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Continuing Education
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Benefits for Construction
Tradeswomen
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3rd Annual Spring
Golf Tournament
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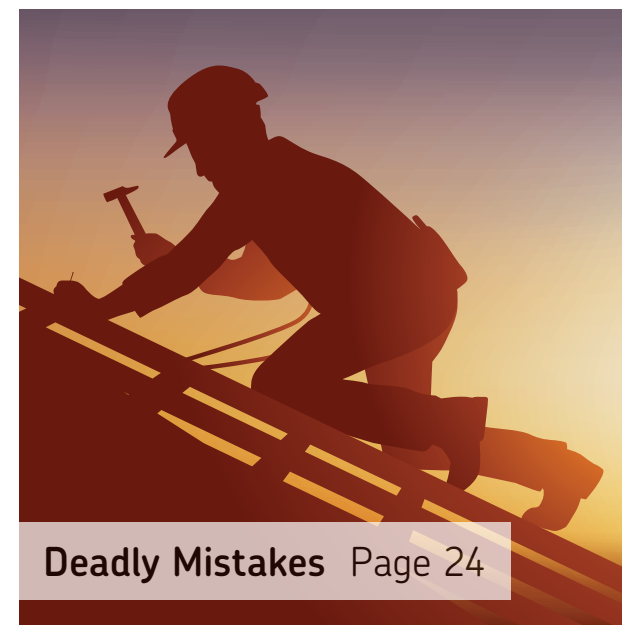
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Letter from the PRESIDENT

Thank you to all who attended the Carolinas Mid-Winter Roofing Expo in Greenville, SC. We had a great show and fantastic participation. I hope everyone took advantage of the educational sessions that were offered along with the OSHA 10 training and the Roofing Academy Master Installer Certification Class.

As we prepare for the upcoming year and roofing season, we all struggle with labor issues. It is getting increasingly more difficult to find, hire and retain employees. This is further complicated because many of our members are faced with an aging work force. While this is a scary fact that we face, however this brings about huge career opportunity in our industry. In this issue we will cover this very topic. I hope you find the information useful and pertinent to our times.

Another topic that is hot in the construction industry is the continuing education requirements from the North Carolina General Contractors Licensing Board. We know that this impacts several our association members. In the issue, you will find beneficial information on how this may affect your business and license moving forward. As an association we are planning and preparing a plethora of solutions to help you as a member obtain the needed credits and meet the new requirements. More information will be forthcoming in the very near future so stay tuned!

Thank you all for helping our industry and association be all it can be for our members and industry. This association is only as good as the people that participate, volunteer and act on behalf of the industry. If you would like more information on how you can get involved, please contact the CRSMCA office. We would love to connect you with opportunities. —Mickey Childress, Triad Roofing Company



CAROLINAS ROOFING & SHEET METAL CONTRACTORS ASSOCIATION

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Carolinas Contacts addresses issues and concerns of the roofing industry. Technology, test, and building codes are constantly changing, and such changes may not be reflected herein. All information is presented for the benefit of our readers and does not necessarily reflect the views of CRSMCA. Press releases and product information presented do not reflect all available materials. Before purchasing, installing, using, or recommending any product, system, or method, readers should make independent evaluations.

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THE CRSMCA MISSION STATEMENT

To promote and safeguard the common business interest of its members and to improve conditions by educating all persons concerning the roofing and sheet metal business and industry. To work for the development and progress of the roofing and sheet metal business industry and to work with individuals' organizations and governmental agencies toward the achievement of a stronger profession of the roofing and sheet metal industry.



Letter from the ASSOCIATE GROUP PRESIDENT

With the end of the decade behind us, I hope everyone can look back and say it was good to them. For the last 10 years, we seen economic growth as whole, new technologies emerge, and many expected and unexpected changes to our industry. Change is the one constant.

Looking forward we have the 3rd Annual Spring Golf Tournament coming up on May 14th. The tournament has been a huge success in the past and the turnout has been amazing. This tournament raises money to provide to two students within the CRSMCA membership and extended families with scholarships to their school of choice. If you or any of your associates have a child looking for a scholarship, please encourage them to apply. I would like to give a special thanks to the title sponsor of the tournament Metal Roofing System (MRS), Mid-Atlantic Roofing Supply (MARS), and Metal Fastening Systems.

We also have the 77th Annual Meeting/Summer Convention in beautiful Hilton Head, SC from Thursday June 18th through Saturday June 22nd. This is a family oriented event and a great time. We have amazing speakers and it is a great chance to network.

I hope everyone has a productive end of winter and nice clear spring. —Erik Hauck, ABC Supply

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Association **IN ACTION**

We have jumped into another decade... I hope everyone had a great 2019 holiday season and the 2020 year has started off good to you!

CRSMCA is celebrating a great start to 2020 with a 25% increase in attendance at the 2020 Carolinas Mid-Winter Roofing expo held in Greenville, South Carolina. The event was packed with over 400 attendees, 80 exhibitors/vendors, five educational opportunities and an unlimited amount of networking opportunities. CRSMCA will share with you more information about the event in the March/April issue, but you can get an early glimpse on the CRSMCA website (www.crsmdca.org).

Please be sure to give your fellow members a handshake and sincere thank you the next time you talk to them and remember to **SUPPORT THE MEMBERS THAT SUPPORT YOUR ASSOCIATION!**

In this issue, readers can find various articles pertaining to the common labor issues within the roofing industry as well as information on the continuing topic of the North Carolina General Contractors

Licensing Boards new regulation of continuing education.

Be sure to mark your calendars for a couple of events that are happening in a few short months:

- CRSMCA's 3rd Annual Spring Golf Tournament, sponsored by Metal Roofing Supply, will be taking place on THURSDAY, MAY 14, 2020 at the Rocky River Golf Club in Concord, North Carolina. This will be an opportunity for the roofing industry to unite in a networking and fun environment; vendors will be set up on sponsored holes to interact with the players. IKO Premium Roofing Products will be sponsoring the Poker Run during the tournament play, with lunch provided to all attendees, and players will have an opportunity to purchase Mulligan Packages as well as raffle tickets for prizes during the reception and awards dinner.

- CRSMCA will be celebrating their 77th Anniversary at the Annual Meeting/Summer Convention at the Marriott Hilton Head Resort & Spa in Hilton Head Is-

land, South Carolina, from June 18 – 21, 2020. **MAKE YOUR RESERVATION ONLINE OR VIA PHONE BY MAY 22, 2020** View the details on the CRSMCA website (www.crsmdca.org) and will be featured in the March/April issue.

The CRSMCA Board members and staff continue to work together to bring the CRSMCA members increased member benefits and currently have the following available to all CRSMCA Members. See your complete list of Affinity Programs offered to CRSMCA members in this issue!

As always, if your company needs any form of training, please contact the CRSMCA office to discuss how CRSMCA can help your company stay safe and educated when on the job!

I look forward to seeing you all at the next CRSMCA event that is coming up in the Spring and Summer. There is always growth and strength in numbers and opportunities to grow not only YOUR CRSMCA, but YOUR roofing industry!
—Carla B. Sims, CRSMCA Exec. Director

AUTODESK AND AGC WILL PROVIDE CUSTOM-FITTING SAFETY HARNESSSES FOR WOMEN

Autodesk is funding a grant program with the Associated General Contractors of America to supply select, in-need AGC member contractors with fall-protection harnesses sized for women who work at heights, according to www.agc.org.

Eighty percent of construction firms report having difficulty filling hourly craft positions. Women represent about 10% of the overall construction labor force, and one of the largest demographics with the potential to fill the labor gap. If job sites are adapted to meet the needs of a gender-diverse workforce, including properly sized and comfortable personal protective equipment, it potentially could help attract and retain more women in the field.

"The construction industry agrees safety must be everyone's priority, but we also need to recognize when safety needs aren't being met for some workers," says Allison Scott, head of construction thought leadership at Autodesk. "Technology is improving job-site safety, but it's not a silver bullet. Construction is—and will continue to be—a people-driven business. The industry needs more people, and women must feel safe and welcome on job sites if we want them to choose a career in construction. Ultimately, when we address safety for women, we improve safety for everyone."

