

Photo Recap from
76th Annual Meeting &
Summer Convention
PAGE 15

Achelpohl Roofing &
McElroy Metal
Member Spotlight
PAGE 20

2020 Carolina
Mid-Winter Roofing
Expo Preview
PAGE 24

CAROLINAS CONTACTS

CRSMCA – Covering the Carolinas for over 65 Years



“SHELL” MUCH FUN AT THIS
YEAR’S ANNUAL MEETING
& SUMMER CONVENTION

JULY | AUGUST 2019

76th anniversary
Annual Meeting & Summer Convention



Sponsors... we thank you!

Professional



Diamond



Gold



Bronze



Past President



Goodwill



**Public Citizen, Labor Groups
Seek OSHA Heat Standard**

Page 10



**Occupational Heat Exposure:
Heat-related Illnesses and
First Aid**

Page 13



**Carolinas Mid-Winter
Roofing Expo Preview**

Page 24



IN THIS ISSUE...

July/August 2019

| | |
|---|----|
| CRSMCA Letter from the President..... | 4 |
| Letter from the Associate Group President..... | 5 |
| Association in Action | 6 |
| News in the Carolinas | 7 |
| Public Citizen, Labor Groups Seek OSHA Heat Standard | 10 |
| Occupational Heat Exposure: Heat-related Illnesses and First Aid..... | 13 |
| Gordon M. Waters Distinguished Service Award: Ed Benson of Johns Manvill | 14 |
| 76th Annual Meeting/Summer Convention Photo Highlights..... | 16 |
| Senate Bill 55 North Carolina Contractors Get a Continuing Ed Requirement | 18 |
| OSH Division Signs New Alliance with Western Carolina University's Kimmel School of Construction Management | 19 |
| CRSMCA Members Spotlight: Achelpohl Roofing and Sheet Metal, Inc. & McElroy Metal, Inc. Metal Roofs Protect Recreation Center | 20 |
| Industry Perspectives Op-Ed: Do you have a Sustainable High-Participation Safety Culture? | 21 |
| NRCA Hosts Training at CRSMCA Facility..... | 23 |
| Carolinas Mid-Winter Roofing Expo Preview & Registration Forms | 24 |
| Safety Talks/Charlas de Seguridad..... | 30 |



Letter from the **PRESIDENT**

I would like to take the time to introduce myself to the members.

I have been in the commercial roofing industry for 25 years. During that time, I have learned the value of our industry and how it impacts many families. My first experience in roofing industry came at the young age of 17 being a labor for a commercial roofing contractor and continued to work off and on with roofing for the next several years. I left the industry for a while but re-entered as a contractor for Triad Roofing Company. I worked through many roles within the Triad Roofing organization and was ultimately promoted to the Presidents role.

I am proud to be in the roofing industry and honored to represent our association over the next year as president. I look forward to furthering the work of past presidents and members of our association to better our industry and community. We will continue to strive towards meeting the needs of our members and offer them value on many levels.

One area I am personally passionate about is investing in our people and offering a training platform to improve the professionalism of our industry. As we look to grow that area of the association and our offerings, I hope you will join us in creating ways we can do that together. I encourage you to get involved with our association. We have opportunities for that at both the fall district meetings and the upcoming Carolinas Mid-Winter Roofing Expo. We would love to see record participation.

I look forward to the year ahead of us and what we can accomplish together.

Best regards,
Mickey Childress, Triad Roofing Company



CAROLINAS ROOFING & SHEET METAL CONTRACTORS ASSOCIATION

P.O. BOX 7643
CHARLOTTE, NC 28241-7643

710 IMPERIAL COURT
CHARLOTTE, NC 28273

PHONE: 704-556-1228

WWW.CRSMCA.ORG

STAFF@CRSMCA.ORG

AFFILIATED WITH: NRCA - ASAC/STAC



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.

ASSOCIATION OFFICERS

PRESIDENT MICKEY CHILDRESS, TRIAD ROOFING COMPANY, INC.
1ST VICE PRESIDENT ERIC CAMPBELL, CAMPBELL PROFESSIONAL ROOFING
2ND VICE PRESIDENT MATTHEW WILLIAMS, CITYSCAPE ROOFING, INC.
SECRETARY-TREASURER BERT PICKENS,
PICKENS ROOFING & SHEET METAL, INC.
IMMEDIATE PAST PRESIDENT SCOTT MATHIAS, WATTS & ASSOCIATES
ROOFING, INC.

STAFF

EXECUTIVE DIRECTOR CARLA B. SIMS, CHARLOTTE, NC
ASSISTANT KARIN BARAHONA, CHARLOTTE, NC

DIRECTORS

01 BOBBIE JO DEAL, CITYSCAPE ROOFING, INC., CLAREMONT, NC
02 CASEY MORGAN, TRIAD ROOFING COMPANY, INC., WINSTON-SALEM, NC
03 ROBERT HODGES, R.K. HYDRO-VAC, INC., CHARLOTTE, NC
04 DAVID PANELLA, HAMLIN ROOFING COMPANY, INC., GARNER, NC
05 JASON TETTERTON, CURTIS CONSTRUCTION CO., INC., KINSTON, NC
07 JIMBO SPANN, SPANN ROOFING & SHEET METAL, CONWAY, SC
08
09

ASSOCIATE GROUP OFFICERS

PRESIDENT ERIK HAUCK, ABC SUPPLY CO., INC.
1ST VICE PRESIDENT BUBBA KEARSE, ABC SUPPLY CO., INC.
2ND VICE PRESIDENT SEAN DOUGHERTY, JOHNS MANVILLE
SECRETARY-TREASURER CHRIS LOVE, MID-STATES ASPHALT
IMMEDIATE PAST PRESIDENT DREW BUCHANAN, GAF MATERIALS CORP.

ASSOCIATE LIAISONS

01 DAVID SUMMERS, RSG-COLUMBIA, ADVANCE, NC
02 STEVE HALL, SIKA SARNAFIL – ROOFING DIVISION, WINSTON-SALEM, NC
03 BRAD DAMEWOOD, BEST DISTRIBUTING COMPANY, INC., CHARLOTTE, NC
03 DARREN MCEVOY, PREMIER BUILDING PRODUCTS, INC., CHARLOTTE, NC
03 ANDY BUTLER, ROOFERS SUPPLY OF GREENVILLE, CHARLOTTE, NC
04 JUSTIN MAYCHER, GAF MATERIALS CORPORATION, RALEIGH, NC
05 CHAD BOLT, ABC SUPPLY CO., INC., CHARLOTTE, NC
05 TODD CASEY, BEST DISTRIBUTING COMPANY, GOLDSBORO, NC
06 ANNA READ, SUPERIOR DISTRIBUTION, INC., CHARLOTTE, NC
07 REID WESTER, BEST DISTRIBUTING COMPANY, MYRTLE BEACH, SC
07 LEE WELLS, BEACON ROOFING SUPPLY, CHARLOTTE, NC
08 BLAISE CRAFT, IKO PREMIUM ROOFING PRODUCTS, INC., GASTON, SC
08 NATHAN ROLLINS, ROYAL ADHESIVES & SEALANTS, GREER, SC
09 GREG NORMAN, GAF MATERIALS CORPORATION, GREENVILLE, SC
10 TARA BURGEI, JOHNS MANVILLE, LEXINGTON, SC
10 DAVID KING, NBHANDY COMPANY, CHARLOTTE, NC

MAGAZINE COMMITTEE

HENRY SACKETT (CHAIRMAN), GEORGE GARVEN, RAINY UGENMACH,
BRANDON JACKSON, CARLA B. SIMS
CAROLINAS CONTACTS WELCOMES LETTERS TO THE EDITOR. VIEWS
EXPRESSED IN "LETTERS" ARE NOT NECESSARILY THOSE OF CRSMCA. LET-
TERS MUST BE SIGNED AND INCLUDE A RETURN ADDRESS AND TELEPHONE
NUMBER. CAROLINAS CONTACTS RESERVES THE RIGHT TO EDIT LETTERS
FOR CLARITY AND LENGTH. SEND LETTERS TO CARLA B. SIMS, CAROLINAS
CONTACTS, PO BOX 7643, CHARLOTTE, N.C. 28241-7643; FAX (704) 557-1736.
CAROLINAS CONTACTS IS OWNED BY THE CAROLINAS ROOFING & SHEET
METAL CONTRACTORS ASSOCIATION TO FURNISH INFORMATION, NEWS AND
TRENDS IN THE ROOFING & SHEET METAL INDUSTRY IN THE TWO CAROLI-
NAS, AND IS THE OFFICIAL BI-MONTHLY PUBLICATION OF THE ASSOCIATION.
ISSUED BI-MONTHLY FROM ASSOCIATION HEADQUARTERS 710 IMPERIAL
COURT, CHARLOTTE, NC 28273 (PO BOX 7643, CHARLOTTE 28241-7643) AS
A SERVICE TO THE MEMBERS AND ADVERTISERS.
POSTAGE PAID AT CHARLOTTE, NC.
ADVERTISING AND EDITORIAL FORMS CLOSE ON THE 10TH OF THE MONTH
PRECEDING PUBLICATION. ADVERTISING RATES AVAILABLE UPON REQUEST
TO CRSMCA, PO BOX 7643, CHARLOTTE, NC 28241-7643.
PRINTED BY CRSMCA, CHARLOTTE, NC
GRAPHIC DESIGN BY RHONDA SERGEANT, CHARLOTTE, NC

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

It is my pleasure to start a year of service as the 2019-2020 CRMSCA Associate Group President.

