ariz.

Riegle Metals LLC, West Branch,
Mich.

Roof Artistry, Norfolk, Va.

ROOFCO Ontario Inc., Barrie,
Ontario

Roofing Specialists, Sun Prairie, Wis.

RoofPro Roofing, Destin, Fla.

Sanbury Construction LLC,
Reading, Pa.

Summit Roofing Inc., North Richland
Hills, Texas

Sunflo Construction Group Inc.,
Miami

Superior Roofing Systems Inc.,
Anaheim, Calif.

United Family Builders, West Lake,
Ohio

Weather Shield Roofing Systems,
Grand Rapids, Mich.

Wilson Roofing Inc., Hendersonville,
N.C.



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* See actual warranty for complete details, limitations, and requirements.



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Roofing Alliance announces board of trustees

The **Roofing Alliance** has announced the members of its 2023-24 board of trustees. Greg Bloom, vice president of national and strategic accounts at Beacon Building Products, Herndon, Va., will serve as president; Reed Gooding, CEO of GSM Roofing, Ephrata, Pa., will serve as vice president; and Jason Dark, vice president of sales at Duro-Last Roofing Inc., Saginaw, Mich., will serve as secretary-treasurer. A complete list of the board of trustees is available at roofingalliance.net.

In addition, the Roofing Alliance welcomes Sterling Commercial Roofing Inc., Sterling, Ill., at the Regent level. The Roofing Alliance now has 191 members representing leaders from the contracting, manufacturing, distributing and service provider communities.

UP THE LADDER

ABC Supply Co. Inc. has promoted **Andrew Bintl** to Wisconsin district manager and **Tyler Remaly** to Chicago district manager. In addition, the company has promoted 25 individuals to branch managers. A list of the new branch managers is available at abcsupply.com/media-center/press-release.

Mule-Hide Products Co. Inc. has named **Derek Govan** west region director.



THE INDUSTRY ONLINE

PABCO® Roofing Products has launched an **online visualization tool** to demonstrate the look of the company's asphalt shingles on uploaded images of homeowners' roofs. The visualizer includes a shingle color selector and roofing design tool and is available at pabcoroofing.com.



REPAIR HERO

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A solvent-based, fiber-reinforced terpolymer sealant intended for the repair of asphalt, modified bitumen, metal, Kynar®, concrete, TPO, Elvaloy®/PVC, Hypalon®, PIB and EPDM roofs.

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Competitor

remove skin, stir for 5 minutes with specialty mixer, apply, close lid.

Repair Hero

open pail, apply, close lid.



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EVENTS

SEPTEMBER

23-25

Western Roofing Expo

Western States Roofing Contractors Association
Las Vegas
Contact: WSRCA
(800) 725-0333 or info@wsrca.com
westernroofingexpo.com

27

Virtual CERTA Train-the-trainer

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

29-30

IIBEC Building Enclosure Symposium

IIBEC
Orlando, Fla.
Contact: IIBEC
(800) 828-1902 or info@iibec.org
iibec.org

OCTOBER

4-6

2023 Texas Roofing Conference

Roofing Contractors Association of Texas
Houston
Contact: RCAT
(800) 997-6631
rcat.net

11-13

LEGALCon Live 2023

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

18-20

METALCON 2023

Metal Construction Association
Las Vegas
Contact: PSMJ Resources Inc.
(800) 537-7765 or info@metalcon.com
metalcon.com

18-20

2023 MRCA Conference & Expo

Midwest Roofing Contractors Association
Omaha, Neb.
Contact: MRCA
(800) 497-6722 or mrca@mrca.org
mrca.org

22-27

AGC's Advanced Management Program

The Associated General Contractors of America Inc.
Dallas
Contact: AGC
(703) 548-3118 or info@agc.org
agc.org

NOVEMBER

7-10

NRCA's Fall Committee Meetings

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

15

CERTA Train-the-trainer

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NRCA
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Visit osroofing.com or contact Melanie Spaid at (301) 937-5911 or melanie@osroofing.com.



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If you've even thought of selling, buying or moving up the ladder in your career, you need to contact Dave at (772) 778-4343, ext. 2, or dave@onlinepcg.com, or visit onlinepcg.com. All information is kept in the strictest of confidentiality.

New product alert! PolyAnchor® HV high-velocity wind anchor sheet



PolyAnchor HV is a nailable anchor sheet specially designed for the temporary protection of steep-slope roofs in areas prone to high winds. Designed with ANCHORTIGHT Technology™, PolyAnchor HV uses a strong bituminous bonding surface combined with a special tear-resistant fiberglass mat to provide superior wind-uplift resistance.

To learn more about PolyAnchor HV, visit polyglass.us/product/polyanchor-hv.

SpeedStand speeds up jobs

Get more done on your jobs. Speed-Stands 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.

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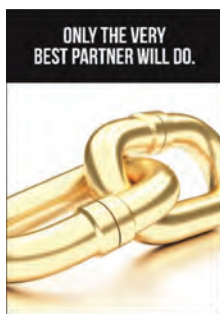
Contact us to learn more about how we can help you and your clients become more sustainable at (720) 615-0281 or visit repurposedmaterialsinc.com.



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

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I asked what kind of family Amina wanted. She said, 'A family like yours.' That's when I knew I had to adopt her.

Denise, adopted 17-year-old Amina



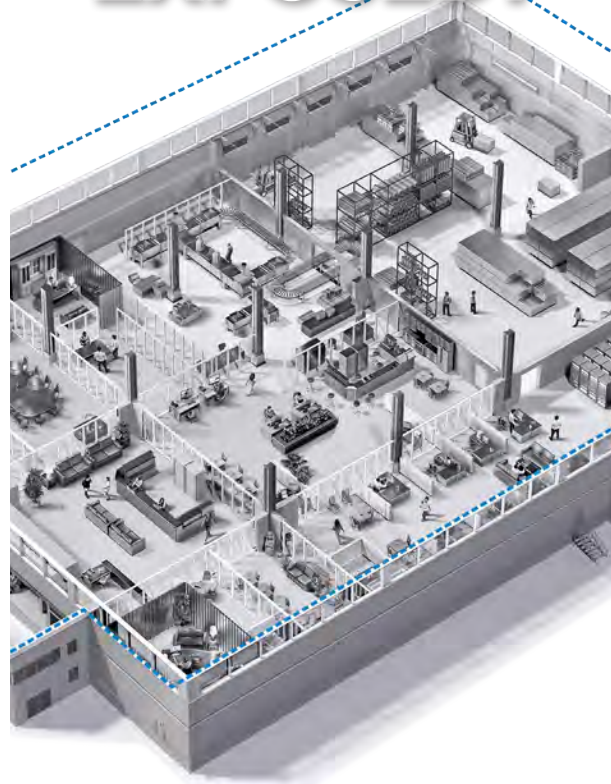
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ADOPTUSKIDS.ORG



IS YOUR ROOF SYSTEM
LEAVING YOUR OPERATIONAL SECURITY

EXPOSED?

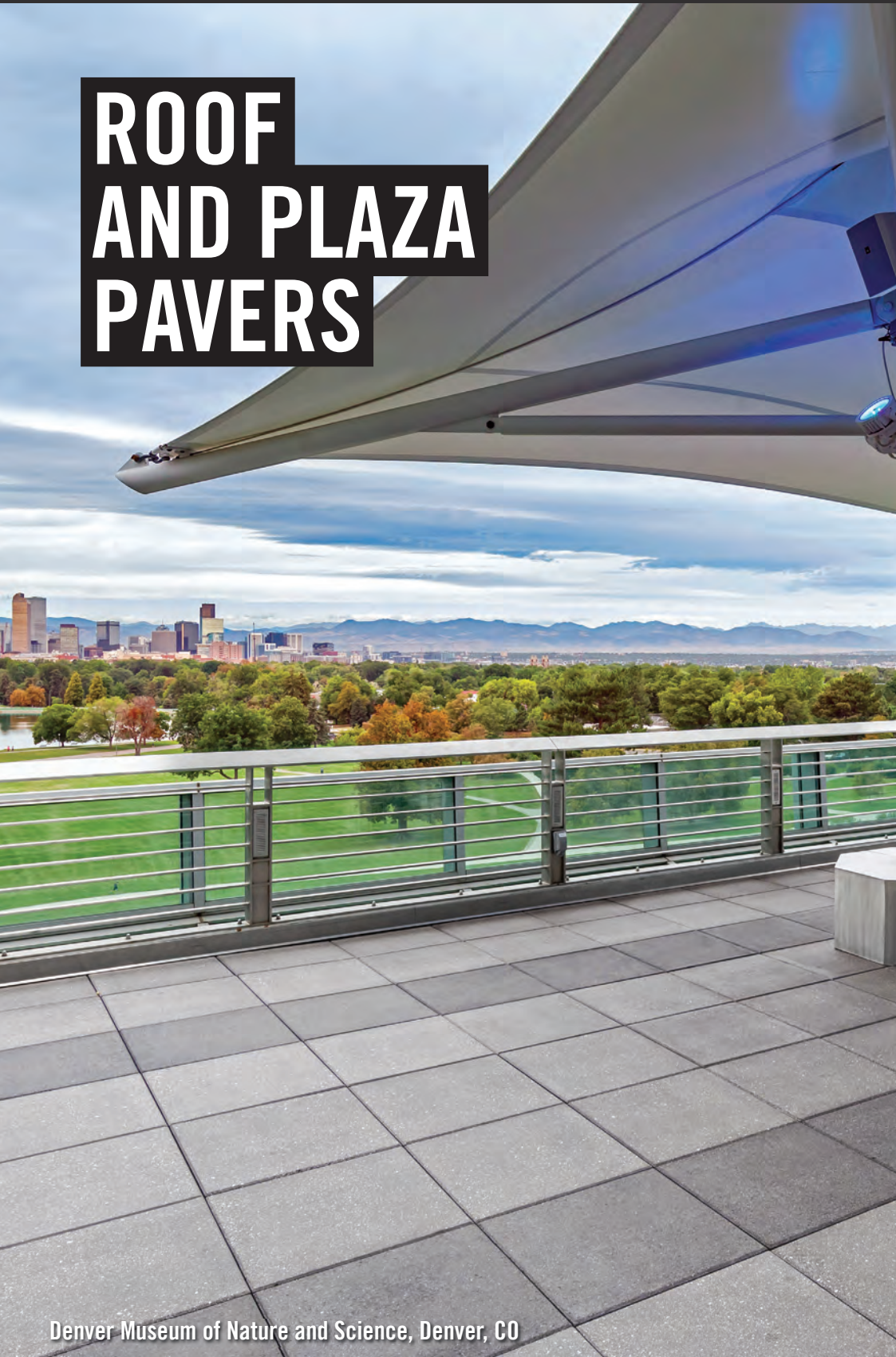


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ROOF AND PLAZA PAVERS



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Laurel Cherry Creek, Denver, CO



University of Colorado Village Dining Hall, Boulder, CO



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Lorenz and his wife, Nicole

WILL RICHTER LORENZ

WHAT IS YOUR POSITION WITHIN YOUR COMPANY? I am president of General Coatings Manufacturing Corp., Fresno, Calif., but I live in Rancho Santa Margarita, Calif.



WHAT IS THE MOST UNUSUAL PROJECT OF WHICH YOU HAVE BEEN A PART? The most awesome project I've worked on is the MSG Sphere in Las Vegas, an iconic domed entertainment center that will open with a U2 concert this month. General Coatings Manufacturing worked with NRCA member Commercial Roofers Inc., Las Vegas, to bring an innovative roof solution to Madison Square Garden Co.'s design team.

The decision was made to use spray foam instead of an insulated PVC membrane—specifically, 5-inch Ultra-Thane 230 roof foam and General Coating Manufacturing's unique formula of Ultra-Flex 1000 acrylic coating—to insulate and weatherproof the \$2 billion project.

WHY DID YOU BECOME INVOLVED IN THE ROOFING INDUSTRY? Job evolution in the early 2000s. While working for Resin Technology Co., Ontario, Calif., in OEM spray foam sales, I was promoted to vice president of sales for roofing, insulation and OEM.

Don Lenaker and Glenn Rucker, my good friends and roofing experts at Resin Technology, informally taught me the roofing trade while I was managing the spray foam portfolio.

WHAT WAS YOUR FIRST ROOFING EXPERIENCE? In Chicago, my father asked me to hold a bucket of asphaltic mastic while he performed "a simple leak repair" on a low-slope section of our shingle roof. It failed, and he hired a local roofing contractor who reshingled it and replaced the loose flashing. I was 8 years old and watched the professional at work from inside.

WHAT'S THE MOST EXCITING/ADVENTUROUS THING YOU'VE DONE?

While backpacking in Wind River, Wyo., in the mid-1970s, I came face to face with a huge grizzly. I turned and ran faster than Jesse Owens. I can still close my eyes and see the bear.



WHAT IS YOUR ROOFING INDUSTRY INVOLVEMENT? Anything and everything in coated foamed roofing. The Lax Gupta family has entrusted me to lead the company. I enjoy working with our great team every day. In addition, I serve on NRCA's Government Relations and Industry Executives committees and attend Roofing Day in D.C. every year.

BIG CITY OR SMALL TOWN? Suburbia—it's where I always have been.



WHAT IS YOUR FAVORITE STRESS RELIEVER? Snuggling with my dog, Mack, the best dog ever, maybe with nice sherry cask scotch in hand.

WHAT SONGS ARE YOU LISTENING TO OVER AND OVER? I listen to many songs. Currently, "Mr. Misunderstood," by Eric Church or "Knee Deep," by Zac Brown Band.

WHAT WAS YOUR FIRST JOB? Summer intern chemist at Amoco Chemicals in Naperville, Ill., in 1982. I was an honest, hardworking barrel mover, pilot plant operator and molecule dreamer earning \$7.90 per hour.

WHAT QUALITY DO YOU MOST ADMIRE IN A PERSON? Generosity—Luke 15:20-24: Welcome and share.

MY FAVORITE PART ABOUT WORKING IN THE ROOFING INDUSTRY IS ... The generous people I get to work with in the industry. Most are family-oriented, self-made and straightforward in action.

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO? WHY? I'd go to Elk River, Ore., to drift boat float fish for Tye or I'd visit my parents' graves in Hamburg, Iowa, to thank them for all they sacrificed for my sisters and myself.



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