Ill-fitting PPE can be uncomfortable and pose job-site hazards. For example, a loose fall-protection harness may catch a woman if the scaffolding beneath her collapses but could seriously injure her neck or shoulder. This affects the injured worker and costs the employer regarding lost time, productivity and a potentially costly worker's compensation claim.

"One of the most effective ways to successfully recruit more women into high-paying construction careers is to make sure firms are able to provide safety equipment that makes them even safer," says Stephen E. Sandherr, CEO of AGC. "We want to leverage these grants to encourage our member firms to provide a wider range of safety equipment and continue to expand the diversity of our workforce."

The grant program will fund the purchase of about 300 fall-protection harnesses sized for women.



WHAT IS THE CRSMCA MASTER INSTALLER CERTIFICATION?

The CRSMCA Roofing Academy Master Installer Certification Program is designed to promote safety issues and concerns in

the application of the roof systems to prepare the employee for best practices in their job performance. It is intended for the use by anyone with an interest in these roof systems, from roofing workers to foremen to supervisors. It is a culmination of efforts by contractors, manufacturers, suppliers and others who are dedicated to promoting safety.

Enrolled students will learn and train the basics of roofing, increasing their knowledge and skills to make them more valuable to their respective companies, as well as build future leaders in the roofing industry.

HOW CAN YOU GET INVOLVED?

The CRSMCA Roofing Academy Committee is always searching for instructors of the classroom material and the hands-on demonstration. View the class and hands-on courses in this issue. Should you wish to be an instructor, donate materials, and/or be a hands-on instructor; please contact the CRSMCA office at 704.556.1228 or cbsims@crsmca.org or the Committee Chairman, David Griffin, at dgriffin@coastalcommercialroofing.com.

EVENTS

- May 14, 2020 3rd Annual Spring Golf Tournament (Concord, NC)
- June 18 – 21, 2020 77th Annual Meeting/Summer Convention (Hilton Head, South Carolina)



This year, there was a 25% increase in attendance at the 2020 Carolinas Mid-Winter Roofing expo held in Greenville, South Carolina.



The **Dorothy Nagle Scholarship Program** is available to assist employees of CRSMCA contractor and supplier members. Employees and their families who plan to pursue post-secondary education in college or vocational programs are eligible for the merit-based scholarships. Scholarship recipients will receive funding for one year of full-time study at any accredited post-secondary institution of the student's choice.

The purpose of the Dottie Nagle Scholarship Program is to assist individuals seeking to further their education and pursue a career. **NOW ACCEPTING APPLICATIONS FOR SCHOLARSHIP FUNDING FOR 2020-2021!** Visit the CRSMCA website for the application. **Deadline to submit is January 31, 2020!**

LEARN ABOUT THE CRSMC SELF-INSURERS FUND

Carolinas Roofing and Sheet Metal Contractors – Self-Insurers Fund is the oldest worker’s Compensation group funded in the Carolinas and could be saving your company money! Members within the CRSMC-SIF program are not just purchasing their workers compensation but investing into a program that brings additional value to their company through a commitment to ensure the safety of their employees. As a member/customer within the program, you participate in building a fund that is beneficial for all members/customers within the program, you could receive competitive rates within the insurance industry, and you could receive a return of interest determined by the CRSMC-SIF Trustees and other approved returns during the year. In the year 2018, the CRSMC-SIF returned more than \$1 MILLION DOLLARS to the CRSMC-SIF members!

Additionally, the CRSMC-SIF is large component of support for the CRSMCA through sponsoring the CRSMCA Annual Meeting/Summer Convention and attendance of Trustees at the event. **HAVE YOU CONSIDERED CRSMC-SIF FOR YOUR WORKERS COMPENSATION NEEDS?**



NC DEPARTMENT OF LABOR/ OSH

Compliance Bureau Contacts

- Tim Childers | 336-776-4420
tim.childers@labor.nc.gov
- Phil Hooper | 919-779-8512
phil.hopper@labor.nc.gov

Training information, registration and training course and dates can be found at https://www.labor.communications.its.state.nc.us/OSHPublic/ETTA/class_regist/calendar.cfm

TRAINING EVENTS

- 10-Hour Construction Industry Awareness (Greenville) – February 3
- Introduction to OSH (webinar) – February 17
- Personal Protective Equipment (Webinar) – February 18
- Fall Protection (Webinar) – February 21
- 10-Hour Construction Industry Awareness (Nags Head) – March 10
- 10-Hour Construction Industry Awareness (Kernersville) – March 23
- 30-Hour Construction Industry Awareness (Kernersville) – March 23
- Construction Forum (Raleigh) – April 22
- Fall Protection (Webinar) – May 4
- Complying with OSHA Construction Industry Standards (Raleigh) – May 13
- Heat Stress (webinar) – June 1
- Heat Stress (webinar) – June 10
- Heat Stress (webinar) – June 25



SC DEPARTMENT OF LABOR, LICENSING AND REGULATION/ SC OSHA

General Information

803-896-7665 askscosha@llr.sc.gov

FREE! Training Classes are available for employers and employees of both the public and private sector; please contact Van Henson at (803) 896-7769.



NRCA MANUAL INFORMATION

Now is the perfect time to invest in NRCA’s Thermoplastic Roof Membrane Installation and/or Asphalt Shingle Installation packages—you can give your new and inexperienced workers the information and skills they need to become quality roof system installers!

A one-time TRAC purchase gives you unlimited use of the educational materials so you can train your employees whenever it’s best for you! Additionally, you will receive all content in Spanish as soon as it’s available.

For more information about NRCA’s educational opportunities, contact NRCA’s Customer Service Department at (866) ASK-NRCA (275-6722) or info@nrca.net.

P.S.: Did you know that NRCA Qualified Trainers fit in perfectly with TRAC? Send a key employee to an upcoming NRCA Qualified Trainer Conference—he or she will be uniquely equipped guide new employees through TRAC and experienced installers through NRCA ProCertification.™

A SPANISH VERSION OF THE NRCA ROOFING MANUAL:

Metal Panel and SPF Roof Systems—2016 is available in an electronic format in the NRCA Bookstore.

The manual provides comprehensive information, including best industry practices and technical information about the design, materials and installation techniques applicable to metal panel and spray polyurethane foam roof systems used in low- and steep-slope applications.

In addition, the Metal Panel Roof Systems section of the manual provides information about metal and metal panel roof systems, substrates, architectural metal panel systems and structural metal panel roof systems, as well as 83 construction details. The SPF Roof Systems section of the manual provides information about

materials, design considerations, application and design guidelines, as well as 71 construction details.

The manual only is available in an electronic format. It is free for members and \$445 for nonmembers.

For more information about the Spanish version of The NRCA Roofing Manual: Metal Panel and SPF Roof Systems—2016 or to purchase, contact NRCA’s Customer Service Department at (866) ASK-NRCA (275-6722) or info@nrca.net.

START SAFELY, END SUCCESSFULLY

Online educational programs for all levels... Register at www.nrca.net/nrcauniversity

NRCA has a vast array of NRCA benefits to help your business prosper. Visit www.nrca.net/membervavigation to learn more.

NRCA is continuing their popular series of FREE WEBINARS on the third Thursday

of each month. These new and innovative webinar topics and presenters have been selected to expand your knowledge by giving you new ideas that you can implement into your company immediately. Each webinar offers a unique experience specifically tailored to roofing professionals. Don’t miss out on these live opportunities to stay up to date with industry issues affecting your business.

For upcoming webinars and all previous webinar recordings, visit www.nrca.net/webinars.

UP AND DOWN EASTERN U.S.

- Virginia Association of Roofing Professionals, www.varoofingprofessionals.org
- Tennessee Association of Roofing Contractors, www.tarcroof.org
- Kentucky Roofing Contractors Association, www.krca.org
- Roofing & S/M Contractors Association of GA, www.rsmca.org
- Florida Roofing & Sheet Metal Association, www.floridarroof.com

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The Occupational Safety and Health Administration's seventh annual National Safety Stand-Down will be May 4-8, 2020, to raise awareness among employers and workers about the hazards of falls in the construction industry.

OSHA, the National Institute for Occupational Safety and Health and the Center for Construction Research and Training will lead the effort to encourage employers to pause during their workdays for topic discussions, demonstrations and training regarding how to recognize hazards and prevent falls.

More than 1 million workers participated each year in previous National Safety Stand-Downs. To learn more, visit www.osha.gov/StopFallsStandDown.



ROOFING DAY IN D.C.: HYATT REGENCY WASHINGTON ON CAPITOL HILL APRIL 21-22, 2020

Join fellow roofing industry professionals in Washington, D.C., as we take our message to Capitol Hill! It is important members of Congress see you and hear from you about the critical issues facing your company. To be seen and heard, we need the industry speaking with one voice in Washington, D.C.! Don't miss this opportunity to make a difference for your business and our industry! Questions? Call NRCA's Washington, D.C. office at (800) 338-5765.



Prepared by Carla B. Sims, CRSMCA Executive Director

N.C. General Statute 87-10.2 (a) – Continuing Education (hereafter “CE”)

(a) As a condition of license renewal, at least one qualifier or qualifying party of a licensee holding building contractor, residential contractor, or unclassified contractor license classification shall complete, on an annual basis eight hours of continuing education approved in accordance with this section. Where an entity holding a building contractor, residential contractor, or unclassified contractor license classification has multiple qualifiers or qualifying parties, at least one qualifier or qualifying party of the licensee shall complete this requirement for the license to remain valid.

To view the FULL N.C. General Statute 87-10.2, please visit <https://casetext.com/statute/general-statutes-of-north-carolina/chapter-87-contractors/article-1-general-contractors/section-87-102-continuing-education>

Licenses holding a Building, Residential or Unclassified classification will be required to have their qualifier(s) who successfully passed the Building or Residential examinations to meet the CE requirements of 8 hours of CE.

The requirement is in effect for the renewal of 2021 licenses. The NCGCLB

anticipates that courses will begin in May 2020. Here's what you need to know about the CE courses:

- There will be a 2-hour mandatory course that will be produced by the NCGCLB and will contain information pertaining to changes in the laws and rules applicable to general contracting and other content as determined by the NCGCLB. The NCGCLB will provide training and approved instructors to teach the 2-hour course.
- The remaining 6-hours will be elective courses will be produced by outside providers, submitted to and approved by the NCGCLB.

What is your timeframe?

- The CE year begins January 1 and ends on November 30 of each year. Classes will not be offered during the month of December.
- After November 30 for qualifiers who have not completed the required CE will be offered a 90-day grace period where an unexpired license shall remain active to allow the qualifier to satisfy the requirement for that license year. On March 1st, a license whose qualifier has not completed the CE requirement, will become invalid and the contractor will be unable to take on projects that requires a license.
- In year one, courses will only be conducted with a live or previously record-

ed instructor but must be attended physically by the qualifier.

- In year two, the law requires the NCGCLB to implement an online component to ensure that qualifiers have the option to satisfy all CE online.

The NCGCLB is currently engaged in the formal process of adopting rules that will set forth the approval process for Providers, Instructors and course curriculums.

- The organization who will provide CE classes is known as the “Provider”. The “Provider” will identify the Instructors who will teach classes offered by that “Provider”. The “Provider” will have to submit to the NCGCLB the course curriculums that the “Provider” wishes to offer. The NCGCLB will review and approve each “Provider”, Instructor and course curriculum.
- “Providers” will only be authorized to provide courses that they submit to the NCGCLB for approval. The “Provider” may allow any approved instructor to teach any of the courses that the “Provider” has received approval for.
- “Instructors” who wish to be approved by the NCGCLB to teach the 2-hour mandatory class will be required to complete a training course offered by the NCGCLB. The training classes for the 2021

Continued on page 12



License renewal will be conducted in the Spring of 2020 and at other times, as needed, in various locations in North Carolina. The mandatory course training classes for 2022 and beyond will be primarily held in the month of December 2021 and again, as needed, through the year.

All NCGCLB approvals for "Providers", "Instructors" and course curriculums shall expire on November 30 of each year. "Providers", "Instructors" and course curriculums can be renewed in a formal process that will be defined by rules propagated by the NCGCLB.

Being an Inactive License Status:

A licensee may request that the NCGCLB place a license in an inactive status. A license in an inactive status does not require a qualifier to complete the CE requirement but the license renewal form and fees must be submitted for the license to remain inactive. While in an inactive status the license will not allow the licensee to conduct business as a licensed contractor.

When a license is in an inactive status for 1-2 years, a qualifier shall complete

8-hours of CE including the 2-hour mandatory course for that year in order to re-activate the license. If a license is in an inactive status for more than 2-years a qualifier shall complete 16-hours of CE including the 2-hour mandatory course for that year in order to re-activate the license.

When a license is in an inactive status for 4-years, it will archive as will the qualifier's examination credential if not serving as qualifier on another active license.

Please note from the N.C. General Statute 87-13, an individual who falsely claims they are licensed by the NCGCLB for any business activity regulated by the NCGCLB is engaged in the unlicensed practice of general contracting. General Statute 87-13 now states with added language highlighted:

"Any person, firm, or corporation not being duly authorized who shall contract for or bid upon the construction of any of the projects or works enumerated in G.S. 87-1, without having first complied with the provisions hereof, or who shall attempt to practice general contracting in the State, except as provided for in this Article, and

any person, firm, or corporation presenting or attempting to file as his own the licensed certificate of another or who shall give false or forged evidence of any kind to the Board or to any member thereof in maintaining a certificate of license or who falsely shall impersonate another or who shall use an expired or revoked certificate of license, or who falsely claims or suggests in connection with any business activities regulated by the Board that a person, firm, or corporation is licensed under this Chapter, and any architect or engineer who recommends to any project owner the award of a contract to anyone not properly licensed under this Article, shall be deemed guilty of a Class 2 misdemeanor. And the Board may, in its discretion, use its funds to defray the expense, legal or otherwise, in the prosecution of any violations of this Article. No architect or engineer shall be guilty of a violation of this section if his recommendation to award a contract is made in reliance upon current written information received by him from the appropriate Contractor Licensing Board of this State which information erroneously indicates that the contractor being recommended for contract award is properly licensed."



BEING ALERT DURING COLD WEATHER

CLEARING SNOW FROM ROOFS AND WORKING AT HEIGHTS

Employers must evaluate snow removal tasks for hazards and plan how to do the work safely. Workers should be aware of the potential for unexpected hazards due to the weather conditions, for example, layers of ice can form as the environmental temperature drops, making surfaces even more slippery. A surface that is weighed down by snow must be inspected by a competent person to determine if it is structurally safe for workers to access it, because it may be at risk of collapsing. Snow covered rooftops can hide hazards such as skylights that workers can fall through. Electrical hazards may also exist from overhead power lines or snow removal equipment.

Continued on next page

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Employers can protect workers from these hazardous work conditions, for example, by using snow removal methods that do not involve workers going on roofs, when and where possible. Employers should determine the right type of equipment (ladders, aerial lifts, etc.) and personal protective equipment (personal fall arrest systems, non-slip safety boots, etc.) for the job and ensure that workers are trained on how to properly use them.

PREVENTING SLIPS ON SNOW AND ICE

To prevent slips, trips, and falls, employers should clear walking surfaces of snow and ice, and spread deicer, as quickly as possible after a winter storm. In addition, the following precautions will help reduce the likelihood of injuries:

- Wear proper footwear when walking on snow or ice is unavoidable, because it is especially treacherous. A pair of insulated and water-resistant boots with good rubber treads is a must for walking during or after a winter storm. Keeping a pair of rubber over-shoes with good treads which fit over your street shoes is a good idea during the winter months.
- Take short steps and walk at a slower pace so you can react quickly to a change in traction, when walking on an icy or snow-covered walkway.
- Workers should wear PPE that protect them from the hazards of the tree removal tasks. Workers using chainsaws and chippers to clear downed trees should use gloves, chaps, foot protection, eye protection, fall protection, hearing protection and head protection.

Only powered equipment designed for outdoor and wet conditions should be used. Use all equipment and tools (saws, chippers, etc.) properly and for the purpose that they are designed for. Ensure that equipment is always maintained in serviceable condition and inspected before use by a knowledgeable person that can identify any problems with the equipment. Do not use equipment that is not functioning properly. Equipment must have proper guarding (as applicable); safeguards must never be bypassed. All controls and safety features must function as designed by the manufacturer.



Protecting Workers from Cold Stress

Cold temperatures and increased wind speed (wind chill) cause heat to leave the body more quickly, putting workers at risk of cold stress. Anyone working in the cold may be at risk, e.g., workers in freezers, outdoor agriculture and construction.

Common Types of Cold Stress

Hypothermia

- Normal body temperature (98.6°F) drops to 95°F or less.
- **Mild Symptoms:** alert but shivering.
- **Moderate to Severe Symptoms:** shivering stops; confusion; slurred speech; heart rate/breathing slow; loss of consciousness; death.

Frostbite

- Body tissues freeze, e.g., hands and feet. Can occur at temperatures above freezing, due to wind chill. May result in amputation.
- **Symptoms:** numbness, reddened skin develops gray/white patches, feels firm/hard, and may blister.

Trench Foot (also known as Immersion Foot)

- Non-freezing injury to the foot, caused by lengthy exposure to wet and cold environment. Can occur at air temperature as high as 60°F, if feet are constantly wet.
- **Symptoms:** redness, swelling, numbness, and blisters.

Risk Factors

- Dressing improperly, wet clothing/skin, and exhaustion.

For Prevention, Your Employer Should:

- Train you on cold stress hazards and prevention.
- Provide engineering controls, e.g., radiant heaters.
- Gradually introduce workers to the cold; monitor workers; schedule breaks in warm areas.

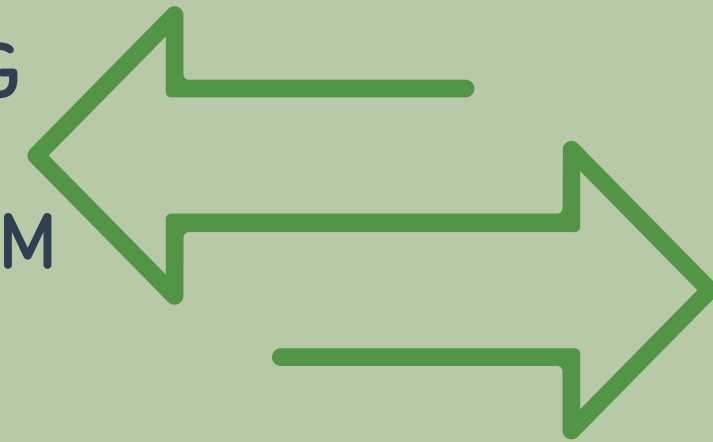
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SHIFTING THE PARADIGM



Changing consumers' views about the roofing industry can attract workers

By Reid Ribble, NRCA CEO
Reprinted with permission of Professional Roofing magazine

At press time, economic signals are flashing bright red. Manufacturing output has slowed down, and service-related businesses are showing a startling drop off. During the first few days of October, the S&P 500 had fallen nearly 3%.

The service sector, which is a larger part of the economy than manufacturing, cites two key reasons for the slowdown: uncertainty in trade, specifically the drain tariffs are causing, and the difficulty with finding additional labor.

The roofing industry has had a chronic labor shortage for years. In some markets, this has lasted for more than a decade. The problem is easy to identify, but the solutions are much harder to determine. Construction work always has been difficult and physically demanding. Even with automation and the advent of new technologies that make products lighter and easier to install, we still have a difficult time recruiting workers to the industry. Roofing is not unique in that regard.

Recently, while attending the NRCA Legal Resource Center conference in New York, a contractor mentioned to me a "good" recession will solve the problem. A recession may well be coming, and some economic indicators point in that direction, but I disagree it will solve the problem.

A recession exacerbates a labor shortage. During a recession, roofing workers typically are laid off. Although roofing

company owners believe it's going to be temporary, the workers see it much differently. They still have bills to pay and families to care for, so they look for other work and often leave the industry entirely. This makes the overall labor pool smaller, and as the economy recovers, finding workers becomes even more difficult. The longer the recovery, the more difficult the problem. That's where we are now. Most roofing contractors would hire someone today if the right candidate would apply. Yet we have a problem that is more than an economic one. It is sociological.

Let's face it: Many parents (some might say all parents) don't want their children becoming roofing workers. This is true for a number of reasons.

First, even though the roofing industry's safety record is improving, we are fighting a perception the work isn't safe. Why? To an untrained novice, it appears roofing must be unsafe. Workers have to climb ladders and carry heavy materials. They have to work at heights, and that makes moms and dads nervous.

Next, the job isn't prestigious. Parents would rather brag about the expensive university they sent their kids to then say: "My kid works for a roofing company." As if having a high-paying job in an established trade is a bad thing.

Finally, many consumers have a negative feeling about the trustworthiness of roofing contractors in general. There are enough consumer complaints, roofing fires and high-profile accidents that make

the news to give people pause regarding the industry. Yet while we know these things happen, they are rare, and the industry is a lot more professional than many consumers believe. Most roofing companies go about their business each day without a safety or quality control incident.

So how do we fix this? NRCA has been hard at work to elevate the industry and increase public awareness. We completed a roofing curriculum for asphalt shingle and thermoplastic roof system applications. We will continue to build more curricula, including EPDM and bituminous systems as well as metal roofing, tile roofing and slate. And all curricula will be available in English and Spanish. We believe if we can improve workers' skills, we can improve the industry's reputation.

We also have launched NRCA ProCertification.™ Trained and skilled roofing workers can earn professional third-party certifications from NRCA. Currently, we offer professional certifications for foremen and thermoplastic membrane and asphalt shingle roof system installers with more on the way. As we build a national system of professional certified workers, we not only build a sustainable workforce but also can communicate to consumers how to find the best roofing workers in their communities. Let's face it: If we can change the consumer experience to a more positive one, we can change the entire perception of who we are.

Will it take time? Yes. But that will be time well spent.



WORK & PURPOSE

SHOULD YOUR CHILD CONSIDER A CAREER IN A TRADE?

Why working in construction can open up well-paying opportunities?

Written by Erica Sweeney, Originally published in Next Avenue

Erica Sweeney is a freelance journalist who has written for The New York Times, HuffPost, Teen Vogue, Parade.com and more. Follow her on Twitter @ericapsweeney and visit www.ericapsweeney.com.

Although the price of college is soaring and a four-year degree isn't the guarantee of financial security it once was, 70% of parents surveyed by the National Center for Construction Education & Research (NCCER) said they wouldn't advise their child to embark on a career in construction. They may want to rethink that.

Not only is there a dire need for the next-generation workforce in the construction trades, jobs are widely available and often high-paying. What's more, training usually comes with no student debt.

Construction Work: Long Stigmatized

Brian Turmail, vice president, public affairs and strategic initiatives at Associated General Contractors of America (AGC), says for decades, construction and trades jobs have been stigmatized and viewed as a "last resort, instead of a career opportunity that ought to be on the menu to be considered."

More than 60 organizations, led by home improvement retailer

Lowe's, recently launched Generation T, a movement to help fill the skilled trade gap and change public perceptions of the skilled trades in America.

Adds Turmail: "It's been so impressed upon us that the path to success in the 21st century lies through a four-year traditional college education."

But parents of teens and twentysomethings should understand that things have changed.

For one thing, the construction industry is desperate for builders, plumbers, electricians and others, because the field is aging. As boomers in construction retire, their jobs aren't being filled quickly enough to meet the demand.

According to an AGC and Autodesk survey, 80% of construction firms are struggling to fill hourly craft positions, which make up most of the construction workforce. And they expect the problem to continue.

Helping to Fill Many Job Openings in the Trades

Analysts predict more than 3 million skilled trade jobs will remain open by 2028. A recent survey by the National Association of Home Builders revealed that 69% of its members are already experiencing delays in completing projects on time due to a shortage of qualified workers.

It's one reason why more than 60 organizations, led by home improvement retailer Lowe's, recently launched Generation T, a movement to help fill the skilled trade gap and change public perceptions of the skilled trades in America. It's creating a national marketplace to connect people to prospective apprenticeships and jobs.

Even with no experience, Turmail says, jobs in the trades are easy to come by.

"If you can pass a drug test, if you're willing to work outside, willing to be part of a team and willing to show up early and work hard, you can find a job in construction in just about every market in this country," he explains.

For example, the Generation T site forecasts more than 1 million opportunities for carpenters and nearly 650,000 for plumbers over the next decade.

Construction jobs are also becoming more tech-centric, which the industry hopes will appeal to a younger generation and their parents. iPads, drones and robots are regular fixtures on jobsites, and some heavy equipment can be operated via GPS and a computer.

Well-Paying Jobs

Jennifer Wilkerson, director of marketing, public relations and the Build Your Future program at NCCER (a site for parents), says one of the biggest benefits of construction work — that jobs pay well — is also one of the major misconceptions about the industry.

In NCCER's survey of parents, 40% considered construction jobs to be low-paying, Wilkerson says. But they actually offer high earning potential and room for advancement.

Average salaries (not including overtime, per diem or other incentives), are more than \$59,600 for plumbers, \$62,400 for HVAC technicians and up to \$92,500 for project managers, according to NCCER's 2018 construction craft salary survey.

Construction career pay enables young people to take on more financial responsibility, Wilkerson says. And when chil-



Paths to Construction Careers

There are multiple paths to a career in the trades for young adults, Turmail notes.

The most common is taking classes at a two-year college or private training facility after high school and then getting a job with a construction firm. A four-year degree is required for management roles in the industry, like a project manager, engineer or other "khakis and steel-toed boots construction job," Turmail says.

Another option: participating in career and technical education programs while in high school and then getting hired by a construction company.

Many construction firms offer on-shop apprenticeship programs, which pay workers while they learn, and then hire them. These programs also provide in-house training programs for newcomers.

Union apprenticeships are a viable option in some parts of the country, Turmail says, although only about 13% of the construction workforce is unionized these days.

With a union apprenticeship, a high school grad signs up with a local labor union for a specific craft, like carpentry or electrical, gets paid to learn while working in that field and then finds a full-time job through the union.

Because the industry is "so eager to find folks," Turmail says, many construction companies now will reimburse the cost of training.

Construction Work: Happy Work

Construction jobs can be psychically fulfilling, too, for young people.

Construction workers were listed as the happiest employees in a 2015 report by TINYpulse.

"It's economics and satisfaction," Turmail says. "You want your children to get out of the house and be successful and independent once they're grown up." A career in construction might punch those tickets.

dren are financially stable, parents benefit, too.

As Next Avenue has reported, a Merrill Lynch/Age Wave study found that parents are spending \$500 billion annually to financially support their adult children. And 63% are putting their own financial security aside for their kids, the survey said.

"I think parents need to know your kids have a lot of options in construction," Wilkerson says. Besides learning a broad skillset, they might be able to work their way up to lead a company or start their own business.

To help parents better understand what a trades career can offer, NCCER launched the Build Your Future site, with details.



STUDY FINDS MATERNITY BENEFITS FOR CONSTRUCTION TRADESWOMEN FINANCIALLY FEASIBLE

Written by Jenn Goodman, Construction Dive, Published Nov. 21, 2019

At a 2016 conference for women in construction, iron worker Bridget Booker stood up and recounted how, as a second-year apprentice, she miscarried after a very heavy day on the job. Booker told the audience she felt she had had no option but to continue to work when she became pregnant. Without work, she would not only have lost her earnings, but also her health insurance.

She also saw no option to be open about her pregnancy or ask to be shifted to less strenuous work: She was certain, based on her experience on that worksite, that she would have lost her job.

A year later, Booker's experience led the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers union to become the first trade group to introduce a paid leave benefit for pregnant women and new mothers.

The new benefit provides a pregnant Ironworkers member with up to six months of paid leave at two-thirds of her usual earnings (capped at \$800 per week) if she has a medical certificate to confirm that she is unable to continue work during her pregnancy.

The policy also provides up to six weeks (eight weeks in case of a Cesarean birth) of paid maternity leave after the birth of the child. The benefit can be used once every two years and is designed to complement state and local benefits.

A new study from the Chicago Women in Trades highlights the success that trade organizations like the Ironworkers have had offering pregnancy and maternity benefits to their workers. The lack of pregnancy and family medical leave policies can be a barrier to women's entry and retention in the trades, according to the report, which also examines a recently enacted policy from the North Central States Regional Council of Carpenters (NCSRCC).

The report, which details Booker's ordeal, describes how these organizations have enhanced old policies and developed new ones to support pregnant tradeswomen, with the potential for replication locally and nationally.

Like the Ironworkers, the NCSRCC offers women up to \$800 per week for up to 26 weeks during pregnancy, and six to eight weeks for maternity leave for women members of the union. The policy was designed to help retain and recruit new members, said NCSRCC executive secretary-treasurer, John Raines, in a statement.

The study notes that helping women stay in the trades during and after pregnancy makes clear business sense, noting that it costs the construction industry on average \$35,000 to train an apprentice to journey level, an investment that is lost when the apprentice leaves the industry.

AFFORDABLE CARE

Both the Ironworkers and the Carpenters have found their maternity benefits to be very affordable, the report found. For instance, the Ironworkers policy, which is funded through a welfare fund that provides benefits for members of the union who are injured in non-work related accidents, did not require any special funding.

With approximately 1,300 women members in the United States (2.2% of all members), the union estimates that approximately 700 women may possibly take up the benefit, an expenditure level well within the reach of the fund.

"Unlike some seemed to fear, mass pregnancy did not ensue," said Vicki O'Leary, Ironworkers general organizer.

In the first two years since the introduction of the Ironworkers' benefit, 28 women have used the policy, and in the year since the Carpenters introduced their policy, five women have used its policy.

With 26,000 members, including approximately 700 women, the NCSRCC funds its policy through regional health funds, jointly managed by labor and contractors. The report states that NCSRCC leaders are confident that the benefit can be funded with current contribution levels.

"This benefit is long overdue," said Raines. "We want to equip our women members with the benefits they need to both work in the construction industry and to raise a family."



THE DOTTED LINE -- THE GROWING PERILS OF USING UNDOCUMENTED WORKERS

By Kim Slowey, ConstructionDive | Published on Oct. 29, 2019

This feature is a part of "The Dotted Line" series, which takes an in-depth look at the complex legal landscape of the construction industry. To view the entire series, <https://www.constructiondive.com/news/construction-contracts-resource/429229/>

The U.S. construction industry, like agriculture and manufacturing, has a reputation for relying on undocumented workers. That's mostly because legal workers simply aren't available, and cost much more to employ when they are.

President Donald Trump's administration has vowed to get tough on companies that employ undocumented labor and recent Department of Homeland Security data shows stricter enforcement is underway.

The agency's Immigration and Customs Enforcement (ICE) is tasked with ensuring that employers maintain complete I-9 records, and the agency conducts audits throughout the year. In 2018, the number of audits rose to 5,981 from 1,360 the year before, according to the National

Law Review. In July, 3,282 audits were noticed within three weeks. Targeted industries include hospitality, agriculture, food processing, landscaping, and construction.

Penalties are on the rise as well, with ICE issuing some of the largest fines in its history over the past two years. Buoyed by \$6.5 million of additional funding, the agency was expected to follow that up with another 3,000 audits, thanks in part to the hiring of 27 new compliance officers and the opening of new DHS offices in Charleston, Kansas City, Las Vegas, and Nashville.

Despite the increased threat of a crackdown, a massive shortage of skilled workers is making it difficult for some contractors to adhere to federal hiring requirements.

Some businesses are able to bring workers into the country via H-2B visas, attorney Chad Blocker, a partner in the Los Angeles office of Fragomen, Del Rey,

Bernsen & Loewy LLP, told Construction Dive, but those are designated for seasonal industries like landscaping and hospitality.

Also, attorney Samuel Newbold, chair of the immigration law group at Chiesa Shalinian & Giantomasi PC in New York, told Construction Dive that there has been resistance on the part of trade unions to the idea of a visa that would allow construction workers to enter the U.S. on a legal, temporary basis. In addition, laws related to undocumented workers vary from state to state.

Nevertheless, allowing undocumented individuals to work on a jobsite, be it through direct hiring, labor brokers or subcontractors, poses several risks to contractors that can have a significant impact on their businesses for years to come.

FINES AND PENALTIES

Since 1986, employers have been required to complete and maintain Form I-9, also known as an Employment Eligibility Verification form, for each person they employ. As part of completing this form, the employer or authorized representative must verify, under penalty of perjury, that the employee has presented documents that prove he or she is eligible to work in the U.S.

Penalties for technical I-9 violations range from \$230 to \$2,292 per form. For those companies that knowingly hire someone without completing an I-9, which is impossible to do satisfactorily without the employee's work documents, the fine can reach as high as \$20,130 per form.

Continued on page 20



From the time ICE sends out a notice of audit, an employer has three days to collect its I-9s and prepare, according to Blocker. "That's not a lot of time," he said.

An employer can also be charged criminally if ICE determines that it engaged in a pattern of hiring or recruiting undocumented workers.

Smaller contractors, Blocker said, might be willing to take the risk that ICE will come knocking and still hire undocumented workers, but larger ones with more employees could be put out of business, depending on what the total fines per form turn out to be. "It would challenge their business survival."

Subcontractors are also under the same obligation to maintain I-9 documentation for their employees, but, general contractors aren't always off the hook if they don't.

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"The test is knowledge," according to Newbold, who said that if GCs or even large subcontractors are aware that the company, they've hired is using undocumented workers, they can be held responsible as well. However, that depends on the level of constructive knowledge, which is knowledge that a person is deemed to have of facts that he or she would have discovered had he or she made the proper inquiries.

Rumors and suggestions, for example, that a lower-tier contractor on the project is using undocumented workers is likely not enough to implicate a general contractor, Newbold said. However, if that general contractor has conspired with the subcontractor about ways to bring those workers on site, and there are texts, emails or other evidence to prove it, the general contractor could be in trouble.

ADDITIONAL COSTS

The legal fees contractors are likely to incur when defending themselves against I-9 violations or other allegations that they've been facilitating the use of undocumented workers might be even higher than the fines ICE imposes, Newbold said.

An additional risk that some contractors take if they are found liable for I-9 violations, Blocker said, is being prohibited from participating in government projects.

However, it is more difficult for federal contractors to play fast and loose with I-9 or other hiring-related regulations, Newbold said, because they have to run all their hires through the E-Verify system, which confirms electronically whether or not an individual is eligible to work in the U.S. Many states, such as Pennsylvania, also require contractors to use E-Verify as well. Some make it mandatory only for construction companies when they are performing public work, while others do so for all new hires.

And contractors that hire undocumented workers with the intention of not paying them a fair wage or overtime might be in for a surprise on that front as well. The U.S. Fair Labor Standards Act, which sets minimum wage and other rules for overtime pay, applies to undocumented workers as well, so employers that try to underpay those employees could find themselves in hot water with the Department of Labor.

Contractors can make even more trouble for themselves by misclassifying undocumented workers as independent contractors. It is possible that ICE will request a roster of independent contractors if they decide to audit, and wrongly categorizing workers as independent contractors could also summon the wrath of the Internal Revenue Service, as well as agencies in states like California, which have very specific rules about who can be treated as an independent contractor.

WORKERS' COMPENSATION WOES

In many states, undocumented workers are entitled to workers' compensation benefits just like any other employee. In the

construction industry, however, some lower-tier contractors' use of professional employer organizations (PEOs), also known as employee leasing companies, could complicate matters.

Some contractors turn to PEOs because they offer lower workers' comp premiums than these contractors can get on their own or because PEOs provide access to the kind of employee benefits — 401ks, health and life insurance — that a small contractor cannot provide. As part of the arrangement, all of the contractor's workers become employees of the PEO and then are leased back to the contractor.

The contractor, however, is obligated to immediately report any new hires to the PEO. Unreported employees, even if they are injured, are not covered by the PEO's workers' comp policy. Depending on the state, said Eric Messer with nationwide insurance broker Marsh & McLennan, the state workers' comp pool might cover the injury and then go after the contractor for reimbursement. In other states, the hiring contractor would be responsible to provide workers' comp coverage for the

injured employee, which would likely result in higher premiums because of the additional exposure.

REPUTATION AND JOB OPPORTUNITIES

It's not hard to imagine that current and future clients would not be impressed with a contractor that had been held liable for I-9 or other labor violations connected to undocumented workers, particularly since recent, high-profile cases have linked undocumented workers to exploitation and abuse.

This summer, a federal judge in California sentenced contractor Job Torres Hernandez to almost nine years in prison for forcing some undocumented individuals to work on projects in the San Francisco Bay Area and keeping others locked in a warehouse during their off hours. The warehouse had no sanitary facilities, and prosecutors said Torres threatened workers if they didn't continue to work or if they complained to anyone about their living conditions.

When trying to win new work, Blocker said, contractors don't want to be seen as companies that mistreat their employees, undocumented or not, because of these kinds of associations. "It's not a good place to be."

Contractors, Messer said, also could have difficulty securing work if their potential customers believe they could bring extra scrutiny or negative publicity to the jobsite. Even if there is nothing to find, this could be off-putting to a general contractor or owner that wants a trouble-free jobsite. "It's about marketplace reputation," he said.

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CONSTRUCTION INDUSTRY SALARIES AND WAGES, RANKED

Written by Zachary Phillips and Jenn Goodman, Construction Dive, Published on Nov 18, 2019

A new analysis of last year's federal labor statistics breaks down construction's top earners by job category.

CEOs take the top spot, unsurprisingly. The review of Bureau of Labor Statistics data by the National Association of Home Builders of all categories of construction firms, including residential and commercial, found that other top-paying jobs include construction lawyers, sales managers and those who work in marketing and information systems.

Among construction trades, elevator installers top the median wages list, with half earning over \$78,990 a year, and the top 25% making at least \$100,720. The median wages for rotary drill operators is close to \$70,000, followed by first-line supervisors of construction trades, who have a median income of \$64,600.

Below is the breakdown for the highest-paid field employees by occupation.

Occupation	Median Income	Top 25%
Construction and building inspector	\$60,240	\$80,580
Structural iron and steel worker	\$54,730	\$75,190
Sheet metal worker	\$49,350	\$69,050
Insulation/mechanical worker	\$47,150	\$64,890
Carpenter	\$46,810	\$61,810

The NAHB analysis shows that median hourly wages in construction have been rising, ranging from a year-over-year increase of 6.7% for roofers' helpers to a 3.6% increase for construction laborers. Median wages of plasterers, stucco masons, floor layers, and tapers increased about 7%. Stonemasons saw their wages rise by over 6%. Their helpers and terrazzo workers got wage increases over 5%.

Even the lowest-paid field workers in the analysis — carpenters — made more than the national median of \$38,640, writes NAHB assistant vice president Natalia Siniavskaia.

Last month, BLS reported that construction wages are at their highest level in the last decade. Average hourly earnings are at \$30.81, a year-over-year increase of 66 cents and \$5.93 more than reported in September 2009.

Average weekly earnings were at \$1,226.24 as of September 2019 versus \$1,178.87 in September 2018 and \$933 in September 2009. Non-supervisory construction workers, however, averaged only \$28.58 per hour as of September 2019, with average weekly earnings of \$1,148.92.



Written by Jenn Goodman, construction Dive, Published on Dec. 11, 2019

Construction and manufacturing leaders had their say in Washington, D.C., in recent weeks, both at the White House and on Capitol Hill. Topics ranged from the importance of apprenticeships, the need for deregulation, the effects of President Donald Trump's steel tariffs and technology's role in infrastructure projects.

On Dec. 6, a group of industry leaders met with President Trump, Vice President Mike Pence and cabinet members to talk about the impact that government regulations have on their businesses.

Drew DeWalt, co-founder of construction technology firm Rhumbix, told the president that in his visits to construction companies across the country, he hears a lot about the negative effect that some "overdue-for-a-good-look" regulations have on the industry.

"I see a lot of companies doing federal contracting work that have added costs to their business — of specific software and overhead and head count just for compliance," he said. "No other economic result on the business, other than making sure you're compliant or you're going to get fined later." Trump agreed, saying, "Sure. It's too much."

THE IMPACT OF TARIFFS

DeWalt noted that despite these regulations, his customers tell him that the industry is booming more than ever before and that the only thing holding them back is "finding enough people to do the work."

"So if we can ... drive more people and encourage more people to join the trades, which is a lucrative individual business and can prop up this part of the economy, that would be welcomed," he said.

Barb Smith, president of Cincinnati-based Journey Steel, told the president about the importance of apprenticeships for enticing young workers to the in-

dustry. Journey has a year-round paid, pre-apprenticeship program that targets inner-city high school seniors.

Trump talked about his recent steel tariffs and their affect on the manufacturing of the material in the U.S., saying that if he hadn't been elected, "I don't think we would have had a steel industry" because of low-cost Chinese imports.

"And now the steel industry — if you look at what's going on, the industry is doing incredibly well," he said. "They're building a lot of extensions. They're building brand-new plants where ... they never built a new plant."

Dana Weber, CEO of Webco Industries, said that the president's trade policies have been a huge plus for her company. The Oklahoma-based specialty steel tubing fabricator has been paying profit-sharing bonuses and wage increases at record levels over the last few years.

"We are having companies, customers come out of the woodwork that we didn't even know existed ... to inquire and to buy steel from us," she said.

SMALL BUSINESS GATHERING

The White House meeting came on the heels of another legislative huddle involving construction pros. The House Subcommittee on Small Business, chaired by Rep. Jared Golden (D-Maine) held a hearing in late November focused on the intersection of small business, technology and infrastructure construction.

Construction industry leaders served as expert witnesses in support of the American Transportation Infrastructure Act, particularly the section that provides funding for states and localities to adopt digital construction management systems for the bidding, design and execution of infrastructure projects.

This provision would provide \$20 million per year from fiscal year 2021 through fiscal year 2025 to increase state and

local use of digital construction management systems.

Ryan Forrestel, president of Cold Spring Construction in Akron, New York, told legislators that although there is a perception that the greatest challenge facing small businesses that want to integrate digital construction is the cost, the greater challenge is the slow rate of adoption across the construction industry as a whole.

"Like any other change, the adoption of these technologies has been met with some resistance. In some cases, it is because of lack of familiarity and agencies failing to adjust specifications to allow for its use," he said.

Broader adoption of technology across the industry and increased understanding of technology by state and federal agencies would reduce these issues, he said.

Phil Ogilby, founder and CEO of Stack Construction Technology, asked committee members to consider mandating the use of technology solutions for all government-funded projects, not just at the general contractor level, but for subcontractors and other project partners as well. He also asked them to think about how tax incentives and grants might be used to encourage the industry to make new investments in technology.

Chris Shephard, vice president for the Construction Solutions Group at Trimble, noted that while state transportation departments are interested in technology solutions, they often compete for scarce resources. He said that funding from the federal government would help accelerate the advancement of tech tools.

"Congress has a once-in-a-generation opportunity to transform the federal investment in infrastructure by incentivizing states to adopt modern, commercially-proven, and competitively acquired digital construction management systems and processes for infrastructure projects," he said.



Deadly Mistakes

Written by Judyth Niconienko, State Plan Coordinator

Fatal Event: On August 17, 2016, a 24-year-old man died after he slid to the edge of a roof and fell 19 feet 8 inches to a concrete pathway below.

Investigate Findings: A contractor had been hired to reroof an established single-family home that had a one-story elevation in the front and a two-story elevation in the back.

Three employees and a foreman were nearing the completion of a roofing job when one of the employees reportedly "slipped on his own sweat" down the side of the roof and onto the gutter system. The gutter gave way and he fell to the concrete pathway below.

No type of fall protection was being used while the roofing operation was being conducted. The foreman was interviewed, and he said that he was aware that the shingle operation required fall protection and was aware of the fall hazard, but he did not enforce the use of any form of fall protection.

The manager of the company was interviewed, and he said that he provided safety training to all the employees and trusted the job foreman to ensure that the employees wore fall protection and were kept safe.

Employees acknowledged receiving fall protection training along with how to recognize fall hazards during their work. Harnesses, ropes and safety roof anchor plates were stored in the company trailer and available, but employees said they only used them when they felt the roof was steep or too high.

Discussion: When employees spend a lot of time working on roofs, they can become complacent and comfortable with working at such height and decide not to wear fall protection. But even the most careful workers are susceptible to accidents. Employees working on a roof are exposed to many unpredictable fall hazards caused by sudden gusts of winds, quick changes in the weather, loose roofing material, uneven walking surface, slick surfaces and human error.

Employers must provide roofers fall protection equipment that meet OSHA requirements whenever they work at an elevation of 6 feet or more.

There are fall protection systems available that can provide roofers the flexibility they need during all types of roof work. The employer must research what system works best for their job situation: guard rail system, safety net system or personal fall arrest system.

The employer must provide a training program for each worker who might be exposed to fall hazards. The program must enable each worker to recognize the hazards of falling and train each worker in the procedures to follow to minimize these hazards.

Each phase of roof replacement has different challenges, but the risk of falling remains constant. Taking appropriate fall protection measures reduces risks and saves lives. It is necessary for company management to check on employees at the worksite to ensure that the training was understood and that the use of fall protection is being enforced.

In this instance, the foreman was aware

of the dangers of working at heights, attended the training given by the manager but still chose not to wear fall protection or ensure that the employees wore fall protection. He was the person in charge of the job site. His failure to wear fall protection or enforce fall protection requirements on the jobsite, likely sent a signal to employees that fall protection wasn't necessary or that it was optional.

The manager who provided the fall protection safety training said he assumed the foreman would be making sure the employees wore fall protection, especially as fall protection equipment was provided. However, no onsite follow-up inspections by management were conducted to ensure personal fall arrest equipment was being utilized by employees.

RECOMMENDATIONS

- Fall protection must be provided to employees when they are exposed to falls 6 feet or more above a lower level (construction industry).
- OSHA standards outline the employer's responsibilities for initiating and maintaining a safety program that provides for frequent and regular inspections of job sites, materials and equipment.
- Employees need to be supervised and corrected, if necessary, to ensure fall protection equipment is used effectively and appropriately.
- Employer representatives such as project managers and supervisors should follow the rules, they are responsible for enforcing and lead by example.
- Remember that employees must use full-body harnesses in fall arrest systems. Body belts can cause serious injury during a fall, and OSHA prohibits their use as part of fall arrest systems.

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HAZARD COMMUNICATION IN THE ROOFING AND SHEET METAL INDUSTRIES

Each year, OSHA releases its list of top violations to help focus attention what they perceive to be the most pressing deficiencies in occupational safety. While roofing contractors might typically pay more attention to fall protection and sheet metal contractors might pay more attention to machine guarding, it is important to keep in mind that violations of OSHA's Hazard Communication standard consistently rank high on OSHA's most frequent violations.

In short, OSHA's Hazard Communication standard requires employers to provide information to their employees about the hazardous chemicals to which they are exposed at work. OSHA requires that this be done through a written hazard communication program, hazardous chemical labels, safety data sheets, and training.

According to OSHA, a hazardous chemical is any chemical which can cause a physical or a health hazard. Chemicals that are cancer-causing, cause irritation or chemical burns if they contact the skin, are poisonous if swallowed, or cause severe damage if splashed in eyes are all examples of chemicals that have health hazards associated with them. Chemicals that are flammable, explosive, and gases under pressure.

In the roofing industry, synthetic roofing materials, asphalt roof shingles, and adhesives all contain hazardous chemicals. In addition, items roofers use every day, like lubricants, hand-cleaning products, sealants, thinners, coatings, gasoline and diesel fuels, and even fire extinguishers

are considered to be hazardous chemicals according to OSHA's Hazard Communication standard. Similarly, in the sheet metal industry, lubricants, coolants, corrosion inhibitors, cleaners, coatings, fluxes, and other chemicals all are used and are considered to be hazardous chemicals according to OSHA's Hazard Communication standard.

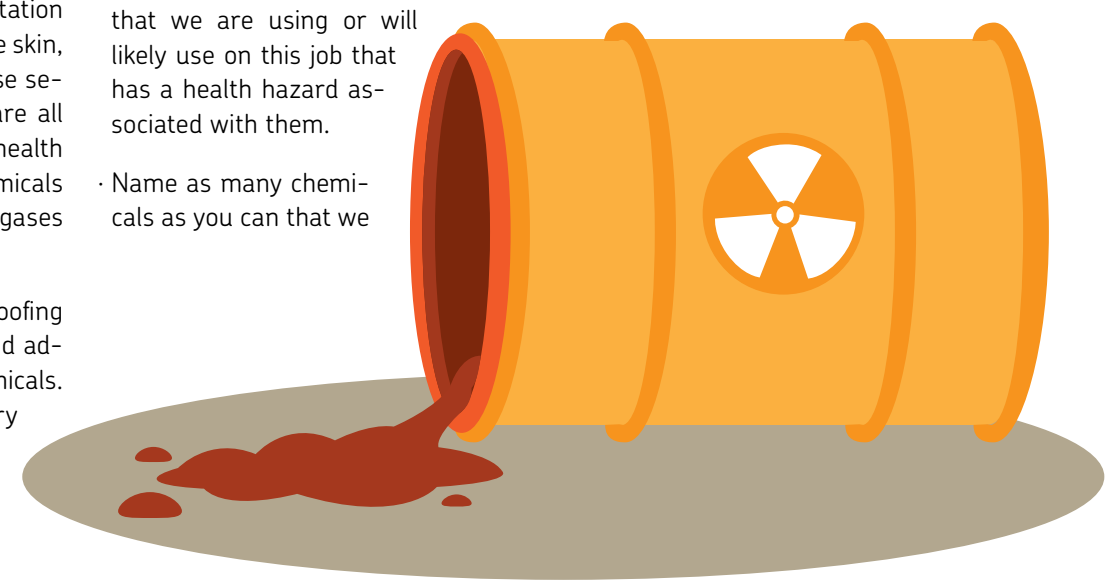
In the next three Safety Talks, we will discuss some of the cornerstones of OSHA's Hazard Communication standard, and what all employees of roofing and sheet metal contractors should know. Specifically, we will discuss safety data sheets, hazardous chemical labels and hazard pictograms. Armed with this information, you will know how to find the hazards associated with the chemicals that you use at work and how to protect yourself when using them.

DISCUSS WITH YOUR CREW

- Name as many chemicals as you can that we are using or will likely use on this job that has a health hazard associated with them.
- Name as many chemicals as you can that we

are using or will likely use on this job that has a physical hazard associated with them.

- Although we will discuss these things in the next few weeks, I have a few questions for you to test your knowledge about OSHA Hazard Communication standard.
- Where can you find information about the hazards of a chemical you are using at work? (possible correct answers: hazard label, safety data sheet, or ask your supervisor)
- Where can you find information about the proper personal protective equipment to use when working with a chemical you are using at work? (possible correct answers: hazard label, safety data sheet, or ask your supervisor)
- How many of you know what safety data sheets (SDS) are and where to find them?



COMUNICACIÓN DE RIESGOS EN LAS INDUSTRIAS DE TECHOS Y CHAPA

Cada año, OSHA publica su lista de violaciones principales para ayudar a centrar la atención en lo que perciben como las deficiencias más apremiantes en seguridad laboral. Si bien los contratistas de techado generalmente prestan más atención a la protección contra caídas y los contratistas de chapa pueden prestar más atención a la protección de la máquina, es importante tener en cuenta que las violaciones del estándar de Comunicación de Riesgos de OSHA se clasifican constantemente entre las violaciones más frecuentes de OSHA.

En resumen, el estándar de Comunicación de Riesgos de OSHA requiere que los empleadores brinden información a sus empleados sobre los químicos peligrosos a los que están expuestos en el trabajo. OSHA requiere que esto se realice a través de un programa escrito de comunicación de riesgos, etiquetas de productos químicos peligrosos, hojas de datos de seguridad y capacitación.

Según OSHA, un químico peligroso es cualquier químico que puede causar un peligro físico o para la salud. Los productos químicos que causan cáncer, causan irritación o quemaduras químicas si entran en contacto con la piel, son venenosos si se ingieren o causan daños graves si se salpican los ojos, todos son ejemplos de productos químicos que tienen riesgos para la salud asociados con ellos. Pro-

ductos químicos que son inflamables, explosivos y gases a presión.

En la industria del techado, los materiales sintéticos para techos, las tejas de asfalto y los adhesivos contienen químicos peligrosos. Además, los artículos que usan los techadores todos los días, como lubricantes, productos de limpieza de manos, selladores, diluyentes, recubrimientos, gasolina y diesel, e incluso los extintores de incendios se consideran químicos peligrosos de acuerdo con el estándar de comunicación de riesgos de OSHA. De manera similar, en la industria de la chapa, se usan lubricantes, refrigerantes, inhibidores de corrosión, limpiadores, recubrimientos, fundentes y otros productos químicos, que se consideran químicos peligrosos de acuerdo con el estándar de comunicación de riesgos de OSHA.

En las próximas tres conversaciones de seguridad, discutiremos algunos de los pilares del estándar de comunicación de riesgos de OSHA y lo que todos los empleados de los contratistas de techos y chapas deben saber. Específicamente, discutiremos las hojas de datos de seguridad, etiquetas de químicos peligrosos y pictogramas de peligro. Armado con esta información, sabrá cómo encontrar los peligros asociados con los químicos que usa en el trabajo y cómo protegerse cuando los usa.

DISCUTA CON TU EQUIPO

- Nombre la mayor cantidad de productos químicos que pueda que estemos usando o que probablemente usemos en este trabajo que tenga un riesgo para la salud asociado con ellos.
- Nombre la mayor cantidad de productos químicos que pueda que estemos usando o que probablemente usemos en este trabajo que tenga un riesgo físico asociado con ellos.
- Aunque discutiremos estas cosas en las próximas semanas, tengo algunas preguntas para que pruebe su conocimiento sobre el estándar de Comunicación de Riesgos de OSHA.
- ¿Dónde puede encontrar información sobre los peligros de una sustancia química que está utilizando en el trabajo? (posibles respuestas correctas: etiqueta de peligro, hoja de datos de seguridad o pregunte a su supervisor)
- ¿Dónde puede encontrar información sobre el equipo de protección personal adecuado para usar cuando trabaja con un químico que está usando en el trabajo? (posibles respuestas correctas: etiqueta de peligro, hoja de datos de seguridad o pregunte a su supervisor)
- ¿Cuántos de ustedes saben qué son las hojas de datos de seguridad (SDS) y dónde encontrarlas?

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