I would like to thank the outgoing past President, Drew Buchanan for his year of service. In June, we wrapped up another successful Annual Meeting and Summer Convention in Myrtle Beach. The 2020 Summer Convention is moving to Hilton Head, for a nice change of scenery. I would like to congratulate the first winners of Dottie Nagle Scholarship, Sarah Gibson and Jessica Tillman. Best of luck to them as they head off to college in the fall. The next round of scholarships is open for applications; please encourage your associates to have their college bound kids apply. I would like to give a special thanks to the golf committee. The second annual golf tournament was a hit and this is how the scholarship is funded. Moving forward we have the fall district meeting and the Mid-Winter Expo in Greenville, SC. The last time we had the Expo in Greenville it was one of our best shows to date.

As the economy continues at a fast pace we realize that time can become one of the hardest things to give. That is why it is important for us at the CRSMCA to provide value for the time committed. This applies to the Contractor and Associate side. We are always looking for new ways to provide value for you and your associates to want to attend the meetings and events. This could be in the form of trainings, speakers, social events, certifications, and etcetera. This is where I would like feedback from everyone. If there is something that you think would add value to the association and the meetings please feel free to contact Carla or myself. We are open to suggestions. I am looking for to a great 2019-2020. We have some exciting events coming!

Thanks.

Erik Hauck, ABC Supply



Association IN ACTION

The summer is quickly coming to an end...punch lists are closing in, kids are returning to school, the days will become shorter and the CRSMCA meetings will begin! I hope you all can take the opportunity to get some last-minute fun days in with the kids before school starts and those warmer days are behind us!

In this issue we are sharing some highlights of the 76th Annual Meeting/Summer Convention with snapshot photos, highlighting the 2020 Carolinas Mid-Winter Roofing Expo as well as bringing awareness to heat illness.

If you missed out on the Annual Meeting/Summer Convention in Myrtle Beach, here are few of the speakers notes:

Rod Petrick (Chairman of the Board Elect), NRCA Update – NRCA is focusing on worker training and certification to assist the roofing industry with quality assurance, consumer protection, industry reputation, changing the national demographics and de-commoditization.

NRCA's two programs are (1) NRCA ProCertification, a professional installer certification for experience roofing industry workers and (2) TRAC [Training for Roof Application Careers], a comprehensive installer training curriculum designed for NEW roofing industry workers, delivered through interactive online

modules and supported b structured hands-on training activities that are facilitated by Qualified Trainers.

NRCA will be hosting Roofing Day in DC on April 21-22, 2020 to bring the roofing industry together in Washington, DC to influence positive change and elevate the industry through addressing issues that affect your business through building codes, research, etc.

Stephen Phillips (Hendrick, Phillips, Salzman & Siegel, PC), How Long is a Roofing Contractor Liable in the Carolinas? – Stephen presented the members with an in-depth session of the North Carolina and South Carolina statute of limitations and discovery, statute of repose, reviewed claims against the sales of goods through distributors and manufacturers, reviewed the breach of warranty claims, contractual statute of limitations for warranty claims, performance bonds vs contractual limitations, equitable tolling, Nullum Tempus, and on bonds. To see the full slideshow with he details, please contact the CRSMCA office!

Brian Parsley, keynote speaker, provided the members with life tools to take to work with us, at home with our families, and even to those in our community. Reminding us that the powerful events adapt to our relationships and our experience, that our beliefs drive our actions. There are three basic human needs for everyone, (1) feeling important; (2) being valued; and (3) being appreciated. Let's keep these in mind everyday with everyone we come in contact with... through our families, work, and community!



METAL DECK REPLACEMENT?



WE HAVE IT
IN STOCK NOW!

- ✓ Largest Inventory in Stock For Immediate Use
- ✓ 15 Locations to Serve You
- ✓ Knowledgeable Staff
- ✓ Pick Up or Delivery

ROOF DECK



FORM DECK



CORRUGATED ROOFING



CALL TODAY FOR THE BEST SERVICE & LEAD TIME!

PROUD MEMBER

800.894.7741

¡Se Habla Español!

www.metaldecksupply.com | sales@metaldecksupply.com

Here's what is coming soon...

Fall District Meetings in your area will be held on Thursday's beginning in September!

| | |
|--------------------|----------------|
| September 12, 2019 | District 1 |
| September 19, 2019 | District 2 |
| September 26, 2019 | District 3 |
| October 3, 2019 | District 4 |
| October 10, 2019 | District 5 & 6 |
| October 17, 2019 | District 7 & 8 |
| October 24, 2019 | District 9 |
| October 31, 2019 | District 10 |

SPONSORED BY



The Roofing Academy Committee's Master Installers Certification Program will be providing Classes 13, 14, 15 will be held on Thursday, September 19 and Friday, September 20. The classes will be on Low-Slope Sheet Metal Flashing, Metal Roofing: Products & Applications and Repairs, Maintenance & Coatings [classroom and hands-on sponsorship from Construction Metal Products and APOC]. These classes are great for any roofing professional that is interested in learning more about these areas of the roofing process. Class participants not only will learn from an expert in the classroom, but also receive applicable hands-on demonstrations and be tested on the knowledge learned for competency. If you are interested in participating at any level, please contact the CRSMCA office.

Rescheduled from April, NRCA is providing a Qualified Trainer Conference at the CRSMCA office on November 12-13. To be the best, send your trainer(s) to the NRCA Qualified Trainer Conference, a state-of-the-art, three-day classroom and hand-on educational program that gives them the tools they need to be exceptional. Check out details in this issue or at NRCA.org.

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 events that are coming up. There is always growth and strength in numbers and opportunities to grow not only YOUR CRSMCA, but YOUR roofing industry!

Carla B. Sims, CRSMCA Executive Director



LEARN ABOUT THE CRSMC SELF-INSURERS FUND

Carolinan 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 2016, 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?



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.



NEWS in the Carolinas



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

UPCOMING TRAINING EVENTS

- 10-Hour Construction Industry Workshop (Hickory) August 19-20
- 30-Hour Construction Industry Workshop (Hickory) August 19-23
- Complying with OSHA General Industry Standards (Raleigh) | October 2-3



Sarah Gibson



Jessica Tillman

CONGRATULATIONS TO THE FIRST RECIPIENTS OF THE DOROTHY NAGLE SCHOLARSHIP PROGRAM!

Sarah Gibson: Sarah is the daughter of Brian Gibson of Beacon Roofing Supply. Sarah will be attending Meredith College in Raleigh, North Carolina.

Jessica Tillman: Jessica is the daughter of Joey Tillman of Triad Roofing Company, Inc. Jessica will be attending the University of North Carolina at Chapel Hill.

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.

SAVE THE DATE



CELEBRATE YOUR SAFETY SUCCESSES

GET READY FOR SAFE + SOUND 2019

Safe + Sound, OSHA's year-round campaign to encourage every workplace to have a safety and health program, includes both employers and workers. Participate in quarterly events on building an effective safety and health program in your workplace. Learn about best practices during webinars and put them into action during the 30-day challenges. These events also focus on management leadership, worker participation, and finding and fixing hazards. Share your safety successes during Safe + Sound Week, August 12-18, 2019. Sign up on the Safe + Sound website www.osha.gov/safeandsound/



SC DEPARTMENT OF LABOR, LICENSING AND REGULATION/SC OSHA

General Information

803-896-7665 asksosha@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'S NEW OFFICERS AND DIRECTORS BEGIN THEIR TERMS

NRCA elected new officers and directors during its 132nd Annual Convention Feb. 9-13 in Nashville, Tenn. Their terms began June 1.

Nick Sabino, president of Deer Park Roofing Inc., Cincinnati, was elected NRCA chairman of the board, and Rod Petrick, president of Ridgeworth Roofing Co. Inc., Frankfort, Ill., was elected chairman of the board-elect. Kyle Thomas, owner/vice president of Thomas Roofing Co. Inc., Mobile, Ala.; Tupac de la Cruz, founder of Roofing Solutions LLC, Prairieville, La.; Doug Duncan, president of Nations Roof, Villa Park, Ill.; and Brad Sutter, executive vice president of Sutter Roofing Co. of Florida, Sarasota, Fla., were elected vice chairmen.

Additionally, the following were elected as new NRCA directors:

- Bill Baley, president and CEO of C.I. Services Inc., Mission Viejo, Calif.
- Greg Bloom, vice president of national and strategic accounts at Beacon Roofing Supply Inc., Herndon, Va.
- Collin DeBuysere, project manager at Roofing Technology Inc., Davenport, Iowa
- Scott Donnelly, president of Cooper Roofing & Solar LLC, Las Vegas
- Don Fry, president of Fry Roofing Inc., San Antonio
- Dave Hesse, vice president of Kalkreuth Roofing and Sheet Metal Inc., Frederick, Md.
- Scott Kawulok, vice president of B & M Roofing of Colorado Inc., Frederick, Colo.
- Kyle King, president of James King Roofing LLC, Lynnwood, Wash.
- Rob Kornahrens, CEO of Advanced Roofing Inc., Fort Lauderdale, Fla.
- Richard Lawson, senior vice president of The Lawson Roofing Co. Inc., San Francisco
- Matt Leonard, vice president of Architectural Sheet Metal Inc., Orlando, Fla.
- J.J. Smithey, president of Frost Roofing Inc., Wapakoneta, Ohio
- Lisa Sprick, president of Sprick Roofing Co. Inc., Corvallis, Ore.



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.

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/membervnavigation 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

Follow CRSMCA on
Facebook & Twitter



Public Citizen, Labor Groups Seek OSHA Heat Standard

Current informal guidance to employers
is too general, advocates say.

By David Sparkman

Public Citizen and 111 other safety and labor groups recently called on the Occupational Safety and Health Administration (OSHA) to create a federal standard for protecting workers from heat stress, which they say is aggravated by global warming.

Whether or not OSHA chooses to respond to this call by proposing a standard sometime in the future, it still obligates employers to develop programs that adhere to OSHA-recommended practices.

“OSHA has an obligation to prevent future heat-related injuries, illnesses and fatalities by issuing a heat stress standard for outdoor and indoor workers,” the organizations said in a late April letter to Alexander Acosta, secretary of U.S. Department of Labor (DOL), and Loren Sweatt, Deputy Assistant Secretary of Labor and chief of OSHA.

More than 815 U.S. workers were killed and 70,000 seriously injured by heat stress between 1992 and 2017, the advocates note, citing the Bureau of Labor Statistics. This is likely an underestimate, they added, asserting that many injuries and illnesses are underreported in the U.S., especially in the sectors employing vulnerable and often undocumented workers.

They also pointed out that heat is not always recognized as a cause of heat-induced injuries or deaths and can be easily misclassified, because many heat-related symptoms overlap with other more common diagnoses.

OSHA currently issues citations to employers based on the general duty clause, a part of federal safety law that requires employers to maintain a safe workplace even in the absence of regulations and standards targeting specific safety practices. The agency for years also has engaged in a public education campaign aimed at employers laying out specific steps for them to take to address heat dangers.

However, the advocates argue that most employers will not implement practices to prevent heat stress unless required to do so. “A federal heat stress standard would help to prevent countless illnesses and deaths caused by heat, benefiting workers and employers alike,” they said. “In its absence, rising temperatures are projected to cause an increase in heat-related workplace illness, a dramatic loss in labor capacity, decreased productivity, and an increase in workers compensation and hospital-related costs.”

The states of California, Minnesota and Washington—along with the U.S. military—already have

established standards for heat exposure, the advocates note. They further explain that in general all states with approved occupational safety and health programs are required to have standards “at least as effective” as federal standards.

NIOSH SUGGESTS STANDARDS

Public Citizen also observed that the National Institute for Occupational Safety and Health (NIOSH) already has developed criteria for a possible federal standard for occupational exposure to heat and hot environments, specifically covering recommended engineering and administrative controls and personal protective equipment (PPE).

The NIOSH-recommended standards include:

- Reducing physical demands of the work by using powered assistance for heavy tasks.
- Helping workers acclimate to high temperatures by gradually increasing exposure to hot conditions over 7–14 days.
- Scheduling new workers for no more than 20% of the usual duration of work in a hot environment on the first day with no more than a 20% increase each day.
- Encouraging water intake at frequent intervals to prevent dehydration (1 cup every 15–20 minutes).
- Providing a shaded and/or air-conditioned space nearby.
- Monitoring workers for complicating conditions such as alcohol ingestion, diarrhea and low-grade infections.
- Cooled air, cooled fluid or ice-cooled clothing, and reflective clothing or aprons for workers in hot industrial environments.

In its letter, Public Citizen pointed to an Occupational Safety and Health Review Commission decision earlier this year vacating an OSHA citation brought against an employer under the General Duty clause citing the lack of a federal heat standard. The commission said, “The [Labor] Secretary’s failure to establish the existence of an excessive heat hazard here illustrates the difficulty in addressing this issue in the absence of an OSHA standard.”

The advocates’ letter urged the agency to adopt the course of action that Public Citizen and 130 other organizations sought in a petition filed last summer. “OSHA has a single acceptable course of action in response to this decision: promulgate a heat standard to put employers on notice of what they must do to protect workers and enforce the standard.”

CURRENT OBLIGATIONS STAND

OSHA is continuing to investigate and issue citations to employers based on the General Duty clause and it is not likely to back down any time soon simply because of the lack of a specific standard.

“OSHA investigates these heat-related incidents and complaints to their fullest. As such, it is important to review your company’s heat-related safety and hazard prevention and heat identification to ensure it complies with OSHA, especially early

in the season,” says attorney Wes Gerrie of law firm Goldberg Segalla LLP.

The situation can turn out to be particularly serious in the spring, when hot weather arrives suddenly early in the season before workers have had a chance to adapt to warm weather, he warns.

An employers with workers who could be exposed to hot environments must establish a heat illness prevention program to satisfy OSHA. The agency has said that such a program should include:

- Training all employees and supervisors on heat illness prevention.
- Providing enough fresh water for each employee and encouraging them to drink.
- Providing access to shade and encouraging employees to take a cool down rest in it; they should not wait until they

Continued on next page

Commercial, Industrial



ATKINS
ROOFING & MAINTENANCE, LLC
Pinewood, SC

Johnny Atkins
President

PO Box 402
15 Clark Street
Pinewood, SC

jatkins1@sc.rr.com
Office: 803.452.5500
Mobile: 803.983.0623



GRIEME
ROOFING COMPANY INC.

321 Fields Drive | Aberdeen, NC 28315
910.944.9630

Jonathan Grieme
jgrieme@griemeroofing.com



The RAY COMPANY
INCORPORATED

ROOFING • MAINTENANCE • RENOVATIONS • SHEET METAL

WES WILKINSON
PRESIDENT

wwilkinson@raycompany.com
www.raycompany.com

P. O. BOX 19150
CHARLOTTE, NC 28219
PHONE 704-391-8001
FAX 704-391-8005

feel sick to cool-down.

- Closely observing all employees and monitoring for signs of illness.
- Allowing new or returning workers to gradually increase workloads and take more frequent breaks as they acclimate to, or build a tolerance for, working in the heat.
- When possible, creating engineering controls such as air conditioning and ventilation which is not only a preventative measure, but can be used to assist in emergency situations as well.
- Developing and implementing written procedures, specific to the worksite, for heat illness prevention, including plans on how to handle medical emergencies and steps to take if someone shows signs or symptoms of heat illness.
- Planning for emergencies and training workers on prevention, including any of the previous written procedures.
- Documenting any and all training, discussions and emphasis on heat-related prevention, training and safety.
- Overall, OSHA's message is "Water. Rest. Shade." Ingrain this slogan in your workers' minds during pre-work meetings.

"In the end, although OSHA does not have a specific standard that covers working in hot environments, employers nevertheless have a duty to protect workers from recognized serious hazards in the workplace, including heat-related hazards," Gerrie says.

OSHA OFFERS HEAT ILLNESS RESOURCES FOR OUTDOOR WORKERS

OSHA's Campaign to Prevent Heat Illness in Outdoor Workers aims to raise awareness and educate workers and employers about the dangers of working in hot weather and provide resources and guidance to address these hazards. Workers in outdoor industries—such as agriculture, construction, landscaping and transportation—are at particular risk.

Thousands of employees become sick each year and many die from working in the heat. Labor-intensive activities in hot weather can raise body temperatures beyond the level that typically can be cooled by sweating. Heat illness initially may manifest as heat rash or heat cramps but quickly can escalate to heat exhaustion and then heat stroke if simple

preventative measures are not followed.

Heat illness disproportionately affects those who have not built up a tolerance to heat (acclimatization), and it especially is dangerous for new and temporary workers.

OSHA offers heat illness educational materials in English and Spanish, as well as a curriculum to be used for workplace training, also available in English and Spanish. Additionally, OSHA offers a webpage that provides information and resources regarding heat illness—including how to prevent it and what to do in case of an emergency—for workers and employers. To view the page, click here.

OSHA also offers a free app for mobile devices that enables workers and supervisors to monitor the heat index at their work sites. The app displays a risk level for workers based on the heat index, as well as reminders about protective measures that should be taken at that risk level. The app is available for Android-based platforms and iPhones and can be downloaded in English and Spanish by clicking here.

SAFRAN LAW OFFICES



SERVING INDUSTRY FOR OVER 30 YEARS

FIND US ON THE WEB:



www.safranlaw.com

SCHEDULE A LUNCH AND LEARN:



law@safranlaw.com

FOLLOW US ON TWITTER:



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

OCCUPATIONAL HEAT EXPOSURE: Heat-related Illnesses and First Aid



Heat stroke, the most serious form of heat-related illness, happens when the body becomes unable to regulate its core temperature. Sweating stops and the body can no longer rid itself of excess heat. Signs include confusion, loss of consciousness, and seizures. **Heat stroke is a medical emergency that may result in death! Call 911 immediately.**

Heat exhaustion is the body's response to loss of water and salt from heavy sweating. Signs include headache, nausea, dizziness, weakness, irritability, thirst, and heavy sweating.

Heat cramps are caused by the loss of body salts and flu-

id during sweating. Low salt levels in muscles cause painful cramps. Tired muscles—those used for performing the work—are usually the ones most affected by cramps. Cramps may occur during or after working hours.

Heat rash, also known as prickly heat, is skin irritation caused by sweat that does not evaporate from the skin. Heat rash is the most common problem in hot work environments.

The chart below shows **symptoms** and **first aid measures** to take if a worker shows signs of a heat-related illness.

| | SYMPTOMS | FIRST AID* |
|------------------------|--|---|
| HEAT STROKE | <ul style="list-style-type: none"> · Confusion · Fainting · Seizures · Excessive sweating or red, hot, dry skin · Very high body temperature | <ul style="list-style-type: none"> · Call 911 <p>While waiting for help:</p> <ul style="list-style-type: none"> · Place worker in shady, cool area · Loosen clothing, remove outer clothing · Fan air on worker; cold packs in armpits · Wet worker with cool water; apply ice packs, cool compresses, or ice if available · Provide fluids (preferably water) as soon as possible · Stay with worker until help arrives |
| HEAT EXHAUSTION | <ul style="list-style-type: none"> · Cool, moist skin · Heavy sweating · Headache · Nausea or vomiting · Dizziness · Light headedness · Weakness · Thirst · Irritability · Fast heart beat | <ul style="list-style-type: none"> · Have worker sit or lie down in a cool, shady area · Give worker plenty of water or other cool beverages to drink · Cool worker with cold compresses/ice packs · Take to clinic or emergency room for medical evaluation or treatment if signs or symptoms worsen or do not improve within 60 minutes. · Do not return to work that day |
| HEAT CRAMPS | <ul style="list-style-type: none"> · Muscle spasms · Pain · Usually in abdomen, arms, or legs | <ul style="list-style-type: none"> · Have worker rest in shady, cool area · Worker should drink water or other cool beverages · Wait a few hours before allowing worker to return to strenuous work · Have worker seek medical attention if cramps don't go away |
| HEAT RASH | <ul style="list-style-type: none"> · Clusters of red bumps on skin · Often appears on neck, upper chest, folds of skin | <ul style="list-style-type: none"> · Try to work in a cooler, less humid environment when possible · Keep the affected area dry |

* Remember, if you are not a medical professional, use this information as a guide only to help workers in need.

For more information about heat-related illnesses:

- **OSHA Campaign to Prevent Heat Illness in Outdoor Workers**
- **OSHA Technical Manual (OTM) Chapter – Heat Stress.** OSHA Directive TED 01-00-015 [TED 1-0.15A], (September 15, 2017). Includes useful sections on heat illness, prevention programs, assessment and screening for heat stress in the workplace.
- **Heat Illness.** National Institutes of Health, Medline Plus. Includes information in multiple languages.

- **Heat: A Major Killer.** National Oceanic and Atmospheric Administration (NOAA), National Weather Service. Links to landing page with NWS's heat index description and chart.
- **Heat Stress and Strain: TLV® Physical Agents 7th Edition Documentation.** Summarizes the scientific data used by the American Conference of Government Industrial Hygienists (ACGIH) used to derive its threshold limit value (TLV) for heat exposure.

GORDON M. WATERS

Distinguished Service Award

THE HISTORY

Back in 1942 a group of Carolinas roofers and sheet metal workers gathered in Charlotte to reorganize the Carolinas Roofing and Sheet Metal Contractors Association. There was a nice-looking young fellow by the name of Gordon Waters, who was a new to attending the Association. He was asked to act as temporary secretary and did his job nicely. He looked good to the group, and when election of officers was made Gordon Waters had been chosen to head the Association. Gordon made us a good president and had the backing of the whole membership. The members elected him to represent the Carolinas Roofing and Sheet Metal Contractors Association at the United Roofing Contractors Association Chicago convention. He looked good to folks there, who elected him on the Board of Directors of the national association, even though we had another Carolinian on the Board. In the two years, on the Board and on committees his work was such that at the St. Louis convention in February, Gordon was elected Second Vice President of URA. So much for associational work.

Gordon lived in Rocky Mount, NC and headed up Water Brothers who started in business in 1921. They installed roofing and sheet metal work but did not handle furnaces. In May 1946, they were approved to apply bonded roofs by Barrett and Johns Manville. They were busy and had quite a bit of work lined up for the summer and fall. Gordon said things looked good for him that year, if they could just get deliveries of material. He said labor conditions had improved for them. They had been approved for on-the-job training for veterans and were employing ten returned veterans that year. He said veterans are good average employees.

Gordon was interested in improving his equipment, had put in a spot welder, and was also adding to his hoisting equipment, he was looking around and think of power shear and power rollers.

It was a pleasure to associate with roofers like Gordon Waters.

In 1964, the CRSMCA Board developed the Gordon M Water Distinguished Service Award in honor of Mr. Waters for his service and commitment to the roofing industry and in 1965 became the first recipient of this award. For 54 years this honor has been passed down to deserving individuals.

This is CRSMCA's highest honor. This award is based on these qualifications: Good Moral Character - Good Business Model - Community Leader Proven service and leadership to the association - Must be unanimous decision by the nominating committee - Has served on the CRSMCA Board - Responds positively when asked to serve - Shows true passion for the association.

Mr. Ed Benson of Johns Manville meets these qualifications and more. Ed was born in 1955, literally into the roofing industry. His father was a small roofing contractor who had his two sons loading shingles to the rooftop as soon as they were able.

In high school, Ed joined the ROTC and became a student cadet major. He was the president of the Chess Club where he met his high school sweetheart (Joy) who later became his wife.

Ed spent the next 12 years serving our nation in the Army. For 8 of those years, he was a member of the distinguished presidents own US Army Old Guard Fife



and Drum Corp, and became the youngest First Sergeant at the age of 21.

Ed spent the last 29 years in the roofing industry working for Manville Corporation. He served as an Associate Group Liaison for the Charlotte area for three years and was the President of the CRSMCA Associate Group in 2012. Ed continues to serve the CRSMCA as an active member serving through the Associate Group Liaison Board and always answers the call when ask to serve or help with this association.

Ed and Joy have been married for 44 years and they have two children and three grandchildren. He goes all out in everything he does. Including his hobby; he is an avid motorcyclist. And we better add a Harley Davidson motorcyclist. Ed has made several endurance rides including the 100 CCC, which is traveling coast to coast to coast in 100 hours. He has also accomplished riding through the 48 continuous states in 10 days. Ed proudly serves as a member of the Patriot Guard, which is an organization whose members attend the funerals of our military fallen.

It is a great honor for CRSMCA to present the Gordon M. Waters Distinguished Service Award to such a worthy and passionate individual. As Joy shared, Ed loves his Lord, family and nation, and it shows.

*Gwyn Abee, Dunn & Abee, Inc.
Recipient of the 2018 Gordon M. Waters
Distinguished Service Award*

76TH ANNUAL MEETING/SUMMER CONVENTION PHOTO HIGHLIGHTS







A big thank you to Scott Mathias & Drew Buchanan for serving as president and associate group president (respectively) for 2018-2019.



Some of previous winners of the Gordon M. Waters Distinguished Service Award were able to come together to congratulate this year's winner, Ed Benson.



... AND YOU THOUGHT WE JUST MADE METAL ROOFING.

WE ALSO CARRY

- Stock and Custom Ridge Cap, Valley, End Wall, and Drip Edge
- Fasteners
- Underlayment
- Clips
- Cee, Zee, and 1x4 Purlins

www.GulfCoastSupply.com

1-888-393-0335





SENATE BILL 55

North Carolina Contractors Get a Continuing Ed Requirement

By Brian J. Schoolman and Harrison Wicker, Safran Law Offices

The North Carolina General Assembly has created a new mandatory continuing education requirement for licensed general contractors in the state. Until this year, there had been no continuing education (“CE”) requirement for North Carolina contractors. By contrast, engineers and architects have been required to attend annual CE classes for two decades. Now, for the first time, contractors will have to take CE courses to ensure that their knowledge remains current and to elevate professionalism.

Under the new law, passed as Senate Bill 55 and codified in Chapter 87 of the General Statutes, North Carolina contractors will be required to attend eight hours of live CE. The law also requires at least one qualifier or qualifying party of an entity licensee to complete the required hours of training for the license to remain valid. Two hours of CE must be mandatory courses approved by the GC licensing board. The remaining six hours can be elective courses. The statute also provides that if a qualifier or qualifying party completes more than the required eight hours of CE classes, up to four additional hours may be carried over to the next calendar year.

CE credits may only be given for courses that are taught live

by an instructor approved by the licensing board. To receive credit, a qualifier or qualifying party must attend and view the live teaching session, and then certify compliance with this requirement to the Board. Course providers will be charged fees by the Board to administer the CE program. The initial review of courses will be subject to a fee of up to \$25 per credit hour, and up to \$12.50 per credit hour for annual review of courses already approved. Additionally, the Board will be able to collect a fee of up to \$5.00 per credit hour per qualifier who completes the course.

Any licensee who chooses not to complete the annual continuing education may request the Board place the licensee’s license in inactive status. Obtaining active status again will require the licensee to complete the CE requirements for one or two years worth of courses, depending on how long the period of inactivity.

The “live instruction” definition includes offering credit hours for courses presented by video or by Internet transmission of a previously recorded an approved presentation, provided the presentation is either proctored by the approved sponsor or contains safeguards approved by the Board to assure the person has viewed the presentation. As such, in the future, it may be possible to complete the required CE from a home or office. For the time being, though, most members are going to have to attend either the live courses or video replays wherever the sponsor presents them.

There will be differing standards for parties wishing to be provider of the CE courses. For the mandatory courses, prospective presenters must attend a training program established, approved, and administered by the Board. Prospective providers of elective courses are required to submit course materials and instructor qualifications for Board evaluations, approval, and accreditation.

The CE requirements will become effective January 1, 2020, and apply to licenses renewed on or after that date. The provision of Internet courses must be approved by the Board not later than January 1, 2021. Because so much is now in the discretion of the Board, members should stay aware of public notices from the Board regarding program requirements, approved providers, and other developments.

For more information, CRSMCA members should contact Carla Sims at (704) 556-1228 x402, or e-mail her at cbsims@crsmca.org.

Brian J. Schoolman is an attorney with Safran Law Offices in Raleigh, NC. Harrison Wicker is a third-year law student at Norman Adrian Wiggins School of Law at Campbell University, and assisted in the research and writing of this article. Safran Law Offices has focused on the Construction Industry for more than thirty years, and is proud to have worked with and supported CRSMCA for more than a decade. For more information, please contact Brian at bschoolman@safranlaw.com, or visit us at www.safranlaw.com.

PERFECTION!
It's what you should expect from our clips and accessories - we do!

BPD manufactures and supplies clips and accessories for a variety of roof systems!

LSI GROUP
METAL BUILDING COMPONENTS

866-766-3254
wegotclips.com



OSH DIVISION SIGNS NEW ALLIANCE WITH WESTERN CAROLINA UNIVERSITY'S KIMMEL SCHOOL OF CONSTRUCTION MANAGEMENT

By Natalie Bouchard, Public Information Officer

An important new relationship formed Wednesday, April 17, when NCDOL's Occupational Safety and Health Division and the Kimmel School of Construction Management of Western Carolina University signed a two-year alliance agreement. The signing ceremony was held in Labor Commissioner Cherie Berry's conference room in the Labor Building.

A representative from Western Carolina University's Kimmel School of Construction Management, Dr. Ahmed Al-Bayati, signed the agreement alongside Commissioner Berry and Kevin Beauregard, director of the NCDOL OSH Division.

"The OSH Division is excited about the new alliance with the Kimmel School of Construction Management," said Marcy Collyer, Education, Training and Technical Assistance Bureau training supervisor. "We look forward to working with Dr. Al-Bayati and his team to improve public outreach, as well as enhance our internal training programs for field staff."

Western Carolina's Construction Management program is accredited by the American Council for Construction Education. The curriculum of the program was designed to cater to both the program members and the construction industry as students transition from the classroom to the field.

"I am very excited about our new alliance with the Kimmel School of Construction Management," said Kevin Beauregard,

director of the NCDOL OSH Division. "Our collaboration with WCU employees and students in construction safety is an opportunity to promote the importance of safety and health with future leaders in the construction industry. I believe there is also an unlimited untapped potential in regard to developing new technologies in an academic setting that can be utilized in the near future to assist us with our goals of reducing the rate of injuries, illnesses and fatalities in the construction industry."

An alliance is formed for a period of two years with the option to renew the alliance for an additional year. The purpose of an alliance is to foster safer and more healthful workplaces, offer guidance that aids in reducing and preventing exposure to recognized occupational hazards and increase access to safety and health information and training resources.

Under the alliance, the OSH Division and the Kimmel School of Construction Management of Western Carolina University will work together to achieve certain training and educational goals, outreach and communication goals, and to promote a statewide dialogue on workplace safety and health.

Some specific projects for the alliance include:

- Interactive silica outreach training for construction workers.
- Improving construction technical training for NCDOL staff, utilizing some of the course content in the KSCM curriculum.
- Incorporating virtual reality technology into safety training.

Each of these projects will involve collaboration between the two entities including training development, review and feedback as the course content overlaps with OSH regulations.

A major project mentioned by Dr. Al-Bayati at the alliance signing was the future use of virtual reality technology in fall-protection training. Virtual reality training scenarios are designed to be retained by users more efficiently due to their immersion in a simulated worksite.

"I applaud the Kimmel School of Construction Management and Dr. Al-Bayati for fostering such a comprehensive and accessible program," said Labor Commissioner Cherie Berry. "The program is advanced in its use of technology, including virtual reality, designed for working individuals, and ensures that workers have the tools they need to create a safe and healthy work culture wherever they are."



Present for the signing were (from left to right): Kevin Beauregard, director of the NCDOL OSH Division Labor Commissioner Cherie Berry; Western Carolina University's Kimmel School of Construction Management, Dr. Ahmed Al-Bayati



CRSMCA MEMBERS SPOTLIGHT:
**ACHELPOHL ROOFING AND SHEET METAL, INC.
& MCELROY METAL, INC.**
Metal Roofs Protect Recreation Center



Metal Architecture, March 2019

LS3P Associates Ltd. designed Clover School District (CDS) Community YMCA in Clover, SC, with a modern, dynamic appearance with a silver roof for its natatorium, ticket booths and outdoor locker room facilities.

David Bellamy, AIA, LEED AP, principal at LS3P, says, “The main structures of the facility are a big box for the fitness area. For the natatorium portion of the building, we wanted a more dynamic look, a look of fast-paced energy produced by swimmers. It’s not just a red brick school-look. There’s glass at the top, more metal ... it has a high-tech, fast-paced feel.”

The large natatorium roof has a radius that allowed the preformed panels to lay down without site curving. The ticket booths and outdoor locker room facilities required factory-formed panels curved in the field because of their tighter radii.

Achelpohl Roofing and Sheet Metal Inc. installed 21,000 square feet of McElroy Metal Inc.’s 24-gauge, Maxima 216 standing seam roof system in Premium Silver Metallic. Additionally, McElroy Metal supplied 60 sheets of its 24-gauge flat sheet in Premium Silver Metallic for formed trim, fascia and soffits. For other soffits, Achelpohl Roofing and Sheet Metal installed Arconic Architectural Products LLC’s Reynobond metal composite material.

Achelpohl Roofing and Sheet Metal completed all of the metal panel fabrication and installation. Long roof panels required a large crew, so they roll formed the panels and installed them at the same time, says Amanda Achelpohl Childs, of Achelpohl Roofing and Sheet Metal. “We had about 10 people on the roof to handle the 111-foot panels coming off the roll former,” she says. “The installation of the long panels went pretty quick because we had to have so many

people there to help run them out, so we installed at the same time.”

The 71,400-square-foot CDS Community YMCA houses two indoor 25-yard pools, racquetball courts, exercise space for group classes, a fitness room, gymnasium and walking track. Outside, a 50-meter pool features an adjoining waterpark with slides and play equipment for children. The project was completed in October 2016.

*General Contractors: Beam Construction Co., Cherryville, NC beamconstruction.com
Architect: LS3P Associates Ltd., Charlotte, NC www.ls3p.com
Fabricator/installer: Achelpohl Roofing and Sheet Metal, Inc., Prosperity, SC www.achelpohlroofing.com
Metal composite material: Reynobond by Arconic Architectural Products LLS, Eastman, GA reynobond.com
Metal roof panels: McElroy Metal, Inc., Bossier City, LA www.mcelroymetal.com*

safety
first

INDUSTRY PERSPECTIVES OP-ED: Do you have a sustainable high-participation safety culture?

Written by Adrian Bartha

Reducing workplace injuries is intentional.

Laws, regulations, training programs and improvements in PPE (personal protective equipment) have made the workplace less dangerous since the 1940s.

However, improvements have stalled since the 1990s. Building a strong safety culture is seeing risk where none was seen before and actively mitigating risks before they become fatal.

Ninety-eight per cent of safety professionals believe participation improves safety performance. We (eCompliance) define safety performance as the reduction in workplace injuries and incidents over time. Participation is often defined as all the safety activities performed by a company. Sophisticated companies have successfully been able to narrow down this definition and identify specific indicators they focus on to improve safety performance.

WHAT ARE THE SAFEST COMPANIES DOING?

We randomly selected 40 companies in varying industries including construction which represented 28 per cent of our respondents to better understand their safety behaviours.

We discovered that organizations with a high participation safety culture (our top quartile) had the following outcomes:

- The top quartile reduced injuries by 71 per cent, while companies in the bottom quartile reduced injuries by 20 per cent.
- The top quartile reduced incidents by 84 per cent, while companies in the bottom quartile reduced incidents by 40 per cent.

Our research also showed the highest performers we studied have their front-line employees performing an average of four safety activities (i.e. an equipment inspection or vehicle check) a week. So, that's nearly one safety activity per day. To further understand what the "top quartile" or "safest companies" had in common, we decided to conduct one-on-one interviews and better understand their jour-

ney to get there. From these discussions, we were able to uncover the following five steps that each organization took:

1. **CEO commitment:** The CEO makes a sincere and public commitment to safety. Beyond their mission/vision statement, the CEO was practicing and actively demonstrating their commitment to safety throughout the organization.
2. **The rise of the safety leader:** The CEO appoints and publicly backs someone to drive new safety efforts/manage them throughout the company.
3. **Employee buy-in:** The safety leader gets front-line employees on board and engaged in participating in safety. With strong leadership skills, they're able to change the way everyone thinks about safety.
4. **Safety reflux:** Management reacts to their front-line carrying out more safety activities by responding to them in a timely fashion. Most companies get stuck here.
5. **Safety velocity:** The company has reached a high participation safety culture and actively works to maintain their standards and reputation.

WHY DO COMPANIES GET STUCK AT STEP 4?

Often times, organizations will state "safety is now their number one priority." Then, they hire a great safety leader who implements a new system and manages the team and makes some impactful change to help improve safety performance



ROOF HUGGER

HURRICANE STRONG!

Factory-notched sub-purlins to fit virtually any metal roof
Buy Components or Fully Engineered package
2-day shipping on many roof profiles

Can be designed for Category 5 Hurricane!

sales@roofhugger.com
www.RoofHugger.com

800-771-1711

LSI GROUP
METAL BUILDING COMPONENTS
Local Showings - Roof Hugs - 815

Safety, continued from previous page
and reporting. Then, something happens.

A piece of equipment is reported broken, or someone injures themselves on the job or something happens that requires “action.” Unfortunately, this is where companies fall short. This is where the communication line breaks.

The second that something remains unattended to, the slogan of “Safety is #1” and the great safety leader you have in place lose employee buy-in. They start to lose trust in this being a process that has top-down commitment. So, you must be wondering, how do I avoid this?

The likely scenario is that the delay wasn't caused by purpose. The company truly does care, but the picture being painted to the front-line seems to be the opposite. In most scenarios, this is because our fearless safety leaders aren't given the right tools, time and training to be able to instantly react to all the safety activities.

Unfortunately, it's common to get caught up in the quick implementation and execution of a new safety program without taking the time to ensure it's set up appropriately. More importantly, the people behind it are set up with the tools they need for success.

In order to overcome step four, companies should make a conscious effort to build an implementation plan for their team. This isn't something that can happen overnight; however, if done correctly, it's a program that will receive employee buy-in and be sustainable.

A high participation safety culture leads to fewer workplace injuries and incidents and improved financial performance. Companies in the top quartile of participation have significantly better safety performance compared to their peers. However, completing all five steps is of utmost importance if you want to maintain your high participation safety culture.

Adrian Bartha is the CEO of eCompliance. Send comments and Industry Perspectives column ideas to editor@dailycommercial-news.com.

AssuredPartners NL

formerly DAVIS GARVIN INSURANCE AGENCY

INSURANCE

- Property & Casualty
- Surety
- Employee Benefits
- Risk Management
- Personal Insurance

Cindy Shumpert
Phone: (800) 845-3163
cindy.shumpert@assuredpnrnl.com

Proudly Supporting
CRSMCA

NRCA HOSTS TRAINING AT CRSMCA FACILITY

A roofing company with a professional trainer is positioned to maximize performance, productivity and profitability. Send one of your key employees to an NRCA Qualified Trainer Conference, and he or she will learn the skills and techniques necessary to become an exceptional trainer.

NRCA's Qualified Trainer Conference is a state-of-the-art, three-day classroom and hands-on program that prepares your company's NRCA Qualified Trainer to:

- Conduct engaging training sessions that help installers learn about roof systems, installations and more.
- Coach installers to develop their instal-

- lation skills and track their progress.
- Guide installers through NRCA's online and hands-on training programs and activities.
- Implement NRCA's training and certification programs.

Space is limited, so register today!

November 13 - 15
Carolinas Roofing & Sheet Metal Contractors Association
Charlotte, N.C.

For more information, visit nrca.net/training or contact NRCA's Customer Service Department at (866) ASK-NRCA (275-6722).

GAF MATERIALS CORPORATION BRINGS TRAINING TO CRSMCA FACILITY



LOOKING FOR TRAINING SPACE IN THE CHARLOTTE AREA?

The CRSMCA headquarters features a conference room and a warehouse demonstration area...perfect for your next training event!

The conference room holds up to 40 people classroom style or set less for an employee or board meeting. The conference room hosts a screen for your projection needs and Wi-Fi.

The warehouse demonstration area is perfect for your set up of products and/or mock-up for the training event. The area is ventilated and can provide shelter in rain or cold weather.

Available for you is your CRSMCA support staff; available to accept shipments and assist with promotional exposure.

To reserve your space, contact the CRSMCA office at 704.556.1228 or cbsims@crsmca.org.

CAROLINAS MID-WINTER ROOFING EXPO

products solutions services vendors
 guest speakers free demos and more!



CRSMCA hosts one of the largest regional roofing trade shows in the southeast. With over 80 exhibiting companies providing details for the roofing industry, from safety tools to equipment to the latest technology; and over 400 contractors, architects, consultants, etc. attending for education and networking. CRSMCA also offers educational opportunities with up-to-date roofing industry seminars and top professionals leading the education. This event will be held at the Charlotte Convention Center and host hotel accommodations at the Omni Charlotte Hotel. Don't miss the opportunity to be a part of the latest in the roofing industry, whether exhibiting or attending.

EXHIBITORS, WHAT IS INCLUDED WITH YOUR BOOTH PURCHASE?

Exhibitors that purchase at least ONE booth will receive two complimentary attendees for their booth. EACH booth purchase will come with: carpet, drapes, (1) 8x10 skirted table, (2) chairs and (1) wastebasket. Should you need additional items or services, you will need to arrange this through the exposition service provider.

CONTRACTORS, WHAT IS INCLUDED WITH YOUR REGISTRATION FEE?

Contractors have an amazing opportunity to pay ONE fee for as many employees to attend the

conference. You will have the opportunity to attend the education sessions (with the exception of the Master Installer's Certification Program, as there is an additional fee for this session), networking receptions, trade show and receive a complimentary lunch. You may also register for the OSHA 10-Hour Class at NO ADDITIONAL FEE!

CONSULTANTS|ARCHITECTS|ENGINEERS, WHAT IS INCLUDED WITH YOUR REGISTRATION?

Your complimentary registration will provide you the opportunity to attend the education sessions (except for the Master Installer's Certification Program, as there is an additional fee for this session), networking receptions, trade show and receive a complimentary lunch.

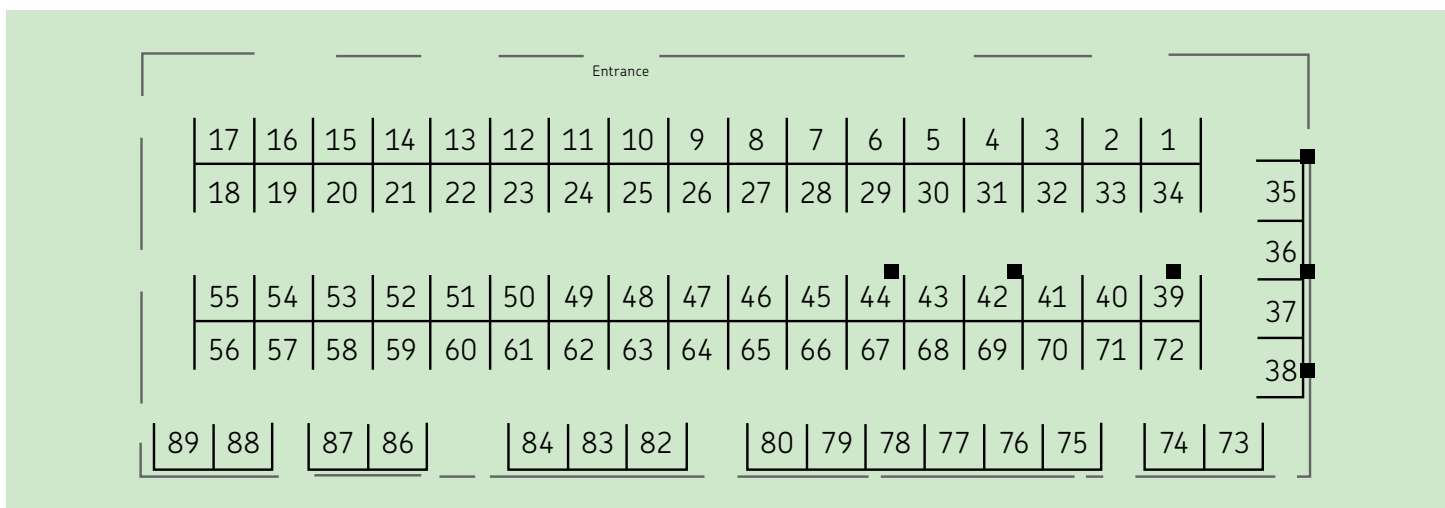
HOST HOTEL

Hyatt Regency serves as the host hotel for the Carolinas Mid-Winter Roofing Expo. The hotel is located at 220 N. Main Street, Greenville, South Carolina. CRSMCA has a special room rate at \$179 plus applicable tax. Reservations can be made by phone at 864.235.1234 or via online at www.hyatt.com.

Group rate will be available until December 23, 2019 or until the room block is sold out, be sure to book early!

CURRENT EXHIBITORS LISTING

- A.C.T. Metal Deck Supply
- ABC Supply Company, Inc.
- APOC
- AssuredPartners
- Beacon Roofing Supply
- Berridge Manufacturing Company
- d7 Marketing Solutions
- Dunn & Abee, Inc.
- GAF Materials Corporation
- Mid-States Asphalt
- Mule-Hide Products, Inc.
- NBHandy Company
- Petersen Aluminum Corporation
- Premier Building Products
- Pro-Active Sales & Marketing, Inc.
- R.K. Hydro-Vac, Inc.
- Roofing & Tools Equipment
- Royal Adhesives & Sealants
- Tropical Roofing Products
- W.R. Walsh, Inc.





This year's Mid Winter Expo will be held in Greenville, SC.

Carolinas Mid-Winter Roofing Expo

TENTATIVE CONFERENCE AGENDA

TUESDAY, JANUARY 14, 2020

7 AM–4 PM

CRSMCA Master Installer Certification Class

8 AM–5 PM

Exhibitor Setup

9–11 AM

CRSMCA Associate Group Liaisons Meeting

11 AM–6:30 PM

REGISTRATION DESK OPEN

11:30 AM–1:30 PM

CRSMCA Executive Committee Meeting

2–5 PM

CRSMCA Board of Directors & Associate Group Liaisons Meeting

5:30–6:30 PM

Exhibitor's Welcome Reception & Open Play for Cornhole Tournament

WEDNESDAY, JANUARY 15, 2020

7:30 AM–5 PM

REGISTRATION DESK OPEN

8 AM–4 PM

OSHA 10-Hour Training

8:45–9 AM

Welcome Announcements from Convention Expo Chairman

CRSMCA Business Session; Most Valuable Employee Award Recognition

9–9:45 AM

NRCA Technical Updates

9–10:45 AM

Residential Education Session 1

Commercial Education Session 1

11 AM–6:30 PM

Exhibit Hall Open

11:30 AM–1 PM

Lunch In Exhibit Hall

12:30–1:30 PM

Residential Education Session 2

Commercial Education Session 2

2:30–3:30 PM

Residential Education Session 3

Commercial Education Session 3

2–5 PM

Cash Bar Open & Cornhole Tournament

4–5

PM Live Demo

5:30–7:30 PM

Networking Reception

THURSDAY, JANUARY 16, 2020

7:30–10 AM

REGISTRATION DESK OPEN

7:30 AM–12 PM

Exhibitor Dismantle/Move-Out

7:45–8:15 AM

CRSMCA Associate Group/Exhibitors Pre-Selection Meeting

8 AM–12 PM

OSHA 10-Hour Training

CAROLINAS MID-WINTER ROOFING EXPO
JANUARY 14 – 16, 2020
 HYATT REGENCY GREENVILLE
 220 N. Main Street | Greenville, SC 29601



EXHIBITORS BOOTH & ATTENDANTS CONTRACT/REGISTRATION FORM

**For each booth purchased, exhibitors will receive two (2) complimentary contractor company passes for trade show entrance for customer/clients... Tickets will be mailed with confirmation letter. Be sure mailing address is accurate!*

| | | | |
|-----------------|------|-------------------------|----------|
| Company Name | | Contact Name | |
| Company Address | City | State | Zip Code |
| Phone | Fax | *Email for confirmation | |

SELECT MEMBER TYPE:

- CRSMCA Booth Price (1) \$900 Includes 2 *COMPLIMENTARY* Booth Attendees
Each additional \$500 each (*no complimentary attendees*)
- Non-Member Booth Price (1) \$1500 Includes 2 *COMPLIMENTARY* Booth Attendees
Each Additional \$650 each (*no complimentary attendees*)

PLEASE REVIEW THE RULES AND REGULATIONS, FORWARD YOUR ACKNOWLEDGMENT TO CRSMCA

BOOTH SELECTION(S): (1) _____ (2) _____ (3) _____

TOTAL BOOTH COST: _____

Please Register the Following Attendants:

FIRST TIME EXHIBITOR **-\$50.00**

- | | |
|--|--|
| 1. _____ NAME (<i>COMPLIMENTARY</i>) CITY, ST | 2. _____ NAME (<i>COMPLIMENTARY</i>) CITY, ST |
| 3. _____ NAME (\$95.00) CITY, ST | 4. _____ NAME (\$95.00) CITY, ST |
| 5. _____ NAME (\$95.00) CITY, ST | 6. _____ NAME (\$95.00) CITY, ST |
| 7. _____ NAME (\$95.00) CITY, ST | 8. _____ NAME (\$95.00) CITY, ST |

TOTAL ATTENDANTS COST: _____

FINAL TOTAL: _____

PAYMENT INFORMATION: Check Enclosed MasterCard/VISA American Express

Credit Card Number _____ Expiration Date _____ CVV Code _____

Name on Card _____ Signature _____

FOR OFFICE USE:

Date Received ____ / ____ / ____

Date Entered ____ / ____ / ____

Entered By _____

PLEASE RETURN FORM WITH REGISTRATION FEES TO:
 CRSMCA | P.O. BOX 7643 | CHARLOTTE, NC 28241-7643
 EMAIL TO: bsims@crsmca.org

CANCELLATIONS MUST BE SUBMITTED IN WRITING AND RECEIVED BY THE CRSMCA OFFICE BY DECEMBER 1, 2019. A 50% CANCELLATION FEE WILL BE APPLIED TO THE REFUND.

 CRSMCA WILL NOT GRANT ANY REFUNDS AFTER DECEMBER 1, 2019.

CAROLINAS MID-WINTER ROOFING EXPO
JANUARY 14 – 16, 2020
HYATT REGENCY GREENVILLE
220 N. Main Street | Greenville, SC 29601



| | | | |
|-----------------|------|-------------------------|----------|
| Company Name | | Contact Name | |
| Company Address | City | State | Zip Code |
| Phone | Fax | *EMAIL FOR CONFIRMATION | |

COMPLIMENTARY REGISTRATION FOR COMPANY JOINING CRSMCA AT TIME OF REGISTRATION!

| | |
|---|--|
| <input type="checkbox"/> Contractor \$75.00 <u>PER COMPANY</u> | <input type="checkbox"/> Non-Exhibitor [Mfr/Dist] \$325.00 <u>PER PERSON</u> |
| <input type="checkbox"/> Architect/Engineer/Consultant (<i>COMPLIMENTARY REGISTRATION</i>) | AIA RCI NO. _____ |
| 1. _____ NAME <input type="checkbox"/> I WILL BE ATTENDING THE OSHA 10-HOUR CLASS | 2. _____ NAME <input type="checkbox"/> I WILL BE ATTENDING THE OSHA 10-HOUR CLASS |
| 3. _____ NAME <input type="checkbox"/> I WILL BE ATTENDING THE OSHA 10-HOUR CLASS | 4. _____ NAME <input type="checkbox"/> I WILL BE ATTENDING THE OSHA 10-HOUR CLASS |
| 5. _____ NAME <input type="checkbox"/> I WILL BE ATTENDING THE OSHA 10-HOUR CLASS | 6. _____ NAME <input type="checkbox"/> I WILL BE ATTENDING THE OSHA 10-HOUR CLASS |

PAYMENT INFORMATION

AMOUNT DUE CRSMCA: \$_____ Check Enclosed MasterCard/VISA American Express

| | | |
|--------------------|-----------------|----------|
| Credit Card Number | Expiration Date | CVV CODE |
| Name on Card | Signature | |

| | |
|------------------------|-----------------|
| FOR OFFICE USE: | |
| Date Received | ___ / ___ / ___ |
| Date Entered | ___ / ___ / ___ |
| Entered By | _____ |

PLEASE RETURN FORM WITH REGISTRATION FEES TO:
 CRSMCA | P.O. BOX 7643 | CHARLOTTE, NC 28241-7643
 EMAIL TO: pbsims@crsmca.org

| |
|--|
| CANCELLATIONS MUST BE SUBMITTED IN WRITING AND RECEIVED BY THE CRSMCA OFFICE BY DECEMBER 1, 2019. A 50% CANCELLATION FEE WILL BE APPLIED TO THE REFUND. CRSMCA WILL NOT GRANT ANY REFUNDS AFTER DECEMBER 1, 2019. |
|--|

SPONSORSHIP OPPORTUNITIES

CRSMCA would like to **thank you** for your consideration in becoming a sponsor.
 All sponsorships are applied to the **advancement of education** to the CRSMCA membership.

\$5,000 CORPORATE*

Complimentary banner; ONE complimentary booth; complimentary ½ page ad in the *Carolinas Contacts Magazine*; signage at the Carolinas Mid-Winter Roofing Expo; listing in the *Carolinas Contacts Magazine* and on the CRSMCA website

\$3,000 PLATINUM

Opening Reception

ONE complimentary booth; complimentary ½ page ad in the *Carolinas Contacts Magazine*; signage at the Carolinas Mid-Winter Roofing Expo; listing in the *Carolinas Contacts Magazine* and on the CRSMCA website

\$2,000 DIAMOND

Wednesday Reception

Wednesday Lunch

TWO complimentary attendees; complimentary ½ page ad in the *Carolinas Contacts Magazine*; signage at the Carolinas Mid-Winter Roofing Expo; listing in the *Carolinas Contacts Magazine* and on the CRSMCA website

\$1,500 GOLD

Wednesday Breakfast

Thursday Breakfast

Lanyards

Complimentary ½ page ad in the *Carolinas Contacts Magazine*; signage at the Carolinas Mid-Winter Roofing Expo; listing in the *Carolinas Contacts Magazine* and on the CRSMCA website

\$1,000 SILVER

Badges

Audio/Visual

Complimentary ½ page ad in the *Carolinas Contacts Magazine*; signage at the Carolinas Mid-Winter Roofing Expo; listing in the *Carolinas Contacts Magazine* and on the CRSMCA website

\$ 750 BRONZE

Complimentary business card ad in the *Carolinas Contacts Magazine*; signage at the Carolinas Mid-Winter Roofing Expo; listing in the *Carolinas Contacts Magazine* and on the CRSMCA website

\$ 300 CONTRACTOR GOODWILL

Listing in the *Carolinas Contacts Magazine* and on the CRSMCA website, free *company* admission

\$ 200 PAST PRESIDENT

Listing in the *Carolinas Contacts Magazine* and on the CRSMCA website (*for CRSMCA past presidents only*)

PAYMENT INFORMATION:

AMOUNT ENCLOSED: \$ _____ CHECK NUMBER: _____

AMOUNT TO BE CHARGED: \$ _____ MasterCard VISA American Express

 Company Sponsoring Contact Name

 Credit Card Number Expiration Date CVV CODE

 Name on Card Signature

Please send the form with payment information to the following address or email:

CRSMCA | P.O. BOX 7643 | CHARLOTTE, NC 28241-7643 | staff@crsmca.org

Return by 12/1/19 to be listed in *Carolinas Contacts Magazine*

**PLEASE SUBMIT YOUR COMPANY LOGO VIA EMAIL TO CBSIMS@CRSMCA.ORG TO BE PRESENTED DURING GENERAL SESSIONS.

CRSMCA's 2020 Most Valued Employee Award Nomination Form



This program is designed to honor one outstanding employee from North Carolina and one from South Carolina to be recognized during the Carolinas Mid-Winter Roofing Expo. Each state will select their MVE of the Year. The purpose of the award is to recognize excellence within CRSMCA and allow recipients to serve as role models for other employees, as well as increase professionalism and attract additional employees to the roofing industry. *Only one employee per branch office of a company may be nominated for the MVE of the Year Award.*

Judges will include CRSMCA members. Judges' decisions will be based on evidence of professionalism; uniqueness or significance of a nominee's contribution; and benefit to a nominee's company and co-workers or community.

Award recipients will receive a plaque, free registration to the Carolinas Mid-Winter Roofing Expo, and one-night lodging during the Carolinas Mid-Winter Roofing Expo. Winners will be formally honored and presented the award during the Business Session on Wednesday, January 15, 2020 in Raleigh, North Carolina.

Nominations must be received by the CRSMCA office by DECEMBER 31, 2019. For more information or to obtain additional nomination forms contact Carla Sims at CRSMCA, at cbsims@crsmca.org or call 704-556-1228.

NOMINEE DETAILS

Name of Nominee

Employer

Title/Position with Employer

Submitted By

Company

Describe below or attach your reason for the nomination. Several issues to consider and discuss, if appropriate, are:

- on-the-job performance
- attracting new employees and helping retain existing employees
- contributions to a team effort
- leadership
- community service and volunteerism
- other noteworthy contributions and activities



NO HEAT STRESS INJURIES IN 2019

Every year preventing heat stress is a topic that is covered in these Safety Talks at least once. Unfortunately, I would not be surprised to learn that many of you have heard about heat stress so many times in your career that you tune-out when the topic is introduced. Let me encourage you not to do that. Heat-stress injuries not only happen, but they happen within our Workers' Compensation Fund. In fact, last year heat stress was the fourth most-frequent source of injury within the Fund. Let's make 2019 a year with no heat stress injuries.

Heat stress presents both safety problems and health problems. Either of which can result in a loss. Certain safety problems are common to hot environments. Heat tends to promote accidents due to the slipperiness of sweaty palms, dizziness, or the fogging of safety glasses. Wherever there exists molten metal, hot surfaces, steam, etc. the possibility of burns from accidental contact also exists.

Aside from these obvious dangers, the frequency of accidents, in general, appears to be higher in hot environments than in more moderate environmental conditions. One reason is that working in a hot environment lowers the mental alertness and physical performance of an individual. Increased body temperature and physical discomfort promote irritability, anger and other emotional states that sometimes cause workers to overlook safety procedures or to divert attention from hazardous tasks.

Excessive exposure to a hot work environment can bring about a variety of heat-induced disorders ranging in severity from an irritating heat rash (prickly heat) to heat stroke, a life-threatening condition that can quickly result in brain damage or death.

DISCUSSION NOTES

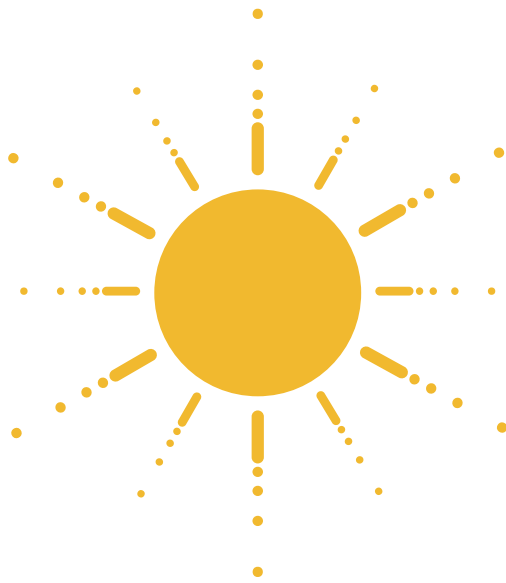
For about the next 120 days, we have a seasonal occupational hazard in the workplace. Heat stress contributes to the loss of productivity and workplace injuries, but it can be controlled. Simple precautionary measures and the exertion of leadership will protect workers from sustaining heat stress injuries. Don't surrender to Mother Nature!

- Answer the following questions and determine how well prepared you and your crew are to minimize the risk of heat injury this summer.
- Are you aware that your diet (high sodium) and general state of health (lack of adequate rest) can contribute to heat injuries?
- During excessively hot days, do you alter your work hours to take advantage of the cooler hours of daylight?
- During hot weather do you and your crew members take more frequent rest breaks in a cooler, shady area to temporarily recover from the heat?

- Are ample supplies of cold water available to everyone at the worksite?
- Does everyone know the signs and symptoms of heat stress and does everyone have a "buddy" who they watch for these symptoms?
- If someone was overcome by the heat, what would you do?



SIN LESIONES POR ESTRÉS POR CALOR EN 2019



Cada año, la prevención del estrés por calor es un tema que se trata en estas conversaciones de seguridad al menos una vez. Desafortunadamente, no me sorprendería saber que muchos de ustedes han escuchado sobre el estrés por calor tantas veces en su carrera que se desconectan cuando se presenta el tema. Déjame animarte a no hacer eso. Las lesiones por estrés por calor no solo ocurren, sino que ocurren dentro de nuestro Fondo de Compensación para Trabajadores. De hecho, el año pasado el estrés por calor fue la cuarta fuente más frecuente de lesiones dentro del Fondo. Hagamos 2019 al año sin lesiones por estrés por calor.

El estrés por calor presenta problemas de seguridad y problemas de salud. Cualquiera de los cuales puede resultar en una pérdida. Ciertos problemas de seguridad son comunes en ambientes calurosos. El calor tiende a provocar accidentes debido al deslizamiento de las palmas su-

dorosas, los mareos o el empañamiento de los anteojos de seguridad. Dondequiera que exista metal fundido, superficies calientes, vapor, etc., también existe la posibilidad de quemaduras por contacto accidental.

Además de estos peligros obvios, la frecuencia de los accidentes, en general, parece ser mayor en ambientes calurosos que en condiciones ambientales más moderadas. Una razón es que trabajar en un ambiente caluroso reduce el estado de alerta mental y el rendimiento físico de un individuo. El aumento de la temperatura corporal y el malestar físico promueven la irritabilidad, la ira y otros estados emocionales que a veces hacen que los trabajadores pasen por alto los procedimientos de seguridad o desvíen la atención de las tareas peligrosas.

La exposición excesiva a un ambiente de trabajo caluroso puede provocar una variedad de trastornos inducidos por el calor que varían en severidad, desde una erupción cutánea irritante (calor punzante) hasta un golpe de calor, una afección potencialmente mortal que puede provocar rápidamente daño cerebral o la muerte.

NOTAS DE DISCUSIÓN:

Durante los próximos 120 días, tenemos un riesgo laboral estacional en el lugar de trabajo. El estrés por calor contribuye a la pérdida de productividad y las le-

CHARLAS De Seguridad

siones en el lugar de trabajo, pero puede controlarse. Las medidas de precaución simples y el esfuerzo de liderazgo protegerán a los trabajadores de sufrir lesiones por estrés por calor. ¡No te rindas a la madre naturaleza!

- Responda las siguientes preguntas y determine qué tan bien preparados están usted y su tripulación para minimizar el riesgo de lesiones por calor este verano.
- ¿Sabe que su dieta (alto contenido de sodio) y su estado general de salud (falta de descanso adecuado) pueden contribuir a las lesiones por calor?
- Durante los días excesivamente calurosos, ¿modifica sus horas de trabajo para aprovechar las horas más frescas de la luz del día?
- Durante el clima cálido, ¿usted y los miembros de su equipo toman descansos más frecuentes en un área fresca y sombreada para recuperarse temporalmente del calor?
- ¿Hay suficientes suministros de agua fría disponibles para todos en el lugar de trabajo?
- ¿Todos conocen los signos y síntomas del estrés por calor y todos tienen un "amigo" a quien vigilan para detectar estos síntomas?
- Si alguien fuera vencido por el calor, ¿qué harías?

THE PERFECT WAY TO MIX BUSINESS & PLEASURE!



Thursday,
May 14, 2020

Rocky River Golf Club
6900 Bruton Smith Blvd. | Concord, NC

Registration includes cart fee, lunch, dinner & award ceremony.
More information at www.crsma.org

* Is your business interested in sponsoring this year's tournament?
Contact Carla at cbsims@crsmca.org to find out more!

Proudly hosted by:

