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Wes Williamson [2014-15]

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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.

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Message from CRSMCA President, Matt Williams

I have truly been blessed by GOD to be a part of this organization and in the roofing industry. I need to take this time to thank everyone that is involved with CRSMCA in some sort of way to help this organization continue to be successful. CRSMCA had several District Meetings with good topics and social events. It is always good to discuss everyone's take on the current industry market and how it is effecting us. It takes time and money for what we do every single day to make it happen. Sometimes we overlook the little things we should be paying more attention to and sometimes it seems like time flies...

well wait... time does fly ... because this letter is my final letter as President.

Before I sign off, I am looking forward to the Annual Meeting/Summer Convention and the topics that will be discussed. Getting updates from the NRCA and how industry is surviving, with the new CEO, Mr. Daniels, getting mor done by Mr. Porter, wat to do when the sky is falling by Mr. Schoolman, and some good roundtable discussion with CRSMCA Past Presidents.

I hope to see you all and wish everyone the best year yet!

-Matt Williams, CityScape Roofing, Inc., CRSMCA 2021-2022 President

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!

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It's hard to believe my time as President

of the CRSMCA Associate Group Board will be coming to a close in the coming days. Before I exit, I want to express my sincerest gratitude to everyone involved in keeping the Association moving forward. The global pandemic and supply shortages have impacted all our lives, which could have certainly taken focus away from the CRSMCA. It was encouraging to see the continued commitment, effort and participation put forth by all members during this time. Thank you.

CRSMCA has a lot of great events planned including the upcoming Annual Meeting/Summer Convention in Hilton Head, SC on June 23rd-26th. I look forward to seeing you there for our industry updates, educational sessions, networking receptions, and my favorite, the beach social.

I would be remiss if I didn't provide a **special thanks to all members that sponsor this event**. This meeting does not happen without your support. Thank you.

Lastly, the glue that holds our Association together is Carla. The work and dedication she puts forth to making CRSMCA a success is truly impressive and appreciated. Thank you.

I wish you all a happy, healthy and safe summer at work and with your families.

-Sean Dougherty, OMG, Inc., CRSMCA 2021-2022 Associate Group President



Message from Associate Group President, Sean Dougherty

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**Message from Executive Director,
Carla B. Sims**

Another year has come and gone for CRSMCA and its Board Members!

THANK YOU to Matt Williams (CRSMCA 2021-2022 President, CityScape Roofing, Inc.) and Sen Dougherty (CRSMCA 2021-2022 Associate Group President, OMG, Inc.). For the past five years, you both have served through the chairs from Secretary/Treasurer to President. A simple "Thank you" does not feel like enough. On behalf of the CRSMCA members and staff, I give you my gratitude and appreciation for your leadership and for supporting the vision of CRSMCA. The future of CRSMCA is looking better because of each of you!

CRSMCA NEEDS MORE DISTRICT DIRECTORS! The CRSMCA Board is need of Contractors to support and volunteer to help the success and growth of CRSMCA. As a District Director, you are to attend two (2) Board of Director meetings in January and June and discuss and share ideas to better the CRSMCA and the roofing industry; assist in promoting the Annual Golf Tournament; assist in location planning and promoting of the Spring District socials/meetings; and promote the CRSMCA in your community. **PLEASE CONTACT ME IF YOU OR SOMEONE IN YOUR COMPANY IS INTERESTED!**

Don't forget to about CRSMCA's 5th Annual Golf Tournament, Thursday, October 13, 2022 being held at the Rocky River Golf Club in Concord, North Carolina. Enjoy a day of fun with your peers on the golf course. This is a great opportunity for the roofing industry to unite in a networking and fun environment; vendors can participate at a sponsored hole to interact with players and contractors can participate as players and have an opportunity to purchase Mulligan Packages as well as raffle tickets for prizes during the tournament. Registration is open on the CRSMCA website at <https://crsmca.org/meetinginfo.php?id=69&ts=1647452825>.

REGISTRATION OPENS IN AUGUST... 2023 Carolinas Mid-Winter Roofing Expo, January 17-19 at the Benton Convention Center in Winston-Salem, NC.

Exhibitors will have the opportunity to display products and/or marketing materials for attendees to view as well as have the opportunity to provide a hands-on demonstration!

Contractors and Consultants will be able to attend educational sessions for CEUs, walk the trade-show floor to view products and marketing material and attend hands-on demonstrations at one low cost PER COMPANY!

Watch for the Conference Agenda to be released in the next issue of the Carolinas Contacts Magazine or visit the CRSMCA website [www.crsmca.org].

I look forward to speaking with you soon and know that this will be a great opportunity for CRSMCA!
-Carla B. Sims, CRSMCA Executive Director

CRSMCA EXECUTIVE MEMBERS

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- 08
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NEWS FROM THE CAROLINAS



LEARN ABOUT THE CRSMC SELF-INSURERS FUND PROGRAM

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?**



WHAT IS THE CRSMCA MASTER INSTALLERS CERTIFICATION PROGRAM?

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 DO 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 on the CRSMCA website at www.crsmda.org/master_installers. Should you wish to be an instructor, donate materials, and/or be a hands-on instructor; please contact Carla Sims at the CRSMCA office at 704.556.1228 or csims@crsmca.org.

3 Men Sentenced to Prison for Stealing Over \$1.8 Million from N.C. Roofing Contractor

Written by Chris Gray, Roofing Contractor

Three defendants were sentenced to prison on Monday for their roles in stealing nearly \$2 million from Baker Roofing Company in North Carolina using a fraudulent invoicing scheme.

According to the U.S. Department of Justice, the following defendants were ordered to pay restitution of \$1,850,442 to the company and received the following sentences:

- George William Garven, of Clemson, S.C., was sentenced to 48 months in prison and three years of supervised release.
- Robert Andrew Helms, of Indian Trail, N.C., was sentenced to 12 months and one day in prison and three years of supervised release.
- William Russell Davis, of Waxhaw, N.C., was sentenced to 12 months and one day in prison and three years of supervised release.

Court documents and other information revealed in court show that Garven was hired by Baker Roofing in 2011 to be vice president and general manager of its Charlotte branch office. In 2014, Helms and Davis partnered together to provide roofing subcontracting services to Baker Roofing through Davis' business, R&K Davis Holdings. From 2015 to 2020, prosecutors say R&K generated fake invoices and subcontracts to bill Baker Roofing for work that was never performed. Proceeds from these were funneled into business bank accounts controlled by Davis and Helms and disbursed to Garven through gift cards, check and other forms. The checks included fraudulent memo lines to make it appear as if they were related to legitimate business. Garven also directed Helms and Davis to use the embezzled funds to pay contractors to perform work on Garven's residential properties. In furtherance of the scheme, Garven paid Helms and Davis each approximately \$140,000 in cash. "These defendants, all of whom are well-educated, successful businessmen, used their positions of privilege to enrich themselves at the victim's expense," said U.S. Attorney Michael Easley. "Like many white collar offenders, their choices were not born of desperation, but of greed. They thought they were above the law — but today the law caught up with them. The U.S. Attorney's Office and our law enforcement partners work tirelessly to ensure that those who cheat Eastern North Carolina businesses face consequences in federal court."

www.labor.nc.gov

The NCDOL is pleased to offer **pre-recorded webinars** ready for you and your employees to view at your convenience. To access a webinar visit

www.labor.communications.its.state.nc.us/OSHPublic/ETTAs/class_regist/calendar.cfm, double-click on the applicable safety and health topic below and it will automatically start the training session.

Note: Some of the webinars are hosted on a training platform and will require you to log in with your name and email in order to access the training session.

The Department of Labor does not provide certificates for employees viewing our pre-recorded webinars. These webinars were live recordings and contain chat conversations. For this reason, you will not be able to interact with the instructor during the recording. If you prefer to receive a certificate and have interaction with an instructor, please refer to our training schedule above for current live webinar offerings.

Training information, registration and course details can be found at www.labor.nc.gov/safety-and-health/training

Upcoming Training Events:

June 28-29 10-Hour Construction Industry Awareness Course [Raleigh, NC]

July 13-14 10-Hour Construction Industry Awareness Course [Raleigh, NC]

July 13 Fall Protection [webinar]

July 20 Heat Stress [webinar]

December 5-6 10-Hour Construction Industry Awareness Course [Wilmington, NC]

December 5-9 30-Hour Construction Industry Awareness Course [Wilmington, NC]



South Carolina Department of Labor, Licensing and Regulation

www.llr.sc.gov

Training information, registration and course details can be found at

www.scosha.llronline.com/outreach/trainingspax

1st Public Review of BSR/ASHRAE/IES Addendum *bi* to ANSI/ASHRAE/IES Standard 90.1-2019, *Energy Standard for Buildings Except Low-Rise Residential Buildings*

Provided by IIBEC

This proposed addendum address roof replacements with a new definition and subsection for handling existing roofs with above-deck insulation. Currently, there are no specific requirements or definitions for roof replacements; this has constrained such projects to the general alteration requirements of Section 5.1.3, which are difficult for certain existing roofs to meet. These modifications to Section 5 will minimize marketplace confusion and prevent conflicting use of the standard. **Please note that this version of Addendum *bi* includes a clarification to the original first public review draft of the same name (public review date 11/5/21) and fully replaces that draft and all associated comments.**



www.nrca.net

Focusing on Safety for an Aging Construction Workforce

The average U.S. worker is getting older—the median age of the labor force rose from 39.3 in 2000 to 42 in 2020, according to constructionexec.com. The average age of construction workers is 42.5—up from an average of 40.5 in 2013.

As workers age, healing can be more difficult, and injuries can linger. Older workers are more likely to get hurt badly from falls, suffer from more chronic conditions and are at a greater risk of death from occupational accidents.

Additionally, their injuries typically cost more to treat and require more time to heal.

It is important to acknowledge challenges older construction workers may face and find ways to ensure their safety.

- Recognize that no one job fits all. The National Institute for Occupational Safety and Health recommends employers allow workers to perform to their strengths by self-determining job tasks as much as the position will allow—for example, completing tasks on the ground rather than on a 20-foot ladder.
- Understand the effects of strenuous physical demands. Work pace is not associated with an increased rate of accidents, but high physical work demands are. Allowing workers the flexibility to reduce the physical rigors of their work can reduce the likelihood of injury.
- Invest in worker training. No matter how many years employees have been on the job, everyone can use refreshers.

In fact, having a lot of experience sometimes can cause complacency, so keeping up with training is crucial.

- Make accommodations for returning workers. A Canadian study revealed there seems to be no place for injured construction workers when it is time to return to work, and few construction companies have return-to-work policies to support disabled persons. Reasonable accommodations and return-to-work processes can facilitate a productive return to typical duties. And not every accommodation is costly—sometimes it simply is modified hours to allow for rest.
- Create a safe working environment. Good housekeeping on job sites is crucial for all workers. Provide adequate lighting; keep work surfaces free of oil, water, snow and other hazards; and adhere to safety protocols such as appropriate anchoring to prevent falls. Have frequent on-site digitized safety inspections and share photos or videos of site conditions to help identify issues.
- Provide resources. Telephone or online resources for workers with health concerns can promote worker health and safety and raise awareness of issues to supervisors.
- Although older construction workers may face certain safety challenges, no age demographic is without risks, and companies should do what they can to keep all employees safe.



Get the Latest Volume of the NRCA Manual

The NRCA Roofing Manual: Architectural Metal Flashing and Condensation and Air Leakage Control—2022 is available in the NRCA Bookstore. This volume of the manual provides valuable information about the design, materials and installation techniques applicable to architectural sheet-metal components and condensation and air leakage control. The new manual includes 61 construction details and provides background information regarding moisture and air leakage issues in buildings, such as ventilation for steep-slope roof assemblies and condensation control for low-slope roof systems. The appendixes include information about climatic design, considerations for lightning-protection systems and NRCA's technical directory.

The NRCA Roofing Manual: Architectural Metal Flashing and Condensation and Air Leakage Control—2022 is one of four volumes that comprise The NRCA Roofing Manual. The four-volume series also includes The NRCA Roofing Manual: Membrane Roof Systems—2019; The NRCA Roofing Manual: Metal Panel and SPF Roof Systems—2020; and The NRCA Roofing Manual: Steep-slope Roof Systems—2021.

Construction Material Prices are 24.4% Higher than a Year Ago

Construction material prices rose 3% in March and are up 24.4% on a year-over-year basis, according to www.abc.org.

Nonresidential construction material prices rose 2.8% from February to March and increased 25% compared with one year ago. Softwood lumber prices are up 22.9% year-over-year and 7.6% from February to March. Iron and steel prices are up 36% year-over-year and up 1.4% for the month. Natural gas fell 30.1% from February to March but is up 201.2% since February 2020. Crude petroleum climbed 7.2% for the month and is up 101.7% since February 2020.

"Consumers are right to complain about inflation, which has been north of 8% during the past year," said ABC Chief Economist Anirban Basu. "But America's contractors have experienced materials price inflation nearly three times that during the same period. For now, there are few signs of relief. Many prices rose on a monthly basis in March, reflecting ongoing upward price momentum, including iron and steel (1.4%), key roofing materials (1.6%) and nonferrous wire and cable (4.4%)."

"For contractors, this is not where the inflation narrative ends," Basu continued. "Despite recent growth in the nation's labor force participation rate, contractors continue to contend with shortages of skilled construction workers. Supply chain setbacks related to the spread of another omicron variant along with the Russia-Ukraine war will also affect equipment availability. The latest ABC Construction Confidence Index survey indicates that approximately three in four contractors have suffered an interruption in delivering construction services in recent months. These challenges will persist." Basu said there is another significant consideration for contractors. "With inflation running hot, the Federal Reserve will have to work even harder to slow the economy to trim price pressures and expectations," he said. "Recession risks are accordingly rising, and while that is unlikely to affect the level of contractor activity in the near term, that could eventually set the stage for a period when demand for construction services declines."

Using the "Unpreventable Employee Misconduct" Defense to Defend Against an OSHA Citation and as a Roadmap to Enhance Safety Performance

Written by Michael Rubin, Goldberg Segalla

Employers sometimes voice their frustration that despite their perceived best efforts, certain employees still fail to follow company safety rules. What is more, since OSHA has broad authority to cite employers who violate applicable safety and health standards, it is the employer – not the employee – who may get cited for the employee's misconduct and be obligated to pay costly penalties and suffer additional negative consequences. Those negative consequences associated with receiving an OSHA citation may include all of the following: loss of reputation; negative publicity (especially if OSHA issues a damaging press release); inability to bid on certain jobs; loss of contracts and clients; lost productivity; the risk of future "repeat" violations (with penalties potentially 10 times higher); and loss of employee morale.

This article will address employee misconduct in the context of raising the "unpreventable employee misconduct" defense to an OSHA citation. Since the four requirements of this legal defense are consistent with effective components of a health and safety program, employers should benefit by taking a critical look at their existing safety program to determine how they might fare should they have reason to raise the defense in the future. Furthermore, analyzing the four requirements of the defense provides an opportunity for any employer to enhance its safety program and, by extension, its safety performance.

UNPREVENTABLE EMPLOYEE MISCONDUCT

Although many procedural and legal defenses may exist to an OSHA citation, one of the most commonly raised defenses is that the violation resulted from "unpreventable employee misconduct." A review of OSHA matters litigated before the Occupational Safety and Health Review Commission shows that the defense has been raised countless times before, including in roofing matters – for example, in response to the following: a roofing employee failing to tie off despite having been given a harness and other required fall protection equipment.

Critically, the success in raising this defense often hinges on what an employer does well before, not after, OSHA shows up. To establish the defense, an employer must show that it:

1. has established work rules designed to prevent the violation;
2. has adequately communicated the rules to its employees;
3. has taken steps to discover violations of the rules; and
4. has effectively enforced the rules when violations were detected.

Four Requirements of the Defense

The first requirement is that an employer have established work rules designed to prevent the particular safety violation or unsafe condition. Generally speaking, company work rules must be in writing, be in the form of rules (using language such as "shall," "must," "never," etc.), and relate to those specific hazards and standards that apply to the employer's operations. Work rules must be consistent with any applicable OSHA safety and health standards.

The second requirement is that the work rules be communicated to employees. Even the most comprehensive health and safety plan will not satisfy this second element if the plan, and any work rules included within the plan, are not communicated to both supervisory and non-supervisory employees. This underscores the necessity of employee safety training, including communicating work rules relating to any potential jobsite hazards. Furthermore, even if there is reason to believe that a new employee was trained previously (for example, an experienced roofer), the employer must ensure that the employee receives sufficient and effective safety training and has a clear understanding of the company's safety plan (and rules). Even if the rules are no different from those of past employers, the current employer must communicate them.

The third and fourth requirements of the unpreventable employee misconduct defense – i.e., engaging in steps to discover violations and enforcing safety rules/disciplining employees – are where employers most often fall short in establishing the defense. For this reason, employers should take special note of these requirements. Some basic questions those in management should ask themselves (the same questions we would ask if defending against an OSHA citation) are as follows:

- what supervision does the company provide of its employees?
- what is the company doing to discover violations of company safety rules?
- does the company have an employee disciplinary policy and have employees been disciplined?
- what records does the company maintain in the ordinary course of business bearing on the above?

Establishing the third element of the defense requires that a roofing contractor provide jobsite supervision and oversight. And, in particular, efforts must be undertaken to ensure the employees are following the company's work rules and procedures. Finally, regarding the fourth element (disciplining employees for safety rule violations), employers should not only have a progressive disciplinary policy, but they must also implement it and discipline employees.

CONCLUSION

The four elements of the unpreventable employee misconduct defense provide a roadmap for employers to evaluate the effectiveness of their existing safety program, while at the same time may assist employers proactively bolster any future legal defenses to instances of employee misconduct.

5 Ways to Manage Supplies During Disruption

Contract clauses and long-term deals are some ways large organizations can deepen vendor relationships and ensure supply.

Written by Praveen Kumar Soni, Published by Construction Dive

Raw material challenges and other supply disruptions have made supplier relationships more important than ever during the pandemic. But with some procurement teams managing hundreds of suppliers at the same time, it can be difficult to deepen relationships with vendors — and keep them accountable when they fail to meet commitments.

Here are five strategies which can help to better manage suppliers.

1. See your suppliers as partners

I organized several brainstorming sessions with my suppliers last year to generate cost savings ideas, and it has led to some incredible results. Suppliers can help customers add efficiencies and cut costs. Contractor PCL helped its client slash construction costs by suggesting alternative designs.

But businesses can help their suppliers by investing in their operations, a move that can also boost capacity and secure long-term supply. Stanley Black & Decker, for example, is co-investing in battery supplier projects that aim to boost capacity.

By working together, companies and their suppliers can find ways to grow supply while keeping costs low. It's a win-win on both sides.

2. Secure long term agreements

I've had agreements with some suppliers last as long as five years. Longer-term agreements fostered deeper relationship with suppliers, and ensured uninterrupted supplies even in challenging external environments.

It also opened up more opportunities for product innovation and sustainability, which are beyond the usual course of business yet key strategic initiatives for growth.

3. Create a performance scorecard

It's important to have an objective assessment of suppliers in regard to their financial health and operational parameters, such as schedule adherence and product quality.

Create clear expectations for suppliers and regularly track their performance. Immediate feedback should be shared if it's below an acceptance level as it helps suppliers know where to focus their efforts.

4. Carefully construct contract clauses

The right contract clauses come in handy in cases of legal disputes or risk events. Try to have a "first priority supplies" clause in your agreement to ensure continuity in the face of disruption.



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Additionally, add penalty clauses in regard to performance expectation, intellectual property, confidentiality violation and indemnification — they can push suppliers to be extra vigilant and careful.

5. Regularly assess your supplier base

Supplies will continue to be the weakest link in the chain as geopolitical turmoil, pandemic uncertainties, adverse weather and other black swan events continue. Procurement teams should regularly assess their supplier base based on business priorities to better manage key spend items.

Also assess supplier lead times and enhance your planning and forecasting efforts until they return to a more normal range. With so much disruption, it may be a good idea to build up safety inventory. On-hand stock gives businesses time to react and work with suppliers when a crisis happens.



Advertise with the Carolinas Contacts Magazine

The CRSMCA Carolinas Contacts Magazine is published every other month, six-times a year, and is placed in over 800 roofing industry professional email inboxes throughout the Carolinas, Georgia, Virginia and more located in the southeast region. The CRSMCA Carolinas Contacts Magazine is also displayed on the CRSMCA website page with archived issues.

The magazine provides valuable information from products to services and regulations that are important to the roofing industry businesses as well as news and events within the roofing industry.

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- 10:45am Lunch provided
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**registration includes player fee, green fees, golf-cart rental, lunch);*

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Hazard Ahead

New Product Innovations Keep Employees and Job Sites Safe

Written by Rich Trewyn, NRCA Professional Roofing publication, March 2022

Too often, NRCA hears about a roofing contractor being cited for an Occupational Safety and Health Administration violation under 29 CFR 1926, "Safety and Health Regulations for Construction," when the contractor believed he or she had been in compliance.

Safety and OSHA compliance can be tricky because of the number of variables involved. To help your workers stay safe and you avoid OSHA violations, NRCA offers tips to help you ensure job sites are set up properly and employees are using the most recent innovative safety solutions.

Job hazard analysis

In some cases, contractors say they tried to include fall protection in their safety plans but couldn't because of the type of roof involved. In other cases, a hazard wasn't detected before work began. Although these reasons may seem valid, OSHA likely will not find them to be acceptable.

OSHA's General Duty Clause states employers must ensure employees have a workplace free of recognizable hazards.

One way to ensure your job sites are set up properly is to incorporate a job hazard analysis, such as NRCA's job hazard analysis template, which is offered free for NRCA members on NRCA's website, nrca.net. NRCA's job hazard analysis template helps you detect and eliminate hazards on a job site before work begins.

A job hazard analysis helps to determine what hazards may be present on a particular job and allows the user to address ways to control those hazards before the job begins. NRCA's template provides users with a variety of common issues seen on roofing job sites in an easy-to-use format that can be used to help on any job.

PPE

Personal protective equipment will not eliminate hazards, but when worn properly, it will protect against them. But finding adequate PPE solutions requires research and planning, and that is where a robust safety program comes into play. And new product developments offer more options than before.

Harnesses

PPE citations remain one of the top 10 OSHA violations for the roofing industry. As the figure shows, two of the top 10 violations specifically focus on PPE. If we were to dive into some of the fall protection-related citations, many of them are specific to systems, including the use of harnesses. Unfortunately, this is a story I can relate to from personal experience. When I was working for F.J.A. Christiansen Roofing Co. Inc., Milwaukee, one of the first employees I had reporting to me complained the harness issued to him was uncomfortable and the leg straps bothered him during the workday. My focus was on enforcement, so I made him wear the harness rather than looking for a better solution. The employee took it upon himself to loosen the leg straps. When the employee slipped and fell, the system worked as intended. However, because the straps were too loose, the employee was seriously injured in the fall. An OSHA citation was issued and consisted of three violations: a training violation and two systems and criteria violations. Could these citations have been avoided? Yes!

Fall-protection harnesses have evolved to be more comfortable and user-friendly. For example, Cranberry Township, Pa.-based MSA Safety Inc., a manufacturer of personal fall-arrest equipment, has created a series of V-FORM™ full-body safety harnesses that allow for greater upper-body movement, something lacking in harnesses of the past. And FallTech,® Compton, Calif., has created its FT series of harnesses designed to fit workers while eliminating fatigue by adding padding in strategic locations.

Other manufacturers are addressing weight, padding, adjustability and sizing of harnesses to help workers feel more comfortable. Instead of one-size-fits-all manufacturing, companies are taking into consideration end-users' opinions to create harnesses that are more worker-friendly.

Although prices increase with more specialized harnesses, ranging from \$45 to \$250 per harness, Dave Hood, executive vice president of Emergent Safety Supply, Batavia, Ill., says selecting the right PPE far outweighs the cost.

"Choosing the correct PPE will make your workforce more productive," Hood says. "It's not a matter of which one is going to cost less. Instead, consideration of comfort and wearability should be the key to selection. A harness is only going to protect a worker if it's being used."

Head protection

Just like fall-protection harnesses, eyewear has evolved to be more comfortable and user-friendly. When I started in the industry 25 years ago, there were only a handful of safety glasses available, and they were bulky, ugly and came in one-size-fits-all styles. But soon, safety equipment companies began to focus on comfort and style as well as protection. Safety glasses began to resemble more fashionable sunglasses and eyeglasses. Not only did the safety equipment companies make safety glasses more stylish but they also made them lighter weight and more comfortable so workers more likely would wear them on the job.

Throughout the years, there also have been many advancements made to helmets. Many contractors are switching from traditional hard hats to newer versions that offer more protection in certain circumstances.

For example, Petzl,® Salt Lake City, has made the issue of ensuring hard hats stay on during a fall a priority when designing its helmets. Traumatic brain injuries from falls can drastically affect an employee's recovery from an injury while adding direct and indirect costs to an accident. Head protection that stays in place during a fall can help alleviate some negative outcomes. With comfort and impact protection in mind, Petzl, along with other manufacturers, developed a strapped helmet.

Mobile cart systems

The innovations don't stop at PPE. Recently I was introduced to a mobile fall-protection system that was developed for a reason familiar among those who use rope-grab systems on sloped roofs. The ASAP® LOCK mobile fall arrester by Petzl is designed to reduce handling during rope ascents. During typical use, the device moves freely along the rope without any manual intervention and follows all the user's movements while connected. In the event of a shock load or sudden acceleration, the fall arrester locks on the rope and stops the user. This system has virtually eliminated the need to adjust and read just the rope grab during movement on the roof.

I am sure many roofing professionals will recall the PR-600 mobile fall-protection system from Protective Roofing Products, Hamilton, Ontario, developed during the 1990s. This innovative system allowed rooftop workers to access a nonpenetrating anchorage point that could be moved around a roof. Although the system was not as easy to use as modern carts, it was a huge success and spawned many of the mobile fall-protection cart systems currently in use. Choosing a mobile fall-protection cart system that best works for you and your employees is critical. When making your selection, consider the following:

- Roof deck type
- Location of intended use
- Number of employees expected to use the system at any given time
- Intended use for fall restraint or fall arrest.

Once you have determined these considerations, a decision regarding the style of mobile system can be made. Smaller units have been successful for repair crews where ease of breakdown and truck space is a necessity. The Roof Zone Penetrator 2+2 and the Raptor STINGER™ mobile fall-protection carts are only two of the many systems capable of being broken down and assembled on rooftops for use.

Drones and cameras

Protecting workers before, during and after jobs has become simpler and safer through the use of infrared drones and cameras, allowing users the ability to see deck integrity by visualizing a rough heat loss. Infrared technology along with drone usage can eliminate unsafe conditions where estimators and others access rooftops.

With new and improved cameras and drones, you now can identify a hazard without even stepping foot on a rooftop. FLIR,® Wilsonville, Ore., along with a few other infrared technology companies, has developed systems for drones and smartphones. The possibilities are endless.

More advancements to come

Safety equipment improvements coupled with advancements in technology and proper job hazard analysis safety planning are critical for improving job site safety. There always will be a need for new safety products, and the future promises more advancements. By keeping up with new product innovations, the industry will continue to drive down OSHA citations, injuries, illnesses and fatalities.

Rich Trewyn is an NRCA director of enterprise risk management.



Hard Hat Safety: Head Protection Tips and OSHA Guidelines

Written by Jorge Castanon, Safety Consultant, FRSA Self Insurers Fund
Published in Florida Roofing, March 2022

More than two million disabling work injuries occur every year, 25% of which involve the head. According to the Occupational Safety and Health Administration (OSHA), hard hat safety is required in work areas where objects might fall from above, where workers might bump their heads against fixed objects and if there is a possibility of accidental head contact with electrical hazards.

Like all personal protective equipment (PPE), OSHA regulations require the use of American National Standards Institute (ANSI) compliant head protection (ANSI Z89.1-2014). OSHA rule (29 C.F.R. 1926.100) states that employers must provide head protection equipment that meets or exceeds the industry consensus standard ANSI Z89.1.

Hard hat classification is referred to by their **type** and **class**. There are two types of hard hats:

- **ANSI Type I:** Protects against blows to the top of the head and meets vertical impact and penetration requirements. These are used mainly in the United States.
- **ANSI Type II:** Protects against blows to the top and side of the head and meet both vertical and lateral impact and penetration requirements. These are more commonly used in Canada.

The three classes of head protection include:

- Class E (electrical) provides protection to withstand 20,000 volts
- Class G (general) provides protection to withstand 2,200 volts
- Class C (conductive) does not provide protection from electricity

A Type I, Class C hard hat would be the standard worn by a construction worker not exposed to electrical hazards. An electrician would more than likely wear a Type I, Class E hard hat.

Hard Hat Do's & Don'ts

- **Do Clean** your hard hat as needed, using mild soap and water solution or other solution recommended by the manufacturer.
- **Do Store** your hard hat as recommended by the manufacturer, which means keeping it out of the direct sun (like on the back dash of your car) and out of areas with high heat (like in the car trunk) while you are off the job
- **Do Inspect** your hard hat shell and suspension for damage and deterioration every day before use, as well as after any event that may affect its integrity (such as being struck by a falling object or being crushed)
- **Do Replace** your hard hat shell or suspension when it shows any signs of damage or deterioration

- **Do Not Paint** your hard hat; hard hat manufacturers typically forbid using paints because they can degrade the strength of the hard hat shell, making it easier to break
- **Do Not Use Solvents** to clean your hard hat; just like with paints, solvents can also degrade the strength of the hard hat shell
- **Do Not Alter or Modify** your hard hat, drilling holes and/or inserting screws in your hard hat (so you can add attachments or for any other reason) can weaken the shell of your hard hat and can also allow electrical current to pass through
- **Do Not Wear Your Hard Hat Backwards** unless specifically approved by the hard hat manufacturer and your employer
- **Do Not Wear a Ball Cap or Toboggan Beneath Your Hard Hat** because doing so could interfere with the suspension and shell, which work together to reduce the force of an impact. Cold weather liners approved by the hard hat manufacturer are available.

Protecting workers from potential head injuries is an essential component of any workplace safety program, especially in the construction industry, where a head injury can be life-threatening. Hard hats, if worn properly and consistently, can protect crew members from falling or flying objects, electrical shock hazards and unintentional hard hits against fixed objects. For additional information, visit www.osha.gov



Residential Roof Fall Protection: Keep Your Roofing Crew Safe

Equipter, Published in Florida Roofing, May 2022

Roofing is risky business. From workers' comp claims to law suits, losing crew members can destroy a company. Keep your crew and your company safe. Reduce the risk of job site injury by putting these tips into practice now.

Require the Right Footwear

Many companies require employees and subs to dress in company-branded apparel when on the job. Don't let the dress code stop there. The right shoes make all the difference when roofers are spending hours walking on old shingles, exposed decking and new materials throughout the job. Hazards run rampant on the roof and ensuring your crew is equipped with the right footwear is just one way to reduce workers' comp claims. When listing requirements for the right roofing shoes, consider noting the following:

- high-quality traction
- high-top for ankle stability
- leather or suede for durability
- flexibility
- thick shoelaces
- safety toe

Work boots are not immortal. Continuing to use them when the soles are worn down can be just as dangerous as wearing the wrong footwear. When the tread is gone, the probability of slipping increases and stepping on nails becomes even more detrimental to the well-being of the wearer.

Provide a Personal Fall Arrest System

Whether you run a roofing company or a general construction company that covers a variety of residential projects, your workers

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must be kept safe in all situations. That safety stretches beyond a standard dress code. According to OSHA, falls from roofs account for over a third of all fall-related deaths in residential construction. With multiple types of fall protection solutions available, contractors can choose which works best for them. A personal fall arrest system, (PFAS) is favored by many roofers, with a full-body to the main component of the system by a long lifeline or lanyard. Rope grabs and temporary guardrails also contribute to roofer safety when workers are carrying tools and materials across the roof or plowing through the tear-off process. All of these methods still allow roofers to move freely across the work area, so they can get the job done on time and prevent lawsuits and downtime due to fall-related incidents.

Keep the Roof Clear of Debris at All Times

Tear-off is often the roughest - and potentially most dangerous - part of a roof replacement, with roofers shoveling old shingles right over the edge of the roof onto the tarps that can sway in the breeze or buckle under pressure. Avoid tripping hazards by ensuring the area your crew is repairing or reroofing stays clear of roofing debris. Be sure they stay on the lookout for broken clay r slate shingles or stray nails that may snag old asphalt shingles and tar paper. Property protection and ground crew safety are just as essential as the well-being of the workers on the roof during the replacement process. Rogue debris can pose a threat to the performance of ground workers but self-propelled, liftable equipment is a practical solution.

Work in Weather Conducive Roofing

Exposure to excessive heat can also be detrimental to roofing crews. Hydration is key for surviving on rooftops on sweltering sunny days. Carrying a portable cooler filled with water or a drink that replenishes electrolytes in the truck for breaks throughout the day can help keep crews energized to get the job done. All professional roofers know not to roof in the rain. But roofing after rain can be hazardous too if the old roof and the fall protection system have not had time to dry.

In addition, asphalt shingles in shaded, humid areas can develop Gloeocapsa magma. This type of algae is commonly found on older asphalt roof systems, which can create a slippery surface on the shingles when wet. To combat the issue, shingle manufacturers have taken steps recently to prevent the growth of Gloeocapsa magma by adding granules of copper, an element toxic to the algae, into roofing materials.

No matter what part of the job your crew members work on, safety is key for timely job completion and customer satisfaction. Make sure your company has a policy on standard safety procedures and ensure your foreman are fully equipped to properly execute those procedures.

Equipter, LLC was founded in 2004 by former Lancaster County, PA, roofer Aaron Beiler. The company offers an array of drivable debris management equipment for roofers across the country, increasing professionalism one roof at a time. For more information, visit www.equipter.com.

What Could Possibly Go Wrong?

How Situational Awareness Can Save Your Life

Written by Brandon Strawder, Published in Roofing Magazine March/April 2022

For those whose regular work-place is on a roof, one day can seem like the next. What the novice finds un-nerving becomes routine as a roofer's skills grow and the seasons whiz by. On many days there is pressure to get the job done quickly to increase profits or years of experience, are working close together. One steps back abruptly and both fall. Their fall arrest equipment saves the day, but now it's time to figure out what happened.

A lack of situational awareness is often cited as the cause or a to lessen a backlog of roof jobs on the schedule. In the real world, one delayed job impacts the next and soon the crew is working extra hours. Dusk is falling; additional workers are sent to the roof; tools are not properly stowed. And then it happens. Two roofers, each with contributing factor in construction industry accidents. Incident reports often contain phrases like "The worker was distracted by ... " or "The crew was packing up after working overtime ... ". For each worker, whether on the roof or on the ground, situational awareness means keeping a 360-degree view of the workplace, understanding both inherent risks as well as immediate risks of the present job, and a clear anticipation of hazards that could cause an incident. While this sounds easy, in practice many factors can interfere with safety measures. Managers need to remember that attention is a limited resource while distraction on the job is ever present. Conversely, functional fixation is an equal threat; when workers concentrate so intensely on their own task they neglect to notice others working nearby or to identify approaching hazards such as a change in weather.

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A team whose members are familiar with each other is ideal and has many advantages. But in today's fast-paced construction/roofing environment, stable crews are often a luxury. New workers, particularly when brought into an existing project, can strive to impress by trying to work faster than others, or take on tasks they might not be truly qualified to perform. This behavior, a type of information overload, marks a loss of situational awareness because the new worker is unable to perceive the entire job and their effect on the safety of others. Situational awareness is more than a brain game or tabletop exercise for training sessions. It takes continuous practice at the jobsite and requires both encouragement and vigilance by management. A site review should be part of regular training sessions and put in practice at morning jobsite meetings. Management must encourage a culture of safety that allows workers a clear path for reporting hazards and anticipated threats. Since complacency can lead to accidents, here are some tips to help keep situational awareness "top of mind" for each crew:

- **START** each day on every job by prompting crew members to be aware of their situation and hazards. Remind them to have a 360-degree focus both for them-selves and for others on the project — both on the roof and on the ground. Emphasize teamwork.
- **CHECK** equipment and safety procedures. Review emergency protocols such as rapid rescue from a fall or fall arrest. Everyone needs to know where the medical kit and rescue equipment are kept. Who will call 911? On many crews this is the job of the crew leader; but what if he/she is the one injured?
- **ASK** what workers see that might be different from yesterday or could cause trouble today. Differences can be as routine as weather and temperature or as unique as a new piece of equipment being used on the project.
- **ENCOURAGE** workers to manage-up by bringing hazards to the attention of the job foreman. In return, give praise to workers who notice a hazard before it becomes a problem.

RISK FACTORS

Many factors can and will have an effect on worker safety in general and situational awareness in particular. One factor often mentioned is fatigue. Concentration wanes after a few hours on the job — that's pretty clear. But fatigue can also occur early in the shift if a worker has been kept awake all night by a sick child or by other worries. Proper rest periods are sometimes skipped or shortened on a fast-paced job. Workers fighting hunger or dehydration are unlikely to have the mental energy to keep a 360-degree view of the job.

After the real-life incident described above, the roofing contractor's safety officer held a verbal debriefing with the crew involved. No one could point to a single cause for the accident that could have ended two roofing careers. That was to be expected since most serious incidents stem from more than one mistake or misstep. Here's what they found:

1. The crew was feeling more rushed than usual that day. A delay in getting to the jobsite due to a traffic backup meant a late start. Additionally, they were under pressure to finish the roof that day. Work began without a morning meeting and no reminder to be 360-degree aware of your surroundings.
2. The day's temps climbed to 94 degrees, generating a heat index above 80 degrees. This should have triggered more frequent shade and rest breaks for the crew. Few were taken and work pushed on into twilight.
3. One worker laid a hammer on the roof instead of putting it back on his belt, then turned away to set up the next part of his sector.
4. A second worker, new to the company and eager to be seen as super-productive, also lost sight of the full picture and turned his back to his teammate. He became so focused on the roof immediately in front of him, he did not realize he was about to collide with his partner.

The crew and the company learned from this close call that safety can never be taken for granted. An essential element of the learning process is to conduct after-incident debriefings as soon as possible and insist that they be judgment-free zones, creating a mechanism for an honest dialogue. Good situational awareness means never having to say, "What went wrong?"

Brandon Strawder is CEO of Strawder Family Innovations, manufacturer of The RidgePro, the premium device in steep-slope roofing safety. The company's mission is to dramatically re-duce the number of injuries and fatalities in the roofing industry. For more information, visit theridgepro.com.



SAFETY TALKS

Is Your Warning Line a Hazard?

I would like to share a personal observation as a safety consultant. A while back I was conducting safety inspections of several roofing jobsites. One thing that many of those jobsites had in common was that a warning line system and safety monitor were being used for fall protection. As long as that is done correctly, it is a perfectly acceptable practice. However, if done wrong it can create a greater hazard. That is what I saw on not just one, but several jobsites. Each of the jobsites had a flat roof and had a warning line erected around the perimeter of the roof. The warning lines were located 6 feet from the edge of the roof and had flags at least every 6 feet. So far, so good – right?

Where the hazard existed on these jobsite relative to the use of warning lines, is how the men got to and from the ladder, hoist area, and disposal area of the roofs. On all of these jobsites, the men walked up to the warning line, lifted it, and then walked underneath. Take a minute and think about the hazards that this practice creates while only 6 feet from the unprotected edge of a roof.



1. When you lift the warning line and walk under it, where are your eyes focused? At least while you are going under the warning line you are likely looking down, and may even be looking to the side to make sure you are not pulling over the rest of the warning line. Taking your attention off of the edge of the roof when you are that close is not a good idea.
2. Now consider this. Have you ever stood up quickly and felt light-headed or dizzy? That can happen when you bend down and then stand back up to go under a warning line too. You don't want to be dizzy and light-headed within feet of an unprotected edge of a roof.
3. If you have an arm full of debris, tools, or roofing materials; or if you are pushing a wheelbarrow or cart, lifting a warning line to walk underneath is awkward and could cause you to twist or turn in a manner that creates a strain injury.
4. Repetitively lifting and lowering the warning line causes it to sag. Before long, the sag can be so great that the warning line (which is intended as protection) becomes little more than a trip hazard hovering 8 to 12 inches above the roof surface.

DISCUSS WITH YOUR CREW

What are some other hazards associated with lifting and walking under a warning line?

If you are using a warning line as a part of your fall protection on a roof, OSHA fall protection standards require that ensure that points of access, materials handling areas, storage areas, and hoisting areas be connected to the work area by an access path formed by two warning lines. When the path to a point of access is not in use, a section of warning line must be placed across the path at the point where the path intersects the warning line erected around the work area to form sort of a warning line gate.

SAFETY TALK ATTENDEES:

CHARLAS DE SEGURIDAD

¿Es su línea de advertencia un peligro?

Con la charla de seguridad de esta semana, me gustaría compartir una observación personal como consultor de seguridad. Hace un tiempo estaba realizando inspecciones de seguridad de varios sitios de trabajo de techos. Una cosa que muchos de esos sitios de trabajo tenían en común era que se estaba utilizando un sistema de línea de advertencia y un monitor de seguridad para la protección contra caídas. Siempre que eso se haga correctamente, es una práctica perfectamente aceptable.

Sin embargo, si se hace mal, puede crear un mayor peligro. Eso es lo que vi no solo en uno, sino en varios sitios de trabajo. Cada uno de los sitios de trabajo tenía un techo plano y tenía una línea de advertencia erigida alrededor del perímetro del techo. Las líneas de advertencia estaban ubicadas a 6 pies del borde del techo y tenían banderas al menos cada 6 pies. Hasta aquí, todo bien, ¿verdad?

Donde el peligro existía en estos sitios de trabajo en relación con el uso de líneas de advertencia, es cómo los hombres llegaban y salían de la escalera, el área de elevación y el área de eliminación de los techos. En todos estos sitios de trabajo, los hombres se acercaron a la línea de advertencia, la levantaron y luego caminaron por debajo. Tómese un minuto y piense en los peligros que esta práctica crea mientras está a solo 6 pies del borde desprotegido de un techo.

1. Cuando levantas la línea de advertencia y caminas debajo de ella, ¿dónde están enfocados tus ojos? Al menos mientras va por debajo de la línea de advertencia, es probable que esté mirando hacia abajo, e incluso puede estar mirando hacia un lado para asegurarse de que no está deteniendo el resto de la línea de advertencia. Quitar la atención del borde del techo cuando estás tan cerca no es una buena idea.
2. Ahora considere esto. ¿Alguna vez te has puesto de pie rápidamente y te has sentido mareado o mareado? Eso puede suceder cuando te agachas y luego te paras para volver a subir para pasar por debajo de una línea de advertencia también. No querrás estar mareado y mareado a pocos pies de un borde desprotegido de un techo.
3. Si tiene un brazo lleno de escombros, herramientas o materiales para techos; o si está empujando una carretilla o un carro, levantar una línea de advertencia para caminar debajo es incómodo y podría hacer que gire o gire de una manera que cree una lesión por tensión.
4. Levantar y bajar repetidamente la línea de advertencia hace que se hunda. En poco tiempo, la caída puede ser tan grande que la línea de advertencia (que está destinada a ser protección) se convierte en poco más que un peligro de tropiezo que se cierne de 8 a 12 pulgadas sobre la superficie del techo.

DISCUTA CON SU TRIPULACIÓN

¿Cuáles son algunos otros peligros asociados con levantar y caminar debajo de una línea de advertencia?

Si está utilizando una línea de advertencia como parte de su protección contra caídas en un techo, los estándares de protección contra caídas de OSHA requieren que los puntos de acceso, las áreas de manejo de materiales, las áreas de almacenamiento y las áreas de elevación estén conectadas al área de trabajo por una ruta de acceso formada por dos líneas de advertencia. Cuando el camino a un punto de acceso no está en uso, se debe colocar una sección de la línea de advertencia a través del camino en el punto donde el camino se cruza con la línea de advertencia erigida alrededor del área de trabajo para formar una especie de puerta de línea de advertencia.

ASISTENTES DE LA CHARLA DE SEGURIDAD:

